

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

June 23, 2008

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Monday, June 23, 2008, in the District Office Board Room. Mr. Charles Stover, Board President, called the meeting to order at 7:02 p.m.

1.02 Roll Call

Directors Present: Mr. Christopher Barrett
Mrs. Beulah Chabal
Dr. Henry Donahue
Dr. William Parrish
Mr. Alan Malkoff
Mr. Charles Stover

Excused: Dr. Donna Cronin
Mr. John Gräb
Mrs. Ellen Sheffey

Superintendent: Dr. Linda Brewer

Secretary: Mr. Stephen Rineer

Student Representative: None.

Press: Mr. Dave Hunt HERSHEY CHRONICLE
Mr. Drew Weidman THE SUN

Representatives of the Administrative Staff: Mr. Dan Tredinnick, Mr. Ed Consalo, Ms. Sue King, Ms. Lynn Dell, Dr. Cynthia Goldsworthy, and Ms. Lori Dixon.

Representatives of the Staff and Community: Ed Foley, Mary Reichart, James R. Thompson, Mark Shrift, Cindy Hertz, Bunny Hottenstein, Tracy Lane, Christine P. Long, Thomas Long, Elizabeth A. Blosky, Michael Hulse, and Megan G. Hulse.

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 June 9, 2008 School Board Meeting Minutes

A motion was made by Dr. Parrish and seconded by Mr. Barrett to approve the minutes of June 9, 2008 Board meeting.

Mr. Stover noted that his name was incorrectly listed for the majority portion of what Mr. Malkoff stated in the comments section and requested a review of that section in the minutes.

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 Mrs. Sheffey, Mr. Gräb, and Dr. Cronin.

3.02 Recognition of Citizens (Agenda Items)

None.

3.03 Standing Committee Reports

General Services Standing Committee:

Mr. Barrett reported that representatives from Hayes Large Architects presented to the Committee concerning planning for the athletic fields that were discussed in previous meetings.

3.04 Presentation – Design and Feasibility Study for Multi-use Athletic Field Improvement

Jim Thompson gave brief background information on Hayes Large Architects. This year 48,000 students will graduate from schools that were designed by Hayes Large Architects. Hayes Large is one of the largest architectural and engineering firms designing schools in the Mid-Atlantic region. The firm believes that high performing schools lead to high achieving students and if they do a great job on the District's facilities, it will have a direct impact on the students that use the facilities. He commended the District for being one of the top achieving high schools in the country according to an article in Newsweek. Mr. Thompson, as the partner in charge of the Harrisburg office for Hayes Large introduced the director of Landscape Architecture, Mark Shrift. Mr. Shrift has particular expertise in athletic facilities and is recognized throughout the region as one of the leading experts in synthetic turf design.

Mr. Shrift gave a brief overview of Hayes Large and provided some examples of local projects to make the public aware of what Hayes Large has done in the community, such as the National Civil War Museum, the WITF Multi Media Center and various other locations.

As the District continues to grow and increase in participation of sports and extracurricular activities, this project will allow the District to capitalize on maximizing the use of space, allow for multiple activities, and unlimited all-weather use on the facilities. The areas that will be included in the project are the running track and the existing soccer field area. Improvements planned for this area consist of a new 8 lane running track reconfigured to allow a multi use synthetic turf field, with some improvements for lighting, scoreboard, fencing and also a restroom facility. Fencing around this facility will be provided for safety also for protection of the investment from any vandalism. In addition, we want to allow for some infrastructure improvements for sanitary sewer, water and electric to allow for other future improvements.

The restroom facilities will be designed in such a way that they will serve multiple locations.

The improvements planned for the multi purpose field include a large field capable of handling a multitude of activities and events and a synthetic turf field. We are considering adding portable seating that can be moved around the campus as necessary for other events and allow for handicap accessibility seating. Some other elements that will be incorporated will be a retaining wall at the south end of the field some minor modifications to the existing junior varsity baseball field to the west.

