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Minutes of the
Board of School Directors
DERRY TOWNSHIP SCHOOL DISTRICT
Hershey, PA 17033

August 13, 2012

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Monday, August 13, 2012, in the District Office Board room. Mrs. Ellen Sheffey, Board President, called the meeting to order at 7:05 p.m.

1.02 Roll Call

Directors Present:

Dr. Donna Cronin
Dr. Henry Donahue
Mr. John Gräb
Mr. Bruce Hancock
Mr. Christopher Morelli
Mrs. Maryellen Sheehan
Mrs. Ellen Sheffey

Excused:

Mr. Christopher Barrett
Dr. William Parrish

Superintendent:

Dr. Richard Faidley

Secretary:

Mr. Stephen Rineer

Solicitor:

Mr. Brian Jackson

Student Representative:

None Present

Press:

Ms. Myla Merkel THE SUN
Ms. Tricia Kline THE PATRIOT-NEWS

Representatives of the Administrative Staff: Mr. Dan Tredinnick, Dr. Bernie Kepler, Mr. Ed Consalo, Mr. Joseph McFarland, and Ms. Lisa M. Sviben Miller.

Representatives of the Staff and Community: Robert DeBolt, J. Sheehan, Priscilla Stoner, Janice E. Mark, Heidi Eby, Megan G. Hulse, Glenn Rowe, Tracy Sullivan, Sandy Wagner, D. Cermina, Julie A. Neal, Julie Isaacson, Andrea P. Abruzzo, Ann S. Rowland, Brian Shiflett, Carol Clark, Christine Drexler, Dina Angello, Joel Hammer, Diane Leonard, Dan Haines, Julie Moore, Amy Claxton, Terry Singer

Mrs. Sheffey: I'd like to announce that Dr. Parrish and Mr. Barrett have an excused absence.

1.03 Flag Salute

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

APPROVAL OF MINUTES

2.01 Approval of June 19, 2012 and June 25, 2012 School Board Meeting Minutes

Mrs. Sheffey: A motion was made by Dr. Donahue and seconded by Mr. Gräb to approve the minutes of the June 19, 2012 and June 25, 2012 School Board Meeting Minutes.

All Board members present signified by a Yes vote.

MOTION CARRIED

INFORMATION AND PROPOSALS

3.01 Announcement of Executive Session

Mrs. Sheffey: I would like to announce that the Board met in Executive Session prior to this meeting to discuss employment issues and matters that must be conducted in private to protect a lawful privilege or confidentiality. I'd also like to announce that the HR Committee met in Executive Session – I don't have the date, Hank, do you happen to know your date?

Dr. Donahue: I can find out.

Dr. Faidley: July 25.

Mrs. Sheffey: July 25.

Dr. Donahue: Yes. Thanks.

Mrs. Sheffey: They met to discuss employment issues.

3.02 Recognition of Citizens (Agenda Items)

Mrs. Sheffey: This is the opportunity for residents and taxpayers to address the Board on matters related to the agenda. Those who speak are asked to come to the microphone, state your name and address for the record.

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

Speakers with questions needing follow up outside the Board meeting are asked to fill out a contact card which can be found at the podium. Completed cards may be turned into members of the Administration to facilitate a reply.

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

Terry Singer: Good evening. Can you hear me? I didn't get a chance to see the agenda. Is the matter of approving the – granting use of facilities policy on the agenda for tonight?

Mrs. Sheffey: It is on the agenda.

Mr. Singer: In what manner will it be discussed or presented or is it just going to be voted on?

Mrs. Sheffey: It will be presented under Policies 30 Day Review, and there will be an opportunity for discussion. I will also give a briefing to the Board on the Policy Committee meeting.

Mr. Singer: At that time?

Mrs. Sheffey: I'll do that when we discuss Committee Meetings. So your comments – you should share them now.

Mr. Singer: I should share them now?

Mrs. Sheffey: Yes.

Mr. Singer: Not when you bring it up?

Mrs. Sheffey: No. Now we take comments from the public on agenda items now so that when we discuss them as a Board, we have your comments in mind, so if you can share your comments now.

Mr. Singer: Well I provided some comments to several members of the Policy Committee and I followed up with an e-mail to which I didn't receive a response, possibly because of the tone of my e-mail. I can understand why it might not have gotten a response. Can you tell me if any of the suggestions I made in that e-mail were considered or acted on?

Mr. Rineer: Excuse me, the name for the record? Can I have your name and address, please?

Mr. Singer: Oh, I'm sorry. My name is Terry Singer.

Dr. Cronin: I can state that the policy that was reviewed at the last Policy Committee meeting regarding use of outside facilities – the facility use by outside organizations – that policy is being approved for 30 day review. So there's a 30 day time period for the community now to look at it and make comments if they so choose and it will then be brought to the next meeting for approval of the policy. So we're only approving that it's being shown to the community at three different locations for review, but it's not being voted on as an approved policy. Does that make sense?

Mr. Singer: Okay, yeah.

Dr. Cronin: So your comments are still – can still be considered – but I don't believe there were any different nuances – maybe some nuances – but nothing different in terms of materialistic changes that the Committee had wanted to make, but I wasn't at that meeting, so I don't want to speak for anybody else. But I do know that overall, our overarching principle, I guess I should let people know what we're talking about, because they don't know. I don't know if you want to or if I should.

The facilities policy dictates how our outside facilities: gyms, fields, etc. would be used by outside organizations. One of the questions that Mr. Singer brought forward was how do you determine which organizations are truly bona fide non-profit organizations being run according to regulations so that you are allowing them to use facilities. Is that pretty much sum it up?

Mr. Singer: Yeah, that the organizations we grant the use of our facilities to, in fact, have non-profit status – one of the requirements for non-profit status is you have bylaws. One of the laws governing the operation of non-profits is that non-profits must adhere and follow their bylaws. So what I have suggested to the Policy Committee is that in your policies you include a provision that would at

least allow you to ask for the bylaws of those organizations, so that if a citizen wanted to come forward and let you know that Organization X, that you had granted use of our facilities to, was not adhering to the bylaws, that they could have a hearing before the Board and you might want to consider whether or not you want put that organization on probation, withdraw the granting of the provision of the use of the facilities to that organization, or some other type of sanction. So that was my basic point that I was hoping would be incorporated into the policies. I attended two meetings, spent considerable time working on various language to try to achieve that, and to my knowledge, achieved nothing.

Dr. Cronin: Well, the Board did discuss this to a good degree. We've had lots of discussion. The overall sentiment of the Committee, and I don't want to speak for anyone, so if I get this wrong Bruce, Maryellen, and Ellen, please correct me, was that we don't feel we're in a position to police organizations per se, but obviously having a provision that allows us to ask is certainly not burdening our Administrators with having to follow up and do checks that would be burdensome, so I think, because we're still in a 30 day review policy, the door is not closed on that. That's the whole purpose of the review –

Mr. Singer: Okay.

Dr. Cronin: is to allow people beyond our Committee and those like you who attended that the rest of the Committee that wants to look at it can weigh in also. So the final draft will not be for 30 days. So I can't say that yes or no that we've included it, but it's still a 30 day window.

Mr. Singer: So there won't be a vote tonight.

Dr. Cronin: No.

Mr. Singer: And will the use of the facilities be granted to organizations provisionally in the interim or, because some organizations –

Dr. Cronin: They're always provisionally. Any time we approve any facility, it's always provisionally for a number of reasons. We can renege on that for a number of different reasons, like another team – a school needs it before you, or the facility is no longer available, or if the policy now includes language that precludes them from using it.

Mr. Singer: Okay.

Dr. Cronin: So that's always within our right. It's a privilege for us to be able to allow that.

Mrs. Sheffey: But tonight we will be voting to put the policy on 30 day review, so there will be a vote, but it's not to approve the final policy. So we will be voting, but not for final, just for 30 day review.

Mr. Singer: Okay. So I would have an opportunity to come back.

Mrs. Sheffey: To the Policy – I believe we have another Policy Committee meeting before we would vote on this for final review.

Mr. Singer: Okay. Mr. Hancock, did you want to say something?

Mr. Hancock: I did, Terry, yes, thank you. I did have some thoughts post the last time that we were together, and I know the meeting broke up, but I was curious, the organizations that you have in question. When you have gone to them and written them, or have you gone to them and written and said, hey I have some concerns about your following – do you have a written response from them? Because one of the things that we talked about is how to police that and how to not make an Administrative burden, but in this particular case, maybe there is some help that you can give so when we have a policy and we go to vote like we have three tonight, I believe, for use of facilities, if there's some input that says, okay, here's the dialogue that took place between the two organizations, that gives us at least something to consider before we vote on, rather than –

Mr. Singer: Well, maybe when you –

Mr. Hancock: It's the – I was going to – yeah, as we talked – concerned about the policing without – it's making sure we have the proper information before we – and again, I think the intent of the policy is to ensure that we're granting use of our facilities to the people who we'd want in our facilities, number one, and two who would best serve the kids and the people of the community and all that stuff and try to meld that into a policy without making it too onerous or arduous on our Administration.

Mr. Singer: Okay. Thank you very much.

Mrs. Sheffey: Thank you.

Dr. Cronin: Thank you Mr. Singer.

Mrs. Sheffey: Are there any other citizens who wish to comment at this time?

3.03 Standing Committee Report

Mrs. Sheffey: Today the General Services Standing Committee met. Mr. Morelli, do you have a report?

Mr. Morelli: I do. General Services Committee met today for the first time at 5:00, so for those of you who had trouble in the past getting here at 4:30, this year Dr. Faidley moved them up to sort of accommodate someone's schedules after work or whatever, so all General Services Committee meetings and, I believe, all Committee meetings that typically start at 4:30 will be at 5:00 moving forward beginning this year.

We discussed a number of items this evening, two of which will be on the agenda tonight. One is UGI's uninterrupted service contract and extended pricing agreement for the same subject. We get our natural gas from consortium, but the delivery of that gas through the gas lines into the District buildings is owned by UGI, so that's what that rate is. This service and agreement is much like an energy saving agreement you would have with your electric company where at a certain time they may ask you to turn off your lights or your air conditioners and saving yourself a reduced rate and that's what this is like. We'll talk about that more on the agenda item, and I hope Ed can talk about a lot more than John and myself, because it's quite complicated.

Along with that, the District will also be looking at purchasing high efficient energy burners to help in this process. Part of this process is, when the temperature outside reaches a certain level, we will switch our burners automatically from using natural gas to fuel oil. We have this second agreement – is to purchase these high efficiency burners for the high school and the elementary school, and I believe, the middle school at a later date. Is that a true statement?

Dr. Kepler: The proposal before the Board this evening will be for the high school only.

Mr. Morelli: Okay.

Dr. Kepler: The elementary will be a separate motion that we would bring forward in the fall of 2013 and the middle school, any resolution would be through the RFP Act 39 process or Phase II, whatever the Board decides with that project.

Mr. Morelli: Okay. We then discussed the RFPs for the guaranteed energy savings contract came in and we got responses from Trane, Reynolds, and, is it McCore? Or McClure?

Dr. Faidley: McClure.

Mr. Morelli: We will be meeting Thursday to discuss those RFPs.

We had an update on ECC. The rooms for the ECC are all ready to go. Ed still has to finish the offices by the end of this week and the whole project is on schedule for the beginning of the year as promised.

The tennis courts are also on schedule to be completed by the end of September. The cinder track is actually in place and they still have a fence or some gates to put up for that project.

We also got a draft of an RFP for a Master Plan, let me see if I can find it, comprehensive District-wide facilities Master Plan. This study will evaluate, not only the school buildings and their capacity, but also look at projected future enrollments and given consideration to the District's educational goals and programs. So it will be, whereas in the past they've done some of these studies at the building level, athletic field level, they did a study on high school, middle school roofs, but this project will be for the entire campus, all of the buildings, the Granada gym, and the District office here on Granada Avenue – more to come on that.

We talked about Phase II, finally we talked about Phase II construction of the middle school and talked about some intents of the original Phase II, that meaning the Master Plan back in 2008-2009 – Phase I was completed. The intent of the middle school in Phase II was to move more of the Administrative offices closer to the main entrance which was moved in Phase I to give more visual oversight and more security to folks entering the office spaces. It also will get the handicap parking closer to the entrance or move the entrance closer to the handicap parking. In it, the plan also calls for a new nursing area, which is currently undersized and cannot handle some of the things they need to do. We lose one classroom at the end of the building where the Administrative offices will go, but we're gaining three on the other end. One of the three will be taken up by moving the FCS classroom, which is currently in the trailer out back of the middle school, back into the building. So that will help. Let me see if I can read my notes. The project will also include, obviously, HVAC retrofit that we're talking about and that will help us gain some of the Administrative or, I'm sorry, the Administrative Guidance Office space at that end of the building which was also an addition for Phase II.

Any other comments Bruce or Donna or John?

Mr. Hancock: I think you got it.

Mr. Gräb: I think you covered it all, Chris, thanks.

Mr. Morelli: That's all. Thank you.

Mrs. Sheffey: Okay. Are there any Board member comments or questions? Then I just have one question – the two items that we will be voting on tonight, what is the Committee's recommendation?

Mr. Morelli: The full Committee, excuse me, the full Committee including the two citizen advisors that were here were all in favor of both items.

Mrs. Sheffey: Okay. Thank you. The Policy Committee met August 2. Dr. Cronin was unable to attend. I'm going to try to do the report on her behalf, but I'd ask Dr. Kepler and Mrs. Sheehan, and Mr. Hancock to step in and add comments as necessary.

The first item we discussed was the facilities use policy, No. 707. I think the discussion with our citizen kind of filled everybody in on where we are with that, so I won't discuss it any further.

The next policy we discussed was Policy 905, Citizen Advisory Committees. The policy recommendation is to expand that policy to include citizen advisors for our Standing Committees. The recommended changes include, first stating the purpose of citizen advisors, then also the Committee recommended that each Committee have up to four citizen advisors serving a two year term to coincide with the fiscal year. The terms will be staggered with two citizen advisors appointed each year to allow continuity. So we're going to, if this is approved, we will need to review our current citizen advisor terms and then notify all of our citizen advisors of the change should it be approved.

