

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

May 12, 2008

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Monday, May 12, 2008, in the Hershey Middle School Auditorium. Mr. Charles Stover, Board President, called the meeting to order at 7:03 p.m.

1.02 Roll Call

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

Superintendent: Dr. Linda Brewer

Secretary: Mr. Stephen Rineer

Student Representative: Not Present

Press:	Mr. Dave Hunt	HERSHEY CHRONICLE
	Mr. Jeff Werner	HERSHEY CHRONICLE
	Mr. Drew Weidman	THE SUN
	Mr. Daniel Victor	PATRIOT NEWS
	Representative	WHTM
	Representative	WHP
	Representative	WGAL

Representatives of the Administrative Staff: See Attached Attendance List

Representatives of the Staff and Community: See Attached Attendance List

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 Minutes

A motion was made by Mr. Barrett and seconded by Mrs. Chabal to approve the minutes of April 28, 2008 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 post executive session at the last Board meeting and all members of the Board met in executive session prior to this meeting to discuss matters related to personnel.

Mr. Stover read the following statement:

As some of you may know, at the conclusion of our last meeting, two parents raised issues of concern with respect to their children and the District's responsiveness to their concerns.

Since that time, we have asked Attorney Schaun Henry to coordinate our review and investigation in that matter. Since that meeting, Mr. Henry has met with one of those two parents, and has spoken with the other, as well as other persons who may have supplemental or responsive information. Mr. Henry's charge is to assess the allegations and to determine the appropriateness of the level of response.

We have full confidence that Mr. Henry will have obtained access from those witnesses as well as from District representatives. It is our hope that Mr. Henry will complete this investigation and report to the Board in the next two weeks.

In the course of his discussion with some individuals thus far, Mr. Henry has learned that there may be unnamed others who may have relevant information or additional concerns, but have not come forward for their

own reasons. If that is the case, we urge such people to contact Mr. Henry at (717) 237-5346 within the next two weeks.

3.02 Recognition of Citizens (Agenda Items)

Mr. Stover made a clarification that comments are to be made on agenda items only. Any one wishing to bring other comments to the Board would be given a second opportunity near the end of the meeting.

Mark Mooney: Expressed thanks for getting everyone together and his appreciation for Item 5.08 (Renewal of Dr. Brewer's contract). He added that since this issue is up for vote, that the board has done its due diligence and the HR Committee has negotiated in good faith for the contract and have come to a successful conclusion. He noted his appreciation for the process and everyone's hard work. In his work with many Pennsylvania school superintendents, he believes Dr. Brewer is head and shoulders above any other one. She has the right idea for the school and having everyone on board. He concluded by thanking the Committee for a fine job and approving the contract for Dr. Brewer.

Bonnie Gable: Added her support of the renewal of Dr. Brewer's contract. She gave her background with her work on the School Board and as a parent of children in the District. She expressed her thoughts that Dr. Brewer is the most skillful leader she has worked with, bar none. Dr. Brewer's basic humanity shines through everything she does, but it's her considerable intelligence that has continued to move this District forward. It is a testament to Dr. Brewer's skills that there no longer exists division in the District. Ms. Gable also discussed the budget process and how Dr. Brewer transformed the process to an ongoing year long project with pieces being presented to the public monthly for vote. She also applauded Dr. Brewer's desire for transparency by holding roundtable discussions with the community. Dr. Brewer also improved the governance of the Board by instituting a committee structure which allows the Board members, teachers, and community members to study the issues in their committees in depth, make presentations, and finally recommendations to the Board. This process allows each Board member to become an expert on virtually all facets of governance due to the hard work of these individual committees. Dr. Brewer's accomplishments are manifold, but it's her drive towards transparency coupled with her skill at building consensus among diverse individuals and groups that has led the District forward. She concluded that Dr. Brewer is a 'workaholic' which maximizes the community's tax dollars.

Megan Hulse: Requested that the Board wait until the turmoil of the School District is under some resolve before deciding to renew the contract in order that a clear decision can be made.

Julie Neal: Responded that she had not had the same 'transparency' experience. She added that she has been asking since 2007 for the statistics on violence and drugs and

has been completely stonewalled. She was finally given the opportunity to meet with Lisa Miller last week to look over the statistics that were posted and was not allowed to leave the meeting with them. Although the meeting was helpful, Ms. Neal feels that the all of the statistics should be made available, not just the ones that make the District look good. Ms. Neal commented on the roundtable meetings and her expectation of a finalized report from the Superintendent to allow the community to know what was discussed. On March 25, 2008, she inquired about the status of the report and Dr. Brewer responded that she had given her notes to the Board members, but had not finalized a report – that her notes were long and would not be of much help to the community. Ms. Neal asked Mr. Stover when a report could be expected since it was an important meeting and is still waiting for a response. She expressed her desire that the Board wait to renew Dr. Brewer's contract.

Sharon Cin: Provided comment on the renewal of Dr. Brewer's contract. In the years that Ms. Cin served on the Board, she was consistently amazed at Dr. Brewer's grasp of knowledge regarding a very complicated and ever changing job. No matter what the issue was, she could always feel confident that Dr. Brewer would make recommendations, give opinion and guidance that was in the best interest of the entire District and not a particular sub group. She asked that the Board proceed with the agenda item. If a District delayed important decisions whenever conflict arose, nothing would get done. There is enough information and experiences that have occurred over the last 5 years of Dr. Brewer's contract that the Board should move ahead and overwhelmingly give its confidence to Dr. Brewer for her renewal. She concluded by thanking Dr. Brewer for her years of dedication to the District and recommendation that the Board proceed and vote yes for the renewal of the contract.

Heidi Eby: Provided comment as a volunteer and parent of children in the District. While she has not worked with Dr. Brewer in her various positions, she spoke as a parent and parent representative on several committees to her positive personal dealings with Dr. Brewer. She has had issues with Dr. Brewer and several members of the School Board, but has always felt respected from Dr. Brewer and has been led in the direction that helped her solve some issues. Nothings going to be perfect, but added that this administration is a breath of fresh air compared to past administrations. Ms. Eby concluded by adding her support of Dr. Brewer's contract renewal.

Bunny Hottenstein: Provided some background and history in attendance at School Board meetings for over 20 years. She added her comment that Dr. Brewer makes difficult decisions that are in favor of the District over smaller constituencies and that is a wisdom you don't find in many superintendents. She spoke of the cycle that occurs when there are high interest issues and her belief that those who try to get a message across and the response end up being unfavorable, the result is feeling as though it has not been heard. She added that the pubic needs to trust the Board and administration about which she cannot speak any higher. She has tremendous relief and pleasure working with Dr. Brewer and urges the public to have patience and let the process work it's way through and not ask the Board to postpone the vote based on the outcome of

particular issues. This is not how the process works and the District would be paralyzed if it functioned that way on a regular basis.