From start to completion and construction which we are targeting for the fall of 2009, projected schedule will be 15 months. We have a lot of work to do in terms of design, construction documents, all municipal planning approvals, in-house quality control, bidding, and certainly construction of the project.

Mr. Shrift expressed that, as a resident of the District he is extremely excited to have an opportunity to work on these two projects.

Dr. Parrish raised the concern about timelines with the cost of oil going up and the District's budget. He asked for clarification on whether or not the price of the fields were affected by the oil market issues.

Mr. Shrift confirmed that the fields have not been affected by this issue. The synthetic turf industry is extremely competitive and can not afford to raise their costs. Over the past year, some of the fields that Hayes Large has done have not changes from fields done a couple years ago.

Mr. Malkoff asked about the estimated useful life of the field in terms of eventual replacement and what annual maintenance is required.

Mr. Shrift stated that a standard manufacturer's warranty is 8 years, but Hayes Large will try for a 10 year warranty on this particular project. The life may extend out to as far as 12 years, depending on the amount of use and activity on the field. In terms of maintenance, as part of the project, equipment will be specified for maintenance of the fields and sweeping after events with a simple sweeper will keep it clean. In addition, in order to reduce the compaction of them a piece of equipment is provided that essentially loosens the infillments. The fields consist of a two inch tall fiber that is infilled with either all rubber or rubber and a little sand. In grooming those fields a couple times a year, you're able to reduce the compaction and make them as good as they were when they were installed. Other than sweeping on a weekly basis or after the big events and grooming the field a couple times a year, that is about the limit of maintenance. A lot of the event lines will actually sown into the carpet. The benefit of that is that there's no down time to prepare for an event. We can go from football to soccer to field hockey within 15 minutes after a game.

Mr. Stover asked Mark to explain about the recent publicity regarding lead in fields.

Mr. Shrift reported that all major publications provided articles about 2 fields in New Jersey that were shut down because of the potential of lead contamination. Specifically, the 2 fields shut down in New Jersey were built on top of brown fields which were former metal scrap yards. The fields in question were 100% nylon fibered fields. The fields that we do today and the fields that the District will have will be a polyethylene fiber. Therefore, there is no risk of lead contamination. There are a few studies being done and they have not been completed yet. The United States Consumer Product Safety Commission is doing a study as well as an organization called the Synthetic Turf Council. They were put into effect essentially to keep all turf companies together and competing equally. At this point, we've found that polyethylene fibered fields are no threat to lead contamination.

A Board member asked for clarification that when the fields wear out, it would not be the

expense of the initial presentation, only putting a new carpet down and redoing the base.

Mr. Shrift agreed. Hayes Large builds with a sophisticated stone base drain system. A lot of the up front cost is getting the base construction complete, so in 10 to 12 years when the carpet finally does wear out, all that has to be done is pull up the carpet, roll out new carpet, and put some new infield mix in.

Mr. Barrett thanked Mr. Shrift and Ed Consalo for their quick work and was confident that they would be asking the gentlemen to come in from time to time for updates.

Mr. Malkoff asked Ed Consalo a question regarding the cost savings that would be generated from maintaining an artificial surface rather than a natural one.

Mr. Consalo stated the biggest savings is the multi use of the field. Most natural surface fields have approximately 68 events before they start to deteriorate, including practice. With a synthetic turf, it does not matter because it won't wear out.

Mr. Stover noted that the reason there were not a lot of questions was because General Services met prior to the Board meeting and the majority of that time was dedicated to asking questions regarding the projects.

UNFINISHED BUSINESS

4.01 Unfinished Business

Mr. Henry presented a final report with a statement regarding the investigation.

Ladies and gentlemen of the Board, public. My name is Schaun Henry and I was asked to investigate a matter involving Derry Township. I'm about to read a public statement that essentially addresses this investigation.

On April 28, 2008, the Derry Township School Board initiated an investigation to examine whether school District administrators, upon receiving complaints regarding the actions of staff members, either failed to take any action or took actions that were improper under either the school District's policies or criminal or civil law. This statement includes a summary of the investigation, findings and recommendations.

