

NO: VII
Minutes of the
Board of School Directors
DERRY TOWNSHIP SCHOOL DISTRICT
Hershey, PA 17033

November 5, 2012

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Monday, November 5, 2012, in the District Office Board room. Mrs. Ellen Sheffey, Board President, called the meeting to order at 7:00 p.m.

1.02 Roll Call

Directors Present: Mr. Christopher Barrett
Dr. Donna Cronin
Dr. Henry Donahue
Mr. John Gräb
Mr. Bruce Hancock
Dr. William Parrish
Mrs. Maryellen Sheehan
Mrs. Ellen Sheffey

Excused: Mr. Christopher Morelli

Superintendent: Dr. Richard Faidley

Secretary: Mr. Stephen Rineer

Solicitor: Mr. Brian Jackson

Student Representative: Miss Caroline Briselli
Mr. Garrett Richards (Excused)

Press: Ms. Tricia Kline THE PATRIOT-NEWS

Representatives of the Administrative Staff: Mr. Dan Tredinnick, Dr. Bernie Kepler, and Mr. Joseph McFarland.

Representatives of the Staff and Community: Sallyann Talley, Kathy Marschka, Heidi Eby, Brian Shiflett, Lewis Shaw, AnnMarie Schupper, Ann Rowland, Randy Fackler, Megan G. Hulse, Mike Leonard, Josephine Allen, Kip Shaw

Mrs. Sheffey: I'd like to announce that Mr. Morelli has an excused absence tonight.

1.03 Flag Salute

Mr. Gräb led those gathered in the Salute to the American Flag.

1.04 Approval of November 5, 2012 School Board Agenda

The Administration recommended the approval of the November 5, 2012 Derry Township School District Board Agenda.

Mrs. Sheffey: I just want to announce, I think most Board members noticed, this morning we did add an item, 4.06 – Approval of Additional Citizens to the Comprehensive Planning Committee. May I have a motion to approve the agenda?

Mr. Hancock: So moved.

Dr. Cronin: Second.

Mrs. Sheffey: Moved by Mr. Hancock, second by Dr. Cronin. Is there any discussion? This is a consent vote, all in favor indicate by saying 'yay'.

All Board Members: Yay.

INFORMATION AND PROPOSALS

2.01 Announcement of Executive Session

Mrs. Sheffey: I'd like to announce the Board met in Executive Session prior to the meeting to discuss employment issues, consultation with an attorney or other professional advisor regarding potential litigation, and matters that must be conducted in private to protect a lawful privilege.

2.02 Recognition of Citizens (Agenda Items)

Mrs. Sheffey: This is now 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, state your name and address for the record.

In an effort to keep the meeting on schedule and out of respect for others who wish to speak, please keep comments to no more than 3 minutes. This portion of the agenda is intended primarily for those who wish to provide input. Inquiries may be directed to the Board and they will be answered to the extent possible.

Speakers with 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.

Are there any citizens who would like to address the Board at this time? Please come forward and state your name and address.

None.

2.03 Student Representatives Report

Mrs. Sheffey: Ms. Briselli, do you have a Student Representative Report?

Ms. Briselli: I do. While I'm here today, but Garrett could not be here. He is actually down in Ecuador and that's one of the things I wanted to talk about. He's participating in our Hearts for Ecuador trip. The high school does it every year. They bring about 6 to 8 seniors down to Ecuador and do heart surgeries on kids down there. The first trip just got back today in school and they reported a lot of success. They had about two surgeries a day and they were able to help a lot of kids. The second trip left yesterday. They traveled from here to Miami. They're going to be in Ecuador until the 14th. So that's been a big part of school in the past couple of weeks. They do Tie-Dye for Ecuador to bring t-shirts down to the kids. They raise money through cookie sales, so that's been something that's been a big part of the school for the past couple of weeks getting ready for that and supporting the kids who are doing that.

Tomorrow is the election and a lot of students are helping at the polls tomorrow. A lot of the Young Republicans and Young Democrats are getting out of school for a couple hours to go to some local polling places and pass out sample ballots and that sort of thing, so a lot of students have gotten involved in that.

And the last thing I wanted to talk about was that we lost two days to Hurricane Sandy. Fortunately, the schools didn't suffer much damage I don't think, but students were able to spend time at home. I know a lot of the kids I talked to, especially seniors, got a lot of work done on college apps and got a lot of working done catching up before the end of the marking period, so some of the students kind of welcomed that little break. They were really glad that the marking period was pushed back till Friday to kind of make up for those two days we lost. I think that's pretty much all I have.

Mrs. Sheffey: Okay thank you. Does anybody have any questions? Alright thank you.

2.04 Standing Committee Reports

Mrs. Sheffey: The Finance Standing Committee met today. Mr. Gräb, do you have a report?

Mr. Gräb: Thank you Madam President. Yes, I do. We had five items on our agenda today. We reached four of them. The first one was approval of the minutes from the April 10, 2012 meeting and that was the last meeting of the Finance Committee. We've had some Finance and General Services Joint Committees prior to that time and this was the last actual Finance Committee meeting, so we approved those minutes.

Mr. Rineer gave us an update on what to expect from the audit coming in from the auditors which should be here in a week or so, based on the 2001-2012 budget and there were several positive variances both on the revenue side and on the expenditure side. Some of these are non-reoccurring revenues and some of them are recurring revenues. For example, the Milton S. Hershey Rehab Hospital came online and that provided about \$127,000 worth of revenue. Of course 19 East was sold and being sold there was a transfer tax which generated approximately \$287,000. The State Social Security reimbursement when the budget was approved, it was approved at \$625,120. The General Assembly decided to up that a little bit, so we had a positive variance of approximately \$270,000.

The non-reoccurring revenue, we had a positive variance of approximately \$887,000 and recurring revenue – some of the recurring revenue came from the earned income tax came in approximately \$519,000 than what we had budgeted. That was probably based on the improving economy and also the tax collection to the Dauphin County Tax Collection Committee. We had another positive variance of the special ed consortium where we provide special educational opportunities for other school districts in the area and that brought a positive variance of approximately \$155,000.

On the expense side, utilities, natural gas, a positive variance of about \$123,000 and utilities, electricity approximately \$208,000. Some of that was based on the fact that the ECC was not open last year and some of it was due to some of the utility conservations we've implemented with some of our upgrades to the buildings.

Finally we transferred approximately \$1.8 million dollars to the capital reserve and about \$102,000 to the general fund reserve bearing in mind the general fund reserve can only be about 8% of the budget.

We then took a look at projected expenditures for next year and Steve does a very good job being conservative on his estimates for the upcoming year. There were some questions from some of the citizens advisor members of the Committee at taking a look at what expenditures were last year for certain things and perhaps changing those

going forward. But possible expenditures for the 2013-2014 came in close to about \$56 million dollars.

We then took a look at the revenue side for 2013-2014, both local real estate taxes, local taxes, athletic fees, revenue from the local government, federal revenue from other LEAs, yadda, yadda, yadda. In the past, we used to include the amount of money we received from the Hershey Trust in local income, but due to some audit and budgetary things, it's been switched over to a separate fund and, if I don't answer that completely, I'm going to ask Steve to define that at the end.