UNFINISHED BUSINESS

4.01 Unfinished Business

None

NEW BUSINESS

5.01 Anticipated Agenda Items for the May 27, 2008 Public Meeting

The following items will be on the agenda for the May 27, 2008 Public Board Meeting for presentation or vote:

1.	Federated Women's Club Student of the Month - May 2008 (Mr. Tredinnick & Mr. Murphy)
2.	Standing Committee Report
3.	Presentation
4.	Approval of April 2008 Finance Report (Mr. Rineer)
5.	Budget Transfers
6.	Requests for Payment (Mr. Rineer)
7.	Final Reconciliation - High School Building Project
8.	Motion to Approve Real Estate Assessment Appeal Settlement
9.	Election of Board Treasurer
10.	Approval of Citizens Advisors
11.	Acceptance of Gift - Eastman Model 80 Fourteen Inch Viola from J. R. Judd Violins for Elementary Music Program
12.	Approval of Policies that have been on 30-day review (Mr. Michaels) <ul style="list-style-type: none">• 625 Maintenance of Fund Balance• 625.1 Capital Reserve Fund
13.	Request for Field Trip/Excursion - Hershey Girls' Basketball - Lycoming College
14.	Request for Field Trip/Excursion - Boys' Basketball Team
15.	Requests for the Use of Facilities (Mr. Elias)
16.	Personnel (Mr. Michaels)
17.	Announcement of Staff Development Conferences (Mr. Michaels)

5.02 Adoption of the Proposed Final Budget for 2008-2009

Be it resolved that the Derry Township School District Proposed Final General Fund Budget, as presented for the school year 2008-2009, be adopted in the amount of \$50,950,130. This budget includes general operating expenses in the amount of \$49,664,540, and Capital Expenditures in the amount of \$1,285,590. The general operating expenses includes a \$300,000 budgetary reserve.

Be it further resolved and made known that the preliminary adoption of the 2008-2009 budget is in accordance with Section 687 of the School Laws of Pennsylvania, and further, that the authorized said proposed final budget document be made available for public inspection for 20 days beginning May 13, 2008.

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

Comment: Dr. Cronin commented that she has been contacted by community members regarding the current state of the economy and the request for the Board to consider not raising taxes this year. In deference of their requests, I will be voting no to the budget at this time pending discussions with the Finance Committee to make sure that the outreach of community members has been considered.

Roll Call Vote:

Barrett	-	Yes	Donahue	-	Yes	Parrish	-	Yes
Chabal	-	Yes	Gräb	-	Yes	Sheffey	-	Yes
Cronin	-	No	Malkoff	-	Yes	Stover	-	Yes

8 Yes

1 No

MOTION CARRIED

5.03 Approval of 2008-09 Harrisburg Area Community College Proposed Budget

The Administration recommended the approval of the 2008-2009 Harrisburg Area Community College proposed budget. The proposed budget fixes the district's contribution at the 2007-2008 level (to be determined after year-end but estimated to approximate \$360,000). In addition, the proposed budget includes a \$12,478 capital contribution. Therefore, Derry Township School District's total contribution to this budget is projected to total \$372,478.

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

Roll Call Vote:

Barrett	-	Yes	Donahue	-	Yes	Parrish	-	Yes
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Chabal	-	Yes	Gräb	-	Yes	Sheffey	-	Yes
Cronin	-	Yes	Malkoff	-	Yes	Stover	-	Yes

9 Yes

MOTION CARRIED

5.04 Approval of Mid State Roofing and Coating, Inc. Contract - Elementary School Building

The Administration recommended the Board resolve to award a contract to Mid-State Roofing and Coating, Inc. for the performance of re-roofing work required at the Hershey Elementary School. The specific scope of work is set forth in to Bid Number 2008-04 and Mid-State Roofing and Coating, Inc. was the lowest responsible bidder. Upon approval of this recommendation, the District's solicitor will prepare a contract for the performance of work as described in the District's Invitation to Bid and at the cost set forth in Mid-State Roofing and Coating, Inc.'s response.

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

Roll Call Vote:

Barrett	-	Yes	Donahue	-	Yes	Parrish	-	Yes
Chabal	-	Yes	Gräb	-	Yes	Sheffey	-	Yes
Cronin	-	Yes	Malkoff	-	Yes	Stover	-	Yes

9 Yes

MOTION CARRIED

5.05 Retroactive Weapons Policy Waiver

The Administration recommended the retroactive approval of a waiver to the Derry Township School District Weapons Policy 218.1 for the Civil War re-enactment on May 9, 2008. Antique weapons were fired, but no projectiles were used in the weapons.

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

Roll Call Vote:

Barrett	-	Yes	Donahue	-	Yes	Parrish	-	Yes
Chabal	-	Yes	Gräb	-	Yes	Sheffey	-	Yes
Cronin	-	Yes	Malkoff	-	Yes	Stover	-	Yes

9 Yes

MOTION CARRIED

5.06 Approval of Overnight Field Trip/Excursion - Envirothon

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

<i>Group:</i>	Envirothon
<i>Destination:</i>	Penn State - Rock Springs, State College, PA
<i>Purpose:</i>	Compete at State Envirothon
<i>From:</i>	May 19, 2008
<i>Until:</i>	May 20, 2008
<i>Trip Leader:</i>	Steve Newell

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

Mr. Malkoff 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	- Yes	Stover	- Yes

9 Yes

MOTION CARRIED

5.07 Request For Use Of School Facilities

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

<i>Group:</i>	Hershey Youth Football Association
<i>Date/Time:</i>	June 4, 2008 5:00 p.m. - 8:00 p.m.
<i>Requested Facility:</i>	ECC Gym
<i>Event:</i>	Cheerleading Registration
<i>Fee:</i>	None

<i>Group:</i>	Hershey Youth Field Hockey Association
<i>Date/Time:</i>	July 14 - 17, 2008 9:30 a.m. - 12:30 p.m.
<i>Requested Facility:</i>	Lower Field Behind the Middle School
<i>Event:</i>	Instructional Field Hockey Camp
<i>Fee:</i>	None

<i>Group:</i>	Hershey Youth Football Association
<i>Date/Time:</i>	August 7 - November 11, 2008 Monday - Friday 5:30 p.m. - 8:00 p.m.
	Saturday Noon - 10:00 p.m.
<i>Requested Facility:</i>	Memorial Football Field, Area Outside of Field for Concession Trailer
<i>Event:</i>	Practices and Games
<i>Fee:</i>	None

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

Comment: Dr. Cronin noted that she would be abstaining from the vote as she has direct involvement with both the Football Association and the Youth Field Hockey Association.

Roll Call Vote:

Barrett	-	Yes	Donahue	-	Yes	Parrish	-	Yes
Chabal	-	Yes	Gräb	-	Yes	Sheffey	-	Yes
Cronin	-	Abstain	Malkoff	-	Yes	Stover	-	Yes

8 Yes

1 Abstention

MOTION CARRIED

5.08 Personnel – Renewal of Superintendent's Contract

The Human Resources Committee recommended the School Board ratify the proposed Superintendent Contract between Derry Township School District and Dr. Linda C. Brewer. The District's Solicitor reviewed the proposed Contract and copies of the proposed Contract have been provided to the members in advance of this meeting.

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

Comment: Dr. Cronin commented that she will be voting no for 2 reasons. First, she philosophically disagrees with reopening the contract in the final years to include changes that will ultimately cost tax payer dollars especially when the Board is proposing a tax increase. Secondly, she believes that there are specific performance demands that have not been met by the Superintendent that have already been referenced and cannot support an additional 3 years being added to the contract.