On May 12 in response to community comments, school Board officials asked for the community's help in addressing public concerns regarding behavior by District staff members and administrators. An announcement was made at the Board meeting on May 12, 2008 and through newspaper articles in the Harrisburg and Hershey newspapers encouraging

community members, students, parents, and staff members to contact an investigator's office by phone to voice complaints regarding the behavior of staff members and/or administrators. The Board's announcement included a direct phone number to the investigator's office and a two week information gathering timeline for complaints to be made. The two week timeline to air complaints began on May 12 and was slated to end May 27, 2008. Twelve calls with concerns were received during that timeframe. Of those calls, 5 primarily alleged unresponsive administrators and 7 alleged conduct by faculty members. Also, there were 8 calls in support of the administration or faculty, and those callers were told that this was not the focus of the investigation and that their comments would not be investigated further.

Again, the two week information gathering period was slated to be conducted between May 12 and May 27. It was extended an additional two weeks from May 27 to June 6. Thereafter, concerns were expressed that parents might feel uncomfortable making complaints during the school year for fear of retaliation. The Board granted permission to extend the information gathering period to June 13, one week past the school year's end. During the additional week, one further complaint was received for a total of 13 calls with complaints received during the entire investigation. So, there was 13 total complaints throughout the entire investigation. The complaints received centered around two points: (1) a perceived lack of responsiveness from administrators and (2) allegations of inappropriate behavior from staff members.

The topics complained of included:

- concerns of alleged disparate treatment of students with emotional and learning support issues,
- perceived inconsistency in referring matters to law enforcement involving students,
- allegations of verbally abusive behavior by staff members towards students,
- perceptions of general intimidation when parents raised concerns to administrators, and
- allegedly forcing students to raise given amounts of money in order to play sports.

Allegations of criminal wrongdoing by staff members were also raised. And I should point out that that was criminal wrongdoing by staff members towards students.

In reviewing these complaints, no violation of criminal law or existing District policy by District officials was found. The general conclusion was that administrators responded to parents concerns and complaints in an

appropriate manner that was consistent with District policy. Nevertheless, the District may consider reviewing the manner in which such communication was passed out to the parents, because we did have these complaints. The District has already undertaken a number of initiatives to address some of the areas of concern that were raised. Initiatives such as the anti-bullying process that has already been put into place, coach's training regarding appropriate conduct and method of dealing with difficult situations were already underway before this investigation began and will continue. Other initiatives currently underway include training sessions for staff and administrators to foster open communications and conduct effective investigations as well as counseling sessions for some staff members.

Other recommendations stemming from the investigation include reviewing the District's discipline policy and memorandum of understanding with the police on arrest of students. It is also suggested that the Board consider working with Hershey Education Association to establish guidelines for use of appropriate language.

The investigation is now complete, with the exception of awaiting verification from witnesses about their complaints. A final report will be provided not later than July 3, 2008. The callers who did make complaints during the investigation will be given the opportunity to be contacted by District officials to discuss their concerns and the District's efforts moving forward not later than August 24, 2008.

Again, there were no violations of the law or District policy found, but the District is obligated to address the concerns of its residents. I have every indication that it will continue to do so going forward and report back to the community in an appropriate fashion.

There were no questions following the Mr. Henry's statement and Mr. Stover thanked Mr. Henry for the investigation.