State revenues – we are projecting for them to remain static. The basic subsidy has remained static for the past three years and we don't anticipate that increasing a whole lot.

Special education looks like it's basically staying the same going forward as well.

Federal revenues came in about \$263,000 from the federal government.

The new item I talked about was the permanent fund transfers from the Hershey Trust that's expected to generated about \$100 and, excuse me, \$1.9 million dollars. We're looking at total revenues coming about \$55.1 million which leaves us with a deficit of approximately \$800,000. There are several ways we're going to take a look at this. The Administration is going to seriously take a look at where some items might be cut going forward. There has been some talk about using some of the PSERS fund to help with the increase in PSERS for the upcoming year. This includes a 1.7 at this point and time increase in the local real estate taxes, but again that's still up for discussion.

Steve also passed out subject to PDE revision, a tentative timeline and according to this, the deadline by which a school board must either makes its proposed preliminary budget or adopt a resolution indicating that it will not raise taxes must happen by January 31, 2013.

Mary Ellen or Ellen or Chris, anything I may have missed?

Mrs. Sheffey: No, I think you did a good job. Are there any questions? Dr. Donahue.

Dr. Donahue: John or Steve, the 1.7% in this particular budget will account for how much roughly?

Mr. Rineer: About \$600,000.

Dr. Donahue: Okay thank you.

Mrs. Sheffey: \$571,000.

Mr. Rineer: \$570,000.

Mr. Gräb: That's about \$600,000.

Dr. Donahue: Deficit at this point is \$800,000?

Mr. Rineer: Correct.

Mr. Gräb: Yes.

Mr. Rineer: Including that. That includes that yes.

Dr. Parrish: The earned income was up about \$500,000 roughly and you said some of that was because of improvements in the economy. Some of it may have to do with the new way we're – the new tax association we're using?

Mr. Gräb: I would ask Steve to answer that.

Dr. Parrish: Are we being more effective at collecting taxes?

Mr. Rineer: No, we're not. I think that every – with the change to county-wide collection of the earned income tax, I think every business manager in the state was nervous about what the cash flow was going to be and then others will accrue, that means record, revenue beyond the June 30 date as long as it doesn't get too far out – as long as you identify it as owed to you by June 30. With the new regulations that cover when a taxing entity in particular another county's tax collection bureau has to remit the money, the thinking was that some of the dollars that the District previously got within two months of June 30 would now be received in September, October, November, December, in other words, not permitted under accounting rules to record it as a June 30 receivable. So the result was that business managers state-wide were very conservative about how they budgeted the earned income tax revenue. I understand that one of my colleagues in one of the smallest districts, probably the smallest district in the county has a \$750,000 budget surplus. If you equate the size to us that's a \$3 million dollar surplus, so business managers were nervous about the revenue recognition for the earned income tax, so that was a big chunk of it.

Another chunk of it was we were budgeting in April 2010, the economy was not going very well and I think also districts were very very nervous about how much you built in your budget for earned income tax, so I think the combination of the two tended to keep the budget numbers down on the earned income tax.

Dr. Parrish: So if we look at real dollars, not budgeted dollars, how much is earned income tax collections up relative to last year?

Mr. Rineer: About \$200,000.

Dr. Parrish: So it really is about a \$200,000 improvement.

Mr. Rineer: Yeah, and the numbers I provided as a very rough estimate for the 2013-2014 budget, I think I have a figure in there \$4.1 million dollars.

Dr. Parrish: Okay.

Mrs. Sheffey: Are there any other questions?

Mr. Gräb: I just want to have Steve talk about that Hershey Trust.

Mr. Rineer: I'd be delighted to. This is – from time to time – you've heard me talk about GASB this and GASB that and GASB stands for the Government Accounting Standards Board. Sometimes I think that the Government Accounting Standards Board has nothing to do but make a business manager's life miserable and this is the latest one.

Last year we were required to reclassify various fund balance accounts as either spendable, not spendable, unclassified, unrestricted, yadda, yadda, yadda. One of the pronouncements that they made has to do with what's called a permanent fund. It's now Fund 90 and it's recognized by PDE and what Fund 90 is – or the definition of a permanent fund is pretty much what our trust is. It's a fund that we receive the benefit of the income, but are not allowed to have access to the principal. So with the GASB pronouncement on Fund 90, we didn't – formerly – we didn't record the corpus of the trust – about 39, call it \$40 million dollars. We did not record the corpus of the trust. All we recorded as a local revenue item was the transfer of the trust income to the District. Well with GASB and the latest pronouncement, now we have to record Fund 90 as an asset of the District. It also automatically increases the fund balance of the District, but since we do not have access to the principle, now it's considered to be a non-spendable portion of our fund balance.

Now going around, what this may enable us to do, and I've been talking with Mr. Verdelli about this, is we've been working on our rating with Standard & Poors and said, shucks, you know, our fund balance is now \$90 million dollars more than it was last year – trying to get a AAA rating, and the AAA would reduce our borrowing costs, so Standard & Poors is hem hawing a bit and I've been thinking about this a little bit and e-mailed Mr. Verdelli to tell the Standard & Poors folks that now that our fund balance is \$90 million dollars, this revenue stream that is pretty much guaranteed now has the effect of increasing our taxable assessments by \$103 million dollars. In other words – and generate \$1.8 million of revenue stream, it would take \$103 million dollars of taxable assessed value to produce the same dollar figure, so Mr. Verdelli is going back to Standard & Poors seeing if we can squeeze a AAA rating out of them, but you will see in the financial statements in two weeks a new column called Permanent Fund Balance or Permanent Fund and that's the fair market value of the Hershey Trust. It's a long winded answer to a simple question, I guess, but you're going to see a couple of changes. Okay?

Mrs. Sheffey: Okay.

Mr. Gräb: Thank you Steve.

Mr. Rineer: You're welcome.

Mrs. Sheffey: Any other questions or comments? Then Dr. Cronin, the Policy Committee met on November 1, do you have a report?

Dr. Cronin: Yes, I do. A lot of things covered. I'm going to use the advantage of Dr. Kepler's wonderful notes, because mine are scribbled all over the place, so thank you Bernie.

We first looked at Policy 903, which is Public Participation in Board meetings and that is currently on 30 day review and it includes revisions that pertain to a designated section of the Board room for audio or videotaping. Even though it's on 30 day review, we decided to add additional language pertaining to disruptions of audio/videotaping and that was based on some documents that Mr. Gräb provided to us that we were able to incorporate into that policy. This is now – the policy overall is slated for final adoption at our next meeting on November 19.

Policy 209.1 is our Food Allergy policy. It's a new policy that was proposed by the PSBA. We reviewed it and we recommend that it be put on 30 day review at our next Board meeting, so starting November 19 it will be on 30 review.

Policy 610 and 611, Purchases Subject to Bid and Purchases Budgeted – that's on 30 day review and a couple questions came up for consideration. One was whether or not there was the ability for electronic bidding and if any previous Board had adopted a resolution to that affect. Looking back in historical records unable to really be determined, but we will make a motion at the November 19 – the next – November 19 meeting for that policy.

