

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

August 25, 2008

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Monday, August 25, 2008, in the District Office Board Room. Mr. Charles Stover, Board President called the meeting to order at 7:04 p.m.

1.02 Roll Call

Directors Present: Mr. Christopher Barrett
Mrs. Beulah Chabal
Dr. Donna Cronin
Dr. Henry Donahue
Mr. John Gräb
Dr. William Parrish
Mrs. Ellen Sheffey
Mr. Charles Stover

Excused: Mr. Alan Malkoff

Superintendent: Dr. Linda Brewer

Solicitor: Brian Jackson

Secretary: Mr. Stephen Rineer

Student Representative: None

Press:	Mr. Dave Hunt	HERSHEY CHRONICLE
	Mr. Drew Weidman	THE SUN
	Mr. Dan Victor	PATRIOT-NEWS

Representatives of the Administrative Staff: Mr. Dan Tredinnick, Dr. Cynthia Goldsworthy, Ms. Lynn Dell, Mr. Sam Elias, Mr. Ed Consalo, and Dr. David Lillenstein.

Representatives of the Staff and Community: Mary Reichart, Bunny Hottenstein, Richard Suminski, Christine P. Long, Linda Pagliarulo, Todd Pagliarulo, Michael Hulse, Megan G. Hulse, and Julie Neal.

1.03 Flag Salute

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

REVIEW AND APPROVAL OF MINUTES

2.01 Approval of August 11, 2008 School Board Meeting Minutes

A motion was made by Mrs. Chabal and seconded by Dr. Cronin to approve the minutes of August 11 Board meeting.

All Board members present signified by a Yes vote.

MOTION CARRIED

INFORMATION AND PROPOSALS

3.01 Announcement of Executive Session

Mr. Stover announced the Board met in executive session prior to the meeting to discuss matters related to personnel. All members of the Board were present except Mr. Malkoff.

3.02 Recognition of Citizens (Agenda Items)

None.

3.03 Presentation - Data Driven Decision Making

Dr. Goldsworthy and Dr. Lillenstein gave an extensive presentation regarding the data received from the 2007-2008 school year. The presentation focused on the PSSA data, the annual achievement data from the assessments, and the PVAAS data – the Pennsylvania Value Added Assessment Data.

Dr. Goldsworthy provided the following background information. "First of all, we are a District that is known across the state for our use of data and have been involved in

using data the last few years and particularly have it included it in our Strategic Plan. In our Strategic Plan, for example, we talk about our PSSA data and how much improvement we want to see in our PSSA scores. We also talk about our growth data or our value added data and the kind of growth that we're looking for in our students."

"Derry Township is fortunate to have been asked to do various presentations across the state and presented at a national conference a few years in a row about the District's use of data. A number of other school have been visiting and recently this summer, in one of the data sessions with the elementary staff, the Department of Education came and videotaped the teachers working to use as a training tape for other districts. Ellen Sheffey was recently featured on a Pennsylvania Department of Education DVD being made about value added assessment and school board presentations on value added assessment."

"Since the PSSA scores have recently been released, how is Derry Township doing? We have, for a number of years, far exceeded our achievement targets in our PSSA data. The state sets levels of performance and gives an average of performance that must be reached in reading and math and that number changes as the years go on up to 2014. Year after year, the District has exceeded those state targets in our PSSA achievement data. We also have growth in areas across the board, but particularly we have a few areas with our IEP students where we didn't make the kind of growth that we want to make."

"Under No Child Left Behind, the federal law requires that our students be proficient by 2014, that means 100% of the students be proficient by 2014. Pennsylvania, for example, sets their own AYP levels, which stands for Adequate Yearly Progress. This year, in 2008, the bar has been raised. Prior to this year, the numbers were 54% in reading and 45% in math. This means that 54% of the students had to be proficient in reading in the District, 45% had to be proficient in math. This year, in 2008, across the state, for all 501 districts, the AYP rates have changed to 63% in reading and 56% in math. As a district, you must have those scores. At the building level, you must have those scores and also the various subgroups identified under No Child Left Behind must meet those thresholds."