Comment: Dr. Parrish, as a member of the HR Committee, provided some background information as to the timing of this issue. The Committee felt it was not in the best interest of the District to have both the superintendent's contract and the teachers contract open. There was discussion last summer about the possible extension of Dr. Brewer's contract and the decision was made to table that discussion until after last fall's election, given that new Board members would be working with the Superintendent. The Committee looked at the issue very closely, including the benefits to moving forward with this renewal now, and thinks it is in the best interest of the School District to vote yes.

Comment: Mrs. Chabal expressed her reason to vote yes on the contract. One of the prime examples of a successful leader is learning and working within strict rules and the funding stream coming to the District is nonexistent outside of the current home and commercial tax base. She commented that it is difficult to run a District when it is funded 87% by the local taxpayer. Dr. Brewer has scrutinized and rescrutinized every area of the budget process. Dr. Brewer is also a woman of great integrity, compassion, and cares, not only about the our children, but this District. Mrs. Chabal is proud and happy that Dr. Brewer would consider staying on.

Comment: Dr. Donahue thanked Bunny Hottenstein for giving a historical perspective and finds her insights helpful for someone who is new to the Board. He has had limited experience personally about Board business with Dr. Brewer, but it has been very positive and agrees that the District is lucky to be able to retain someone of her quality. He concluded by stating his enthusiastic support of the contract renewal.

Comment: Mr. Malkoff stated that he has been on the Board for about a year and a half and has worked with many for profit and non profit organizations on various boards and is very impressed with Dr. Brewer's leadership abilities. The Board faces many challenges in this school District and her leadership ability, strategic planning, and forward thinking is something that is needed. He believes the District is very fortunate to have Dr. Brewer as Superintendent.

Comment: Mrs. Sheffey added that Dr. Brewer has a vision for the District that is very ambitious and yet very realistic. It is clearly laid out in the Strategic Plan and it recognizes the need to provide students with a safe and nurturing environment. It also recognizes that the world is changing and the need to teach children in a different way. Dr. Brewer is not just treating the Plan as something to give to the state and walk away

from. It is a living document and she is working hard to implement it. Dr. Brewer has put together a strong administrative team that shares her visions and supports her. Mrs. Sheffey believes that the Strategic Plan will take the District to the next level and would like to see Dr. Brewer stay through the end of it.

Comment: Mr. Barrett has been on the Board for 12 years and expressed his support for Dr. Brewer's contract renewal. He has the utmost confidence that his children are being given the best experience possible because of Dr. Brewer. He trusts Dr. Brewer and staff and has yet to hear anything in her tenure to dissuade him from supporting her. He concluded by acknowledging his yes vote on the contract and support of Dr. Brewer. He believes she is the right thing for the District, for the children, and for their future.

Comment: Mr. Stover thanked the HR Committee for bringing the Board to this resolution and Dr. Brewer for agreeing to stay with the District and be its leader. Mr. Stover works closely with Dr. Brewer daily and agrees that she is the right administrator for the District. He notes that qualified superintendents are difficult to find and Derry Township is lucky to have a person with these capabilities in the District. Mr. Stover wholeheartedly supports Dr. Brewer and will continue to do so.

Comment: Mr. Barrett added that Dr. Brewer has had a very strong career and it would be easy for her to walk away and have a comfortable retirement, but she's said on numerous occasions that she feels she has an obligation to finish the job she's started and felt the public needed to be aware of that.

Roll Call Vote:

Barrett	- Yes	Donahue	- Yes	Parrish	- Yes
Chabal	- Yes	Gräb	- Yes	Sheffey	- Yes
Cronin	- No	Malkoff	- Yes	Stover	- Yes

8 Yes

1 No

MOTION CARRIED

5.09 Personnel – Resignations

The Administration recommended the approval of the following resignations:

Professional:

Brubaker, Kristina

Grade 1 Teacher

Early Childhood Center

Reason: Personal

Effective: 06/06/08

Buttolph, Erin
 Spanish Teacher
 High School
 Reason: Personal
 Effective: 05/01/08

Classified:

Tyson, Sylvajeane
 Library Aide
 Elementary School
 Reason: Retirement
 Effective: 06/06/08

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

All Board members voted in favor of the motion on a voice vote.

MOTION CARRIED

5.10 Personnel – General

1.	The Administration recommended the approval of the following appointments:
	Professional:
	Davies, Zachary * (replacing Keith Morrow) Science Teacher Middle School Temporary Professional Bachelors, Step 1 Salary: \$40,281.25 Effective: 08/18/08
	Dietrich, Robin (replacing Valerie Felice) Chemistry Teacher High School Professional Masters, Step 17 Salary: \$67,672.50 Effective: 08/18/08 (pending receipt of Act 34, 151, and 114 clearances)
	Erb, Jarryd (replacing Ed Holwig Jr.) Health/Physical Education Teacher Middle School Temporary Professional Bachelors, Step 1 Salary: \$40,281.25

	Effective: 08/18/08 (pending receipt of PA Teaching Certificate)
	Grimes, Megan (replacing Erin Buttolph) Spanish Teacher High School Temporary Professional Bachelors, Step 1 Salary: \$40,281.25 Effective: 08/18/08 (pending receipt of PA Teaching Certificate, Act 34, 151, and 114 clearances)
	Licata, Amy (replacing Joseph Sollenberger) Chemistry Teacher High School Temporary Professional Bachelors, Step 1 Salary: \$40,281.25 Effective: 08/18/08 (pending receipt of PA Teaching Certificate)
	Pedersen, Jason (replacing Nancy Hager) School Psychologist District-wide Professional Masters +45, Step 15 Salary: \$70,895 + 10 additional contract days (per diem) Effective: 07/01/08 (pending receipt of Act 151 and 114 clearances)
	White, Natalie (replacing Kathleen Graham) Family Consumer Science Teacher High School Professional Masters, Step 8 Salary: \$53,171.25 Effective: 08/18/08
	Witwer, Melody * (replacing Althea Cirillo) Learning Support Teacher High School Temporary Professional Revised: Masters, Step 1 Revised: Salary: \$41,892.50 Effective: 08/18/08
	Yarzabek, Christine * (replacing Kristina Brubaker) Grade 1 Teacher Early Childhood Center Temporary Professional Bachelors, Step 1 Salary: \$40,281.25 Effective: 08/18/08

	Transfer of Professional Staff:
	Peiffer, Wendy * From: Grade 2 Teacher Elementary School To: Math Intervention Specialist (replacing Leann Snyder) Elementary School Effective: 08/18/08
	Classified:
	Fortna, Lisa * Substitute Secretary District-wide Salary: \$12.83 per hour Effective: 05/13/08
	Mulder, Anton * (replacing George Trump) Bus Driver District-wide Level B: 5.0 hours per day Salary: \$13.20 per hour Effective: 05/12/08
	Schupper, Ann Marie * Substitute Secretary District-wide Salary: \$12.83 per hour Effective: 05/13/08
	Teyral, Susan Substitute Bus Driver District-wide Salary: \$13.20 per hour Effective: Retroactive to 05/08/08 (pending receipt of Act 151 and 114 clearances)
	Vonada, Robert * (Reinstated to position) Bus Driver District-wide Level B: 5.0 hours per day Salary: \$14.93 per hour Effective: Retroactive to 05/05/08
2.	The Administration recommended the approval of the following individuals for 2008 Extended School Year for the Special Education Department:
	Stewart, Kelly * Extended School Year Occupational Therapist District-wide part-time for a period of 5 weeks Salary: \$26.00 per hour