The other thing that was brought up was the need to update this policy on an annual basis rather than just reviewing it every several years and we believe that the policy does need to be reviewed annually and the District will be notified of necessary changes via PSBA's policy maintenance program to make sure we're in line there.

A section was added to the Policy to express our desire to purchase locally when all else being equal and both policies we recommended for consideration at our next meeting November 19.

Policy 701 – Facilities Planning – that's currently on 30 day review and we just updated a legal citation on that and that will be for approval at the November 19 meeting.

And then finally, Policy 822 on Automated External Defibrillator and Cardiopulmonary Resuscitation; we recommended that that will be placed on 30 day review as of November 19, our next Board meeting as well.

We discussed reaffirmation of other policies as we discussed at previous Board meetings, the Policy Committee has reviewed the entire Policy Manual to make sure that anything that hasn't been looked at within 5 years is being reviewed and we have a systematic approach to that. We have a number of policies that are being looked at for reaffirmation – no changes necessary, and hopefully we will be able to discuss them at the next Board meeting so that we can move forward in getting the Policy book updated.

In terms of new business, we will be looking at two policies at our next meeting. One is 217 – Graduation Requirements as well as Policy 227 – Drug and Alcohol – just to look at any areas that might need to be readdressed and that's just really a preliminary look at those two policies again.

Bruce, Ellen you guys were there – anything else you want to add?

Mr. Hancock: That's it.

Mrs. Sheffey: Are there any questions? Okay.

Dr. Cronin: Thank you.

Mrs. Sheffey: Mr. Gräb has one more item to add from his Finance report?

Mr. Gräb: The Finance Committee broke into an Executive Session to discuss the continuing appeal of the 19 East Chocolate property owned by the Hershey Company and to discuss the tax settlement with the Best Western Inn, which is on the agenda for approval this evening. I neglected to mention those two.

Mrs. Sheffey: Okay. Any questions or comments on that? Alright.

2.05 Presentation – K-12 Library

Mrs. Sheffey: Tonight we have a presentation – let's see, Mrs. Arnold, Mrs. Mackley, Mrs. Talley, and Mrs. Marschka, did I pronounce that right? Presentation on K through 12 library:

Mr. McFarland: And before they get started, I just wanted to thank the Board for giving us this opportunity. As you will see in this presentation, the role of the School Librarian has changed immensely. They're not the librarians that we probably all remember in our school days nor are our libraries the same as what they were. They have been an integral part of all curricular areas and we're collaborating and networking more, the librarians have been a crucial piece of that collaboration, so I will turn it over to Mrs. Mackley now to share the changing role of the librarian.

Mrs. Mackley: Thank you and thank you for allowing us to talk tonight about the library program and its impact on the students of Derry Township. My name is Alison Mackley,

the librarian at the high school and I'd like to introduce my colleagues: Penny Arnold is the Department Chair and also the librarian at the middle school and SallyAnn Talley and Kathy Marschka are both the librarians at the elementary schools.

So this presentation is based on the vision of what a 21st century librarian is and a librarian in the 21st century is an instructional partner whose professional expertise enhances critical skills in the common core curriculum through collaboration with students and content area teachers. Through inquiry based learning, the library makes learning rigorous and relevant by utilizing information literacy skills, technology, and relevant resources.

The American Association for School Librarians were very forward thinking in 2007 when they created these standards for the 21st century learner. The standards have changed the way people view school librarians.

So think about the school library when you were in school, if there was a school library. Even when I was in school, the library was really just a shortcut to get from one side of the building to the other side of the building or it was just a place to hold the books, but libraries now are changing and they're different in the 21st century. The place of libraries in the school community has changed. They are places that are engaging and collaborative, innovative, and welcoming to students and they're really the heart of the school.

So the school library is more than just a room with resources. It's essential and world where students can find information on anything, anytime, anywhere. In an instant students can consume or create information using blogs and Facebook, Twitter, Wikipedia, YouTube, iTunes, Google, cell phones, and many more tools. When you think about all the information surrounding our students, they need tools to help them manage it all.

So how do we teach students to manage these resources? Sure, they can use Google, but school librarians empower students to be critical thinkers, enthusiastic readers, skillful researchers, and ethical users of information. Librarians help students to achieve academic success in all subjects at every grade level. Librarians help students embody the values of digital citizenship and foster an enthusiasm for independent reading. Finally, students learning to value lifelong learning.

Studies over a period of time across the nation show that students are more likely to have high schools on standardized tests in reading and writing when they have access to a full time librarian. In this particular student, the students scored almost three times – they were almost three times as likely to score advanced on their writing scores with a full time certified librarian and this is just one statistic.

Digital citizenship helps students learn skills to assist them to navigate their online lives for now and the future. Please watch this video that shares one student's take on digital citizenship:

[VIDEO PRESENTATION]

Part of our role is to help students become independent learners utilizing reading, writing, and critical thinking. Lifelong learning means that our students become creators of knowledge, rather than just consumers of information. For our students lifelong learning means blogging and podcasting, recording and designing, programming, paraphrasing, twittering, bookmarking, commenting, mashing, networking, and uploading.

It's not just the tool students use, but the way they're using them. Our students solve problems, collaborate, and publish using tools and technologies like –

[VIDEO PRESENTATION]

Our students learn responsibility, reliability, and integrity. Ross Todd, a former teacher and librarian and now an associate professor at Rutgers University puts it best, "The hallmark of a school library in the 21st century is the development of human understanding, meaning making, and constructing knowledge.

So in summary, librarians help students to create, think, share, and grow. So how do librarians and libraries the common core standards? During the summer, a state committee was put together of state librarians and they began to develop a model curriculum for the Pennsylvania library programs. Ultimately, there will be defined units of study meant to benefit every student. The Pennsylvania model library curriculum integrates standards from English language arts, reading and writing in science and technical subjects, reading and writing in history and social studies, and the academic standards for business, computer, and information technology. Of the 44 standards that librarians are responsible for, inquiry language is embedded in all of the anchor standards. The 21st century requires graduate who think creatively, solve problems, are information and technology literate and are able to collaborate.

As librarians, we've been invited to serve on District curriculum writing committees as Mr. McFarland said, so the library standards can be embedded into the curriculum of the core content areas.

Collaboration is so important when it comes to our jobs between the teachers and the librarians, so here's just one perspective of the benefits of the teacher/librarian collaboration:

[VIDEO PRESENTATION]

And we'd like to leave you with this thought. The library isn't just about books. It's a space where students can go when they want more. Having a place to go is so important, especially when you know that someone will be there to guide you through. Thank you and we've be happy to take any questions that you have.

Mrs. Sheffey: Thank you. Are there any questions? Mr. Hancock?

Mr. Hancock: Mrs. Mackley [not audible] I was course of a day or the course of a week, how many kids do you think [not audible]. Do you have any way to measure that or do you know how many people are coming to use the facilities or [not audible].