We also are recommending that the HR Committee continue to review the applications and make a recommendation to the full Board with input from the respective Committee chair and then any vacancies that result on a Committee need to be filled within two months of notification.

The application for citizen advisors will be changed to encourage applicants to apply for more than one Committee and prioritizing their requests.

As I said, this is on our agenda tonight to vote for this as a 30 day review. If it is approved, we're going to go ahead and assume that it will be approved as a final policy and we would like the Administration to revise the application as discussed in the Committee meeting and then advertise the vacancy for our Committees. We have four for Finance, one for Communication, and one for Curriculum.

We also reviewed Policies 122, 123, and 123.1 – they are also on tonight's agenda for approval for 30 day review. The modifications, excuse me, the recommended changes are to reflect the new requirements included in the School and Youth Sports Act, but I should say that our Athletic Department has already been doing the required changes, so it's not going to change any practices we're currently doing.

Policy 249, Bullying and Cyber-Bullying was discussed. It is not on tonight's agenda. There were recommendations by the Administration to change the definition for bullying and cyber bullying. There are a few other changes and we didn't have enough time to discuss them, so the Administration will be bringing written recommended changes and we'll discuss it at our next meeting. This policy needs to be reviewed and updated every three years as per state requirements, so we've got to get it done.

We also discussed Policies 216 and 216.1, the Student Records and Supplemental Discipline Records. We need to modify those policies to reflect the Missing Child registration and there are a few other changes related to FERPA, again, we didn't have time to discuss it in detail, so the Administration will be bringing further recommendation to the Committee.

I believe that was everything. Does anybody have anything to add?

Dr. Cronin: I just want to add, although I wasn't there for the discussion of the Citizens Adviser Committee Policy, 905, the reason we had originally brought that, one of the reasons we had brought that to Committee was to make sure that we were utilizing as many people as possible, so we need to reflect in there that the guideline would be that individuals would only serve on one Committee unless there was not sufficient volunteers coming forward. So like for example, this year, I think we have three individuals on two Committees and probably five or six people who weren't selected for any, so we want to make sure that we utilize everybody as best as possible.

Mr. Hancock: Donna, and I think in the course of that conversation, with the way the new application and registration will be worded, I think it will be clearer and we'll have better direction on what the intent of the citizens on their participation, so I think what we're doing will help facilitate us doing a better job of that.

Dr. Cronin: Excellent. I would like the policy to reflect that.

Dr. Donahue: So along those lines I would suggest that the Policy Committee be charged with altering the application to reflect the new policy and forwarding that to the HR Committee since they'll be responsible for selection.

Mrs. Sheffey: I believe the Administration was going to make those changes to the application, but they should share – once you've made those changes, you should share it with the full Board. Thank you.

Dr. Cronin: Thank you Ellen.

Mrs. Sheffey: Any other comments, questions?

3.04 Presentation – School Gate Guardian

Dr. Kepler: I'll kick things off under the Safe Schools related topic and then turn it over to Mrs. Miller.

Consistently as a School District, we are continually looking at processes, procedures to meet our number one, paramount responsibility in that of student safety and staff safety. We've done everything we can to ensure the well being of each and every person that comes through our doors each day. What we are looking at doing in the fall of 2012-2013, first and foremost is looking at how our visitors enter our facilities. School districts across the Commonwealth for years have had locked doors. We at Derry Township have yet to have locked doors to our facilities. Visitors that come in can enter through the main doors into the office and should be greeted by an Office staff member, but the doors remain unlocked. Technically somebody could come in through the front door, those of you that have been in the offices know how busy it can get at times, and a visit can go right through the office into the facility.

We are looking at having, and the buildings are equipped to do this, that at the start of the school year, having doors locked in that a visitor would come to the building, press a button, and a secretary would have a release that they would speak to the visitor – name, identify yourself, and talk to them about the purpose for their visit, and if a legitimate visitor, allow them to come in. Is it a failsafe measure? No, but it's an added measure of safety that most schools in the Commonwealth have already ventured into. We are putting final touches on communications that would go out to families here before the start of the school year so folks would know how that system would work. Again, it's one more step to ensure safety to have visitors screened before coming into the main office complex. For example, and the buildings are all structured a little bit differently in that, in some buildings it's an exterior button where the visitor would press the button, the secretary would speak to them, the secretary presses a magnetic release, the doors open and the person can enter the office. In other buildings, it's an interior release that they'd come through the first set of doors into the locked vestibule, then press the button, be greeted by the secretary, and the locking mechanism released magnetically allowing the visitor to come into the main office where they're greeted and then exit out to the hallway as necessary. That's part one of what we are looking at putting in place here in the fall.

Part two is something that we're looking at phasing in as we go throughout the school year and that's the piece I'm going to turn over to Mrs. Miller. It's a new product called School Gate Guardian. We had the intent of releasing this last year, but there were a few, well a September flood that pushed it back in priority, so we're looking at kicking some things off with it here this fall, so Mrs. Miller?

Mrs. Sviben Miller: Thank you. Everybody here me okay? Alright. We're sharing our laptops, so if this is okay, I'm going to present to you from afar.

As Dr. Kepler was sharing, this actually is not something new for you hearing and us sharing. This product, School Gate Guardian, was something that was brought to the Township Supervisors and to the Board of School Directors a little over a year ago by some community members, constituents, that had some concerns that were similar to what Dr. Kepler was sharing – just the whole concept of visitors, volunteers, vendors, other individuals coming into our buildings and needing to sign in. This was something that was presented – part of what the Board at that time did was charge us with looking at what products were out there. School Gate Guardian was actually the suggested program. We looked at a number, and in fact this one really does provide a lot in addition to just that visitor registration and management. I'd like to just provide an opportunity for you to look at the product itself and give you a little history as to, quickly, as to how we've come to this decision.

The legislative mandate and, as we refer to Safe Schools, it ties in with the Safe Schools Act of 1995 and also Act 36. It really states, and there's language in there, the whole concept of locking doors, metal detectors, anything supporting whatever it is that schools need to maintain safety. In addition to that, it's providing that students, staff, and visitor registration system and a way to maintain that log should that be necessary to go back and reference. Currently, we're doing that in paper form, so this would be looking at that technological solution to it.

When individuals come into the office, I would question – does anybody really stand out in that crowd that you would know that they would be a perpetrator, that they were there to do harm - oftentimes not. You know, when you're looking at and profiling part of the clinical side of what I do, is that profiling is not an exact science. That's not something that individuals can do and say alright, this is what the individual is going to look like or how they will present themselves or at this time. So it's important for us to just be prepared with whatever situation arises.

These – just faces, community members, in that same theme when you're out at the grocery store, out for a meal at local establishments, doing business in town, individuals out walking their dogs, beautiful night, you could run into faces and are there distinguishing characteristics about any of those faces that you're seeing there that would lead you to believe that there's a concern. Some are smiling, some aren't, is it about the hairstyle, is it the clothing that they're wearing, whatever it could be. It's very difficult to determine whether somebody that walks through the archway of the door would be somebody that is on the sex offender registry. I will share with you that all the individuals that are listed here are, in fact, sex offenders and live within 20 miles of our facility right here. So with all of those smiling faces that we saw, it could be somebody that you're thinking is just a neighbor walking down the street.

Our current procedures are that we come in, we sign in on the paper log, name, oftentimes you know if we're looking for that printing we don't always receive that – very difficult to read. I know that everybody's signature looks a little bit different, but oftentimes difficult to decipher. Looking at the time in, the time out, we don't always receive exact times. They don't always fill them in and the information needs to be completed on the badge itself – the sticky badge that's to be worn with that time stamp, that smiley face, that wears out over time. Often I'm seeing individuals, the students, we tell them K through 12, everybody needs to have an ID badge on or they need to have a visitors badge on, but oftentimes that visitor badge – it looks exactly the way it does up on the screen. It doesn't have the name or if it is a signature, we can't read it. So very difficult to determine whether in fact they just grabbed it and they have signed in or, you know, are there to do harm. Some of the information which you really can't read there is that if in fact there's more than one individual coming in and their signing in, the signatures that are on the example there are things like time in was, you know, left foot – time out is right foot and then shake it all about is what's written there. Also other names that are alias names, so not necessarily but if it's a signature – can't always read that.

So what we've done – take a look at School Gate Guardian, and as I shared, it is a product that provides not just that registry, but additional factors that will be helpful for us. Fast, easy school visitor logging and tracking, it connects instantaneously to sex offender registry, and also provides for us customizable unwanted visitor registry. What that means that if there is protection from abuse orders, if individuals are not able – for whatever legal reason – to be in the presence of their children, then this will alert as well upon that signature. Then it provides statistics that are there and, oh they're very small for you, almost 705,000 sex offenders are registered in the United States, 350,000 abductions occur dealing with family concerns with restraining orders and so forth. We have over 7 million convicted felons.

The process itself provides that network technology with the attached security to it. Driver's license is provided, that's scanned and immediately it's checking. There is a means, then, for alerting Administration and police. We've been working through these and we've had a little bit more time than we thought we would to work through some of the bugs with this, because due to the flood, it was pushed back somewhat with the implementation.

It provides, on our side of it, the capturing of data of that individual with their name, information, and allows that reference for the time that they signed in as well as when they signed out and opportunity then to print that badge. The badge is then printed. There is still that time stamped that's on there that allows that to fade over time, so that stop sign or whatever, and there's also the photo that's right on the visitor badge. So you have that connection so when it's, you

know, even if you can't read the signature, you know you're not close enough you're able to make connection between the picture and the individual.

The photo that's right below that is actually for our volunteers or frequent visitors and it's one of those scanning key tags that, you know like from your grocery store or whatever that allows you to come in, scan it, and it's done easily. So, over time, for those folks and we have over 900 volunteers registered in our District so with that it allows much more ease of coming in, signing in, and signing out.

School Gate Guardian itself – these are some of the features. I've shared most of these things. The additional piece is that it will track tardy students when they're coming in and immediately print out their note to go into their classroom. Also allows for early dismissal tracking, okay? So as soon as they're coming in it's connecting in with our student information system and it allows that opportunity to track everything immediately. So less time with the ladies in the office signing all of those notes to go into the classroom. So everything being web-based, providing opportunity for reports and that opportunity to go back and check to see should there be that need.

Next steps – what we're looking at – at this point is meeting with stakeholders, what are some of the needs, things that we need looking at community, Board, PTO, BAT meetings and so forth trying to gain any insight into what would be most helpful as we begin to really implement in the buildings. Looking at that communication plan, making sure everybody's clearly aware that they need to be showing up with their license and, of course, we'd have to be using both systems until we have a clear comfort level with everybody utilizing it the way School Gate Guardian is set up, and then that full implementation.

With that being said, I'll open it up for any questions?

Dr. Donahue: So what if you don't have a driver's license or state issued ID?

Mrs. Sviben Miller: There is that opportunity to type information in and they're asking for anything that would provide that connection to your name. So if you have that information as we're moving through the initial set up of the system. Once individuals are in, so if we have frequent visitors or individuals have been in once, once they're in they don't need provide that again. Oftentimes, just because of the way everybody does business, even if they don't have a driver's license, oftentimes they have that state issued ID and it does have that photo on so that they can utilize it when going, you know, if they're taking a trip via airline or whatever it might be.

Mrs. Sheffey: Any other questions?

Dr. Cronin: What is the targeted start date for this? Is it next year or this year?

Mrs. Sviben Miller: It's this year and looking at, you know, just weaning into it as we would.

Dr. Cronin: Gotcha. And you had said something about the volunteers. They're already processed and cleared so will they have a new ID card issued to them?

Mrs. Sviben Miller: Actually what it will do is that this, because we needed to have a system for maintaining those IDs and knowing who has been approved and who hasn't, it has become very cumbersome and making sure that we're transitioning badges, so when we have folks that are moving from building to building with their students and not volunteering in the previous building any longer, we need to make sure that we're taking care of all of that. This will allow those individuals to have those key tags in place of this, so eventually we will be weaning out of the ID badges, which will be a cost savings as well, but it's going to make it much easier for transition, for ease of coming in and leaving, and so forth, so with that it will actually print out just the photo badge that they're putting on just like to does for everyone else.

Dr. Cronin: So those are the volunteer badge already in place as they come in, they'll use that volunteer badge as their ID or they need to use their license?

Mrs. Sviben Miller: They're going to have to use their license to get into the system.

Dr. Cronin: Okay. But then will they be tracked as a cleared volunteer?

Mrs. Sviben Miller: Yes. That ties in, because it ties in with our student information system for the unwanted individuals, but also we're able to load in our own list, which was one of the main factors, because with that many volunteers it truly is another full time job managing all of those –

Dr. Cronin: So they won't need to use their badges anymore?

Mrs. Sviben Miller: Correct.

Dr. Cronin: Thank you.

Mrs. Sviben Miller: Not yet though. We're still using it eventually. Right.

Dr. Cronin: Right. Thank you.

Mr. Hancock: Bernie, a question for you. Does our current security system, the visual security system have cameras on all our entrances that the person who would acknowledge the buzzer would be able to see as well as hear?

Dr. Kepler: Yes, Mr. Hancock, it does. Thank you for that clarification. I didn't mention that.

Mr. Morelli: Thanks Lisa. Just one question – the volunteers – the whole process of being pre-registered and what if I'm a volunteer and I'm pre-registered in your database and everything and a month from now I get a criminal event. Does it show up before I can get back in the next time into the District? Or how do you know, I mean, at some point I may commit a crime – I'm already in as sort of a volunteer –

Mrs. Sviben Miller: Right.

Mr. Morelli: But the next time I come in, hopefully, someone will stop me.

Mrs. Sviben Miller: And honestly that has been a concern of ours for some time, because what we've done is requested those clearances and then we've shared with folks that as long as you are volunteering the way the guidelines were set up years ago, but as long as you're volunteering within that year, you don't have to redo those clearances, TB test, all of that sort of thing. So number one, we've never had the ability to truly track whether or not these folks are coming in and how many hours and so forth, and if there was any type of an offense that was registered, there would be no way of knowing that unless somebody by word of mouth. We read it in the newspaper. So this actually will allow that anybody that's in there – it provides that instantaneous update to us.

Dr. Kepler: Lisa, if I can add, on the sex offender side of criminal conduct, not any type of criminal charge.