	Effective: 06/10/08
	Baker, Christine * Extended School Year Learning Support Teacher Elementary School Part-time for a period of 5 weeks Salary: \$26.00 per hour Effective: 06/10/08
	Lane, Christine * Extended School Year Teacher's Aide Elementary School Part-time for a period of 5 weeks Salary: \$12.54 per hour Effective: 06/10/08
3.	The Administration recommended the approval of the following individuals for 2008 summer employment:
	Boehmer, Tyler * Summer Technical Support District-wide 7.5 hours per day Salary: \$10.50 per hour Effective: 05/15/08 through 08/08/08
	Wertley Jordan * Summer Technical Support District-wide 7.5 hours per day Salary: \$9.00 per hour Effective: 06/09/08 through 08/15/08
4.	The Administration recommended the approval of the following request in accordance with District Policies 435 and 439:
	Gehman, Allison Grade 4 Teacher Elementary School Paid/Unpaid Childbearing/rearing Leave Effective: On or about 08/25/08 for a period of 12 weeks
5.	The Administration recommended the approval of the following request in accordance with District Policy 535:
	Kinger, Christine Teacher's Aide High School Paid/Unpaid Family Medical Leave (up to 12 weeks) Effective: Retroactive to 04/10/08 to be used intermittently during a one-year cycle as necessary
6.	The Administration recommended the approval of the following request in

	accordance with District Policy 539:
	Billich, Franklin Jr. Custodian Middle School Extension of Unpaid Leave Effective: Retroactive to 04/16/08
	<i>* This individual is currently an employee and/or volunteer. Clearances are on file.</i>

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

Roll Call Vote:

Barrett	-	Yes	Donahue	-	Yes	Parrish	-	Yes
Chabal	-	Yes	Gräb	-	Yes	Sheffey	-	Yes
Cronin	-	Yes	Malkoff	-	Yes	Stover	-	Yes

9 Yes

MOTION CARRIED

DELEGATES REPORTS

6.01 Dauphin County Technical School Report

Mr. Gräb confirmed that everyone received their voting document in the mail, completed and returned it to the Technical School. The main focus of the Joint Operating committee is the completion of construction and renovations to the existing building. It should be ready by November 2008. It is proceeding well, is on time, and under budget. There are 2 new change orders that will be discussed and reported at the next Board meeting.

6.02 Derry Township Tax Collection Association Report

Mr. Malkoff reported the next meeting is scheduled for May 29, 2008.

6.03 Harrisburg Area Community College Report

No report.

6.04 Capital Area Intermediate Unit Report

No report.

SPECIAL REPORTS

7.01 Announcement of Staff Development Conferences

Stephen Newell Advanced Placement Institute - Environmental Science Wilkes University July 21 - 25, 2008 Expenses: \$1,203.00
Lynn Shirk William and Mary AP Institute - Spanish Language Williamsburg, VA July 28 - August 1, 2008 Expenses: \$1,457.00

7.02 Student Representatives' Report

No report.

7.03 School and Community Information Report

Mr. Treddinick reported the School District is in the midst of spring concert season and encouraged attendance.

7.04 Board Members' Report

Mr. Barrett referenced Dr. Cronin's comment regarding community concerns about the budget. The Finance Committee has been meeting on the subject for a numbers of months and asked members of the press to note when the next committee meetings were so the public can attend and express any concerns. He noted that the Board has an e-mail account at board@hershey.k12.pa.us and expressed his willingness to give anyone interested his home number and e-mail to contact him personally with any questions.

Mrs. Sheffey reported that the Curriculum Council met on May 5 to discuss 3 items: a first review of the Physical Science 1 (Chemistry class for 10th graders) and 2 (Physics class for 11th graders) textbooks, a first review of the book *Kite Runner* for World Literature Class that will only be for seniors. While the book and movie are controversial, all council members were unanimous in recommending this for a second review. Finally, the K through 8 science curriculum and changing the focus to more inquiry based science. It will not require any textbooks, but science kits will be needed. Each principal discussed the kits they would like to purchase and training that would be provided to teachers. Two teachers would share one kit.

7.05 Superintendent's Report

Dr. Brewer thanked the Board of Education for the endorsement of shared leadership that is underway in the District. She acknowledged the parents who send children that are ready and eager to learn and her belief that together the District can become one of the top 5% in the nation. One of the central points of the Strategic Plan is belief that as a community and school organization all that enter need to feel physically safe and secure for learning to be optimal and that means every child, faculty and support member, administrator, and parent. To the extent that there are any toxic influences in our school and community, let's work together to develop the moral intelligence in our children by modeling for them empathy, conscience, self control, respect, kindness, tolerance, and fairness. Together this School District can become the example for what public education can be in this country.

7.06 Board President's Report

No Report.

8.01 Recognition Of Citizens On Non-Agenda Items

Mr. Stover stated that it became evident to the Board that a large number of people would attend the meeting and made the switch to the auditorium. He thanked Mr. Consalo and the team able to provide the space. In order to give every opportunity to anyone who would like to address the board, Mr. Stover asked that comments be limited to 5 minutes.

Richard Suminski: Our long standing glorious Constitution through the First Amendment to the Bill of Rights gives us the right to "petition the government for a redress of grievances." It does not matter the number of signatures on a petition and once that right has been exercised, it's the duty of the agents of the government to address those grievances. This right is reinforced in this community by Pennsylvania state law and Derry School District's own policy. Specifically Derry School Policy 901 states that the District shall "give courteous and thoughtful consideration to all inquiries and suggestions and carefully investigate all complaints"

For months, I and others have attempted to work behind the scenes with the Derry School District to investigate the numerous serious allegations surrounding the Hershey High School athletics. The response has been stonewalling, inaction, indifference, and intimidation.

The Petition before you tonight, petitions the School Board to retain independent legal counsel to impartially investigate those serious allegations. So there's no question as to impartiality, this investigation should be conducted by a special legal counsel that is not currently retained by the School Board or otherwise associated with any administrator.

What is sought is the truth. Let us put our emotions aside and work together to seek the truth. Once the truth is disclosed any necessary corrective actions and improvements

can be undertaken and we can all move forward to best protect and educate our children.

It is requested that this board act on this Petition by the end of this week.

Ed Foley: He is a 30 year educator in public education, spent 15 years in the community and has a son in the High School. Mr. Foley is President of the Hershey Education Association and read the following statement:

We as the members of the Executive Committee of the Hershey Education Association wish to express our complete and utter disgust with the actions taken by a few in an effort to undermine the success of this District, its students, administration, and staff.