Mrs. Mackley: I have 11 period of study halls a day, so throughout the entire day there might be anywhere from 10 to 80 students in the library at any one time across those 11 periods. In terms of teaching classes, today I was in four different classrooms. All four of them I was able to go into that classroom and co-teach with the teacher, sometimes the classes come into the library and I'm able to teach there or we use the library conference room, and I do keep statistics on that, but I don't know them off the top of my head – maybe one of my colleagues would have a better idea. I know the elementary librarians are in a very different situation, because they have a fixed schedule.

Female Voice: Just to give you an idea, I teach 2nd grade, 4th grade, and 5th grade and I have between six and seven 40 minute classes a day, so I have 39 sessions that I meet with, last year I had 42. So we see a lot of kids every day – that's for the scheduled classes. In addition to that we have open [not audible] students come in throughout the day as well.

Mrs. Sheffey: Dr. Cronin – oh sorry.

Female Voice: I was going to say – in the middle school I would say on average about 100 to 150 every day are in and out of the library and the same with the high school. It could be with classes that I go into the classroom or they come into the library for instruction.

Dr. Cronin: Sure – Obviously, I think we're all most familiar with the elementary, the ECC and the elementary schools. Every kid has a library so they have to go to the library; they're forced to, which is a great thing. Now I didn't realize that the high school actually had study hall in the library – how many? Eight periods? Every period?

Mrs. Mackley: Well 11 periods of the day students come from their study halls to the library, so 10 students per study hall can come to the library.

Dr. Cronin: I see.

Mrs. Mackley: Some periods there are 8 study halls, so I'll have 80 kids, plus it's over a lunch period, so then I'll have 10 extra kids or 20 extra kids from lunch coming in.

Dr. Cronin: Okay, so study hall kids can come in, sign in; are you the only person there if they need a resource?

Mrs. Mackley: I have an aide, thank goodness, and she deals with all of the books, attendance, the checking in, the checking out, so I'm able to help to be there as a resource to teach the students.

Dr. Cronin: And who gets to come from study hall? First come first serve? Who signs up? If they have computer needs or –

Mrs. Mackley: The different study hall teachers handle it differently. A lot of them ask for the people who need the library resources first, but truly a lot of students come to the library just to work together with friends or to relax for a little bit during their day.

Dr. Cronin: And I haven't been there in a while, are there computers for use?

Mrs. Mackley: There are 33 computers and then we have a laptop cart of 24 laptops.

Dr. Cronin: So anyone that comes in there pretty much is going to have access to a computer. Is the middle school – do you run it the same way during study hall? Wait, are there study halls?

Female Voice: We don't have study hall periods. It's flex period.

Dr. Cronin: Flex, that's it.

Female Voice: So the students can come in any day and there's also computers there too.

Dr. Cronin: And are you finding that it's the same kids that come in or – this is middle school and high school, because it's not forced. Is it the same kids that rotate through or do you feel like you're getting a good percentage of kids coming in, and if not, how do we get more kids to do it and not always have the same ones there.

Mrs. Mackley: I'd say it's a good mix. I mean, I have my regulars who come in, but then there's also, you know, a smattering of new kids who come in, especially when the marking periods change and their study halls change, you know, at the semester. Some of them don't have a study hall first semester, but they do second semester. I'm able to see all of the students during their English classes. They all come in for a series of lessons on research, so in that way and the same is true for 10th grade in their Social Studies classes. So in some way, every student is in the library at some point during their high school career.

Dr. Cronin: Okay my final question is: is there any means at the end of the year or during the year to get feedback from students to find out if they feel that they're getting enough library time? Just curious.

Mrs. Mackley: Not as of now.

Dr. Cronin: Okay.

Mrs. Mackley: No, but that's a really good idea.

Dr. Cronin: Because some of them might not even – I just – my sense is that they're probably some kids who don't go to the library unless their forced to and don't even know what they're missing.

Mrs. Mackley: Right.

Dr. Cronin: And I want to go home and find out.

Mrs. Mackley: I hear a lot from college, you know the college kids come back and they say, you know, thank you goodness you taught us about databases or I wish we would have learned a little bit more about this, so I do get some feedback in that way, but yeah, talk to your kids and see what they have to say.

Dr. Cronin: Thanks.

Mr. McFarland: And if I can add one thing, Mrs. Mackley touched on it, but they're not tooting their own horn enough as far as the role that they play in integrating the common core in English, language arts, science, Social Studies, and technical subjects. There's a lot of writing standards and requirements that Social Studies, science teachers, technical subject teachers are now responsible for. The librarians are collaborating; they're in all the curriculum writing work that we're doing and they're actually going in to teach the students, along with the core content teacher on ethical use of resources, on how to do an effective search instead of just googling and it and taking the first thing that comes up. For a lot of us as adults and teachers – we're learning that along the way so that the librarians are out there in the forefront and keeping on top of that and finding the resources and being able to teach the students as well as their colleagues how to effectively do research with the wealth of information that's out there, so I didn't want that to pass by, because they do a lot with that.

Dr. Cronin: You just made me think of a follow up, sorry. On that same note, obviously when the kids are coming in, they all have different devices, so how are you working with the BYOD in terms of kids coming at you with all different things?

Mrs. Mackley: At the high school, we certainly have that and I'm one of the tech coaches at the high school, so I have meet with the other tech coaches and we brainstorm ideas and get input from the teachers and feedback from the teachers about what we are seeing out there and then try to provide the teachers with some sort of inservicing or professional development about how to handle the devices that are coming in. In the library, you know, the kids are pretty savvy with their own devices and when I'm teaching – I was just in two English classes today and we were using an application called Evernote where the kids take notes and save them in there and all the kids were able to access their notes and get into it, regardless of the device that they

were on. I know that that's not the case everywhere, but we're still learning and we're still in the infancy stage of the BYOD.

Dr. Cronin: Excellent. Thank you.

Mrs. Sheffey: Okay Mr. Gräb?

Mr. Gräb: I wanted to thank you very much for coming out and giving your presentation this evening on the library. You're absolutely correct. This is not your father's library. I was thinking back when you had mentioned this. When I was in school, a cassette player and a carousel slide projection were considered state of the art multi-media. I appreciate the fact that from the elementary school through the middle school through the high school that you engage yourself with the students, because in my four years in high school, the one thing I can remember my librarian saying to me was Shhhh.

Mrs. Mackley: I've only ever had to shhh one person and it was a teacher.

Mr. Gräb: So thank you very much for the presentation. It was enlightening.

Mrs. Mackley: Thanks.

Mrs. Sheffey: Are there any other questions? I also want to thank you for coming and this was a learning experience for me, and I know last year as part of the budget process we did talk about librarians and we didn't fully appreciate all the work you did, so now we do, so thank you. Also my daughter is one of the ones who the library is a safe place for her. She loves it and I attribute it to you Mrs. Arnold, so thank you very much.

2.06 Community Correspondence Summary

Dr. Kepler: Yes, thank you Madam President. In the month of October, we had one citizen submit a concern/complaint form using our form router system and that was in regards to – just a concern regarding the elementary back to school night being rescheduled and the difficulty that had on them personally.

We had three others submit an inquiry form: one was a general appreciation, one was seeking a fundraising contact, and the third an applicant for an open position was seeking some further information.