NEW BUSINESS

5.01 Approval of Finance Report for May 2008

1.	The Treasurer's Report for the month ending May 31, 2008 is summarized as follows:	
	• General Fund Revenues	\$1,983,003
	• General Fund Expenditures	4,165,774

• Balance of Cash Plus Investments	15,041,533
2. The listed schedule of investment transactions for the period beginning May 1, 2008 through May 31, 2008 has total interest earnings of \$18,099 comprised of the following:	
• General Fund	\$801
• Money Market	17,293
• Certificates of Deposit	0
• PA School District Liquid Asset Fund	0
• PA Local Government Investment Trust	5
The average interest rate for May 2008 was 2.86%	
3. The May 2008 expenditures for the paid bills for all funds total \$1,795,493 excluding net payroll, retirement contributions, and debt service.	
4. The June 2008 expenditures for the unpaid bills for all funds total \$1,187,012.	
5. The estimated expenditures of the General Fund for the month of June 2008 are in the following amounts:	
• Operating Expenses	\$1,350,000
• Utilities	133,700
• Net Payroll (2 pays)	1,894,000
• Employer Provided Insurance	324,900
• Payroll Deductions	1,035,000
• Employer Payroll Taxes (FICA/RET)	649,096
• Debt Service	<u>6,267</u>
Total Estimated Expenditures	\$5,392,963

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

All Board members present signified by a Yes vote.

MOTION CARRIED

5.02 Budget Transfers

Section 687 (d) of the Public School Code provides: The Board of School Directors shall have the power to authorize the transfer of any unencumbered balance, or any portion thereof, from one class of expenditures or item, to another, but such action shall be taken only during the last nine (9) months of the Fiscal Year."

The Administration recommended the Board authorize June 2008 budget transfers.

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

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Absent

Donahue – Yes

Gräb – Absent

Malkoff – Yes

Parrish – Yes

Sheffey – Absent

Stover - Yes

6 Yes, 3 Absent

MOTION CARRIED

5.03 Establishment of the 2008-09 Homestead/Farmstead Exclusion

The Administration acknowledges revenues totaling \$ 664,901.56 will be available for distribution through the Commonwealth of Pennsylvania's Homestead/Farmstead Exclusion. The number of Homesteads/Farmsteads presently approved by the Dauphin County Tax Assessment Office is 5,038. Based on these approved Homestead/Farmsteads, each Homestead/Farmstead will receive an estimated \$132.24 reduction in real estate taxes.

Since the exact number of approved homestead/farmstead is subject to minor adjustments, the final amount of the reduction in real estate taxes will be determined when the Dauphin County Tax Assessment Office finalizes the number of approved homestead/farmsteads for 2008-2009.

Mr. Rineer added that the number has been somewhat refined and anticipated that each qualified property will receive \$133.73 or dollar and a half more than originally projected.

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

Mr. Barrett noted, for the public's clarification that the amount stated would not be an actual check, but a reduction in taxes.

Mr. Rineer confirmed that that is correct and the exclusion amount will appear on each individual's qualifying homestead/farmstead tax bill. Those properties that qualify for farmstead exclusions will receive an additional exclusion amount. His recollection is that there were only 16 qualifying farmsteads in the entire District that qualify in addition to the homesteads. He noted that a farmstead is an exclusion amount for farm out building, so if you have a barn that qualifies as a farmstead exclusion.

Mr. Barrett reiterated that the reduction amount would not be a check.

Mr. Rineer state that is correct. It will be a reduction in the real estate tax bill, not a separate check.

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Absent

Donahue – Yes

Gräb – Absent

Malkoff – Yes

Parrish – Yes

Sheffey – Absent

Stover - Yes

6 Yes, 3 Absent

MOTION CARRIED

5.04 Approval of PlanCon K - Issuance of GO Bonds Series of 2008

The Board of School Directors of the Derry Township School District hereby approves Plancon Part K documents for submission to the Pennsylvania Department of Education. Said documentation was prepared by RBC Capital Markets and relates to the issuance of GO Bonds Series of 2008. This issuance previously was authorized by an April 28, 2008 Resolution by the Board, to refinance the GO Bonds Series of 2003, GO Bonds Series A of 2003, GO Bonds Series of 2004, and GO Note Series of 2006 and pay the costs and expenses related to the issuance of the Bonds.