Allegations have been made based upon half truths, third hand stories, and complete fabrications. We as the representatives of nearly 300 professional staff members will not stand by idly as a witch-hunt mentality is allowed to defame the character of our members and this School District. We would hope all of us recognize that at times mistakes will be made by all human beings. In no way does our organization condone inappropriate behavior by our staff members, but we also recognize the District's comprehensive plan at the building level to address concerns brought forth against staff members and properly carried out punitive action when warranted. We are not suggesting perfection, but to even insinuate that there has been a concerted effort to bully, mistreat, or cover up professional abuses is quite frankly absurd and insulting to our organization. Over the past 11 months, our organization has had to appear before this body on 2 occasions to defend the decisions made by the Administration and stand by the qualifications of our membership. We call upon the School Board to end this charade now. The amount of energy, time, and taxpayer money that has been utilized over the past few weeks has been criminal, all in an effort to refute these ridiculous allegations. The Superintendent has guided our District to new levels of success and academic prestige. Dr. Brewer has the support of our membership and the HEA endorses renewal of her contract.

Finally, if any member of the governing body of the Derry Township School District has had a role in orchestrating or perpetuating this effort to hold our District hostage, we suggest that person or persons resign effective immediately.

Respectfully Submitted for the public record on the 12th day of May 2008.
Ed Foley, President of the Hershey Education Association.

Pat Payonk: Spoke on behalf of the Athletic Department, Sam Elias, and the coaches and in defense against allegations that have appeared in a petition and comments

made on PennLive and throughout the community. She has worked with Mr. Elias for five years and knows him as a person who is passionate about what he does and treats the coaches and athletes with respect and fairness. When a problem arises, he will sit down with a coach, parent, or athlete and try to resolve the problem. Mr. Elias makes it a point to stop and watch at least part of each game. The coaches coach, not for the money, but because they want to teach the kids and spend time with them. She expressed her shame at being a resident of Derry Township and her shame at those who want the Athletic Department to fail.

Eileen Wiley: Is a mother of three students, a member of the football family, and a community volunteer. She has heard very disturbing rumors and would like to share facts about her positive experience with Mr. Gump May. Her family has always been treated with respect by Coach May and her son wrote his college essay about how his football experiences and Coach May taught him how to set a goal and achieve it. He learned many life lessons, including teamwork, communication skills, decision making, good citizenship, and values. He also learned to appreciate individuals for their contributions and uniqueness, honesty, and that you should help others all from watching and listening to Coach May. Coach May always tells the truth even when people who don't like to hear it. She added that the football team was voted Best Sportsmen by the Referees this year and there was no publicity. The award reflects the expectation that Coach May demands from players and makes parents proud. When a student needs a confidence boost, has issues at home, or an economic need Coach May is first in line to help. He does this because it is the right thing to do and he knows the kids are watching him. She stated several examples of Coach May helping the students and people in the community. She stated her pride at attending colleges visits and hearing the respect college coaches had for the discipline of the football and weight training programs at Hershey as well as for Coach May. Coach May assisted her son in playing for Millersville. In closing Ms. Wiley stated that Coach May is an outstanding member of the community, teacher, and coach. She also shared a football mother's perspective that for all Coach May has done, the school should be renamed Gump May High, not out of disrespect for Mr. Hershey, but for respect for Coach May.

Scott Campbell: Has two children in the School District and expressed his appreciation for how much an education from Derry Township School District means. His daughter completed her first year in University of Delaware and has a competitive advantage over many of the other college students. She was prepared for college and Mr. Campbell credits the school. While he is not aware of all the issues, he does know about football and Coach May. Coach May taught him how to be tough and work which he feels is lost in this day and age. While Coach May isn't always eloquent, those who know him eventually figure out what he means. Mr. Campbell has known Coach May for 46 years and hoped the Board would take the time to look into the issues. He expressed his curiosity as to the timing of the approval of Dr. Brewer's contract and the problems in the District. He is bothered by the fact that there are some legitimate issues and urged everyone not to confuse them, but to give them their due course and not to bring them up and use them for political agenda. He stated the need to allow the coaches to coach and that part of growing up is to be able to play for a coach that's not

your mom and dad and deal with it. There is an athletic administration, let them do their job. There will be problems, but we work together to solve them. We cannot handicap the coaches. We wouldn't have any good coaches if we did.

Don Chappell: Is not a resident of the District, but is an employee and assists in coaching for various events in the community. He congratulated the Hershey baseball team for making the playoffs. He read a post concerning the Board meeting and Coach May. He does not get along with Coach May, but admires him as a dedicated coach. He addressed those who post on PennLive and do not use their real name, but slander not only Coach May but other coaches. He felt that anyone who used PennLive as a platform to criticize people should have the courage to put their name down and express their thoughts. He thought it was a total disrespect to the coaches and players, to the community and to the Board, and added that even a Board member was being slandered on PennLive. He urged the public to get the facts and be careful about what is said, because it is possible to be sued for libel. He shared about his grandson being removed from the Hershey wrestling program due to bad behavior and posts on PennLive that were miscommunicated to make it look like it was Coach Roger's fault when it was not. He added that the Board is doing the right thing by bringing in legal counsel and had faith that it will be done properly and appreciated the Board taking the initiative. He offered an alternative to posting on PennLive – use the Board, which is here for that reason. He offered his support for Coach May and Coach Rogers and expressed his wishes that Coach Rogers come back as wrestling coach and Coach May come back as football coach.

Chris Collier: Is an employee of the District and has two children in the District. He has heard a lot of rumors and is a coach in the District and thought it important for the Board and the public to let the Athletic Director do the job of handling the issues coming up in the different programs at Hershey. He felt that a few days ago, the District might have lost a good person and coach in Doug Rogers because of the rumors, which is bad for the student athletes in the District. He also expressed his support for Coach May who he has known since 1985. There is not a coach or educator who he has met that cares more about the students than Coach May and he cares not just for athletes but for those who have no advocate, Coach May is their advocate and the District cannot afford to lose him. The important fact is the student athletes, graduates, and alumni know he cares. He is brutally honest with students, parents, and administrators and it sometimes might turn people off, but in a world where spin has become more than substance, everyone can learn something from Coach May. He is saddened by the fact that his children will miss a great experience, because Coach May might not be around. He urged that all due process be given to Coach because he deserves it, not only because he's a great educator, but a great person, and a great representative of Hershey High School. He closed by saying that he trusted Coach May with his life and his family's life. Mr. Collier presented letters to the Board from all over the country to attest to the character and integrity of Coach May, to be included in his personnel record.

Jerry Hocker: Has two children in the district and is currently a football official. He had been asked by the Assigner of the Mid Penn Football Officials, Jeff White to speak and

elaborate on the sportsmanship award. It is awarded to the head and assistant coaches as well as the team. Mr. Hocker moved into the District because of its reputation and had the opportunity to work with Coach May at many levels. When he had to have a letter of recommendation from a football coach in the area, he didn't hesitate to ask Coach May and it was one of the best letters ever written for him. He added his most recent involvement with other baseball coaches and players is just as cordial and polite. He hoped that his son would be able to play for him and see what kind of man he was. On a recent trip to Bloomsburg to officiate a game, he learned more in two hours in the car and guessed that he knew Coach May as well as he did his father.