Additionally, we did have one e-mail sent to the Board from a constituent who was having difficulty submitting on form router. It is an issue with IOS users and we have communicated this back to that individual, but we are looking at other software that can help us correct that and have a platform that anybody can submit regardless of device.

Mrs. Sheffey: Are there any questions or comments? Is there anything, I haven't looked, is there anything on the website that says for Mac users you may have difficulty and we can have them know ahead of time?

Mr. Tredinnick: Yes, before you actually click the button that takes you to the form, there is disclaimer information that indicates it's optimized for use on a Windows based platform. However, the button is pretty obvious and so I think folks see the 'click here' button and sometimes might skip over that.

Mrs. Sheffey: Okay thank you.

2.07 Anticipated Agenda Items for the November 19, 2012 Public Board Meeting

The following items will be on the agenda for the November 19, 2012 Public Board Meeting:

1.	Standing Committee Reports: <ul style="list-style-type: none"> • Curriculum Council (November 6, 2012) • Finance (November 19, 2012)
2.	Presentations: <ul style="list-style-type: none"> • Transportation (Mr. Yarian) • CAIU (Dr. Mary Jane Gale and Ms. Cindy Mortzfeldt)
3.	Students of the Month - November 2012
4.	Approval of November 5, 2012 School Board Minutes
5.	Auditor Report 2011-2012
6.	Sale of Bonds Series A - 2012 General Bond Obligation
7.	Requests for the Use of Facilities
8.	Personnel
9.	Staff Development

UNFINISHED BUSINESS

3.01 Unfinished Business

Dr. Faidley: Madam President, we do have unfinished business from our previous Board meeting. There were two questions regarding payment to vendors. The first question had to do with payment to Eastburn & Gray as a result of an invoice and the answer to that question is the invoice was a billing related to a District audit and some questions of clarification that were provided to me as the Superintendent.

The second was to DeHart, III. That was not an invoice, that was a withholding from an employee's earnings ordered from the Court.

Mrs. Sheffey: Okay. Are there any questions or comments.

Mrs. Sheehan: Just thank you; those were my questions so thank you.

Mrs. Sheffey: Okay.

CONSENT AGENDA ITEMS

4.01 Approval of 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.

1.	Approval of October 22, 2012 School Board Meeting Minutes
2.	Approval of Board Operating Guidelines
3.	Approval of Policies: <ul style="list-style-type: none">• 123.3 Sudden Cardiac Arrest• 249 Bullying/Cyberbullying• 802 School Organization• 803 School Calendar• 804 School Day• 807 Opening Exercises• 810.2 School Bus Video Monitoring• 811 Bonding
4.	Approval of Citizen Advisors

Mrs. Sheffey: We are now at the Consent Agenda. Are there any items that anybody would like to have pulled out for separate discussion and vote? Alright -

Dr. Cronin: Actually, you know what? Can we pull out 4.06, because I'll be abstaining from that vote and I don't want to abstain from everything.

Mrs. Sheffey: Okay, so – 4.06.

Dr. Cronin: Sorry. Thanks

Mrs. Sheffey: Alright, so may I have a motion to approve Consent Agenda Items –

Mrs. Sheehan: So moved.

Mrs. Sheffey: Thank you – 4.01 through 4.05. Moved by Mrs. Sheehan. Is there a second? By Dr. Parrish. Is there any discussion?

Mrs. Sheehan: I just – the citizen advisors – I just wanted to thank those citizens. I see some of them in the audience for filing out an application and getting involved and I just wanted to ask if we had a resignation on the Policy Committee, if we were going to be advertising for that citizen advisor now that the application process is completed.

Mrs. Sheffey: I think that's what we had discussed, that we would wait for the citizen advisors that were currently open to be approved, and I think we still need a citizen advisor for Finance, so we should re-advertise for that.

Mrs. Sheehan: We do?

Mrs. Sheffey: Yeah, we only got three and we need four.

Mr. Gräb: We only have – currently we only have three members on the Finance – citizen advisors on the Finance Committee?

Mrs. Sheehan: What about Mr. Wood?

Mr. Gräb: He didn't – from my understanding he did not reapply.

Mrs. Sheehan: Wasn't it – and maybe I misunderstood, I thought they were on a cycle, like two citizen advisors every other year, because it was a two year commitment? So I didn't think it was his time to come up. I thought he was just appointed last year, so he has another year to fulfill in his commitment if it's my understanding and I could be wrong.

Mrs. Sheffey: We could look into that.

Mrs. Sheehan: Okay.

Mr. Gräb: I'll have to check on that. I'm not positive either.

Dr. Cronin: Well then whatever committees are open, that would great to post that.

Mrs. Sheffey: We'll just advertise after we look into that. We'll advertise what's open.

Mrs. Sheehan: Okay thank you.

Mrs. Sheffey: Wonderful. Any other discussion? Okay Mr. Rineer, roll call:

Roll Call Vote:

Barrett – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hancock – Yes

Morelli – Absent

Parrish – Yes

Sheehan – Yes

Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

4.02 Approval of October 22, 2012 School Board Meeting Minutes

4.03 Approval of Board Operating Guidelines

The School Board President recommended approval of the following Board Operating Guidelines:

- 005-BOG-0 - Duties of Board Officers
- 005-BOG-1 - Board Standing Committees
- 005-BOG-2 - Functions of Standing Committees
- 006-BOG-1 - Official Board Minutes

4.04 Approval of Policies: 123.2 Sudden Cardiac Arrest; 249 Bullying/Cyberbullying; 802 School Organization; 803 School Calendar; 804 School Day; 807 Opening Exercises; 810.2 School Bus Video Monitoring; 811 Bonding

The Administration recommended the approval of the following policies of the Derry Township School District Policy Manual:

- 123.2 Sudden Cardiac Arrest
- 249 Bullying/Cyberbullying
- 802 School Organization
- 803 School Calendar
- 804 School Day
- 807 Opening Exercises
- 810.2 School Bus Video Monitoring
- 811 Bonding
-

The policies have been on display in the following locations: Hershey Public Library, Derry Township Tax Office, Derry Township Municipal Office, Hershey High School Library, and the District Office.

4.05 Approval of Citizens Advisors

The Human Resource Committee recommended the approval of the following Community Members to serve as Citizen Advisors to the Finance, Communications, and Curriculum Committees.

<i>Communication:</i>	Ann Rowland
<i>Curriculum:</i>	Karen Ruddle
<i>Finance:</i>	R. Michael Dotts
	John Dunn
	Alan Malkoff

4.06 Approval of Additional Citizens to the Comprehensive Planning Committee

The Administration recommended adding the following Citizens to the Comprehensive Planning Committee:

Josephine Allen	Judy Haverstick
Faisal Aziz	Laura King
Casey Bellezza	Myron A. McCurdy
Peggy Bravacos	Marietta Mierski
Michael A. Bruno	Julie Moore
Christopher Bushman	Rahat Quli
Dr. Balwant S. Chohan	Richard Rauscher
Melissa Chroscinski	Ann Rowland
Shannon Corcoran	Julie Scheib
Jake Cronin	Ericka Schmidt
Lonna Donaghue	Carol Schneidereit
Janet Duck	Lewis Shaw III
Heidi Eby	Tracy Sullivan
Ray A. Faidley	Julie Tafuto
Jodi Ford Firestone	Paul B. Thompson
Corinne Gibilterra	Teresa Umberger
Donna Griffith	Ed Uravic

Mrs. Sheffey: Now I need a motion to approve the additional citizens to the Comprehensive Planning Committee?