Mrs. Sviben Miller: Correct. Correct.

Mr. Morelli: Thank you.

Mrs. Sheffey: Any other Board member questions or comments? Alright, thank you Mrs. Miller.

Mrs. Sviben Miller: Thank you very much.

3.05 Presentation – Clear Choice Energy

Mr. Consalo: Mr. Morelli, to answer your question, if you commit a crime, it would be on the Chronicles paper – front page – the next day.

Sixteen years ago, we joined a consortium which had less than 200 members for our gas. Now it's gone up to over 650 members in the gas, which we buy as a bulk buyer for consortium to save money for the energy. Three years ago we

also added electricity with this consortium, which gives us another energy savings each year. Last year we brought a proposal to you which was on demand response for electricity. The on demand response is that from June until September, they monitor the electricity use. If the temperature gets too high and they need more of a demand, we are asked to turn our power down or turn our power off altogether.

We joined this and had them look at it – once a year we have to turn all of our power off to make sure we can do that. With that, I have a check for this quarter for \$10,398, which totals \$41,595.32 per year that we get back from Clear Choice by turning our power off if we need it. We have not ever had to do it so far. We also have the option if we don't want to, then we would not get money back to do that if there was any class or something for that reason. So, with that, I'd like to present you this check.

Mrs. Sheffey: Thank you very much. I think Mr. Rineer will take it.

Mr. Gräb: Steve, you have deposited it and it is earning interest.

Male Voice: The ink is still wet.

Mrs. Sheffey: Excellent. Are there any questions from Board members or comments?

3.06 Adoption of Routine Agenda Motions

Dr. Faidley: Through the course of the last school year, there were ongoing discussions of how we as a Board could streamline our Board meetings to devote more time to our core business – the topics we wanted to spend additional time discussing. What you see before you this evening is an agenda, it's 3.06 and the agenda item is called Adoption of Routine Agenda Motions. Although there aren't any routine agenda motions in this agenda item this Board meeting, it is the intent that as we move forward to the next Board meeting you will see items in this agenda item that are routine in nature. Items, for example, like the adoption of our minutes, and those things that the Board has deliberated on multiple times.

What I would draw your attention to though is even though the items are going to be a consent agenda item or a routine agenda item adoption item, it does not take away from the Board's ability to pull any of those items from that consent agenda for further discussion.

So beginning with August 27th's Board meeting, you will see an agenda item with a list of consent items that will be approved all at the same time, keeping in mind that if the Board does wish to or any Board member does wish to have further

conversation at that meeting, they can pull that item individually from the meeting for further discussion. This should improve and decrease the length of our Board meetings and the amount of time we're able to spend on items that the community and/or the Board feel that we should devote additional time to.

Mrs. Sheffey: Thank you. Are there any Board member questions or comments?

Mrs. Sheehan: I have a comment. I received an inquiry today as to why we were doing this and it actually was brought up as a suggestion in our Communications Committee meeting, so Dr. Faidley, do you have any idea as to how many consent items you're anticipating on a –

Dr. Faidley: I would imagine there will be between four to seven.

Mrs. Sheehan: Okay.

Dr. Faidley: Depending on the time of the school year and what the agenda item is. Obviously, it's going to be a work in progress and as we move forward, if there are items that appear on the consent agenda that don't seem to work for the full Board, we won't continue to put them on the consent agenda and we will have separate agenda items for them. But I think the key piece there is that those items are still able to be discussed at any meeting.

Mrs. Sheehan: Thank you.

Mrs. Sheffey: Any other comments?

Mr. Morelli: I think the Dauphin County Tech School uses a consent agenda, and I like it. It saves a lot of time and, like Dr. Faidley said, you still have the ability if there's something on there you want to yank out so you can discuss or vote individually, we still have a process in place.

Mrs. Sheffey: Okay. Any other comments? Okay, thank you.

UNFINISHED BUSINESS

4.01 Unfinished Business

None.

NEW BUSINESS

5.01 Anticipated Agenda Items for the August 27, 2012 Public Meeting

The following items will be on the agenda for the August 27, 2012 Public Board Meeting:

1.	Presentations: <ul style="list-style-type: none"> • Self Operated Food Service (Mr. Hummel) • State Assessment/Graduation Requirement Update (Mr. McFarland)
2.	General Services Standing Committee Report
3.	Approval of August 13, 2012 School Board Minutes
4.	Approval of July 2012 Finance Report
5.	Requests for Payment
6.	Requests for the Use of Facilities
7.	Personnel
8.	Announcement of Staff Development Conferences

5.02 Approval of Finance Report for June 2012

1.	The Treasurer's Report for the month ending June 30, 2012 was summarized as follows:	
	• General Fund Revenues	\$1,944,738
	• General Fund Expenditures	5,118,177
	• Balance of Cash Plus Investments (Includes \$6,804,737 Capital Reserve)	13,862,878
2.	The listed schedule of investment transactions for the period beginning June 1, 2012 through June 30, 2012 had total interest earnings of \$2,553 comprised of the following:	
	• General Fund	36
	• Money Market	1,296
	• Capital Reserve	1,078
	• PA Local Government Investment Trust	143
	The average interest rate for June 2012 was .20%.	
3.	The June 2012 expenditures for the paid bills for all funds totaled \$1,930,877 excluding net payroll, retirement contributions, and debt service.	
4.	The July 2012 expenditures for the unpaid bills for all funds totaled \$1,756,591.	

5.	The estimated expenditures of the General Fund for the month of July 2012 were in the following amounts:	
	• Operating Expenses	\$1,100,000
	• Utilities	146,400
	• Net Payroll (3 Pays)	1,080,000
	• Employer Provided Insurance	476,500
	• Payroll Deductions	450,000
	• Employer Payroll Taxes (FICA/RET)	118,000
	• Debt Service	<u>0</u>
	Total Estimated Expenditures	\$3,370,900

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

Mrs. Sheffey: Is there any discussion?

Mrs. Sheehan: I have a question please. I just wanted clarification. I saw down on the agenda items, there's actually a list of the student activity funds that we're going to be formally approving, and I wasn't sure what prompted that.

Dr. Faidley: I can clarify that. In the state of Pennsylvania, and Steve, please correct me if I misspeak this, Boards are required to approve all student activity accounts. This is being done so that we comply with the regulations in the state of Pennsylvania.

Mr. Rineer: But, in fact, we've always presented the middle school and high school activity fund reports.

Mrs. Sheehan: Right. Right. Okay, the student activity fund for the elementary school had a deposit of \$10,491 in the general student fund, and I wasn't sure what fell under the general student fund, because it's my understanding through Policy 618 that the student activity funds are actually – the fundraising is done by the students and then they should have a voice in how those funds are spent, is that correct?

Mr. Rineer: That's correct. However, it's generally acknowledged throughout the state, in fact, from the state auditors as well, that there is to the age of the children – there is a limited ability for oversight by the students as there is in the middle school and high school activity accounts. I would like to look into what that deposit was. At this point in the year, in June, my suspicion would be that

that would have been money for receipts for the yearbooks that they sell. I believe that would have been likely – all those dollars come in at the end of the year and then get deposited and then the yearbooks are purchased and distributed to the children, but I'd have to look into that to confirm that.

Mrs. Sheehan: Okay. I think I was told at one of the BAT meetings, I'm also a PTO member, that there was a large amount of money that was generated from a Giant A+ rewards program that this could possibly be and the fundraising essentially is done, the promoting of that specific fundraiser is done by the PTO. So, if that is, in fact, the funds that were deposited, would it be – would the PTO have a voice in how those funds are spent?

Mr. Rineer: One set of dollars goes into the account – at the middle school and high school levels, it really becomes the students' money. At the elementary school, generally speaking, my understanding is that the Administrators determine what is the best use for those funds, for example, playground equipment or things like that, but I should talk to the Administrators at the elementary school to confirm that.

Mrs. Sheehan: Okay. Thank you.

Mrs. Sheffey: Is there any other questions, comments? Okay this is consent vote, all approved indicate by saying Yay.

Consent Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

7 Yes, 2 Absent

MOTION CARRIED

5.03 Resolution Urging Pension Reform by the Board of Directors of the Derry Township School District

**RESOLUTION URGING PENSION REFORM
BY THE BOARD OF DIRECTORS OF THE
DERRY TOWNSHIP SCHOOL DISTRICT**

WHEREAS, a resolution of the Board of Directors for the Derry Township School District, Dauphin County, urging the general assembly of the Commonwealth of Pennsylvania to take legislative action to address the pension crisis for the Pennsylvania School employees' Retirement System for the purpose of providing

relief to all 500 public school districts throughout the Commonwealth of Pennsylvania and their constituent taxpayers from this unfunded mandate.

WHEREAS, all 500 public school districts throughout the Commonwealth of Pennsylvania, and their constituent taxpayers, are facing a significant financial crisis, due in large part to the fact that the Pennsylvania Public School Employees' Retirement System (PSERS) currently reports an unfunded liability of \$26.5 billion in 2012 with recent projections indicating this deficit will significantly increase to over \$43.5 billion by 2017 -2018.

WHEREAS, this unfunded liability only represents the deficit associated with the value of pension benefits earned-to-date and constitutes a significant transfer cost to the next generation of employees and taxpayers.

WHEREAS, the employer contribution rate to the PSERS for the 2012-13 school year has risen to 12.36% of district payroll, a nearly fifty percent increase over the 2011-12 contribution rate; and

WHEREAS, state and local employer contributions are projected to increase from \$1.2 billion in FY 2011-12 to \$4.4 billion in FY 2017-18. Contribution rates are then projected to constantly continuing in an upward trend until FY 2035 where contributions will reach \$7.4 billion.

WHEREAS, based upon current estimates, the projected increases in the employer contribution rate to the PSERS will cost the taxpayers of Derry Township School District the following:

SCHOOL YEAR	SALARY BUDGET ESTIMATE	PSERS %	PSERS TOTAL COST, (shared by State and School District)	SCHOOL COST (assuming State continues to rebate 50% of cost back to the School District)
2011	- \$ 24,004,313	8.65%	\$ 2,076,373	\$ 1,038,187
2012	- \$ 24,200,224	12.36%	\$ 2,991,148	\$ 1,495,574
2013	- \$ 24,672,006	16.75%	\$ 4,132,561	\$ 2,066,281
2014	- \$ 25,153,039	21.25%	\$ 5,345,021	\$ 2,672,510
2015	- \$ 25,641,627	25.56%	\$ 6,554,000	\$ 3,277,000
2016	- \$ 26,141,678	26.26%	\$ 6,864,805	\$ 3,432,402
2017				

2017	-	\$ 26,651,539	26.80%	\$ 7,142,612	\$ 3,571,306
2018					
GRAND TOTAL COST:				\$	17,553,260

This constituent tax burden is in addition to the increases to be paid by taxpayers for the state level pension program (PSERS).

WHEREAS these projections are also predicated upon long-term ambitious and unrealistic rate of return forecasts of a constant 7.5% per year through 2045.

WHEREAS, the districts are required to participate in PSERS.

WHEREAS, the current financial crisis of the PSERS was caused by decisions made by, and actions taken by, state officials, both elected and appointed, to amend the Public School Employees' Retirement Code, Act 96 of 1975 (S.B. 24), P.L. 298, as amended, 24 Pa.C.S.A. §8101, et seq., and involved plan investment losses, benefit enhancements and systematic underfunding of this plan.

WHEREAS, projected employer contributions to PSERS present critical funding problems for all public school districts throughout the Commonwealth of Pennsylvania that effectively will cause a higher financial burdens on taxpayers and, in many cases will result in the curtailment of essential educational programming, and will have a detrimental impact on the quality of education provided to public school students throughout the Commonwealth; and

WHEREAS, it is imperative that the Governor and the General Assembly of the Commonwealth of Pennsylvania take meaningful steps to develop comprehensive and sustainable solutions to the PSERS pension crisis, including the consideration of alternate funding sources.

WHEREAS, it is imperative that the Governor and the General Assembly of the Commonwealth of Pennsylvania concurrently adopt a defined contribution plan for new hires with an employer cost not to exceed an employer cost of 6% of payroll.

NOW, THEREFORE, BE IT RESOLVED, by the Board of School Directors of the Derry Township School District, Dauphin County, Pennsylvania, that the Board of School Directors calls upon the Governor and the General Assembly of the Commonwealth of Pennsylvania to immediately begin formulating near-term and long-term solutions to the Pennsylvania Public School Employee Retirement System pension crisis; and

BE IT FURTHER RESOLVED by the Board of School Directors of the Derry Township School District, Dauphin County, Pennsylvania, that this Resolution be

distributed to the boards of school directors for all public school districts within the Capital Area Intermediate Unit (Intermediate Unit No. 15) with the request that each board of school directors consider approving a similar Resolution calling upon the Governor and General Assembly of the Commonwealth of Pennsylvania to address the PSERS pension crisis; and

BE IT FURTHER RESOLVED by the Board of School Directors of the Derry Township School District, Dauphin County, Pennsylvania, that a copy of this Resolution be sent to the following elected officials, urging each elected official to take immediate action to solve the Pennsylvania Public School Employees' Retirement System funding crisis:

The Honorable Thomas W. Corbett, Governor of the Commonwealth of Pennsylvania

The Honorable Patricia H. Vance, Pennsylvania Senator

The Honorable Stephen Bloom, Pennsylvania State Representative

The Honorable Sheryl M. Delozier, Pennsylvania State Representative

The Honorable Glen R. Grell, Pennsylvania State Representative

The Honorable Jeffrey E. Piccola, Pennsylvania Senator

The Honorable Mike Folmer, Pennsylvania Senator

The Honorable Andrew E. Dinniman, Pennsylvania Senator

The Honorable Joseph B. Scarnati III, Pennsylvania Senator

The Honorable Patrick M. Browne, Pennsylvania Senator

The Honorable Jake Corman, Pennsylvania Senator

The Honorable Lloyd K. Smucker, Pennsylvania Senator

The Honorable Robert M. Tomlinson, Pennsylvania Senator

The Honorable Jim Ferlo, Pennsylvania Senator

The Honorable Daylin Leach, Pennsylvania Senator

The Honorable Anthony H. Williams, Pennsylvania Senator

The Honorable John D. Payne, Pennsylvania State Representative

The Honorable Paul I. Clymer, Pennsylvania State Representative

The Honorable Will Tallman, Pennsylvania State Representative

The Honorable Bernie O'Neill, Pennsylvania State Representative

The Honorable Thomas J. Quigley, Pennsylvania State Representative

The Honorable Kathy L. Rapp, Pennsylvania State Representative

The Honorable James R. Roebuck Jr., Pennsylvania State Representative

The Honorable Patrick J. Harkins, Pennsylvania State Representative

The Honorable Scott H. Conklin, Pennsylvania State Representative

The Honorable Mark Longietti, Pennsylvania State Representative

The Honorable Ken Smith, Pennsylvania State Representative

Adopted this 13th day of August, 2012, by the Board of School Directors for the Derry Township School District, Dauphin County, Pennsylvania.