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

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Absent

Donahue – Yes

Gräb – Absent

Malkoff – Yes

Parrish – Yes

Sheffey – Absent

Stover - Yes

6 Yes, 3 Absent

MOTION CARRIED

5.05 Requests for Payment

The Administration recommended the approval of the following invoices for the elementary school HVAC project as reviewed and approved by Mr. Consalo:

Elementary School HVAC Improvements:

1. Trane, Inc. (HVAC Contractor)	
Application No. 1	\$251,775.00
Application No. 2	<u>144,000.00</u>
Total	\$395,775.00

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

Roll Call Vote:

Barrett – Yes

Donahue – Yes

Parrish – Yes

Chabal – Yes

Gräb – Absent

Sheffey – Absent

Cronin – Absent

Malkoff – Yes

Stover - Yes

6 Yes, 3 Absent

MOTION CARRIED

5.06 Approval of Architect for Multipurpose Fields

The Administration recommended the Board resolve to enter an agreement with Hayes Large Architects to assist in designing a new multi-use field. Upon approval of this recommendation, the District's solicitor will prepare a contract for the performance of work as generally described in the District's previously developed Request for Proposal.

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

Mrs. Chabal stated that because her husband has had in the past and may have in the future a professional relationship with Hayes Large Architect, she would be abstaining from the vote.

Roll Call Vote:

Barrett – Yes

Donahue – Yes

Parrish – Yes

Chabal – Abstain

Gräb – Absent

Sheffey – Absent

Cronin – Absent

Malkoff – Yes

Stover - Yes

5 Yes, 3 Absent, 1 Abstention

MOTION CARRIED

5.07 Approval of Athletic Training Coverage Contract

The Administration recommended the Board approve and ratify the Athletic Training Agreement with Drayer Physical Therapy Institute, LLC. Under the Agreement, the District will pay Drayer \$30,000 to provide a full-time certified athletic trainer for the High School and a part-time certified athletic trainer for the Middle School for the 2008-2009 school year.

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

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Absent

Donahue – Yes

Gräb – Absent

Malkoff – Yes

Parrish – Yes

Sheffey – Absent

Stover – Yes

6 Yes, 3 Absent

MOTION CARRIED

5.08 Approval of Textbooks

The Administration recommended the approval of the following textbooks for the use in the 2008-2009 school year:

	High School
<i>Curricular Area:</i>	Science
<i>Subject/Course:</i>	Physical Science I and II
<i>Title:</i>	Physical Science - Concepts in Action
<i>Publisher:</i>	Prentice Hall
<i>Author:</i>	Wyssession, Frank and Yancopoulous
<i>Copyright:</i>	2006
<i>Curricular Area:</i>	English
<i>Subject/Course:</i>	World Literature
<i>Title:</i>	The Kite Runner
<i>Publisher:</i>	Riverhead Books (Penguin USA)
<i>Author:</i>	Khaled Hosseini
<i>Copyright:</i>	2003

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

Mrs. Chabal thanked Dr. Goldsworthy for her efforts through the Curriculum Committee. These books have been vetted out at least twice through the Committee and expressed appreciation for the thorough process.

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Absent

Donahue – Yes

Gräb – Absent

Malkoff – Yes

Parrish – Yes

Sheffey – Absent

Stover - Yes

6 Yes, 3 Absent

MOTION CARRIED

5.09 Preliminary Approval for Foreign Excursion - Middle School Students - Montreal and Quebec City, Quebec, Canada - January 29, 2008 - February 2, 2009

The Administration recommended the preliminary approval of a foreign excursion for middle school students to Montreal and Quebec City, Quebec, Canada from January 29 to February 2, 2009 as proposed by Jayme Potts and Leslie Shearer in accordance with Board Policy 121.1.