Mr. Gräb: So moved.

Dr. Donahue: Second.

Mrs. Sheffey: Moved by Mr. Gräb. Second by Dr. Donahue. Is there any discussion?

Mrs. Sheehan: I just wanted to thank the Administration and the Board for opening this process up to accept other applicants. There were 34 citizens from the community who

applied, which is a fantastic response and I see several of you out there tonight, so just thank you to changing that and thank you for applying.

Mrs. Sheffey: Okay.

Dr. Cronin: I just want to echo Maryellen's thoughts. She beat me to the punch, but I'm very appreciative of anybody who wants to get involved and I think it's just always going to make the process better to get more opinions and more perspectives so thank you to everyone who has committed their time to helping.

Mrs. Sheffey: Alright. Mr. Rineer, roll call:

Roll Call Vote:

Barrett – Yes	Gräb – Yes	Parrish – Yes
Cronin – Abstain	Hancock – Yes	Sheehan – Yes
Donahue – Yes	Morelli – Absent	Sheffey - Yes

7 Yes, 1 Absent, 1 Abstention

MOTION CARRIED

NEW BUSINESS

5.01 Approval of Real Estate Tax Assessment Appeal Settlement – Parcel 24-031-060

The Administration recommended the approval of a settlement of the tax assessment appeal litigation, Case Number 2011-CV-10123-TX for Tax Parcel 24-031-060 involving property owned by Hershey Hospitality Associates and known as Best Western Hershey. Fair Market Value is agreed at \$4,300,000. Any applicable common level ratios, currently 0.735, will be applied according to law. The District Administration and Special Counsel are authorized to take all steps necessary to effect this settlement and to resolve the pending tax assessment appeal.

Mr. Gräb moved the Board approve the real estate tax assessment and was seconded by Dr. Donahue.

Roll Call Vote:

Barrett – Yes	Gräb – Yes	Parrish – Yes
Cronin – No	Hancock – Yes	Sheehan – Yes
Donahue – Yes	Morelli – Absent	Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.02 Personnel – Resignations

The Administration recommended the approval of the following resignation:

Limited Service Contract:
Cantore, Kathleen Math Counts Advisor Middle School Reason: Personal Effective: 10/23/2012 (retroactive)

Dr. Parrish moved the Board approve the resignation and was seconded by Mrs. Sheehan.

Roll Call Vote:

Barrett – Yes	Gräb – Yes	Parrish – Yes
Cronin – No	Hancock – Yes	Sheehan – Yes
Donahue – Yes	Morelli – Absent	Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.03 Personnel – General

1.	The Administration recommended the approval of the following appointments:
	Classified:
	Taylor, Margaret McKelvey Substitute Teacher's Aide District-wide Salary: \$11.30 per hour Effective: 11/06/2012
2.	The Administration recommended the approval of the following requests in accordance with District Policies 435 & 439:
	Klos, Jennifer * Gifted Support Teacher Middle School Paid/Unpaid Childbearing Leave

	Effective: On or about 01/15/2013 through 02/26/2013
	Paukovitch, Crystal * Grade 2 Teacher Primary Elementary School Paid/Unpaid Childbearing/rearing Leave Effective: On or about 04/12/2013 through the end of the 2012-13 school year
3.	The Administration recommended the approval of the following requests in accordance with District Policy 535:
	McCorkel, Sr., Samuel * Groundskeeper District-wide Paid/Unpaid Family Medical Leave (up to 12 weeks) Effective: 08/22/2012 to be used on an intermittent basis during a one-year cycle as necessary (retroactive)
	Zimmerman, Janet * General Food Service Worker High School Paid/Unpaid Family Medical Leave Effective: 11/06/2012 through 01/07/2013
4.	The Administration recommended the approval of the following addition to the 2012-2013 Substitute Teacher List:
	Martin, Seth B.S. in Secondary Social Studies from The Pennsylvania State University
5.	The Administration recommended the approval of the following addition to the 2012-2013 Guest Teacher List:
	Shope, Alexander
*	This individual is currently an employee and/or volunteer. Clearances are on file.

Dr. Cronin moved the Board approve the personnel recommendations and was seconded by Mr. Barrett.

Roll Call Vote:

Barrett – Yes
Cronin – No
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Absent

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

DELEGATES REPORTS

6.01 Capital Area Intermediate Unit Report

Mrs. Sheffey: I have a Capital Area Intermediate Unit Report. We met October 25. At the meeting, we authorized the Administration to go out to bid for a new HVAC system for the main Enola office building. They announced that there will be an IU iPad summit. It's in partnership with Apple and it will be held Tuesday, December 18 from 8 to 4. I see Joe nodding, I was going to ask I hope we have a representative attending. They'll be talking about best practices and new directions for implementing iPads and transparency into the classroom, so I'm glad to hear we'll have someone there.

Male Voice: [Not audible].

Mrs. Sheffey: Oh excellent even better thank you.

We had a first glance at our audit similar to what our Board here just had tonight. It looks like it's going to be a clean audit and we will have a presentation in November.

CASA will be applying to the Harrisburg School District for a charter school. I anticipate that it will be approved. What that means for us is right now if somebody from our District chooses to attend CASA, they're paying for it themselves. Once CASA becomes a charter, we will be paying for it, the School District and we will be paying the full value.

Then finally, actually, no two more things – the IU sponsored a Superintendent conference, unfortunately Dr. Faidley was not able to attend. It was in Annapolis, I believe, it's not on my notes. I believe it was in Annapolis, so real bummer for you, Dr. Faidley. There was funding provided so the districts were not paying full funding for it, but they have presentations on educator effectiveness, comprehensive planning, data tolls, classroom diagnostic tools, transition to the common core standards and instructional coaching.

Finally we had an update on CAOLA. We've added new middle school courses, enrollments have doubled this year. We now have 1,250 students who are taking CAOLA courses, 631 of them are full time. That concludes my report. Are there any questions?

Dr. Donahue: I had a question for you or Joe. In the CAOLA, are we offering the same online courses as we did last year, because there was some expectation that as it evolves we'd add more, I'm just curious as to whether we have any more online programs.

Mr. McFarland: We do in the high school and we've added middle school this year.

Mrs. Sheffey: Okay. Any other questions?

Dr. Cronin: Yeah, I have a question just in terms of the impact of the CASA charter school. Right now those kids attend part time at Hershey, part time at CASA, but they get the Derry Township diploma.

Mrs. Sheffey: Correct.

Dr. Cronin: If CASA goes to become a charter school, they would have to choose to enroll in that school full time?

Mrs. Sheffey: I haven't seen the application, I know there was discussion about contracting back with the school districts for the core classes and CASA would continue to just be arts education, but I haven't seen the final charter application.