"In a subgroup, such as the limited English proficient students, economically disadvantaged students or students with IEPs, those scores are disaggregated and you must have those same levels of performance with those particular subgroups. However, the caveat is, and this affects Derry Township, you must have 40 students within a grade span in order for that to count. For example, in a school district that might have a lot of small neighborhood schools, they may appear to have made adequate yearly progress because they don't have 40 students in one of those categories. Therefore, the students count clearly, but in terms of making AYP, you may not see that as an issue in that particular district. In our District, because we have one elementary school, all of our grades 3 to 5 count together as a grade span, so we do have 40 students in our IEP subgroup. Because of that, the scores that we get for those particular students do count against us or for us in terms of meeting adequate

yearly progress.”

“The big issue for our District has been really understanding and working with our teachers around the difference between achievement and growth. What you see reported in the newspapers, for example, is strictly the achievement scores, because PSSA measures achievement. There are four levels, advanced, proficient, basic, and low basic and students across the state are ranked in one of those four levels.”

Achievement for our District has always exceeded the state averages in reading, math, and writing. What we have been focusing on, and our Strategic Plan focused on in the last number of years was the growth issue and that is through a process called PVAAS or Pennsylvania Value Added Assessment. That is not another test, PVAAS is a very complicated calculation or an analysis that lets us look at whether or not our students grew. If our students came to us proficient, did we grow them at least a year for a year? If our students came to us at low basic, did we grow them more than a year for a year because we want to close that gap? One of things we focused on in our Strategic Plan is looking at growth. There is not a mandate from the state to disclose PVAAS scores across the districts. We have done that and we shared that data with you last year as well. As we worked with our teacher groups this summer in our data sessions, we spent a lot of time looking at our PVAAS data, because we need to look at the number of students we already have at proficient and advanced and whether we are growing those students.”

“Why is that important to us? It’s important to us because we have been typically exceeding the state averages and we want to move from good to great. We are looking at our curriculum and instruction and finding those places where we are really growing students to see what we are doing there and then what should we be doing with those groups that we want to move a little faster.”

Looking at our 2006-2007 data, we looked at our growth patterns. Last year in 5th grade, we had some IEP students who weren’t growing at the rate that we wanted. What we did this past school year was to find extra time in the schedule and provide extra reading support for them during that time. We had to make some adjustments in the schedule and make decisions on what we were going to change. We found this year that we have indeed grown those students significantly. Another example was in second and third grade last year. We did not see our math scores where we wanted them, so we looked at a way to make some extra math time for those students and, again, we’ve seen positive changes. These are the kinds of efforts we’re having, because it’s not just enough to have the data, you have to look at what the data tells you and what you’re going to do differently.”

Dr. Lillenstein continued the presentation with a discussion about the PSSA scores. “PSSA achievement looks at grades 3, 4, 5, 6, 7, 8, and 11. In the District, we are seeing that more than 85% of the students are proficient or advanced in all grades except for 5 and 6th grade. Our overall percentage of advanced and proficient has remained relatively stable. We look at that and we say, on the achievement side that

looks pretty good, but we want to grow that. The percentage of advanced and proficient has increased in grades 3 and 8, so we probably want look and see if we can replicate that in other grades. More advanced than proficient in grades 4, 5, 7, 8, and 11. In this District, we believe we should have more advanced than proficient, so we think we are on the right track, but we can get from good to great. The IEP students in grades 3 through 5 and 6 through 8 did miss the IEP target, so we are aware of that."

In summary, growth is an important measure in Derry Township School District, even though that is not the measurement that is reported and released from Pennsylvania Department of Education. When you are seeing growth, you know you are on the right track and that is why growth is so important in terms of looking at curriculum and instruction.

Dr. Parrish: Is the standard by which our IEP students are held to through the AYP test is the exact same standard as the cohort of students who may be at the other end of the spectrum?

Dr. Lillenstein: All but 1%. One percent are held to a different standard using the PSSA, but these are students with significant cognitive impairments, so the vast majority of students are held to the same standard.