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

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

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Absent

Donahue – Yes

Gräb – Absent

Malkoff – Yes

Parrish – Yes

Sheffey – Absent

Stover - Yes

6 Yes, 3 Absent

MOTION CARRIED

5.10 Approval of Overnight Field Trip/Excursion - High School Boys' Basketball Team - Basketball Team Camp

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

<i>Group:</i>	High School Boys' Basketball Team
<i>Destination:</i>	Lycoming College, Williamsport, PA

<i>Purpose:</i>	Team Camp
<i>From:</i>	July 11, 2008
<i>Until:</i>	July 13, 2008
<i>Trip Leader:</i>	Tim Bean

The District reserves the right to cancel the excursion based on events that could pose a heightened safety 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 – Absent

Sheffey – Absent

Cronin – Absent

Malkoff – Yes

Stover – Yes

6 Yes, 3 Absent

MOTION CARRIED

5.11 Approval of Overnight Field Trip/Excursion - Middle School Choir

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

<i>Group:</i>	Middle School Choir Members
<i>Destination:</i>	Penn State University
<i>Purpose:</i>	American Choral Directors Association of Pennsylvania Jr. High State Honor Choir and Teacher Summer Convention
<i>From:</i>	August 3, 2008
<i>Until:</i>	August 5, 2008
<i>Trip Leader:</i>	Joe Farrell

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

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

Roll Call Vote:

Barrett – Yes

Donahue – Yes

Parrish – Yes

Chabal – Yes

Gräb – Absent

Sheffey – Absent

Cronin – Absent

Malkoff – Yes

Stover – Yes

6 Yes, 3 Absent

MOTION CARRIED

5.12 Approval of Overnight Field Trip/Excursion - Middle and High School Cheerleading

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

<i>Group:</i>	Middle and High School Cheerleading
<i>Destination:</i>	Millersville University
<i>Purpose:</i>	Team Camp
<i>From:</i>	July 30, 2008
<i>Until:</i>	August 2, 2008
<i>Trip Leader:</i>	Terri Otey, Lori D'Amour (Coaches)

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

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

Roll Call Vote:

Barrett – Yes

Donahue – Yes

Parrish – Yes

Chabal – Yes

Gräb – Absent

Sheffey – Absent

Cronin – Absent

Malkoff – Yes

Stover - Yes

6 Yes, 3 Absent

MOTION CARRIED

5.13 Personnel – Resignations

The Administration recommended the approval of the following resignations:

Professional:

Gebhard, Sarah

Art Teacher

High School

Reason: Personal

Effective: 08/15/08

Wiscount, Melanie

Computer Education Teacher

Middle School

Reason: Personal

Effective: 08/17/08

Limited Service Contracts:**Cavic, David**

Math Department Coordinator

Middle School

Reason: Personal

Effective: 06/06/08

Erdman, Tamee

Girls' Varsity Volleyball Coach

High School

Reason: Personal

Effective: 06/06/08

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

Roll Call Vote:

Barrett – Yes

Chabal – Yes

Cronin – Absent

Donahue – Yes

Gräb – Absent

Malkoff – Yes

Parrish – Yes

Sheffey – Absent

Stover - Yes

6 Yes, 3 Absent

MOTION CARRIED**5.14 Personnel – General**

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

Professional:**Atherholt, Lauren (for Wendy Brandt)**

Grade 1 Teacher

Elementary School

Long Term Substitute

Bachelors, Step 1

Salary: \$40,281.25 (pro-rated)

Effective: 08/18/08 through 01/16/09 (pending receipt of PA Teaching Certificate)

Cherry, Melissa (new position)