John Hoerner: Read a letter written by a friend who was unable to attend the meeting:

To Whom It May Concern: I have known Bob May since he was a junior at Milton S Hershey School and I worked with Bob May for 28 of my 30 years as Athletic Director at the Derry Township School District. I can tell you without reservation that there is no coach in our School District who spends more time with the students or does more for the students than Bob May. This includes not only football players, but the student population in general. Coach May has worked to help athletes place into college if they desire to compete at that level. He knows and communicates with many college coaches on behalf of the athletes. Bob May should be applauded for his work at Derry Township, not condemned. It is both my pleasure and my responsibility to share this with you.

Ken Campbell, Athletic Director, Retired.

Luke Drayer: Coached at the High School for three seasons with Coach May and has a son that currently plays for him. Coach May provides the opportunity to play at the college level and more importantly teaches a value system. He expressed thanks to Dr. Brewer and to the Board for extending her contract. He applauded Mr. Elias and the work of the Athletic Department in general. He felt strongly about what the staff teaches the young children. The baseball team won the Keystone Division for the first time in 15 years and a few are spoiling that experience for the children. His son recently was pulled from a game for conducting himself poorly and he can't think of a better lesson. He feels more discipline and tough love is needed. He again applauded the Athletic Department and the leadership of Mr. Elias is providing and all the coaches he's worked with.

Sharon Cin: The personal testimonials being heard are an important part of any discussion and are democracy in action. We need to respect and listen to those expressing views. She has been on the side of the minority and appreciates the position that they feel, but all the testimonials don't answer the questions that have arisen. She is not aware of the specifics, but did become aware that the High School girls won their game in overtime. She was sure that the proper process would be followed because Dr. Brewer would make sure that happened. The process does not go along as quickly as people would like, but the myriad needs of the District can't come

to a stop. Dr. Brewer will always meet with anyone who asks her and finds it hard to hear words like stonewalling being used. Perhaps what is stonewalling to some is the fact that there are so many issues that the administration contends with on a day to day basis and what might be of utmost importance to you has to be balanced with so many other issues going on at the same time. As a former member of the Board, she explained when dealing with personnel issues, confidentiality has to be kept to the highest level and Dr. Brewer has never crossed that line. It can be frustrating when you feel that something has gone wrong and you want to know what's being done about it, but put yourself in the other person's shoes when it comes to a confidentiality question. She closed by asking that the respect and concern Dr. Brewer always shows to everyone is also expressed when it comes to relations with Dr. Brewer, the staff, and Board.

Ryon Hartzfeld: Is a senior at Hershey High School and played on the football team and never attended a Board meeting, but heard that Coach May had been unfairly attacked and shown in a negative light and felt something had to be done. Although he felt that he was currently representing a large group of peers, shared what Coach May meant to him personally and his first meeting in the weight room. Coach May never had him for class and was still willing to go out of his way to help him. It took him a while to get his name right, but he went to Coach May whenever he needed help and he is the only teacher that was willing to extend a helping hand and not just him personally, but many new students. On the subject of the recent accusations it is his understanding that Coach has been receiving fire for being racist and sexist and expressed his opposition to those accusations. Coach May is not afraid to say when he thinks you can work harder or do more to make yourself better and has prepared all the students for life beyond Hershey High School where hopefully they won't be judged by the color of their skin or gender, but on hard work.

Paul Kettle: Expressed his shame at not taking the time to thank all the coaches who helped his three children. In particular, he expressed thanks to Coach Elias who runs a very good program and has never heard any parent say anything bad about him even though there has been opportunity. He can't imagine why anyone would get in the way of him doing his job when he does a good job. What he cares about as a parent is not whether they win or lose but whether they had a good experience and learned something and that athletics were part of their education, taught them the value of teamwork, and to value people. Coach May believes in people. He might not be the best coach and mouths off, but he cares about the kids and shows it and that is why everyone is here. Not because of political correctness or incorrectness, but because he cares about people and they feel that. He apologized to the coaching staff and hoped that Coach May would continue to be able to share that special bond he has with the kids.

Brian Kettle: Was a football player from 1998 to 2002 and shared his personal experience with Coach May. He was going to a meeting with all the teams in Bloomsburg and was supposed to wear a team uniform or something saying Hershey. He didn't have anything so asked Coach if it was alright if he wore a T-shirt. He took

the Hershey T-shirt off his back and handed it to him. He learned about hard work from Coach May and urged anyone who had grudges against Coach May to rethink them. Coach May is a wonderful man and football coach.

Beginning of Tape 2, No Name: Has personally known Coach May since high school. He has not only been an inspiration but a mentor and father figure. Whenever anyone is in need of guidance, Coach May is there and the deep commitment he has shown to Hershey High School and its students throughout his teaching career is unrivaled. He has never once felt belittled, insulted, or offended by Coach May. His actions are made with the purest intentions and he would never purposely do anything to harm anyone. He is a true role model to all his students and wants nothing more than to see students learn and grow and become successful. It is a deep honor and privilege to call Coach May a coach, teacher, and father figure that has helped guide his way and doesn't know what the District would do without him.

Logan Waseleaski: Represents the Hershey High School sophomore class who has heard the rumblings throughout the community regarding issues concerning Coach May and wanted to make their thoughts and feelings about him heard publicly. Approximately 215 students signed a petition showing approval and attesting to Coach May's moral character and involvement in the lives of students.

Coach May isn't simply a coach or a teacher, he's a moral role model for all. He treats everyone the same, athletes or non-athletes, football players or non-football players, male or female, black, white, purple and green. A fighter for the people and a fighter for his country. He is a man who has helped us all out in so many different ways. It would take hours to list everything. If someone has a problem, he's the go to man and he would gladly spend every breath of his helping you. Coach May sees the world through unbiased eyes and offers advice to anyone willing to accept it and become a better person for it. He will stand by your side and support you when you feel no one else understands. In all his 32 years of teaching, Coach has had one concern, the students. Sometimes he may seem harsh or old school, but the reality is he just wants us all to succeed and is unafraid to hold us as students to a higher set of standards when other people fail in doing so. Our experience at Derry Township School District has been very positive as a sophomore class so far and we honestly feel that if Coach May were not here, this school would be missing a major asset, a cornerstone to its foundation. Life without Coach May and his impact would be almost unimaginable. We may only be sophomores but we have felt a lasting impact by Coach May and will continue to for the remainder of our high school years.

Janis Marinelli: Expressed her extreme pleasure in being the president of the Hershey football family. She was a 30 year Physical Education teacher in South Florida for Broward County, retired and moved to Derry Township. She has a son who plays football and an entire family of boys who she came to know and love. The football

family took on projects for many humanitarian causes. She knows Coach May as a Milton Hershey grad, marine, father, grandfather, teacher, coach, Christian, and friend. After visiting colleges, Hershey's weight room is state of the art in comparison because Coach May knows that strong body, strong mind means quality of life and Coach's give back spirit is a lesson that continues to be taught. Coach May treasures honor and gave several examples. He is rough and tough, but honest and straightforward. He has a sense of humor, and is a hard worker. He's old school and strict, but a mentor and a man with a heart – a one of a kind. She is grateful that he is her son's coach and treasures the fact that he is from Hershey. She closed her comments by thanking the Athletic Department staff and coaches for giving 100% to the teams and the children.