Dr. Donahue raised the question as to whether the children were distributed among several classrooms or several schools would it make a difference.

Dr. Goldsworthy responded that it most likely would make a difference. "It wouldn't make a difference in the classroom, but it could in buildings. In a school district that has maybe 4 neighborhood schools, for example, you may not have 40 at the grade span. The dilemma in those schools is not that the students don't count, but that it doesn't count in terms of AYP status.

Dr. Donahue raised the question as to whether we are seeing advances in our AYP scores since placing in the 40th percentile last year and currently placing in the 45th percentile.

Dr. Goldsworthy responded: "We are able to see through PVAAS scores that the trajectory that we have the students on is the correct trajectory. We just haven't reached that AYP target. Because the numbers for AYP changed this year, many districts were impacted. Every three years the numbers change at the state level and it usually takes a couple of years then to achieve that higher level.

Dr. Donahue: It seems plausible we may reach a point where you can never reach the AYP target.

Dr. Goldsworthy: "Yes and actually what's happening nationally is to examine that whole process. Tennessee was one of the first states to look at this because the developer of this growth model was from the University of Tennessee. There are now 9 states

nationally that are piloting growth models that may become part of the reauthorization of No Child Left Behind. Another way to make AYP may be to not only look at the achievement data, but achieving the growth that you need to make.

There was some discussion and clarification regarding the percentage of students who were proficient and advanced the last time the District scored the PSSA. While Dr. Goldstein and Dr. Lillenstein did not know this number offhand, they reported that the students did make the AYP in math and were just 2 or 3 percentage points away from the target number.

Dr. Cronin: What approaches are being taken to increase the ability that the target is reached next year?

Dr. Goldsworthy: "There are a number of things that are happening. For example, with our IEP students, we have already put in place a number of professional development training sessions with our teachers around reading programs for students with IEPs. We will be working with a consultant who has expertise in that area and she'll be providing our teachers with training. We're going to be looking at what do we need to do differently in our reading programs with those particular students. We also are looking at schedules and how can we find more time for direct instruction in reading. Our principals have been spending time with teacher groups to see how we can rearrange or what can we shift in order to give more time. Typically, time is a factor, but it makes a difference to increase time on task so we're looking at that."

Dr. Cronin: "What is your gut feeling as to where we are?"

Dr. Goldsworthy: "I think we're optimistic that we can improve those scores. We have a pretty clear sense on where we need to focus and what we need to work on. We've been actually spending the last year or so investigating various reading programs that we can use for the students who are in our special classrooms and as I said, we've got a significant amount of training for our teachers so I think we're very optimistic."

Dr. Cronin: "First of all, I think that it's incredible that you were able to assess the data so quickly because I know that's a lot of numbers, so good job at making it look so easy. My question is: obviously you've amassed all this data, you've analyzed it, you have ideas about what to do differently, you've already started implementing some of the training. How long do you think it will take to actually implement what the students will see? We're training teachers, we're talking about giving them more time, when will students be affected in terms of a real time line in this school year?"

Dr. Lillenstein: "Getting around the building today, teachers are looking at their groups, trying to group the students already based on their need and determining who they need to allocate more time. That was happening today in both reading and math."

Dr. Goldsworthy: "I can give you an example. On August 13, we held the elementary data retreat and we spent a day with about 25 elementary teachers this past Friday

which was our opening in-service day. All the second and third grade teachers met together with the principal and they mapped out a plan. I saw some e-mails this morning where they were already discussing things they were going to differently in terms of grouping students and interventions they were going to use based on the data analysis that they did."

A clarification was made that this referred to the current 6th grade students.

Dr. Cronin: "I assume those 40 students are dispersed throughout. So it's a matter of trying to figure out when each one can get specialized time."

Dr. Goldsworthy: "Yes. They all have very different needs and very different schedules so some of those students may spend the bulk of their time in regular classrooms. It's not just what happens in the special education classroom either. It really does require a whole school effort and everyone looking at the data. All of our teachers have looked at this data, not just our special education teachers.