Autism Support Teacher

High School

<p>Temporary Professional Bachelors, Step 1 Salary: \$40,281.25 Effective: 08/18/08 (pending receipt of PA Teaching Certificate)</p>
<p>Dunlop, Alicia * (replacing Wendy Peiffer) Grade 2 Teacher Elementary School Temporary Professional Revised: Bachelors, Step 1 Revised: Salary: \$40,281.25 Effective: 08/18/08</p>
<p>Vath, Kristin (replacing Elizabeth Pegg) Grade 7 Communication Arts Teacher Middle School Temporary Professional Bachelors, Step 1 Salary: \$40,281.25 Effective: 08/18/08 (pending receipt of PA Teaching Certificate)</p>
<p>Classified:</p>
<p>Bernstein, Kelly (replacing Joann Fink) General Food Service Worker High School Level A: 4.0 hours per day Salary: \$9.69 per hour Effective: 06/24/08 (pending receipt of Act 114 clearance)</p>
<p>Limited Service Contracts:</p>
<p>Davies, Zachary * Assistant Middle School Football Coach Middle School Level III, Group A, Step 2 Salary: \$1,649 Effective: 08/11/08</p>
<p>Lechleitner, Deborah Volunteer Assistant Cheerleading Coach Middle School Salary: Volunteer Effective: 08/11/08 (pending receipt of Act 34, 151, and 114 clearances)</p>
<p>Mark, Elizabeth * Summer School Course: Adventure Land K-2 Elementary Salary: \$195 Effective: 07/07/08 through 07/11/08</p>
<p>Zitko, John * (replacing Tamee Erdman)</p>

	<p>Head Varsity Girls' Volleyball Coach High School Level I, Group B, Step 12 Salary: \$4,484 Effective: 08/11/08</p>
2.	<p>The Administration recommended the approval of entering into a Service Contract with Mrs. Jacqueline Schubert for Speech and Languages Services. The terms of the contract denote two days per week for the time period of August 25, 2008 through November 14, 2008 with Derry Township School District. Mrs. Schubert's hours will be six hours per day at a salary of \$70 per hour pending receipt of Act 151 clearance.</p>
3.	<p>The Administration recommended the approval of the following individuals for 2008 Extended School year for the Special Education Department:</p>
	<p>Ermold, Dana * Extended School year Learning Support Teacher Middle School Part-time 3 students 5-6 hours a week for a period of 5 weeks Salary: \$26 per hour Effective: 06/30/08</p>
	<p>Greene, Jenny * Extended School Year Teacher's Aide District-wide Part-time 3 days a week for a period of 5 weeks Salary: \$12.16 per hour Effective: 06/23/08</p>
4.	<p>The Administration recommended the approval of a base salary adjustment of \$3,000 for Jacqueline Castleman for completion of her principal certification effective July 1, 2008.</p>
5.	<p>The Administration recommended the approval of a base salary adjustment of \$2,000 for Stephen Rineer, Business Manager effective July 1, 2008.</p>
6.	<p>The Administration recommended the approval of a base salary adjustment of \$2,000 for David Lillenstein, Director of Psychologic Services effective July 1, 2008.</p>
7.	<p>The Administration recommended an Act 93 range structure adjustment for the 2008-09 school year of 2% and based on mid-point salary as per the Act 93 Agreement of July 1, 2005.</p>
	<p>* This individual is currently an employee and/or volunteer. Clearances are on file.</p>

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

Roll Call Vote:

Barrett – Yes

Donahue – Yes

Parrish – Yes

Chabal – Yes
Cronin – Absent

Gräb – Absent
Malkoff – Yes

Sheffey – Absent
Stover - Yes

6 Yes, 3 Absent

MOTION CARRIED

DELEGATES REPORTS

6.01 Dauphin County Technical School Report

No report.

6.02 Derry Township Tax Collection Association Report

There will be a meeting on June 26, 2008.

6.03 Harrisburg Area Community College Report

No report.

6.04 Capital Area Intermediate Unit Report

Mrs. Sheffey not present to give report.

SPECIAL REPORTS

7.01 Announcement of Staff Development Conferences

Traci Landry
National Educational Computing Conference
San Antonio, TX
June 30 - July 2, 2008
Expenses: \$1,435.00

Renee Owens
Teaching English with Language Arts with Technology Workshop 2008
Boston, MA
July 4 - 16, 2008
Expenses: \$1,367.00

Kelly Stewart

National Autism Conference
Pennsylvania State University
August 4 - 8, 2008
Expenses: \$780.00

7.02 School and Community Information Report

No report.

7.02 Board Members' Report

No report.