Signed,

School Board President

Board Secretary (seal)

Dr. Faidley: The Administration recommended approving the Resolution urging Pension Reform by the Board of Directors of the Derry Township School District. This was discussed last year at a Finance Committee meeting and has been discussed and is being brought forward to the Board for approval.

Mrs. Sheehan moved the Board approve the Pension Reform Resolution and was seconded by Dr. Cronin.

Mrs. Sheffey: Is there any discussion? Mr. Morelli.

Mr. Morelli: I'll support this tonight along with the rest of the Board, I'm sure, but this is something that all of us need to pay attention to and put a lot of the time that we spend in this District and on this Board towards, because if you look at the numbers here, for the next couple of years going from \$1,000,000 to \$3.5 million in four or five years is a lot of money. I'd like to know what most of the folks on that list have done in the last couple of years in their careers to help this out. I think all of us in this room should concentrate a little bit of our efforts on asking some of those folks on that list what they've done in the last couple of years and in their career and moving forward, what they plan to do and support, so that's all I have to say.

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

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

7 Yes, 2 Absent

MOTION CARRIED

5.04 Approval of Bid 2012-05 - Refrigeration and Freezer System Replacement - Elementary School

The Administration recommended Thermotech Inc. be awarded bid #2012-05 in the amount of \$26,875.00 to provide labor and materials for the Walk In Refrigeration & Freezer System Replacement for the Elementary School.

In addition, \$1,137.00 for three compressors only extended warranty to 5 years total.

Thermotech was the lowest bidder that met specifications.

Mrs. Sheehan moved the Board approve the Bid 2012-05 Walk In Refrigeration & Freezer System Replacement and was seconded by Dr. Cronin.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

7 Yes, 2 Absent

MOTION CARRIED

5.05 Approval of UGI Extended Term Pricing Agreement - Transportation Service Option

The Administration recommended the Board enter into a two-year agreement with UGI Utilities Incorporated to provide natural gas to the school district for the 2012-2013 and 2013-2014 school years. The cost for service is set at \$3.25/Mcf for 2012-2013 and \$3.95/Mcf for 2013-2014. The terms of the agreement also set the automatic temperature control settings for 2012-2013.

Mr. Hancock moved the Board approve the UGI Extended Term Pricing Agreement and was seconded by Dr. Donahue.

Mrs. Sheffey: Is there any discussion? Okay, Mr. Rineer, this is a roll call vote.

Dr. Donahue: I think you left Chris out.

Mrs. Sheffey: Oh I'm sorry Chris.

Mr. Morelli: Sorry about that. Bernie, can I trouble you for your Cliff Notes version of this again that you gave us this afternoon?

Dr. Kepler: Not a problem. The UGI Pricing Agreement is a two year agreement that locks us into the interrupted rate, but basically it's a cheaper rate that at 16 degrees Fahrenheit, the system would convert from natural gas over to fuel oil and when temperatures reach 20 degrees, that conversion would automatically return back to natural gas utilization. If we don't go with this rate, the rates per Mcf that were quoted were at a minimum of \$4.69 compared to the \$3.25 for 2012-2013. That's part one and the proposed or the Motion 5.06 really is coupled with this two year rate agreement with UGI, so as the Board considers each motion, I would encourage the Board to consider the two of them as one truly, because if we don't do 5.06 where that conversion from natural gas to fuel

oil is done automatically, we are unable to maintain the rates quoted in 5.05. If that's no longer done automatically, we will not be allowed to receive that interrupted rate. So, hopefully, that is the information you were seeking Mr. Morelli?

Mr. Morelli: Thank you.

Mrs. Sheffey: Okay.

Mr. Hancock: Just, again, to reiterate that these two motions were vetted through the General Services Committee and I'd like to thank the citizens on the General Services Committee for their efforts in helping us all understand and gain a better appreciation of what we were talking about here, so thank you. And I would also say that the Committee fully endorsed these two recommendations.

Mrs. Sheffey: Okay.

Dr. Cronin: I'll just add that thanks specifically to Glen and Brian, I know I don't have a good understanding of energy how it works, but I think it's important for the community to note that UGI had a 10 year process where they were making school districts convert from just gas to gas then oil. This is the end of the 10 years so this is the time when we have to do it. We've been given the 10 year stay, so to speak, so now we have to do this. There's really not much choice for us. Thank you.

Mrs. Sheffey: Okay.

Dr. Faidley: Madam President, if I might add as well, over the last several weeks I've provided quite a bit of information to the Board and General Services Committee with the assistance and help of Administrative staff, but I commend as well the citizen advisors for the level and thoroughness of the questions that they asked that caused the learning curve for all of us involved in this to go way up, because I think, I know this for a fact, the members of our Administrative staff, and I think members of the Board on General Services understand much better why we're doing what we're doing and the bottom line is we're going to be saving money for the taxpayers.

Mrs. Sheffey: Excellent. Thank you. Mr. Gräb.

Mr. Gräb: Thank you Madam President. I'd like to echo the comments of my fellow Committee members. This is not a strong point of mine – energy conservation – however, the citizen advisors that came forward really really understood what they were talk about and this reinforces the concept to the public why it is important to have citizen advisors on the Board, on the Standing Committees, which we have. So when the policy gets passed in 30 days for the new citizens advisors and citizens advisory committees, all you people out there

in the community that have expertise in those respective areas, please, please, please apply to become a member of those advisory committees. Thank you.

Mrs. Sheffey: Okay. Thank you. Any other comments? Now it is time for a roll call vote.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

7 Yes, 2 Absent

MOTION CARRIED

5.06 Approval of CSI Services Proposal for Natural Gas to Fuel Oil Conversion

The Administration recommends the Board approve Quotation No. 12299a from CSI Services in order to complete a retrofit to Hershey High School boilers with Limpsfield High Efficiency Burners. The project is a COSTAR-008-132 related project at a cost of \$115,932.00.

Mr. Morelli moved the Board approve the CSI proposal and was seconded by Dr. Donahue.

Mrs. Sheffey: Is there any discussion? Mr. Gräb?

Mr. Gräb: Mr. Consalo, I think you pointed out to us that in order to do the automatic conversion from natural gas to oil, we have to tear off the front end of the boilers and if we were not to do this at the same time, we would have to go back in “x” number of years and tear the front of those boilers off again, so it was your recommendation and your presentation to the General Services Committee that this all be done at one time at the high school, is that correct?

Mr. Consalo: That’s correct. We would save money by doing it all at once rather than doing it twice.

Mrs. Sheffey: Okay. Dr. Kepler?

Dr. Kepler: Madam President, if I may add that that it’s estimated based on calculations that we’ve done in cooperation with our various vendors that this would have a four and a half year payback.

Mrs. Sheffey: Okay.

Dr. Kepler: And then we continue to save money beyond that point.

Mrs. Sheffey: Excellent. Any other comments? Alright, Mr. Rineer, it's a roll call vote.

Roll Call Vote:

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

7 Yes, 2 Absent

MOTION CARRIED

5.07 Approval of Athletic Physician Contract 2012-2014 School Years

The Administration recommended the Board enter into an agreement with Penn State Milton S. Hershey Medical Center and the Department of Orthopedics for the 2012-2013 and 2013-2014 school years. The contract provides services associated with athletic physicals for student-athletes and athletic coaches, as well as provides for medical coverage at home varsity and playoff football games and a weekly injury clinic in collaboration with the Hershey High School athletic trainer. Costs associated with the proposed contract include: School year 2012-2013: \$9,270; School year 2013-2014: \$9,548.

Mr. Gräb moved the Board approve the Athletic Physicians Contract and was seconded by Dr. Cronin.

Mrs. Sheffey: Is there any discussion?

Mrs. Sheehan: Thank you. I'm going to be abstaining from this vote as my husband works for the Medical Center.

Mrs. Sheffey: Okay. Dr. Donahue?

Dr. Donahue: I'll be abstaining from the vote as I work for the Department of Orthopedics.

Mrs. Sheffey: Okay. Any other abstentions? Excellent. Mr. Rineer, it's a roll call vote.

Roll Call Vote:

Barrett – Absent	Gräb – Yes	Parrish – Absent
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Cronin – Yes
Donahue – Abstain

Hancock – Yes
Morelli – Yes

Sheehan – Abstain
Sheffey - Yes

5 Yes, 2 Absent, 2 Abstentions

MOTION CARRIED

5.08 Approval of School Physician of Record Agreement 2012-2013 School Year

The Administration recommended the Board enter into agreement with Physicians' Alliance of Lancaster, DBA Cocoa Family Medicine for services pursuant to "School Physician of Record" for the 2012-2013 school year at a base cost of \$1,200.00.

Dr. Cronin moved the Board approve the School Physician of Record Agreement and was seconded by Mr. Morelli.

Mrs. Sheffey: Is there any discussion?

Mrs. Sheehan: I was just wondering what the process was to come into this agreement. Was there a bid that was put out or how did we come into terms with doing business with the Cocoa Family Medicine?

Dr. Kepler: I can give you the following answer, Mrs. Sheehan. To my knowledge, Cocoa Family Medicine through Physicians Alliance of Lancaster has been the School Physician for years and years and years and the service has been at a high level and our nursing staff and District Administration have been pleased. So it's basically been an annual renewal each year.

Mrs. Sheehan: Okay.

Mr. Rineer: I don't think they've changed the fee for years.

Mrs. Sheehan: Well I know they also get a \$22 payment per physical that they do for the students and I just was, it's a small amount of money, but the pennies add up, think that perhaps moving forward bidding this out to see if – we live in a community full of physician and physician groups – that someone would waive the \$1,200 or reduce the per student physical fee, so I'm going to be voting no for this, because I don't feel that we competitively bid this out.

Mrs. Sheffey: Okay. Dr. Cronin?

Dr. Cronin: What do we need to do to make sure that we bid it out in the future then? Is that just something that we just tell Steve and he takes care of it?

Mrs. Sheffey: Well, we would let Dr. Faidley know if we are interested in doing that in the future.

Dr. Cronin: Thank you.

Mrs. Sheffey: Any other comments?

Mr. Gräb: I think we'll need the consensus of the Board on that some time in the future.

Mrs. Sheffey: I think we would do that at our last meeting of the school year if that were the wish of the Board. Okay? Any other discussion? Mr. Rineer, roll call vote.

Roll Call Vote:

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

6 Yes, 1 No, 2 Absent

MOTION CARRIED

5.09 Approval of Bid - 2013-01 - Ford 1995 Dump Truck

The Administration recommended the approval of Bid No. 2013-01 for the sale of a 1995 Ford Dump Truck be awarded to Reber Auto Company for \$10,777.77.

Dr. Cronin moved the Board approve Bid 2013-01 – Ford Dump Truck and was seconded by Dr. Donahue.

Roll Call Vote:

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

7 Yes, 2 Absent

MOTION CARRIED

5.10 Approval of Student Activity Accounts

The Administration recommended the formal adoption of the following Student Activity Accounts as per Board Policy 618. In addition, each successive graduating class will maintain a Student Activity Account

Dr. Donahue moved the Board approve Student Activity Accounts and was seconded by Mr. Morelli.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

7 Yes, 2 Absent

MOTION CARRIED

5.11 Approval of School Bus Stops 2012-2013 School Year

The Administration recommended adopting the bus stop locations for the 2012-2013 school year as attached.

The Administration is also requesting authorization to change bus stop locations for the following reasons: safety, efficiency, and also the transportation of new students.

Dr. Donahue moved the Board approve the 2012-2013 Bus Stops and was seconded by Mr. Gräb.

Mrs. Sheffey: Is there any discussion?

Mr. Hancock: Madam President, just a quick question. Do we advertise this before we –

Mrs. Sheffey: We used to. I didn't notice it this year.

Mr. Consalo: We did this year.

Mrs. Sheffey: We did.

Mr. Consalo: [Not audible] It went out a day earlier or two days earlier.

Mr. Hancock: Okay, I was just curious if everyone had a chance to take a look at it before we –

Mr. Consalo: [Not audible] right around the same time [not audible].

Mr. Hancock: Because I know historically Dave gets feedback and it gets amended and – so, okay, thank you.

Mrs. Sheffey: Dr. Cronin, did you have a comment?

Dr. Cronin: Yeah, I was just going to comment – Dr. Faidley had mentioned that this could be amendable, and I think it's important to note, I believe in some discussions that we've had, we've wanted to make sure that we are – safety of course if paramount – but at the same time we want to make sure that the bus isn't stopping at every single house and that it's okay for kids to walk 10 or 20 yards – age related of course and to make the bus route as efficient as possible, which I know Dave is always looking at.