Dr. Cronin: "I'm sure you'll let us know if more qualified trainers are needed for this, at least for the short term, to make sure we meet that criteria. My other question is: was the writing assessment new this year?"

Dr. Goldsworthy: No. The writing assessment is not new, but under No Child Left Behind, writing does not count for AYP.

Comment: "Both the 5th and 8th grade number of advanced is much lower than corresponding reading data."

Dr. Goldsworthy: "We have been talking about that and have been working on that for a number of years. That was really part of the impetus for the writing committee that was formed a number of years ago. The important thing to say is that this does take time. It takes time to provide the training, to make sure that the interventions are being implemented with integrity and fidelity. We're seeing great changes in our writing data and we think that we will see those changes reflected in the PSSA. We have a lot of local (District) level assessments that we're using and doing a lot of comparison of baseline data with end of year data and we're seeing significant improvement in writing. Our goal has absolutely been to increase the numbers of students that are advanced in writing."

Mr. Gräb : Is there a possibility of replicating the positive, such as the 4th grade reverse numbers of advanced and proficient?

Dr. Goldsworthy: "Yes and actually your point is well taken and that's the angle that we took this year with our data retreats (our data sessions) with our teachers – which was not to always look at the areas where we saw the glaring problems, but to look at those areas of strength because something is working there."

"The 4th grade teachers who were at the data session were able to identify a number of strategies that they felt were happening. For example, putting pacing guides together so that everybody was at the same point and completing the same number of units of instruction. They had also done a lot of discussions around math strategies with the math specialist that we have at that level and they also had developed quite a few classroom assessments to go along with the standards based report card and felt that that had made a difference as well."

Dr. Lillenstein: "It was interesting when we did the data retreat, we didn't provide them any summaries, it was all question-based. We had seen that the numbers reversed, but they identified that right away. When they were reflecting back, one of the things that they pointed out was that they shared the data with students. They had shared their assessments throughout the year with the students and actually asked them to set the goals in some of the classrooms and chart class data and their own data using Excel."

Dr. Donahue: How many IEP students are there in the 3rd to 5th grade elementary school building?

Dr. Goldsworthy: About 10% of the population is considered special education, approximately 75-80 students in that grade span.

Dr. Cronin raised the question as to whether the District would ever drop below 40 students in that particular aggregate.

Dr. Goldsworthy responded that it was doubtful the elementary or middle school would drop below 40. Since No Child Left Behind only requires testing at the 11th grade level, it is unlikely that we will have 40 students there.

A clarification was made that the reversed numbers occurred when the students were in 3rd grade to 4th grade.

Mr. Stover commented on the excellent presentation and appreciated how quickly everything was put together in addition to getting ready for opening day.

UNFINISHED BUSINESS

4.01 Unfinished Business

None.

NEW BUSINESS

5.01 Finance Report

1.	The Treasurer's Report for the month ending July 31, 2008 was summarized as follows:	
	• General Fund Revenues	\$3,290,476
	• General Fund Expenditures	1,962,667
	• Balance of Cash Plus Investments	11,552,006
2.	The listed schedule of investment transactions for the period beginning July 1, 2008 through July 31, 2008 had total interest earnings of \$23,795 comprised of the following:	
	• General Fund	\$1,094
	• Money Market	22,696
	• Certificates of Deposit	0
	• PA School District Liquid Asset Fund	0
	• PA Local Government Investment Trust	5
	The average interest rate for July 2008 was 2.68%	
3.	The July 2008 expenditures for the paid bills for all funds totaled \$795,164 excluding net payroll, retirement contributions, and debt service.	
4.	The August 2008 expenditures for the unpaid bills for all funds totaled \$1,417,596.	
5.	The estimated expenditures of the General Fund for the month of August 2008 were in the following amounts:	
	• Operating Expenses	\$1,500,000
	• Utilities	160,000
	• Net Payroll (3 pays)	1,342,000
	• Employer Provided Insurance	330,500
	• Payroll Deductions	680,000
	• Employer Payroll Taxes (FICA/RET)	160,000

• Debt Service	<u>0</u>
Total Estimated Expenditures	\$4,172,500

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

All Board members present signified by a Yes vote.