Sarah Gipe Is a student who has heard the rumors, but offered her opinion that students will lie if they felt they have been mistreated. Coach May is not a racist or a sexist. She has learned this as a female in his class. He does not look down on females, he looks down on those that don't work and waste time. Coach May has taught her to be proud of herself and what she can do. His class builds you to learn and not only grow strength in your body but in the mind. He's a caring person who spends time with handicap students making them feel good about themselves and Ms. Gipe respects that. He has taught her that no matter what color you are, if you do work you will be respected and that's all a teacher needs to do.

Chris Boyer: Is a senior at Hershey and played football for two years. After 9th grade, he decided to stop playing but sat down with Coach May during his sophomore year and that talk made him want to play football again and he will be attending Bloomsburg University where Coach May has a very good relationship with Coach Hale. No matter what college he visited, when he said he was from Hershey High School, they all knew Coach May and respected him. Just because the seniors are graduating they still want to show their support for Coach May to stay, because of the way he carries himself and the way he inspires the students to be the best they could be.

Jeff Rosensted: Is currently the girls and boys soccer coach and attended the meeting in support of the Athletic Program, Sam Elias, and all fellow coaches. The main reason to be a coach is to work with the kids and Coach May taught him that in 1972 when he was his coach. Coach May taught him how to work hard and values that grow and Coach May is the reason he has been coaching with the District for the last 15 years. He totally supports the Athletic Program and the things Sam Elias has done. Mr. Elias has brought in new things and the coaches are well communicated with and it would be a real disserve to challenge what he and the rest of the program is doing.

Ross Santangelo: Began by applauding democracy – what is being witnessed is a community that voted and put in place a group of people who represent the interests of the public and spend time to look into issues that the public might not necessarily have the time to look into and thanked the Board for the courage to listen and vote unanimously to support Dr. Brewer. He also thanked the Board for the support of the Athletic Department who does so much for the kids. Secondly, Mr. Santangelo has known Coach May for 30 years and learned the lessons of commitment, dedication, and

hard work. He is happy to have his children in the District and proud to hand his son to Coach May. He told his son that he is going to grow up and become a man and Coach May is going to have a lot of responsibility in having that happen. To have been coached by a man that he loves dearly and be able to hand his son over to him is an honor and privilege.

Bill Jackson: Recently retired as Editor of The Sun. Coach May reminded Mr. Jackson of his drill sergeant in basic training. Like his sergeant, Coach May teaches students a lot of life lessons. He has seen Coach take kids and grab them by the helmet and tell them what they've done wrong. They might not have liked it then, but learned a lesson that will last them all their life and will always serve them well. Please don't forget that when judging Coach May and his career.

Harry Arndt: Has known Coach May his entire life and he has been a positive influence on and off the field: working hard, going to worship, and taking care of his family. The students are his family and his dedication to them and the program is immeasurable. He thanked the Board for the opportunity to be part of the Hershey football family and allowing the players to play under Coach May. It has been a longstanding goal and he appreciated the District for supporting the players.

Doreen Miller: Current president of the Hershey High School football family and has received many e-mails, phone calls, and personal visits from players, families, and the community asking to relay their support and acceptance of the coaching staff and their teaching methods. If she didn't feel that her son was safe in the District or Athletic Program, she would not be here. She found that the experience has been a learning one for the students and exposed them to the governing bodies of the District and due process. Ms. Miller has been contacted by students wishing to write speeches and it shows them that they can be heard at a higher level. The students have seen what happens when rumors run rampant and when experiences are embellished to meet goals, but she is proud of the passion in the athletes who are motivated to write speeches, create forums on the Internet, start a petition in the school (Don't Dump the Gump), and attend the Board meeting. It shows her that something is being done right in Derry Township.

Renee Papapietro: Graduated in the class of 1979 and didn't have much contact with Coach May but she does remember Coach making her feel comfortable and encouraging her. Her daughter was a student in his weightlifting class and he pushed her to succeed. She feels he is an awesome man. Her parents were the first African American house-parents in Milton Hershey School in 1973 and is proud to know that Coach May is a graduate of the school. She expressed that if the District lost him, it would be losing a great man.

Andrew Briner: Has known Coach May for the last 9 years and his family moved to the District because of its reputation. He appreciates the opportunity to play hard for Coach May and work with him and for him. Speaking as a college football coach, he shared that the program at Hershey is better than any other school he's been to. The

District is fortunate to have the facilities, the administration, and Coach May. He cares more for the students than any man he's known or any coach he's met. Coach May's impact is second only to his father and he encourages any investigation because his opinion is that the only thing that will be found is that he is a man full of integrity and character and cares more for the students than he's called to duty for.

Chris Morelli: Coach May isn't perfect and is politically incorrect, but in this day and age, maybe that's a breath of fresh air. A lot of things have been heard regarding accusations and hopefully in the next two weeks a lot of the questions will be answered. He cautioned the Board to listen to the stories and hold them up to the rules and regulations they are sworn to implement and make sure all the information is correct. He spoke of common sense and getting students ready for battle after high school. One of his biggest joys is to have gone to school and return to raise his children in the same community and Coach May was a part of that. He doesn't believe Coach May is a racist or that he has an ego, because he came to the District in 1977 and had a little house and a little truck and still has them. He wouldn't want his legacy to be getting rid of Coach May. He closed by begging the Board to use common sense and think over the next two weeks.

Vince Pantalone: Is a Hershey alumni and worked with Coach May and expressed that he was a caring man. He played for Coach May, coached for him and against him, and loves him as a man and a person. He is a treasure. Mr. Pantalone is a coach today because of him and would hope that the Board keep this treasure at Hershey, because Coach May loves Hershey and wants to work here. Let him continue to work with these young people. He is good for them.

Moige Onger: Expressed her concern over the word racist being brought up more than once. Her family is one of few black families in the community and they have been there for over six years. She has three children in the District and believes Coach May is great for them. Her son played football and they all felt part of the football family. Coach May took the time to interact with them and never treated them differently. They felt accepted by the community. The boys on the football team have been like family and could not be that way if they didn't have a coach who taught them to respect and value each other. Coach May challenged the students to balance their time. Coach May has worked for a long time and has had a great career and can't imagine coming close to completing that career and having it tainted. She asked that the Board get to the truth and allow Coach May to complete his career and retire with honor. Anyone deserves that especially after working so hard.

Katherine Rowe: Is a 2006 Hershey alumni and presented two different perspectives. The first perspective as a non-student athlete and the sense of school pride that needs to be shown. Secondly, as an ex-student representative to the Board. She is thrilled that Dr. Brewer will be coming back. She expressed her confidence that the Board will work and that members of the community to do not need to run a slander campaign to find facts. If there are facts, they will be found by the Board without having to force people to say things that they don't mean.

Dave Willis: Is a 1975 graduate of Hershey High School. Coach May came into his life at a time when his father passed away suddenly and he provided fatherly advice from time to time. He didn't always like it, but it helped him become who he is today and now has three children of his own. He shared a story of Coach May, who started a fellowship of Christian athletes called The Huddle. The speaker for a Saturday breakfast, Clete McCleary, was a former Marine who had lost an eye and one arm. The arm that he lost contained a very distinctive ring that he received upon graduation. Coach May took off his ring and gave it to Mr. McCleary. That taught Mr. Willis about character and hoped the Board would consider the positive things that he's done for so many people.