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

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

7 Yes, 2 Absent

MOTION CARRIED

5.12 Approval of Thirty-Day Review of Policies: 122 Extra Curricular Activities; 123 Interscholastic Athletics; 123.1 Concussion Management; 707 Use of School Facilities; 905 Citizen Advisory Committees

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

- 122 Extra Curricular Activities
- 123 Interscholastic Athletics
- 123.1 Concussion Management
- 707 Use of School Facilities
- 905 Citizen Advisory Committees

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

Mrs. Sheehan moved the Board approve the 30 Day Review and was seconded by Dr. Cronin.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Absent

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

6 Yes, 3 Absent

MOTION CARRIED

5.13 Requests for the Use of School Facilities

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

<i>Group:</i>	Hershey Youth Football Association
<i>Date/Time:</i>	Monday and Wednesdays August 27 to December 17, 2012 6:00 p.m. - 8:00 p.m.
<i>Requested Facility:</i>	Elementary Gym
<i>Event:</i>	Cheering Practice
<i>Fee:</i>	None
<i>Group:</i>	Disabled American Veterans Chapter 48 Hershey
<i>Date/Time:</i>	September 11, 2012 - May 14, 2013 6:30 p.m. - 9:00 p.m.
<i>Requested Facility:</i>	High School Library Conference Room
<i>Event:</i>	Monthly Meetings
<i>Fee:</i>	None
<i>Group:</i>	Deer Run of Hershey Homeowners Association
<i>Date/Time:</i>	November 13, 2012 5:00 p.m. - 9:00 p.m.
<i>Requested Facility:</i>	Middle School LGI
<i>Event:</i>	General Meeting
<i>Fee:</i>	None

Mrs. Sheehan moved the Board approve the requests and was seconded by Mr. Gräb.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

7 Yes, 2 Absent

MOTION CARRIED

5.14 Approval of School Board Development Conference

The Administration recommended the approval of the following request for Board Development:

<i>Name:</i>	Derry Township Board of Directors
<i>Conference:</i>	PSBA - Effective School Governance
<i>Location:</i>	District Office School Board Room
<i>Date:</i>	Saturday August 25, 2012
<i>Expenses:</i>	\$550.00

Dr. Donahue moved the Board approve the conference and was seconded by Mr. Gräb.

Mrs. Sheffey: Is there any discussion?

Dr. Cronin: I have a concern about spending taxpayer dollars for a Board conference such as this until at least myself can have a better understanding of some of the governance and expenditures of our Board. After I outlay some of my concerns, I really want to hear from some of my fellow Board members, but this goes back to March 8 of 2010. As many of you know, we appointed special counsel and at that point, I was very concerned with a perceived conflict of interest of a Board member recommending a personal attorney to be used for our use on the Board. I was assured that the scope of work would be limited. So I begrudgingly voted yes to this vote, and the specific wording was that 'the Administration recommended the appointment of Marc D. Jonas, Esquire, Eastburn and Gray, P.C. as special counsel for certain real estate and taxation matters where a conflict of interest may exist with respect to the District Solicitor. Compensation shall be a mutually agreed hourly rate.'

After expressing to my Board mates that I was concerned, the wording of that vote was to my satisfaction, and I indeed voted for that. Since that time, I have

had a lot of comments from the community asking why I would have voted for a situation where a Board member's personal legal counsel was utilized by the District. I went back to this documentation and felt satisfied that my vote was in good conscious based on my understanding. I have subsequently asked Dr. Faidley, who immediately provided the documentation from Eastburn and Gray accepting our agreement to have them as our solicitor, but there's nothing – or for legal counsel – there's nothing in this document that states what the scope of our intent was, so I have to go back to the March 10, 2010 agreement that it was a limited scope. So, I'm happy with my vote.

But after that The Sun published a list of invoices that the District had to pay for Eastburn and Gray bills, and it was redacted. There was a lot of redacted parts of that, so I didn't really have an understanding of what our taxpayers were complaining about in terms of expenditures, because I didn't know myself. So a red flag went up, so I asked to see the invoices, which Dr. Faidley made available. I came into the District office and I looked at the unredacted invoices, and frankly, I was astounded to find out that the scope of services by Eastburn and Gray was much greater than what I had approved it or at least, we as a Board had approved. In fact, there seemed to be excessive charges for meetings, telephone calls, and e-mails, most of which, I think over 100 specific meetings with our current Board President – even before she was a Board President, before she was even our Treasurer. And what really bothered me was that I'd never been given access to Eastburn and Gray, nor have I ever been updated in terms of what all of those over 100 conversations or e-mails or phone calls were about. When asked by the community, I'm dumbfounded, because I can't answer it. I feel as a Board member, even a senior Board member that's been around for several years, I just don't have an answer.

I've also been asked, you know, why is the District funding all of these expenses if you, as a Board member, don't even know what they're about. The question or the perception is this is one Board member with excessive access to her personal attorney and the District is paying a lot of money for it – thousands of dollars. So, I, once again, wanted to do my due diligence and I asked directly why are they doing much more than we approved them and our Board President's response was 'no they were approved for everything.' I've gone through all of the minutes, all of the meetings since April – March 8 of 2010, and I haven't found anything to warrant our paying Eastburn and Gray for more than what we originally approved them to do.

So I'm bothered by the fact that I don't have the same access as other Board members and I haven't been given updates, and I believe there is a great disparity of information, and I believe that we've cost the District a lot of dollars that most of us can't explain, so I feel that it's absolutely – it's way too soon for us to pay more money for a conference as a Board until we're all on equal footing and for that to occur, I really believe that me, as one Board member, I believe that I need to see new Board leadership that is going to put us in a different

direction that we're all equal. I don't feel as an equal Board member right now. I feel that the Eastburn Gray is a huge concern to the community and one that I share, and I will be voting no for this conference until we do have Board leadership, at which point, I'll be willing to go in a new direction with new Board leadership and try to get us all on equal playing field. Thank you.

Mrs. Sheffey: With regard to your comments, your shared concerns that you say you expressed, I do not recall them ever being ever being expressed. Given that many of your comments have to do with legal issues, we can schedule an Executive Session and go discuss it in depth.

With regard to this training session – or this conference – there have been concerns expressed about how our Board has governed itself. This is our opportunity to sit down as a Board and to discuss as a Board, how we would like to govern ourselves, and everybody's input is essential for that to be a productive conference. I think that I shared with everybody the information, how this conference is run, that we, as individual Board members take a self-assessment and share our concerns. They are reviewed by the Pennsylvania School Board Association who will then use our input to guide the discussion so that we as a Board – together – will decide how we wish to govern ourselves. That, I think, is essential for our Board at this point.

Mrs. Sheehan: Can I comment? I actually take offense Ellen to you saying that you didn't see any request to discuss the interactions that Donna mentioned.

Mrs. Sheffey: Donna said that she expressed concerns –

Mrs. Sheehan: She did.

Mrs. Sheffey: Regarding –

Mrs. Sheehan: I saw the e-mail. I'd be glad to pull it up right now.

Mrs. Sheffey: She just said she expressed concerns at the time that we as a Board voted to hire Eastburn and Gray.

Dr. Cronin: And subsequently in an e-mail to Dr. Faidley.

Mrs. Sheffey: A year and a half –

Dr. Cronin: And to you personally verbally

Mrs. Sheffey: A year and a half later. You did not express those concerns –

Dr. Cronin: I expressed the concerns specifically at the time of the vote and then it wasn't until I saw all the redacted invoices that I realized that we had gone

beyond the scope. I would have had no idea what Eastburn – I had no idea. I was never informed of what Eastburn and Gray had done for us. I assumed it was limited.

Dr. Faidley: Madam President, if I might interject. My recommendation is that if we're going to continue discussing legal services and those things that impact the District that we convene into an Executive Session and have this conversation.

Mrs. Sheehan: There is nothing privileged by the discussion of – we're not discussing legal strategy. We are discussing invoices and Donna's point is that there is unequal access to information by certain Board members when other Board members have complete access at their disposal to be able to contact these attorneys. I saw these invoices too. I was extremely concerned. I actually was going to make a comment during my Board Report, but I'll gladly make it now, because it's probably more appropriate.

But I have reported too, in the past, my concerns of the inequality within the Board. My concerns were increased when I had a chance the non-redacted Eastburn and Gray invoices. When I asked to see these invoices from Eastburn and Gray, I was told that consent from the entire Board was needed in order to share them with me. When I had a chance to review the non-redacted invoices, I was shocked to see that Ellen Sheffey had well over 100 interactions with the lawyers of Eastburn and Gray many dating back to before she became Board President. I expressed all of these concerns to my fellow colleagues back in June and did not get a response. In fact, some of Ellen's most recent contact with Eastburn and Gray was in regards to articles written in regarding the potential conflict of interest.

The most concerning factor to me is the Board as a whole was not updated or briefed on these discussions or even told they took place. The rules of selectively controlling information apply only to certain Board members. I don't recall any object in regarding the need to keep Ellen from having direct access to Eastburn and Gray in regards to this lawsuit or Ellen's personal involvement, despite the implied conflicts of interest. Am I to believe that Ellen would not have been able to see the invoices? Yet, she has had more than 100 interactions with Eastburn and Gray? According, to the invoices, she has Marc Jonas' phone number, e-mail address, and has passed on information to him at her discretion. At no point in the last eight months that I have served on this Board was I given Mark Jonas' contact information and told that I could contact him directly with any questions I have or forward to him any information I feel he should have. Actually my request for information and updates went unanswered and my questions were all vetted through our Superintendent.

I also reviewed the McNees Wallace invoices and have concerns there as well. There were several references to information being shared and conference calls

taking place with Executive Council. Hank and Ellen also participated in conference calls directly with McNeese Wallace. Shouldn't Board members' concerns or questions be vetted through our Superintendent? Why certain Board members are having interactions and contact with our solicitors and attorneys while there are others of us who are not even informed or aware is extremely problematic to me. I don't recall getting briefed by any Board member after such interactions took place.

One of the most concerning charges was a \$792 charge on April 10 for the Board protocol. Ellen, you stated at the April 10 meeting that the Executive Committee developed this protocol for members to ask questions - a protocol that was not enforceable. I would like to know who authorized this work for McNeese Wallace?

Mrs. Sheffey: We did develop the protocol and we shared it with McNeese Wallace to review and comment on.

Mrs. Sheehan: Okay. Well, shouldn't the full Board be involved in that decision when it's going to impact the full Board and involve the spending of taxpayer dollars?

Mrs. Sheffey: Dr. Donahue?

Mrs. Sheehan: Can I please finish my statement, Hank and then you can comment? As long as this Board continues to function with a two class Board system and restrict information to certain Board members, but not others, we cannot and will not function as a team and going to a PSBA Board retreat would be a waste of taxpayer dollars.

In addition, as uncomfortable as it is to discuss, even more so as when we were in Executive Session tonight, I was asked by my fellow colleagues to not discuss the ongoing concerns of the delinquent taxes. I feel that it's a violation of Sunshine – they wanted to have this discussion behind closed doors – I said it behind closed doors and I will say it publicly, I feel this conversation needs to be a public discussion because there is nothing in Sunshine Act that limits these discussions because all of the tax information is public information. So, as uncomfortable as it is to discuss, I have been ridiculed, individually, by the community for my silence stating that my lack of comment is condoning the behavior of the delinquent taxes. We as a Board have been criticized by the community for this issues.

So, I can only speak for myself and I am going to state my comments and how I feel so when I am approached publicly, which happens almost on a daily basis, I can reference the constituents to my public comment at this August 13 Board meeting.

I fielded questions, Ellen, regarding your personal situation from Derry Township residents on a regular basis. Your husband's additional buying of Derry Township property in June, your financial support of other political candidates in Dauphin County represent one of many or a couple of many many circumstances brought to my attention. The question was asked how can these decisions be made if the property taxes go unpaid. How can she vote no to increase – how could she vote to increase our taxes when their taxes go unpaid? How can she approve a budget that has eliminated programs and positions when their taxes have not been paid and \$95,000 is owed to the District? That could have saved some programs and positions. I have been asked dozens and dozens of times why we haven't removed our School Board President from the Board. I explained that the Board does not have the power to remove anyone from the Board. The only power is to remove an officer. I am not only a Board member, but I am a taxpayer and I am a parent, and I can speak as both. This angers me. Our District's motto is Choose Civility. It is my opinion that not paying your taxes is civil disobedience.

My oldest son will start his freshman year in two weeks. When asked what he enjoyed most about his middle school career, he stated two things: the Kenbrook and the Sandy Hill field trips. My younger son who will start his 7th grade year in two weeks was able to go to Kenbrook, but the Sandy Hill field trip was cut from the budget. Perhaps if the taxes had been paid, this opportunity would not have been taken away from him. Perhaps if the taxes had been paid, the District wouldn't have had to discuss cutting and eventually reducing the School Resource Officer's house. This impacts the safety of each and every 3,600 students in our District. You can say it's your husband's business, it is not your personal business, but when you brought your husband's business into your campaign last year as part of your platform, you made it your business. You were elected under your platform of fiscal responsibility and in an ad that was in The Sun, you stated that as a resident and spouse of a small business owner concerned about property taxes. Where is the concern? Your spouse is not paying them?

Ellen, I supported you and voted for you as President in December, but I cannot support you in this leadership position anymore. It is my opinion that you should resign as President and focus on your family's finances instead of the District. However, only you can make that decision. As I mentioned before, that we as a Board cannot remove anybody from the Board, but what we can do is vote in new leadership. Therefore, I would like to make a motion to do so.

Dr. Donahue: I just wanted to make a point of order. I'm not sure we can entertain a motion during the discussion period of another motion that's already been seconded. So I would suggest that we, I would have suggested earlier, that we put this discussion off until this vote and now the motion's been made and [not audible], but we're in a very confusing situation where a motion has been made between a seconded motion and the vote. So I would suggest that we call

the vote and vote on the motion that's been seconded and have it please repeated.

Mr. Gräb: I'll second that call.

Mrs. Sheffey: Okay.

Dr. Donahue: Could you please repeat the motion that was seconded?

Mrs. Sheffey: Dr. Faidley?

Dr. Faidley: The Administration recommended the approval of the following request for Board Development:

<i>Name:</i>	Derry Township Board of Directors
<i>Conference:</i>	PSBA - Effective School Governance
<i>Location:</i>	District Office School Board Room
<i>Date:</i>	Saturday August 25, 2012
<i>Expenses:</i>	\$550.00

Mrs. Sheffey: Okay. Is there any discussion regarding the School Board development conference?

Mr. Gräb: We've already called the question Madam President.

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

Roll Call Vote:

Barrett – Absent

Cronin – No

Donahue – Yes

Gräb – Yes

Hancock – Yes

Morelli – Yes

Parrish – Absent

Sheehan – No

Sheffey - Yes

5 Yes, 2 No, 2 Absent

MOTION CARRIED

Dr. Cronin: Now do we readdress Maryellen's motion at this point?

Mrs. Sheffey: Yes, I believe –

Dr. Cronin: Donna Cronin.