MOTION CARRIED

5.02 Requests for Payment

The Administration recommended the approval of the following invoices as reviewed and approved by Mr. Consalo:

Elementary School HVAC Improvements:		
1.	Trane, Inc. (HVAC Contractor)	
	Application No. 3	\$180,000.00

High School Additions and Renovations:		
2.	MBR Construction Services (HVAC Contractor)	
	Application No. 21	\$25,000.00
	Invoice No. 12132	1,337.80
	Invoice No. 12133	1,492.50
	Invoice No. 12135	<u>3,360.89</u>
	Total	\$31,191.19
3.	Derry Township School District Reimbursement for Capitalized Interest 5/15/08	\$91,033.75

Mr. Rineer added that the High School additions and renovations will wrap up the High School project.

Mrs. Chabal moved the Board approve the request and was seconded by Dr. Parrish.

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Malkoff – Absent

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.03 Approval of Amendment to the Intergovernmental Cooperation Agreement

The Administration recommended the District execute a "First Amendment to Intergovernmental Cooperation Agreement." The underlying Intergovernmental Cooperation Agreement involves Dauphin and Lebanon counties, Derry and North Londonderry Townships, Derry Township School District and Palmyra Area School District, and their agreed assessment of Hershey Foods Corporation's EDC III distribution center which is built upon the dividing line between Dauphin County and Lebanon County. The underlying Agreement sets forth the terms by which assessment of the structure and the land is to be shared by the various political subdivisions. The first amendment addresses the application of the agreement in a manner consistent with proposed addition to the EDC III that will be constructed on the Dauphin County portion of the premises.

Dr. Parrish moved the Board approve the request and was seconded by Mr. Barrett.

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Malkoff – Absent

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.04 Approval of Extended Food Services Agreement - Hershey Christian School 2008-2009 School Year

The Administration recommended the Board approve and ratify a further extension of contract to provide food services to Hershey Christian School. This contract will continue the arrangement whereby the District will provide onsite lunch to Hershey Christian School for three days per week, to commence on or about September 15, 2008 and ending at the conclusion of the Hershey Christian School academic year or the District school year whichever shall occur first.

Dr. Cronin moved the Board approve the request and was seconded by Mrs. Chabal.

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Donahue – Yes

Gräb – Yes

Parrish – Yes

Sheffey – Yes

Cronin – Yes

Malkoff – Absent

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.05 Approval of Special Education Settlement - The Janus School

The Administration recommended the District accept and execute an agreement with The Janus School to amicably resolve a special education matter in accordance with a confidential agreement between the District and the minor child/parents.

Mrs. Sheffey moved the Board approve the request and was seconded by Dr. Parrish.

Roll Call Vote:

Barrett – Yes

Donahue – Yes

Parrish – Yes

Chabal – Yes

Gräb – Yes

Sheffey – Yes

Cronin – Yes

Malkoff – Absent

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.06 Approval of Sunbelt Staffing

The Administration recommended the Board approve and ratify the Client Services Agreement with Sunbelt Staffing, LLC. Under the Agreement, Sunbelt Staffing will recruit healthcare professionals to the District on an as needed basis. Each healthcare professional will be paid between \$60-\$83/hour depending on his or her specialty.

Mr. Barrett moved the Board approve the request and was seconded by Mrs. Chabal.

Roll Call Vote:

Barrett – Yes

Donahue – Yes

Parrish – Yes

Chabal – Yes

Gräb – Yes

Sheffey – Yes

Cronin – Yes

Malkoff – Absent

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

Mr. Barrett requested that since Agenda Items 5.07, 5.08, 5.09, and 5.10 all dealt with overnight trips that they be considered as one motion.

Mr. Barrett moved the Board approve the consolidation of Items 5.07, 5.08, 5.09, and 5.10 as one and was seconded by Dr. Cronin.

There was clarification that the vote would be on motion to combine the four items into one.