7.03 Superintendent's Report

Dr. Brewer provided the following statement:

I can no longer remain silent on matters that have been brought forth at these public meetings over the last several months. I'm pleased that the investigation did not yield any findings of criminal wrongdoing and I'm not surprised with that finding, because in my experience our administrators and professional staff members are committed, responsive groups of professionals that care deeply about children. It is a sign of health in an organization to introspect and to ferret out important lessons that can be learned from challenging situations such as the one we have faced this spring. So, to that end, it is important that we as a District take a fearless inventory of our procedures to ensure that all who enter here feel safe.

I have no quarrel with the parents that have brought us concerns in that regard. It is important that each and every parent who has a concern feels safe to address their concerns with a faculty member or an administrator. It is important that parents be given a positive respectful audience with no fear of retribution for airing their concerns. One of the District's central beliefs is that optimal learning is when all who enter feel physically and emotionally safe and secure.

We're taking steps to ensure that a positive school climate exists and is improved. In fact, in conjunction with academic excellence, a safe civil positive school environment is our primary mission. We have reviewed the information that has been given to us by parents who contacted mr. Henry and among those steps that we have and will take are the following:

1. One of the central visions of our district is to enhance and create a positive school climate. This was a central tenant before April 2008. In fact, in January 2008, the Pennsylvania Department of Education approved this facet of our Strategic Plan. My point is that we have just begun the process that will continue through 2013 in this regard.
2. The entire faculty and support staff has participated in harassment training.
3. The administrative team met to discuss best practices in investigation, documentation and follow up with our Solicitor very recently.
4. One of the primary focuses of the 2008-2009 yearly goals will be a positive school environment. Every administrator, all 20 of us, will have at least one goal in that regard.
5. All coaches will receive specific mandatory training in August regarding the legal landscape and appropriate conduct, changing expectations, and dealing with difficult situations.
6. A well known highly respected expert from Johns Hopkins University will be assisting the community and the District with the concept to create a culture of civility. In fact, the District's opening day address will be on positive school climate and the culture of civility.
7. The Community Task Force with the support of the Trojan Foundation will be sponsoring a community event to build the culture of civility starting at home and permeating into the community and school.

While we consider the investigation closed, I would like to renew our commitment to open communication with parents. Because we are human beings, we may occasionally fall short of our self imposed standards in regard to addressing concerns that come through our doors. Still, children will sometime require consequences for behavior and sometimes parents will not agree with the discipline. If there is a complaint about another child or one of our employees, issues of confidentiality may preclude us from sharing discipline or corrective actions that we may have taken in relation to others, but let us not lose sight of the fact that, despite the extended opportunity for parents to share their concerns with an independent investigator, there were no findings of criminal wrongdoing.

I do believe that we have lost sight of the exceptional staff, both support, professional, and administration that works with our 3,500 hundred plus students day in and day out. I believe in our 550 plus employees. Each of them has my full support and my high expectation that they will have and

they will continue to display empathy, respect, kindness, tolerance, and fairness in their dealings with children, parents, and each other. I firmly believe that 99.99% of the time, they do just that.

Mr. Barrett commented on his support of Dr. Brewer, the administration and staff and commended them on an exemplary job. He reiterated that the Board's reticence not to comment on confidential matters does not mean that they don't care, but that a process needs to be followed.

7.04 Board President's Report

Mr. Stover echoed both Dr. Brewer and Mr. Barrett's sentiments.

RECOGNITION OF CITIZENS (Non-agenda Items)

8.01 Recognition of Citizens (Non-agenda Items)

None.

ADJOURNMENT

9.01 Adjournment

Mr. Stover announced the Board would meet in post-executive session immediately following the Board meeting.

The next Board meeting would be on Monday, August 11, 2008 at 7:00 p.m. in the District Board Room.

Mr. Malkoff moved to adjourn, with a second by Mr. Barrett and, approved by unanimous voice vote by all members. The meeting was adjourned at 7:49 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the August 11, 2008 meeting

Charles Stover
President of the Board

LDM