Dr. Donahue: Can I make another suggestion? This is just a suggestion – don't know the rules. I would suggest any motions from Board members come during their Board member reports. That way we can get through the agenda and focus on whatever the new motions are and move on.

Mrs. Sheehan: Hank, the only reason I did that was because I wasn't going to vote in support of this conference with our current Board leadership.

Dr. Donahue: I understand that, but – I mean – just to keep the meeting going, I think we should – but, I mean, anybody can make a motion any time they want. My suggestion is though to move to the Board member reports, get through the rest of the meeting and see where we are.

Dr. Cronin: I think – I can check with the powers that be, but I think since we're in voting mode, this would be more appropriate, because the reports are no longer involving voting. This is our voting portion of the meeting. I don't know if that matters.

Mrs. Sheffey: I don't have a problem with it. Go ahead and make your motion.

Mr. Gräb: It's been made. It needs to be second.

Mrs. Sheffey: Well, I think it has to be – okay. If you could restate your motion?

Mrs. Sheehan: I motion to vote in new School Board leadership.

Dr. Cronin: I second the motion.

Mrs. Sheffey: Okay. Is there any discussion?

Dr. Cronin: I just wanted to respond.

Mr. Hancock: I mean, we have two absent and is this the appropriate time to be doing this when we have two absent?

Mrs. Sheffey: We can vote to table.

Dr. Cronin: I want to make a comment, because I don't want my silence to be misconstrued like in the previous – my previous comments about Eastburn and Gray. I, too, have been bombarded with questions. Regardless of what the name is associated with a lack of paying taxes, but what I've been told is that, because I have not said anything for the six month period, that people take that as my acceptance that this is okay. I need to make it clear that regardless of who the name is, anybody who is on the Board is no longer in the private realm. We are all publicly voted officials, and we are now in a different circumstance. I know I have been told many many times by several of you on the Board that

when I'm a Board member, I am a Board member, and I don't think any of us can escape that. I was told I couldn't escape it, and I think it's critical, especially when we're voting on the budget, I think our community realizes that we're making important decision. We have to act responsibly. I want to make it clear and for the record that I do not condone any Board member not paying taxes to the degree that we are owed taxes. What really bothers me about the leadership is the fact that back in February when we were told it was a personal matter, I agreed to let it be a personal matter before I realized how bad that was going to be reflected on the community. But, I was never told that the amount that I thought was owed was grossly underestimated, so I feel that not only was I – that I was greatly misled. Grossly misled.

Dr. Donahue: Once again, a point of order. A motion has been made.

Dr. Cronin: And I'm commenting on it.

Mr. Gräb: The discussion.

Dr. Cronin: This is the discussion.

Dr. Donahue: I don't think the motion was ever seconded.

Mrs. Sheehan: She second it Hank.

Dr. Cronin: I seconded it.

Dr. Donahue: Bruce had a question.

Mr. Gräb: Donna second it.

Dr. Cronin: I second it.

Dr. Donahue: I'm sorry, excuse me.

Dr. Cronin: You've gotta – yeah – everyone's gotta stay awake. Keep up with us. So, in any case, I think there's a number of things that are bothering me. Number one, I allowed it to be a personal issue. Number two, I feel that I was misled because the amount was grossly underestimated. Number three, it has gone on for a number – we were told it would be taken care of. It has gone on for way too long for me to sit by and make it look like I – that my silence represents approval, and I've told people that the rest of the Board also – did not also – did not realize the extent of what was owed and the timeframe has now been six months, so I think it's important not only for me to reflect what I feel about this, but my other Board members, I'm sure don't want their silence to be misconstrued either, so this, I think, is an appropriate forum, because I think our Board has been distracted by this issue. I think if you really believe that you're

here for the best interest of the Board that it would not be a difficult thing to step down and let the Board get on with what we're here to do.

I don't want to be responding to questions about our Board President not paying their taxes. I'm tired of it. I want to move on to the things that are really important, and this is distracting me and the community. Thank you.

Mrs. Sheffey: Any other comments? Mr. Gräb.

Mr. Gräb: I sit here not only as a Board member, but also as the President of the Derry Township Tax Association. I have been in contact with those people this afternoon. It's that time of the year when people are coming over to the Tax Office and paying their real estate taxes, and the conversations I had this afternoon with the people at the Tax Office, the average citizen does not have a concern about this. I mean, I have not, excuse me, thank you. I have not been approached by one individual. I have had many interactions with a number of people in the community. Not one person has raised a question to me about the President's unpaid taxes.

It is our responsibility as a School Board to set what the taxes should be. It's the responsibility of the Tax Association to come forward and send those bills out. The Tax Association and the School Board are not police people. We do not govern. The Dauphin County Tax Association is the ones that, if you read the newspaper the other day, there were, I think, nine pages of unpaid taxes in Dauphin County. I think there may have been 35, if I counted them correctly, in the Township of Derry. It's difficult economic times for people. They have difficult times putting food on the table. They have difficult times paying their mortgage. They have difficult times paying their taxes. I am assured that either the taxes will be paid by the 10th of September or the properties will be up for sheriff sale. If the properties are put up for sheriff sale, the least bid that is acceptable is that amount of money owed for the taxes, so if they are sold at sheriff sale, the Township, the County, and the School District will be receiving a set amount of money that is due them on these properties.

I don't think this is something that we need to do here as a School Board. That is my comments.

Mrs. Sheffey: Are there any other comments? Dr. Donahue.

Dr. Donahue: My concerns are with consistency in our process and the problem I have personally is that Board members in the past have not paid their taxes and it was decided, either rightly or wrongly, different people's opinions that at that particular time by that particular Board was a personal issue that we should not discuss. My concern is that we're evolving into a Board that is interested in people's personal lives and what they do and identifying their faults rather than focusing on what we should be doing, which is creating a District that helps our

children. It's not clear to me, but I'm willing to listen until somebody convinces me how what we're voting on now positively affects the day to day lives of our school kids.

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

Dr. Cronin: I just want to say that I think that it's important to note that those of us who had comments is one thing. I am sensitive to the fact that some people may have not received comments, which makes sense. We all travel in different circles, but I think it's important to note that we have had community comments brought to the Board and I'm sure that there are people in the audience that have their own opinions as well. I think it would be important to, I personally would like to hear what community members have to say about this, because personally I feel that I just want to make sure that my voice has been heard, because, once again, it's very different being – it may be a personal matter –

Dr. Donahue: I'd like to call the vote please?

Dr. Cronin: But when you're on a Board it's not – when you're on the Board, you're a public official and it's the perception of our leadership. I'm not saying that it's not a personal issue, but when you're a Board member it's different, and I'm saying the leadership is what's getting in the way of our being able to do what we need to do for the students.

Dr. Donahue: I'd like to call the vote please.

Mr. Gräb: I'll second that.

Mrs. Sheffey: Alright. The vote has been called. Mr. Rineer, it's a roll call.

Mr. Rineer: Dr. Cronin.

Mr. Gräb: Mr. –

Dr. Cronin: We don't have –

Dr. Donahue: Specifically, what are we voting – I want to hear the motion, please.

Mr. Rineer: Vote to change the School District leadership.

Mrs. Sheehan: School Board.

Mr. Rineer: School Board.

Dr. Cronin: But – well I, do you want, I guess it should be more, I would –

Male Voice: Exactly are we talking President, Vice President, Treasurer?

Dr. Cronin: No, Treasurer was just appointed in July. The new – my –

Mr. Gräb: But the Treasurer is part of the Board leadership.

Dr. Cronin: Right, well, I would be specific to say rather than waiting until December to vote on new leadership that we would vote on new leadership now for the two offices that are up in December since we just brought on a Treasurer in July. So my motion, I don't want to change yours, but my motion would be to change Board leadership now rather than waiting until December and just do it now so we can start the year fresh.

Mrs. Sheffey: Mrs. Sheehan made the motion, so if there's clarification –

Mrs. Sheehan: That's fine, Donna. I'm fine to do President and Vice President. Those are the two positions we vote in December, correct?

Dr. Cronin: We just voted a new Treasurer last month.

Dr. Donahue: May I ask a question then?

Mrs. Sheffey: On revised motion?

Dr. Donahue: Yeah, I'd like to hear some rationale for relieving the Vice President of his leadership role.

Dr. Cronin: I don't feel – I can make my specific comments. When I was talking about Eastburn and Gray, my concerns about Eastburn and Gray about the leadership were specifically that we have not gotten updates from either of you for the meetings that you've placed. I just think that moving into –

Dr. Donahue: Would you show me a piece of evidence that suggests I did not provide information to you?

Dr. Cronin: I don't have any information.

Dr. Donahue: Thank you.

Dr. Cronin: Because I haven't gotten anything.

Mrs. Sheehan: Hank, how can you –

Mr. Gräb: I think the question has been called.

Mrs. Sheehan: - request that Donna provides information? Should she get the non-redacted invoices and show you?

Dr. Donahue: What's your rationale for removing me from my –

Mrs. Sheehan: You're in support of this. You're in support of inequality of Board members.

Dr. Donahue: My vote on this is - you're voting to remove me on my personal vote on this or what you perceive my –

Mrs. Sheehan: Not your personal vote on this, but how you have continued to support the Board leadership and support –

Dr. Donahue: How do you mean support the Board leadership?

Mrs. Sheehan: Well, because there's inequality of Board members?

Dr. Donahue: But how you mean I supported that?

Mrs. Sheehan: Well have you – when I e-mailed the non-conflicted Board members regarding questions I had with Eastburn and Gray, did you respond to me?

Dr. Donahue: Absolutely not.

Mrs. Sheehan: No. There you go. Non-responsiveness.

Dr. Donahue: How do you perceive that as support?

Mrs. Sheehan: Because you're not acknowledging a request of information from School Board members?

Dr. Donahue: Because you're not acknowledged, that's support for somebody else?

Mrs. Sheehan: You have interaction with our attorneys and have not briefed –

Dr. Donahue: How do you know I had interaction?

Mrs. Sheehan: Because it's on the invoices Hank?

Dr. Donahue: Individually?

Mrs. Sheehan: Individually, you're name is listed 35 times.

Dr. Donahue: Do you know that individually I interacted by myself with the attorneys?

Mrs. Sheehan: I can tell you that it was listed 30 – approximately 35 times –

Dr. Donahue: That I've interacted –

Mrs. Sheehan: Your name was on the invoice. I have the dates if you'd like me to go through them. Would you like me to go through them, because I have them all.

Dr. Donahue: I would like you to go through them.

Mr. Gräb: The question has been called Madam President. Can we have a vote?

Mrs. Sheehan: Yeah. I think that is a separate discussion Dr. Donahue and Mrs. Sheehan.

Dr. Donahue: It's not a separate discussion when somebody calls my integrity into doubt. I've done nothing wrong and I'm not going stand here and have somebody tell me that I've not done a good job. It's outrageous.

Mrs. Sheffey: I agree with you.

Dr. Donahue: And shameful.

Mrs. Sheffey: I agree with you.

Mrs. Sheehan: Hank, I have 33 counts of your interactions that were listed on the Eastburn Gray invoices. I have 105 for you Ellen. I don't recall seeing any other Board members' names. I don't recall –

Dr. Donahue: You're suggesting that I'm doing a bad job because of that?

Mrs. Sheehan: I'm suggesting that you are doing a bad job, because you are supporting our School President in promoting inequality of Board members. You promoted and you voted for the protocol. Your Executive Committee that has not shared information with the rest of the Board. I absolutely support that.

Mrs. Sheffey: Alright. So the question has been called. Mr. Rineer, roll call.

Mr. Rineer: Dr. Cronin?

Dr. Cronin: I'm not even sure of the wording of the motion. Voting for –

Mrs. Sheffey: You are voting for new leadership.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – No

Gräb – No
Hancock – No
Morelli – No

Parrish – Absent
Sheehan – Yes
Sheffey - No

2 Yes, 5 No, 2 Absent

MOTION FAILED

Dr. Donahue: You guys ought to be ashamed of yourself.

Mrs. Sheffey: Okay. Personnel – Resolution, Dr. Faidley.

Mrs. Sheehan: That’s respectful Hank. That’s respectful.

Mrs. Sheffey: Dr. Faidley.

5.15 Personnel - Resolution

On June 11, 2012 the Board of School Directors adopted a retirement incentive for Act 93 employees whereas a full-time Act 93 employee will be eligible to receive \$25,000 (gross) incentive upon retiring prior to October 31, 2012. This \$25,000 incentive will be paid upon the employee's retirement from the District, and is conditioned upon providing ninety (90) days advance notice of intention to retire; provided however that the Board may agree to permit a lesser notice period depending on the anticipated transition.

It is recommended that the adopted retirement incentive be extended to November 30, 2012 with the continual provision of a ninety (90) day advance notice of intention to retire, along with healthcare coverage for employee, spouse, and dependents until the retiree turns 65 years of age.

Dr. Cronin moved the Board approve the Personnel - Resolution and was seconded by Mr. Gräb.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

7 Yes, 2 Absent

MOTION CARRIED

5.16 Personnel - Resignation

The Administration recommended the approval of the following resignations:

Act 93:
Consalo, Ed Director of Buildings and Grounds District-wide Reason: Retirement Effective: 10/26/2012
Elias, Samuel Athletic Director/Assistant Principal District-wide Reason: Retirement Effective: 11/17/2012
Professional:
Acri, Kristen Autism Support Teacher Primary Elementary School Reason: Personal Effective: 07/31/2012 (retroactive)
Classified:
Harrington, Nicole Recess Aide Elementary School Reason: Personal Effective: 06/02/2012 (retroactive)
Reitz, Connie Teachers' Aide High School Reason: Retirement Effective: 06/30/2012 (retroactive)
Renaud, Kelly Receptionist (Part-time) District Office Reason: Personal

Effective: 08/24/2012
Wolowicz, Kelly General Food Service Worker High School Reason: Personal Effective: 07/19/2012 (retroactive)
Limited Service Contracts:
Mark, Amy Assistant Varsity Field Hockey Coach High School Reason: Personal Effective: 08/09/2012 (retroactive)
Stene, Edward Assistant Varsity Boys' Soccer Coach High School Reason: Personal Effective: 06/18/2012 (retroactive)

Dr. Cronin moved the Board approve the resignations and was seconded by Dr. Donahue.