Dr. Cronin: So that could offset –

Mrs. Sheffey: Correct.

Dr. Cronin: So we can negotiate to try to make it as neutral as possible?

Mrs. Sheffey: That's the anticipation, but I don't know what will be approved.

Dr. Cronin: Alright good. Thanks.

Mrs. Sheffey: Okay?

SPECIAL REPORTS

7.01 Board Members' Report

Mrs. Sheffey: Are there any Board member reports?

Dr. Cronin: I just want to say that once again the 8th grade teachers did a fantastic job organizing the Philadelphia trip last Friday – to have the entire grade go someplace and have it be so organized and on schedule and on task and so educational at the same time amazes me. So that was my fourth time going and I'm so glad they still need lots of chaperones. It's a 1 to 4, 5, or 6 ratio and Ellen was there as well and it was fabulous. They do a great job every year.

Mrs. Sheffey: They did. It was fun too. Any other Board member reports?

7.02 Superintendent's Report

Dr. Faidley: Thank you Madam President. I'd like to take the opportunity this evening to speak a little bit about the Comprehensive Strategic Plan requirements of the Pennsylvania Department of Education, formerly known as the Strategic Plan. I also want to echo the comments made by Mrs. Sheehan in terms of the citizens coming forth and applying to be a part of the process. We are now a total of 136 members – at least that have been invited to participate and we look forward to beginning that process here this week.

There are differences between the process that was conducted years ago and the process that Pennsylvania Department of Education is expecting districts to complete this time around. The differences have to do mostly with, and I won't go into all of them, but mostly with – at the District level, the District level Planning Committee being – the best way to describe it is to look at the District in the direction of the District from a 10,000 foot view and provides some strategic direction to the buildings which will develop the much more comprehensive plans at the building level, the action plans and those types of things will be developed at the building level.

The purpose of the Comprehensive Strategic Planning is for the Derry Township School District Comprehensive Strategic Planning process is to allow stakeholders the opportunity to submit ideas, feedback, and goals that are strategic in nature and support the overall comprehensive strategic goals of the District and the campus' academic master plan in long range educational and facilities master plan. These goals are not operational, but strategic and are captured in the annual building and program reviews.

The process includes the comprehensive strategic planning process is transparent and highly participatory. It allows for faculty, staff, students, parents, community, local business, and Administrators to submit ideas, feedback, and goals that can be incorporated into the District Comprehensive Strategic Plans and the campus educational and facilities master plan.

We are required by the Pennsylvania Department of Education to have certain representation on the Comprehensive Strategic Plan. Therefore, we have reached out to members of the leadership and the community, various business owners to include them in the process as well. Obviously, our stakeholders, our parent group, we have students represented on the Committee as well and they provide a very valuable perspective of setting the direction and the vision for the District.

Like I said to begin, the State Department of Education has really scaled way back on the expectations and the requirements of the strategic planning process, but it does not mean that the Derry Township School District will not produce a great piece of work at the District level to provide guidance to our buildings as they move forward in developing the more technical and the action steps related to some of the strategic

concepts and goals that the District level Committee will help guide. In fact, the Pennsylvania Department of Education goes as far as to say that they are requesting no more than six goals, up to six goals as a completed product with the strategic planning process, so I know it will be extremely difficult for our group to narrow it down to just six, but I'm sure we are up for the challenge, and as the Superintendent of the School District, I look forward to meeting with the Committee and outlining our direction and for people to get to work.

Mrs. Sheffey: Thank you.

Dr. Faidley: Thank you Madam President and that concludes my report.

Mrs. Sheffey: Thank you.

7.03 Board President's Report

Mrs. Sheffey: I have no report.

RECOGNITION OF CITIZENS (Non-Agenda Items)

8.01 Recognition of Citizens (Agenda and Non-Agenda Items)

Mrs. Sheffey: This is now an opportunity for residents and taxpayers to address the Board on matters related to agenda items or matters of District governance, not on the formal agenda. Those who speak are asked to come to the microphone, state your name and address for the record. In an effort to keep the meeting on schedule and out of respect for others who wish to speak, please keep comments to no more than three minutes. This portion of the agenda is attended primarily for those who wish to provide input. Inquiries may be directed to the Board and they will be answered to the extent possible. Speakers with questions needing follow up outside of the Board meeting are asked to fill out the contact card, which can be found at the podium. Completed cards may be turned into members of the Administration to facilitate a reply.

Are there any citizens who would like to speak at this time? Please come forward and state your name and address.

Mike Leonard: I guess I have a question. I read in the paper a few weeks back and I don't know where it stands on the softball field and the monies that are going to be spent. If you can give me a brief summary of where that stands, I'd appreciate it.

Mrs. Sheffey: Dr. Faidley, can you do that?

Dr. Faidley: I'm going to defer to Dr. Kepler as he is spearheading this initiative.

Dr. Kepler: Thank you Dr. Faidley. The specific project scope is developed at this time by Hayes Large Architects regarding comparison or analysis, if you will, from Memorial Field and what facilities are provided to baseball and looking at the upgrades to the south field that Hershey Little League currently utilizes, so that varsity softball can be played at that location. The timeline of that development is to, I believe the goal is to go out to bid sometime around December with the hopes of any Board approval in January/February so that work could begin and in quick order be ready for the end of March, early April.

Mr. Leonard: And the purpose for this?

Dr. Kepler: The purpose for the upgrades is related to a Title IX concern that was submitted and looking at the girls' softball facility where they play at Plaza Field is not at the same – it does not have the same facilities as Memorial Field where baseball is played: lights, dugouts, scoreboard, etc. and under federal law, the District is obligated to provide an equal facility for girls softball as it has for boys' baseball.

Mr. Leonard: Alright. I guess what I'd like to interject into this whole decision making, before any money is spent. I tried to do some research on this and being that I'm not a lawyer and got the federal regulations and Title IX and things like that. I think we're opening a hornet's nest and I don't think \$120,000 or \$80,000 or \$60,000 is going to be well spent till you are informed of how or where we're out of compliance. From everything I'm finding on Title IX, there's 80% of colleges that are still out of compliance. Anywhere in Pennsylvania, even booster clubs are affected. My girl who plays tennis, if we have a fundraiser and raise \$10,000 for the girls' tennis team and they take a private bus to the playoffs, the boys have to have the same thing. I don't know if you have the right to confiscate some of our money to make that equal for the boys, that isn't clear to me, but the School District then has to come up with the money so the boys can ride in a chartered bus, so this Title IX is a mess and you guys are handed it, so I just really encourage you, before we spend money, that might not be our only problem, because cheerleading in colleges doesn't count toward the ratios you're required to equal according to some of the previous lawsuits that I read and you're opening a whole Pandora's box here. So I really, I hate to say this, but you're probably going to have to spend for a consultant to do – and there's a high school consulting firm that does Act IX or Title IX things on a website and I have a phone number, but I would recommend whether it's \$10,000 or \$20,000 or \$30,000 that a whole audit be done before any money is spent, because you're throwing money at a complaint – anything I found lawsuit wise has been geared toward discrimination of salaries. Everything I'm finding that I can tell if you're working at trying to comply, they kind of leave you alone and Governor Corbett just signed into law that by next September, I think it is, you guys have to do a form for Pennsylvania that all high schools or school districts have to have Title IX information done and going to be on a public website for us. So before we spend a penny, you better find out where we're in compliance and out of compliance, because you're either going to have to come up with ton of money to fix it all or if there's a ton of money, you might have to cancel programs. So I would really encourage before anyone would vote to spend a penny that it's really it's are dotted and t's are

crossed, because this is just one complaint. Next month there could be another one and if everything's out of compliance, we're wasting our money.