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Malkoff – Absent

Parrish – Yes

Sheffey – Yes

Stover – Yes

8 Yes, 1 Absent

MOTION CARRIED

5.07 Final Approval for Foreign Excursion - Germany and the Czech Republic - November 2008

The Administration recommended the final approval of a foreign education excursion for Hershey High School Students to The Jewels of the East and West - Germany and the Czech Republic - November 21 through 29, 2008 as proposed by Miriam Collins in accordance with Board Policy 121.1.

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

5.08 Approval of Overnight Field Trip/Excursion - Cross Country Team - Penn State University - September 2008

The Administration recommended the approval of the following overnight field trip/excursion:

<i>Group:</i>	Cross Country Team
<i>Destination:</i>	Penn State University
<i>Purpose:</i>	Invitational
<i>From:</i>	September 12, 2008
<i>Until:</i>	September 13, 2008
<i>Trip Leader:</i>	Allen Fricke

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

5.09 Approval of Overnight Field Trip/Excursion - Future Business Leaders of America - State Leadership Workshop - State College - October 2008

The Administration recommended the approval of the following overnight field trip/excursion:

<i>Group:</i>	Future Business Leaders of America
<i>Destination:</i>	State College, PA
<i>Purpose:</i>	State Leadership Workshop
<i>From:</i>	October 26, 2008
<i>Until:</i>	October 27, 2008
<i>Trip Leader:</i>	Bonnie Ritchey

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

5.10 Approval of Overnight Field Trip/Excursion - Future Business Leaders of America - State Leadership Competition/Conference - March-April 2009

The Administration recommended the approval of the following overnight field trip/excursion:

<i>Group:</i>	Future Business Leaders of America
<i>Destination:</i>	Hershey, PA
<i>Purpose:</i>	State Leadership Competition/Conference
<i>From:</i>	March 30, 2009
<i>Until:</i>	April 1, 2009
<i>Trip Leader:</i>	Bonnie Ritchey

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

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin –Yes

Donahue – Yes

Gräb – Yes

Malkoff – Absent

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.11 Requests for the Use of School Facilities

The Administration recommended the approval of the Requests for the Use of Facilities:

<i>Group:</i>	Hershey Aquatic Club
<i>Date/Time:</i>	September 7, 2008
<i>Requested Facility:</i>	Middle School Auditorium and Cafeteria
<i>Event:</i>	Awards Program
<i>Fee:</i>	As per Lease Agreement
<i>Group:</i>	Multicultural Awareness Club - Penn State College of Medicine
<i>Date/Time:</i>	October 30, 2008 4:00 p.m. - 11:30 p.m.
	November 1, 2008 4:00 p.m. - 11:30 p.m.
<i>Requested Facility:</i>	Middle School Auditorium, Cafeteria
<i>Event:</i>	Multicultural Awareness Club Annual Multicultural Event highlighting the Diverse Community at Penn State College of Medicine
<i>Fee:</i>	As per Lease Agreement

Dr. Parrish moved the Board approve the request and was seconded by Dr. Cronin.

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Malkoff – Absent

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.12 Personnel - Resignations

The Administration recommended the approval of the following resignations:

Classified:

Jewell, Jean

Cafeteria/Recess Aide

Elementary School

Reason: Personal

Effective: 08/25/08

Limited Service Contract:

Blase, Brian

Mentor

Elementary School

Reason: Personal

Effective: 08/25/08

Mr. Barrett moved the Board approve the resignations and was seconded by Mrs. Chabal.

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Malkoff – Absent

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.13 Personnel – General

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

Classified:

Burkhart, Tammy (replacing Maria Abadilla)

Recess Aide

Elementary School

Level A: 4.5 hours per day

Salary: \$10.50 per hour

Effective: 08/25/08 (pending receipt of Act 34 and 114 clearances)