Consent Vote:

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

7 Yes, 2 Absent

MOTION CARRIED

Dr. Kepler: Madam President, may I – I tried to jump in earlier for a quick comment.

Mrs. Sheffey: Sorry.

Dr. Kepler: Any time that we have resignations that are retirement based, I like to give some acknowledgement to folks and, particularly in this case to two individuals I've had the opportunity to work four years with. Those of you that are here tonight – it was said earlier – for 15 years, I've heard Ed and if Ed is committed to something and stands behind something, I know it's a good thing for the District. I think that just is – are words that speak volumes to Mr. Consalo

and his role here as Director of Buildings and Grounds and come October, the District will sorely miss Mr. Consalo and the number of years and this is truly a better place, better facilities, and we're all better people for having the opportunity to work with Ed. So first of all, I want to thank Mr. Consalo.

Secondly, on our list tonight for retirement is Mr. Elias as an Athletic Director. Sam knows athletics just like those of us that are old enough to remember Bo knows sports. Sam has been recognized not in the state of Pennsylvania, but across the nation for his leadership in the athletic realm. Sam's years here in the District have shown great improvement in our athletic programs, our facilities, and I want to thank Sam as well for his service.

Mrs. Sheffey: Thank you Dr. Kepler.

Dr. Faidley: Madam President. I'd like to make a couple comments as well. I've had the privilege over the last 20 plus years of performing many of the jobs in the organization of K – 12 public education and both positions that have retirees before you this evening, I've had the opportunity to sit in both of those jobs as Director of Facilities and Grounds and as the Athletic Director. I can tell you that coming on board as the new Superintendent in June of 2011, it became clear right away that as I toured the facilities, our facilities in the Derry Township School District are without a doubt some of the best cared for facilities and the best planned facilities that I've seen in my 20 plus year career. So a lot of that credit goes to the management and oversight of – and the vision for that. I commend Ed for his vision, for thinking outside of the box, for always paying attention to the details associated with – not only making the facilities look good, but making the facilities look the best of any facilities in the area.

In reference to Mr. Elias and his retirement, I had the privilege of performing that job as well in my career and I will tell you that it also became evident when I hit the ground running last June that one of the areas that was well managed in conjunction with the facilities was the realm of athletics. There isn't an individual you can go to across the state of Pennsylvania that knows high school athletics that hasn't heard of Sam and what he's done for interscholastic athletics in the state of Pennsylvania. It's not only in the state of Pennsylvania, I have some good friends that run the Interscholastic Association in the state of Arizona and they are also very aware of Sam's accomplishments. I think that's a credit to, not only to the District, but to these individuals, because obviously these individuals were hired, they were very highly qualified for their positions, and like Dr. Kepler said, it's going to be very difficult to fill their shoes. So those are my comments.

Mrs. Sheffey: Thank you. And thank you Ed for your service. Okay are there any other comments on that? Okay, Dr. Faidley, will you present Personnel – General? Oh –

Male Voice: It's a consent vote.

Mrs. Sheffey: Any comments?

Male Voice: We haven't voted.

Mrs. Sheffey: Okay.

Male Voice: We did.

Mrs. Sheffey: What's that?

Dr. Cronin: Consent vote.

Mrs. Sheffey: We need to –

Male Voice: We need to vote on the resignations.

Mrs. Sheffey: I thought we did.

Mr. Rineer: It was yay or nay. It's a consent vote.

Mrs. Sheffey: I thought nobody – okay – it is a consent vote. All in favor of the resignations, indicate by saying Yay.

All Board members: Yay.

5.17 Personnel – General

1.	The Administration recommended the approval of the following appointments:
	Professional:
	Cremona-Clark, Jamie (replacing Jennifer Ettinger) Half-time Art Teacher Middle School Long-Term Substitute Bachelors, Step 1 Salary: \$43,695.25 (pro-rated) Effective: 08/20/2012 through the end of the 2012-2013 school year
	Crivaro, Leigh (for Gregory Woodbridge) Music Teacher Middle/High School Long Term Substitute Bachelors, Step 1

<p>Salary: \$43,695.25 Effective: 08/20/2012 through the end of the 2012-2013 school year</p>	
<p>Moll, Kyle (replacing Melissa Cherry) Learning Support Teacher Middle School Temporary Professional Bachelors, Step 4 Salary: \$47,295.25 Effective: 08/20/2012</p>	
<p>Wrenn, Erin (replacing Laura Fry) Autism Support Teacher High School Temporary Professional Masters, Step 6 Salary: \$52,129 Effective: 08/20/2012 (pending receipt of Act 34, 151, and 114 clearances)</p>	
<p>Transfer of Professional Staff:</p>	
<p>Fry, Laura * From:</p>	<p>Autism Support Teacher High School</p>
<p>To:</p>	<p>Autism Support Teacher (replacing Kristen Acri) Primary Elementary School</p>
<p>Effective:</p>	<p>08/23/2012</p>
<p>Classified:</p>	
<p>Achor, Julie Substitute Cafeteria/Recess Aide Elementary School Salary: \$10.40 per hour Effective: 08/14/2012</p> <p>Substitute Teachers' Aide District-wide Salary: \$11.30 per hour Effective: 08/14/2012</p>	
<p>Berra, Amy Substitute Secretary District-wide Salary: \$15.02 per hour Effective: 08/27/2012 (pending receipt of Act 34, 151, and 114 clearances)</p>	

<p>Substitute Cafeteria/Recess Aide Elementary School Salary: \$10.40 per hour Effective: 08/27/2012 (pending receipt of Act 34, 151, and 114 clearances)</p>
<p>Cook, Evan (replacing Joey Smith) (Student Co-op Food Services) General Food Service Worker Middle School Not to exceed 3.0 hours per day Salary: \$7.25 per hour Effective: 08/13/2012</p>
<p>Diem, Wendy Substitute Secretary District-wide Salary: \$15.02 per hour Effective: 08/27/2012 (pending receipt of Act 34, 151, and 114 clearances)</p> <p>Substitute Cafeteria/Recess Aide Elementary School Salary: \$10.40 per hour Effective: 08/27/2012 (pending receipt of Act 34, 151, and 114 clearances)</p>
<p>Good, Josephine Substitute General Food Service Worker District-wide Salary: \$9.85 per hour Effective: 08/14/2012 (pending receipt of Act 114 clearance)</p>
<p>Hess, Lisa Substitute General Food Service Worker District-wide Salary: \$9.85 per hour Effective: 08/14/2012 (pending receipt of Act 151 and 114 clearances)</p>
<p>Reitz, Connie* Substitute Teachers' Aide District-wide Salary: \$11.30 per hour Effective: 08/27/2012</p>
<p>Rivera-Santly, Carmen Substitute Secretary</p>

<p>District-wide Salary: \$15.02 per hour Effective: 08/27/2012 (pending receipt of Act 151 and 114 clearances)</p> <p>Substitute Cafeteria/Recess Aide Elementary School Salary: \$10.40 per hour Effective: 08/27/2012 (pending receipt of Act 151 and 114 clearances)</p> <p>Substitute Teachers' Aide District-wide Salary: \$11.30 per hour Effective: 08/27/2012 (pending receipt of Act 151 and 114 clearances)</p>	
<p>Robbins, Belva Michelle * Substitute General Food Service Worker District-wide Salary: \$9.85 per hour Effective: 08/14/2012</p>	
<p>Transfer of Classified Staff:</p>	
<p>Fink, JoAnn * From:</p>	<p>Study Hall Monitor High School</p>
<p>To:</p>	<p>Teachers' Aide (replacing Kristin Zimmerman) Primary Elementary School</p>
<p>Revised: Salary: Effective:</p>	<p>Level B: 6.25 hours per day \$14.79 per hour 06/06/2012 (retroactive)</p>
<p>Broadbent, Lindsay * From:</p>	<p>General Food Service Worker Middle School Level A: 4.0 hours per day</p>
<p>To:</p>	<p>Secretary (Part-time) (replacing Miriam Strauss) Intermediate Elementary School Level A: 4.0 hours per day</p>
<p>Salary: Effective:</p>	<p>\$18.61 per hour 08/14/2012</p>
<p>Strauss, Miriam * From:</p>	<p>Half-time Secretary Intermediate Elementary School</p>
<p>To:</p>	<p>Half-time Receptionist/Secretary (replacing Kelly Renaud)</p>

	Salary: Effective:	District Office Level D: 4.0 hours per day \$18.61 per hour 08/14/2012
Grobbelaar, Lyn Karen *	From: To: Salary: Effective:	General Food Service Worker Elementary or High School Teachers' Aide (replacing Cheryl Espenshade) Primary Elementary School Level B: 6.5 hours per day \$14.35 per hour 08/27/2012
Zimmerman, Kristin *	From: To: Salary: Effective:	General Food Service Worker Elementary School Level A: 4.0 hours per day Teachers' Aide (replacing Connie Reitz) High School Level B: 6.5 hours per day \$12.90 per hour 08/27/2012
Beare, Toni *	From: To: Split Position: Salary: Effective:	(returning from furlough) Furlough General Food Service Worker (replacing Lindsay Broadbent) Middle School Level A: 4.0 hours per day 2/3 days per week \$11.34 per hour 08/27/2012
Kreamer, Cecelia *	From: To: Split Position: Salary: Effective:	(returning from furlough) Furlough General Food Service Worker (replacing Lindsay Broadbent) Middle School Level A: 4.0 hours per day 2/3 days per week \$11.34 per hour 08/27/2012
Limited Service Contracts:		

<p>Briggs, Andrew (replacing Edward Stene) Assistant Varsity Boys' Soccer Coach High School Level II, Group C, Step 5 Salary: \$2,381 Effective: 08/14/2012 (pending receipt of Act 34, 151, and 114 clearances)</p>
<p>Cantore, Kathryn (replacing Caroline Lehman) Assistant Junior High Field Hockey Coach High School Level II, Group C, Step 3 Salary: \$2,183 Effective: 08/14/2012 (pending receipt of Act 34, 151, and 114 clearances)</p>
<p>Clouser, Barbara * Hershey Community Youth Alliance High School Level I, Group J, Step 7 Salary: \$461 Effective: 08/20/2012</p>
<p>Cooper, Andrea Assistant Varsity Girls' Basketball Coach High School Level II, Group B, Step 2 Salary: \$2,233 Effective: 11/13/2012</p>
<p>Ebersole, Denise * Department Coordinator - K-12 Guidance District-wide Salary: \$1,750 Effective: 08/20/2012</p>
<p>Frye, Megan (replacing Rebekah Hostetler) Assistant Varsity Field Hockey Coach High School Level II, Group C, Step 5 Salary: \$2,381 Effective: 08/14/2012 (pending receipt of Act 34, 151, and 114 clearances)</p>
<p>Gotshall, Kristine Volunteer Assistant Cross Country Coach High School</p>

Effective: 08/14/2012	
Mackley, Allison * Assistant Junior High Field Hockey Coach High School Revision: Level II, Group C, Step 15 Salary: \$3,373 Effective: 08/13/2012	
O'Connell, Stacy * Volunteer Assistant Girls' Soccer Coach High School Effective: 08/14/2012	
Wamsher, Cynthia Head Fall Cheerleading Coach Middle School Level II, Group G, Step 3 Salary: \$1,091 Effective: 08/14/2012 (pending receipt of Act 34, 151, and 114 clearances) Head Winter Cheerleading Coach Middle School Level II, Group G, Step 3 Salary: \$1,091 Effective: 08/14/2012 (pending receipt of Act 34, 151, and 114 clearances)	
Transfer of Coaching:	
Hostetler, Rebekah* From: To: Salary: Effective:	Assistant Varsity Field Hockey Coach High School Head Junior High Field Hockey Coach High School Level II, Group C, Step 22 \$3,969 08/14/2012
Lehman, Caroline * From: To: Salary:	Assistant Junior High Field Hockey Coach High School Assistant Varsity Hockey Coach (replacing Amy Mark) High School Level II, Group C, Step 2

	Effective:	\$1,984 08/14/2012
2.	The Administration recommended the approval of the following request in accordance with District Policy 435:	
	Cantore, Kathleen * Mathematics Teacher Middle School Paid/Unpaid Family Medical Leave (up to 12 weeks) Effective: 08/23/2012 to be used intermittently during a one-year cycle as necessary	
3.	The Administration recommended the approval of the following request in accordance with District Policy 435 and 439:	
	Alexander, Laura * Grade 1 Teacher Early Childhood Center Extension of Paid/Unpaid Childrearing Leave Effective: 08/23/2012 through 10/17/2012	
4.	The Administration recommended the approval of the following Substitute Teacher List for the 2012-2013 school year as attached.	
*	This individual is currently an employee and/or volunteer. Clearances are on file.	

Dr. Cronin: I'd like to separate out the Limited Service contracts.

Mrs. Sheffey: Okay. So may I have a motion to approve personnel recommendations excluding the Limited Services contracts, which I'm looking – what item number – oh, it's not numbered. So a motion to approve personnel excluding Limited Service contracts. Does everybody understand now?

Dr. Cronin: Excluding Limited Services and the Transfer of Service, I believe. They're also Limited -

Mrs. Sheffey: It's also Limited Service.

Dr. Cronin: They're also Limited Service, so it's the same scope. Thank you.

Mrs. Sheffey: Alright, so can I have that motion?

Dr. Cronin: Motion to exclude.

Mrs. Sheffey: Motion to approve the personnel recommendations –

Dr. Cronin: Oh, gotcha.

Mrs. Sheffey: - excluding –

Dr. Cronin: Thank you. So moved.

Mrs. Sheffey: - the Limited Service. Okay. Moved by Dr. Cronin. Is there a second?

Mrs. Sheehan: Second.

Mrs. Sheffey: By Mrs. Sheehan. Is there any discussion? Okay, Mr. Rineer, roll call vote.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Absent
Sheehan – Yes
Sheffey - Yes

7 Yes, 2 Absent

MOTION CARRIED

Mrs. Sheffey: So now I need a motion to approve the Limited Services contracts.

Mr. Gräb: So moved.

Mrs. Sheffey: By Mr. Gräb. Is there a second?