Mrs. Sheffey: And I think Mr. Hancock had a comment.

Mr. Hancock: Mike, let me take a crack at maybe answering some of the things. I think there's been more work done than perhaps –

Mr. Leonard: The newspaper said?

Mr. Hancock: Than the newspaper said and I think this has been handled by the General Services Committee and quite frankly this is something – this has been on the table for a number of years and I would suggest in the literature and one thing that was helpful to me and I can share it with you was an article that PSBA published around Title IX and it really brought things into clarity for me as to what districts need to consider and what they don't need to consider and where they're in compliance and where there is not compliance and I think Dr. Faidley or Dr. Kepler made the comment that being noncompliant is just not for that particular activity. What we really don't want to have happen is to be subject to an audit by the O, gosh I can't recall the agency, but that is when, Mike, the Pandora's box is opened.

Now, I would suggest that over the past couple years the Administration is looking at these things all the time. This is one where they had felt and had given us the heads up that, hey, we're not in compliance – this is something we need to address, and I think through the General Services Committee and through Bernie and Ed before they left gave us a recommendation that was palatable versus what the potential liability is to the District.

Mr. Leonard: So you're saying you're spending whatever amount of money and there's still potential for more things to be thrown against the wall – that we're just quieting the storm right now?

Mr. Hancock: What I'm saying is I think this is one area where the District felt that there is some remediation needed, and I think we feel fairly confident that we are in compliance with the rest of our program and offerings, and I'll let Dr. Faidley expand.

Dr. Faidley: One of the things with Title IX is that, yes, you're correct Mr. Leonard is it's a very messy piece of law, however, our approach has been that we have identified an area that we know we are not compliant and because we know that, it's our duty and our responsibility to rectify the situation. To rectify the situation means that in order to meet the requirements under Title IX, we must create a facility that is equal to the facility that exists for the varsity boys' program, which means bleachers, stadium seats, dugouts. It must be equal to, and it's our approach that when things come to the forefront where we know that we aren't complaint, that we rectify the situation. Yes, you're correct. There may be other things that come forward that people bring to our attention and they question and we will deal with each one of those individually to make

sure that our athletes – our female athletes – are afforded the same equal facilities and equal services and equal uniforms and those types of things that our male athletes have as well. Not only equipment, but also facilities and also opportunities to participate in whatever that case may be, but what it really comes down to, Mr. Leonard, is the responsibility that we have to adhere to the law. We know that we are not compliant. We have had this issue looked at by legal and had interpretations as to what we need to do to rectify it and we've used the established processes that we have in the District to run this through our General Services Committee, to involve our Board members, and our citizen advisors each step of the way as well as the community that currently uses the facility – our Little League Association and the Township so that we can all come to a solution. Yes, it's going to cost money, but it's money that we need to spend in order to be compliant.

Dr. Cronin: Can I ask a question? This is just based on my own lack of knowledge. I assume that a softball field's dimensions and whatever are vastly different than a baseball fields?

Dr. Faidley: Yes.

Mrs. Sheffey: Correct.

Dr. Cronin: And it's not possible to superimpose one on the other? I'm just thinking the new turf field's got, what, three sets of lines on it, are baseball fields able to be used for softball?

Dr. Kepler: I can address some of that. The first and foremost issue is that with regulations regarding distance from foul line to fence is 25 feet. We do not currently have that in either the north or south field. Mound issues, I know it's something we'll work around as currently baseball there are portable mounds that can be moved. Softball mound flat is placed right there so that one's rather easy. Backstop behind home plate must be a certain distance – it currently is not the distance necessary for girls' softball in the PIAA. Lights are currently there. Stadium seating, bleacher seating is necessary to be added and, therefore, to move everything back the current bleachers and bull pen areas have to be removed and reconstructed.

Mr. Hancock: Like I said, as a member of the General Services, I would suggest there were several alternatives presented to the Committee and one being if you just started from scratch and two, the recommendation that's been approved and on the table right now is to take that field and kind of retrofit it that it's dual purpose and meets the needs of the softball guidelines and it also will meet the needs of our community of Little League who uses the same and as Dr. Faidley said, all entities were working together on this solution, but that is like the lower cost solution that then several alternatives we had on the plate.

Mr. Leonard: I guess what I worry about is, I appreciate the research and the effort put in it, one of the biggest things that come is a question to me is in the School District they

take a percentage of boys and girls and how many are in sports and how many are not, so you guys have all those headaches. I mean, this thing, and I just want to make sure that percentage is good for us, because the school district report in Pittsburgh that I read, they have, I think 500 girls and 800 boys, but then they break it down to percentages and they try to drag girls into the sports and they don't do it, so they have to cancel boys sports or it could go the other way too. I mean, it sounds like we're picking on the girls here, I assume as you made these decisions, all that stuff is known and then we're on the right track.

Dr. Kepler: Absolutely.

Mr. Leonard: I have no problem with it.

Dr. Kepler: You know, even the next consideration with this is night games, so if the boys have 5 games under the lights, should the girls have 5 games under the lights? Technically yes.

Mr. Leonard: [Not audible].

Dr. Kepler: Correct, which has further implications for Hershey Little League and is a concern of theirs that has been verbalized to me, so I think as we work with our not yet appointed Athletic Director, we'll have to be careful with scheduling for boys' games. I mean we may not be able to have as many night games for high school baseball.

Mr. Leonard: I thank you. I mean, it's a Pandora's box and I appreciate it. God bless you for figuring it out. I mean the state's mandating you have to do this report. Good luck finding the time to do it, but sounds like those things have been looked at. I didn't get that out of the article and I just wanted – I figured you knew these things, but it's a big chunk of money and I just wanted to make sure you guys were aware of that. Thank you.

Mrs. Sheffey: Thank you Mr. Leonard.

Kip Shaw: What's the total annual cost of the school bus video monitoring program?

Mrs. Sheffey: I suspect we don't know that number off the top of our heads and if you fill out your form, we can get back to you.

Mr. Shaw: Okey doke. Thank you. Thanks for taking my question.

Mrs. Sheffey: Thank you. Are there any other comments?

9.01 Adjournment

Mrs. Sheffey: The next public School Board meeting will be held Monday, November 19, 2012 starting at 7:00 p.m. in the District Office.

Dr. Cronin moved to adjourn, with a second by Dr Donahue and, approved by unanimous voice vote by all members.

The meeting was adjourned at 8:15 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the November 19, 2012 meeting

Mrs. Ellen Sheffey
President of the Board

LDM