Hamilton, Ronald *

Bus Driver

District-wide

Level A: 5.0 hours per day

Salary: \$13.60 per hour

Effective: 08/26/08

Janderchick, Jessica (replacing Heather Knott) Special Education Aide Elementary School Level B: 6.0 hours per day Salary: \$12.52 per hour Effective: 08/25/08 (pending receipt of Act 151 and 114 clearances)
Jewell, Jean * Substitute Cafeteria/Recess Aide Elementary School Salary: \$9.16 per hour Effective: 08/25/08
Limited Service Contracts:
Bohn, Alicia * Mentor to Julie Baird, Part-time Kindergarten Teacher Salary: \$1,000 Effective: Retroactive to 07/01/08
Buchanan, Colette Volunteer Assistant Varsity Cross Country Coach High School Effective: 08/25/08 (pending receipt of Act 34 and 151 clearances)
Cavic, David * Math Department Coordinator Salary: \$1,500 Effective: Retroactive to 07/01/08
Celline, William Volunteer Assistant Varsity Cross Country Coach High School Effective: 08/25/08
Dilger, Kimberly * Mentor to Julee Brown, Learning Support Teacher Salary: \$1,000 Effective: Retroactive to 07/01/08
Kerwin, Megan * Mentor to Holly Simmons, Math Teacher Salary: \$1,000 Effective: Retroactive to 07/01/08
Klos, Jennifer* (replacing Diana Armitage) Science Olympiad Coordinator Level I, Group H, Step 8 Salary: \$1,286 Effective: 08/21/08
McCauley, Karen * Mentor to Amy Womer, Learning Support Teacher

	Salary: \$1,000 Effective: Retroactive to 07/01/08
	Prisbe, Joni * Mentor to Kaitlyn Adams, Grade 4 Teacher Salary: \$1,000 Effective: Retroactive to 07/01/08
	Scola, John Part-time Volunteer Assistant Varsity Field Hockey Coach High School Effective: 08/25/08
	Wile, Troy Assistant 9th Grade Football Coach Level II, Group A, Step 2 Salary: \$2,308 Effective: 08/11/08
2.	The Administration recommended the approval of the following request in accordance with District Policies 435 & 439:
	Purdy, Marianne Grade 1 Teacher Early Childhood Center Paid/Unpaid Childbearing/rearing Leave Effective: On or about 11/18/08 for a period of 8 weeks
3.	The Administration recommended the approval of the Guest Teacher List for the 2008-2009 school year as attached:
	* This individual is currently an employee and/or volunteer. Clearances are on file.

Mr. Barrett moved the Board approve the personnel recommendations and was seconded by Mrs. Chabal.

Mr. Gräb requested that the Limited Service Contracts portion be broken out of the vote.

Brian Jackson suggested that since the various issues have been compiled, Mr. Gräb's request was sufficient and no second was required.

Mr. Stover asked Dr. Brewer to amend the motion.

Dr. Brewer clarified that the first vote would be on the Classified, Items 2 and 3 and then Limited Service Contracts.

Another Board member suggested that the first motion in this case would be the Limited Service Contract if that was acceptable to Mr. Gräb. Mr. Gräb accepted and Dr. Brewer agreed.

Mr. Barrett moved the Board approve the request to vote on the Limited Services Contracts first and was seconded by Mrs. Chabal.

It was briefly clarified that the point of order would be voting on the Limited Service contracts first.

Mr. Gräb: "I had asked President Stover to break these out, because I personally had some concerns with some of the limited service contracts. Rather than break them out individually and identify certain individuals I found somewhat insensitive, I will be voting no on this. This vote is not as an indictment of the entire limited service contract groups, but as a vehicle to permit me to express my feelings of concern with some of the appointments."

Dr. Cronin added that she will also be voting no for the same reasons that Mr. Gräb stated.

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – No

Donahue – Yes

Gräb – No

Malkoff – Absent

Parrish – Yes

Sheffey – Yes

Stover - Yes

6 Yes, 2 No, 1 Absent

MOTION CARRIED

The Administration recommended the approval of the Classified as listed above and then Items 2 and 3 as listed.

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

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Malkoff – Absent

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

DELEGATES REPORTS

6.01 Dauphin County Technical School Report

Mr. Gräb reported that neither he or Mr. Barrett was able to attend the last meeting and as soon as he received an update on what occurred, that information would be provided at the next meeting.