Bunny Hottenstein: Has four children that have grown up in the District. Her children are all adopted and all black, so they have come up in the same situation of not having very many black families and kids in the school. Coach May was never a racist. He was everybody's champion, including her children. The relationship goes beyond graduation for every student that Coach May has ever got to know. She provided another piece of history: in order to build the first weight room in the School, Coach May mortgaged his little house to pay for that room and sold brooms. That's how much he cares.

Kathy Gunkel: Her family is new to Derry Township and considers Coach May responsible for making her children comfortable at a new school. He doesn't hesitate to stop and speak and sings Amazing Grace to her daughter Grace in the hallways. Her son is playing tackle football for the first time and Coach May has made her feel very comfortable in that area as well. She considers him an ambassador for the High School and the community.

Robin Jordan: Graduated in 1974 and was born and raised in Hershey. She has seen a lot of people come and go, but this is Coach May's home and urged the Board to think long and hard of what will be given up. The District can always get another coach, but not with the dedication and caring and heart that Coach May has.

Kim Harnden: Felt a need to play devil's advocate. The issue is not whether Coach May is a respectable awesome coach, it's an issue as to the actions and demeanor that he displays on occasion in a public school setting. It really pains me to come up here and speak because I've gone through the Athletic Department system, played varsity lacrosse and tennis for four years and captained both teams. The way Coach May acts in the weight room and towards certain individuals – I've seen it first hand. I've seen it and I hear it from other female athletes in different athletic teams. I know for a fact that he doesn't mean any wrong when he does those things, but, it's different 30 years ago when he started coaching and when he was a teacher in the public school system. In this day and age when political correctness and sexual harassment are issues, I think the Board should look at that and the Athletic Department needs to do the necessary actions to inform Coach May that he can't act how he did 30 years ago in the public school system, because it's not correct. It really hurts me to say this because he is a great man and I do not defame anything he's done for any of the football players or

anyone else in the community, but I think that it does need to be looked at and considered.

Chris Baker: He commented that he was taught lessons that he didn't appreciate at the time, but learned that you have to work sometimes for others. Coach May is rough around the edges and politically incorrect, but in this day and age, that is a breath of fresh air, even if it makes you take a stand. Coach May treats everyone the same and I've learned so much from him. He asked the Board to please consider that.

Meg Rowe: Is not an athlete or mother of an athlete, but knows Coach May on several levels. She is concerned about the manner in which everything has taken place over the last ten days. Until the Board meeting, she had no idea with the accusations were, but have heard about them throughout the community. She thought she was in a civilization where people are innocent until proven guilty, had a right to face their accusers, and a right to a speedy and fair trial and believes that Coach May and by extension, Mr. Elias, coaches, and others have been tried and she finds it objectionable. She knows the Board will come to a reasonable, fair, honest, and thoughtful decision once all the facts are received. She asked that once the facts have been received and the Board comes to a good decision, that a thoughtful, eloquent, and passionate letter of apology be publicly made to the people who have been accused publicly of doing things that she personally doesn't believe they are capable of doing.

Mike Willard: Applauded the Board. Mr. Willard's father also passed away at an early age and many people had a positive influence on his life, including Coach May. He was not only the football coach, but he was a Highway Safety teacher in the classroom. It was quite an experience, and it was a time when I wasn't the best student. I could have quit many times, but it was people like Coach May that never let me quit, he is very appreciative. He does not know the issues, but knows the impact Coach May has made and respects the Board to make the right decisions and get all the facts. He also mentioned his current occupation: a driver's ed teacher and football coach.

Dave Nazario: Graduated from Hershey High School in 2005 and wanted to provide comment regarding Coach May and the accusation of racism. He is an Asian American adopted into a Hispanic/Caucasian family and racism is an extremely serious accusation, not to be taken lightly. Racism, at its essence, is about hate and being around Coach May, being on the football team with him, he never felt that emotion from him. He has never felt angered or offended by anything Coach May has said. He addresses differences in cultures, but there's a difference between saying what a culture is and to segregate it completely and is startled by the accusations. He also spoke of the Athletics Department in general and has never seen a problem with any of the coaching staff or anyone else who worked in the Athletic Department. He expressed his thanks to them for making his life at Hershey High School a very enriching and positive experience.

Heather Connolly: A recent Hershey High School graduate, and expressed her support of Coach May. She was the only female member of the Hershey Power Lifting Team.

She talked to Coach May about her reservations in competing and he encouraged her to go on and she won several medals in her events. He also encouraged her to compete in lacrosse at the college level which she might not have had the courage to do. She thanked Coach May and was shocked at hearing accusations of him being sexist. That is not something she expects of him at all and doesn't think anyone else sees him that way.

Ryan Willard: Expressed the things that Coach May teaches cannot be found in textbooks and it's a shame to crucify people like that because the values they share are no longer taught. Students will never be able to experience what Coach May has to offer. He is the last of a dying breed, and he urged the Board consider that.

Mr. Stover: For completeness of the record, Mr. Stover added into the minutes letters of support for Robert Gump May from the following: Matthew M. Purcell, President of Hershey High School Class of 1999, Erick Assini, Esquire, Law Clerk for The Honorable Esther R. Sylvester, Philadelphia Court Of Common Pleas, Johnny O'Brien, President of Milton Hershey School.

Mr. Stover thanked everyone who came out and appreciated the great perspective when the Board has the opportunity to listen to the community. He thanked everyone for the respect and the way everyone handled themselves. It was uplifting to him as well as the rest of the Board.

Mr. Barrett: Thanked the young people who have come through the school system and prepared and spoke during the Board meeting. He felt they did a tremendous job and assured them that the Board will remember they the students are the real reason everyone is here. The Board remains very reticent regarding the personnel issues that were discussed, but it doesn't mean the Board doesn't have opinions as members of the community. Hearing rumors and innuendos had him concerned as well and asked the public to instead of focusing on what was wrong with Hershey, to think about what's right. The District is fortunate to have the quality and caliber of people in the system teaching our children and is fortunate to have the resources in order to give the right education. These people are dedicated to the District and the children. He reiterated the due process will rule the day, but he is also concerned with whomever started the rumors and innuendos and that is an issue that people will have to search their hearts and ask what was so wrong to begin with.

Dr. Cronin: Thanked Mr. Stover and everyone responsible for allowing the Board to have this venue. It is wonderful to see so many people having the opportunity to speak out and attend a Board meeting.

Mr. Gräb: Echoed President Stover's remarks and was impressed watching American democracy in action. There are two sides of an issue and both sides were given the opportunity to come forth and express their comments. The neatest thing about the entire experience was watching the opposite side listen patiently to the pro side and

vice versa. He thanked everyone for coming out and expressing their comments, but most importantly congratulated everyone on their behavior and for listening astutely.

ADJOURNMENT

9.01 Adjournment

Mr. Stover announced the next Board meeting would be on May 27, 2008 at 7:00 p.m. in the District Board Room.

Dr. Cronin moved to adjourn, with a second by Dr. Parrish and, approved by unanimous voice vote by all members. The meeting was adjourned at 9:52 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the May 12, 2008 meeting

Charles Stover
President of the Board

LDM