6.02 Derry Township Tax Collection Association Report

Mr. Barrett reported that the last meeting was cancelled due to lack of agenda items.

6.03 Harrisburg Area Community College Report

No report.

6.04 Capital Area Intermediate Unit Report

Mrs. Sheffey reported that the next meeting would be Thursday, August 28. She would provide an update at the next meeting.

SPECIAL REPORTS

7.01 Board Members' Report

Mr. Barrett gave the following report: "As Treasurer, I was contacted by our auditing firm who examines our books every year and, of course, renders an opinion and an audit." The firm is obligated to conduct an interrogation every year and they asked a number of questions. For example, "If I was aware of any fraud within the organization, obviously not. Secondly, if there was any proprieties I was aware of, obviously not."

"They had advised me to advise the Board that, as a routine accounting procedure, they in previous years have made routine accounting adjustments which now, because of some changes in the laws, are considered material deficiencies. Even though it's being termed as a material deficiency, and it may turn up in our audit in a management letter, in actuality the year ending adjustments are a matter of the firm reviewing our books and saving our staff time. I wanted to alert everybody to that, that when we receive our audit down the line, we may see a management letter, which we haven't seen in about 2 cycles. It's more of a semantics thing, it's not really a material deficiency. I did reassure him that our staff is excellent and that we have a lot of trust in Steve and his preparation and care of our funds."

Dr. Cronin referred back to her question regarding Dr. Goldsworthy's presentation and the possible recommendation for additional staff. "What is the status of our financing of the found money that we're putting into the capital improvement of the fields? Is there any flexibility in case we needed to draw on short term funds to satisfy a short term need in improving the test scores in this IEP group? Is that a possibility since we're already in the budget year and the books are closed so to speak?

Dr. Brewer responded as follows: "We can't over spend the budget. Our budget for 2008-2009 is already set, so regardless of revenues that were not budgeted, we can't expend them. In other words, if we committed ourselves to expend \$2 and we had a \$1 in found money, we couldn't expend \$3 outside of the budget. On the other hand, we, as you know, have policies that are very clear now, and the Board has given us direction on exactly what we are to do with monies that were not anticipated, so we don't expend those budgets. We put them into the various capital reserves and then that can inform our decision making for the 2009-2010 school year.

7.02 School and Community Information Report

Mr. Treddinick reported on the first day of school for students and shared a few scenes from the students at various buildings.

7.03 Superintendent's Report

"I would report that on the other side of that story we safely got everybody home this afternoon."

"Last Monday, we greeted 42 new employees and held induction with them for 3 days. The rest of our staff joined us on Thursday and most of you joined us to serve breakfast to our 550 employees on Friday morning. We had a phenomenal speaker talking to us about a culture of civility. That same person Dr. Forni from Johns Hopkins University is being earmarked by the Community Task Force to do a presentation to the parents sometime this fall."

"Every one of our employees received Dr. Forni's book on the culture of civility. We meant for the presentation to really talk about creating a culture of civility in our schools and enhancing our belief that a positive school environment enhances learning, so it's a huge focus for us this year. I believe we have had a good beginning and it is the credit of the administrative team, the faculty and the support staff that that happened. When we look at what these building and grounds look like, they just sparkled. That is to Ed's credit. When we see that successfully we got the students to school and got them home, that is to Dave and the bus drivers' credit. When you look at the foods that were supplied by Greg Hummel and his staff to their credit. This is a good team working in the right direction, so good beginning."

7.04 Board President's Report

No report.

RECOGNITION OF CITIZENS (Non-agenda Items)

8.01 Recognition of Citizens (Non-agenda Items)

None.

ADJOURNMENT

9.01 Adjournment

The next Board meeting would be on Monday, September 8, 2008 at 7:00 p.m. in the District Board Room.

Dr. Cronin moved to adjourn, with a second by Mrs. Chabal and, approved by unanimous voice vote by all members. The meeting was adjourned at 8:00 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the September 8, 2008 meeting

Charles Stover
President of the Board

LDM