Mr. Morelli: Second.

Mrs. Sheffey: By Mr. Morelli. Is there any discussion?

Dr. Cronin: Yes.

Mrs. Sheffey: Dr. Cronin.

Dr. Cronin: I just – I wanted to separate them out, because when I was looking at some of the Limited Service contracts I was dismayed that we're moving around coaches and increasing their salaries. For example, we have – and this is all written in – it's all written down – it's all up there on the screen – field hockey coaches moving from middle school to high school, moving from high school to middle school, being reconfirmed for middle school. We've already approved them, but now we're just approving them for a higher salary. Our total field hockey budget, specifically, is now almost \$20,000 for six coaches, which is

much more than it was last year. I'm just really – I have no explanation for this. I've asked this in several e-mails as soon as these came about. I'm very curious, very upset about that type of expenditure, and it seems very random because some of these are young coaches and we have teachers who've been around for a long time who aren't making the same amount. So it's just – I have a real hard time approving this time of expenditure.

Then the other comment I want to make is on this list is a parent who is being approved as a soccer coach. I am in support of that position, but I know it's very sensitive in the community when a parent is coaching a sport and I just want to make my concerns or my acknowledgement of that potential concern on the public record that this is a situation which I know will be touchy with a lot of people. I'm giving my approval and respect to the head coach to be able to work with this individual to make sure that any concerns that people in the community have will not come to fruition and this will be a positive experience. So I am in support of that, but with those noted reservations. Thank you.

Mrs. Sheffey: Okay.

Mr. Hancock: Madam President just a comment. We've had over the past couple of months a lot of discussion on Limited Service contracts and I think this is something, moving forward, and I don't know if this is an HR issue or a contractual issue – as we move forward, we probably need to take a more comprehensive look, because quite frankly, we've approved this kind of stuff in the past, right, without maybe not knowing all the details, so I think we probably need a comprehensive look at this and make sure everybody's okay with where we're headed directionally. So –

Dr. Faidley: Madam President –

Mr. Hancock: Just a comment.

Dr. Faidley: If I might just interject, just as a reminder – and Mr. Hancock's comments are well received – just as a reminder that during our last contract negotiation with HEA, we do have a committee in process looking into Limited Service contracts and going into the future with a recommendation on how to deal with many of the issues we face with Limited Service contracts.

The issues that you see before you this evening are consistent with the School District past practices and how we assign coaches and move coaches along that salary schedule. There are not any inconsistencies from what we've done in the past, but the issue is being addressed with a committee made up of HEA and District Administration, and we will have, hopefully, some information to report to you throughout the course of this school year.

Mrs. Sheffey: Okay thank you. Are there any other comments?

Mrs. Sheehan: I just have a comment. The middle school field hockey coaches – they’re combined salaries are \$7,342. It’s my understanding from last year’s coaches, the three coaches made approximately \$4,100, so it’s a significant increase and the actual season has been significantly reduced as the middle school teams are not doing preseason. Typically they’d start two weeks before school, now they’re not starting until school begins, and I believe the number of games has virtually been cut in half, so I don’t understand why the salary is so much greater for what is clearly going to be a significant reduction in work.

Dr. Cronin: Comment here. Actually, the value is \$9,525 for three middle school coaches, which is only \$500 less than the three high school coaches. So actually, I need to make another motion to remove the field hockey coaches from this, because I want to approve everyone else, but I cannot, as I look at these numbers, I cannot approve these expenditures.

Mrs. Sheffey: We already have the motion –

Dr. Cronin: Oh, okay.

Mrs. Sheffey: And it’s already been seconded.

Dr. Cronin: Okay.

Mr. Gräb: In answer to Maryellen’s question, unfortunately, the salaries are determined by the matrix that goes along with the collective bargaining unit and not on the length of the season, so that’s, again, getting back to what Mr. Hancock said, something that needs to be reevaluated.

Dr. Cronin: Most of these are not even teachers, so they’re almost brought in at a random level, which is what’s really confusing and when they’re moving around from varsity to JV or junior high to high school, I just can’t make any sense of it., so I need to vote no because of the field hockey prices, but it doesn’t reflect my feeling about any of the other people being approved on this.

Mrs. Sheffey: Okay. Are there any other comments? Alright, Mr. Rineer:

Roll Call Vote:

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

6 Yes, 1 No, 2 Absent

MOTION CARRIED

DELEGATES REPORTS

6.01 Dauphin County Technical School Report

Mr. Gräb: Madam President, just a quick report. The Dauphin County Technical School Joint Operating Committee will be meeting on the 22nd of August. We did have a special meeting on the 30th of July to promote the present high school principal, Dr. Peggy Grimm to become the Assistant Director of the Tech School and we hired Mr. Fox and Assistant Principal in the Central Dauphin School District to become the new high school principal. After our meeting on the 22nd, I will give you a much more detailed report.

Mrs. Sheffey: Okay thank you Mr. Gräb.

6.02 Harrisburg Area Community College Report

Dr. Cronin: The HACC delegates body met on June 19 and the HACC President, Dr. Ski let us know that the upcoming budget is actually \$6 million dollars less than the current budget due to a lot of efficiencies that were placed within the system, including freezing salaries, early retirement incentives.

The other important thing is that the delegate body has been working very closely to get Senate Bill 1508, which is a means to alleviate financial burden of sponsoring school districts and that it will allow HACC to – or actually what HACC is hoping to do is to negotiate with each of the sponsoring school districts to a funding level that is affordable to each of the Districts and that we are working with the Senate Education Committee to create language – to create language and a task force in which community colleges are funded and make recommendations for change. So this is all positive movement in terms of the financial burden that we have with HACC and that we're currently working with HACC officials to craft this new agreement, so it's good stuff.

Mrs. Sheffey: Okay. Are there any comments?

6.03 Capital Area Intermediate Unit

Mrs. Sheffey: The IU met June 28 and we were given information that the IU will be launching a Magic Johnson Bridgescape Academy. It will be held at the IU's Midtown campus, and it's a drop out recovery program. It's expected to serve about 100 students in the HACC-Midtown area. The program will be jointly staffed by Edison learning and the IU.

We also voted to – starting next year – move to a four day week in the summer.

This has been a problem for the IU this summer. We have 58 students receiving services, but many of them are receiving them in District buildings and 21 out of the 24 school districts in the IU work a four day week in the summer. So, starting next year the IU will also do a four day week.

We had a quick update on CASA. The IU has been working to raise funds to offer scholarships and defer the cost of CASA. This school year, they were able to raise \$60,000 from the Gras Family Foundation and there were additional amounts of – I think an additional \$20,000 – but \$60,000 alone came from the Gras Family Foundation, so we're looking for CASA to be functioning in the black based on those scholarships.

Let me check, I think that is everything. Yep. And our next meeting will be August 23. Are there any questions?

SPECIAL REPORTS

7.01 Board Members' Report

Mr. Morelli: Parks and Rec Board met on July 18 – talked about a handful of things. First of all most folks have seen that they are currently in process of dredging Bullfrog Valley Pond. They are working through the approvals to improve the trail and get the footbridge replaced, so that should be happening soon.

This summer's pool hours – the adjusted pool hours – went well. Attendance was way up in memberships: memberships, daily fees, and program revenues, most of which sold out before the summer even began.

The Halloween parade and trick or treat this year – the parade will be on Tuesday, October 30 and trick or treat will be Wednesday, the 31st. So none my friends I work with will say how come you never have trick or treat on the 31st, so that's it from the Parks and Rec.

Mrs. Sheffey: Thank you Mr. Morelli. Are there any other Board member reports?

7.02 Superintendent's Report

Dr. Faidley: In two very short weeks, we will throw the doors open on a brand new school year. Preparations for the 2012-13 school year have been underway even before the final day of the 2011-12 year, so we are now in the process of putting on the final touches.

We are looking forward to an exceptional school year. One of the most exciting aspects is that our youngest learners will once again be housed in the Early Childhood Center with Opening Day being the first time the building has been open to students since the aftermath of the flooding last September.

We are also looking forward to building on our Bring Your Own Technology initiative that was piloted at the high school in the spring.

And, of course, we also have two new principals leading our secondary buildings with Dr. Stacy Winslow at Hershey Middle School and Dr. Dale Reisman at Hershey High School.

Before we welcome back our students however, we must first welcome back our staff. New teachers will begin orientation and induction on Monday, August 20 and all staff members will begin the school year on Thursday, August 23. Board members are encouraged to join us at 8:30 for welcoming remarks and introductions. In addition, we have reached out to members of the PTOs and Building Assistance Teams to attend. We will be talking to these folks about building security and School Gate Guardian and then we will all come together for a service project. Staff, students and parents will be packaging 10,000 school meals for impoverished students in Third World Countries through the Stop Hunger Now program. This volunteer project was brought forward by the staff and is a perfect example of the kind of the school community environment espoused by the District's COCOA Principals.

So again, we are eagerly anticipating the launch of the new school year and hope many Board members will be with us August 23 beginning at 8:30.

Mrs. Sheffey: Excellent. Thank you.

7.03 Board President's Report

Mrs. Sheffey: I have no report.

RECOGNITION OF CITIZENS (Non-Agenda Items)

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

Mrs. Sheffey: This is now an opportunity for residents and taxpayers to address the Board on matters related to agenda or matters of District governance, not on the formal agenda. Those who speak are asked to come to the microphone, state your name and address for the record. In an effort to keep the meeting on schedule and out of respect for others who wish to speak, please keep comments to no more than three minutes. This portion of the agenda is attended

primarily for those who wish to provide input. Inquiries may be directed to the Board and they will be answered to the extent possible. Speakers with questions needing follow up outside of the Board meeting are asked to fill out a contact card, which can be found at the podium. Completed cards may be turned into members of the Administration to facilitate a reply.

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

The next public School Board meeting –

Dr. Faidley: Madam President, I think we have one coming forward.

Amy Claxton: I am so glad we got the big elephant out in the room. I applaud Donna and Maryellen for their beliefs and believes that men of good will can disagree. I also applaud both of you for having some community support. I want to share with you a different perspective and that is that dozens of community members who approach me, because they know that I was Ellen Sheffey's campaign manager and they said what in the world is this about? There are lots of people on the Board who do things and don't do thing and their parents may do or not do things, their spouses – what is there a vendetta or something going on? And I said, no I don't believe so, I think this is, you know, very genuine – people are upset. We talk about taxes. It's an upsetting issue, but the broader discussion then became, well, my goodness – if we're going to look at each one of you as current Board members and then let's look at your past Board members. Let's think about future Board members, any of us who may choose to run – let's look at all of our spousal businesses, our spousal behavior. There our moral fabric, you know, 50% of people in America have a divorce. Should that be a criteria on which I should judge you as a Board member? What about you as parents as Board members and us in the room as parents? Would it be reasonable to look at all of the Board members' children and make sure that none of them have ever had any kind of an incident at school or a disciplinary incident? Would that reflect badly on us as parents serving on Boards? I think not.

I think that we've elected an excellent group of people based on their experience to lead this Board. I'd like to just close by saying thank you to Dr. Faidley and for the work that you do and for Mr. McFarland and Dr. Kepler and to not give up on our community, because we're a passionate group, but men of good will can disagree, and I hope the School Board can move forward from this with lots of other perspectives in the community other than the ones that are represented tonight. Thank you.

Mrs. Sheffey: Thank you Mrs. Claxton.

Brian Shiflett: Two things in my mind – one is, it's nice to be back in this Board room. You all can see each other and thanks to Ed and the Buildings Ground staff for the amazing work they've done over the last 11 months and one week to transfer this building and transform it back and make the kids have the best experience possible in the meantime. In 12 days you get to meet in, I guess it's a closed session, a conference and I hope you take the time between now and then to re-look at the first section of Board policy – the local Board procedures, as well as the powers and responsibilities laid out in the public School Code for School Board members. I think you all have policy in place that sort of defines your roles, responsibilities, and specific powers. I definitely have observed that there is a difference of opinion in this room about how those policies are being adhered to. It would be great for you all to spend a day to kind of come to some consensus about – maybe it's not a consensus – but at least exchange ideas and especially having a third party facilitator sort of just mediate the discussion or maybe bring some fresh perspective as far as how School Boards commonly practice throughout the Commonwealth and that will lead to better governance.

I think the authors and sponsors of both the Sunshine Act and the Open Records Act in Pennsylvania realize that those statutes were not without cost – ongoing cost to all the political entities and agencies that those laws affect. Transparency in governance is not free. It comes at a lot of expense. We spend a lot of money in this District just for Dr. Kepler to be our Open Records Officer and it costs money. I think there's a trade off that if we're going to have – if this Board is going to evolve or is evolving as Dr. Donahue stated and this Board has a consensus to have more transparency amongst its members and with the community, it probably will come at some cost – dollar wise. That is sort of the trade off you have to balance, that if you want to be really transparent and exchange information, it takes work to make that happen, but you pick up the paper any day in the last few months and you read about Boards here in Pennsylvania and across the country that wish they were more transparent, because acts has transpired that they should have caught and because lack of information sharing within the Boards, things – bad things – happened, were allowed to continue to happen that shouldn't have happened and those Boards are now changing their policies to be more open and exchange information.

So, I wish you well in this endeavor and I hope we have, maybe, some report back to the community letting us know, kind of which direction – what direction – you're headed in after the conference is over. Thank you very much.

Mrs. Sheffey: Thank you Mr. Shiflett. Any other comments?

Christine Drexler: 5 children in the District. I came here tonight to say thank you and it's really hard for me to stand here in front of you with what I just bore witness to, because I love this District and I strive every day to serve students in our District. I'm going to pray tonight really hard, because I live by love God and love others, choose joy, and everybody matters. That doesn't mean that we're

always going to agree, but we've got to figure out a way, because what really matters is our students. If you guys can't come together as a Board for that greater good, I'm begging you here. But back to my thank you, because there is so much good, and I don't want us to always focus on the dysfunction and I'm sure that tomorrow The Sun – Thursday – The Sun, it will be blasted across the front page, but that's not really who we are and we lose sight of who we are when we get caught up in this kind of junk.

So my thank you is to Dr. Kepler. He is extraordinary. I had a concern. He handled it in a timely, considerate, professional, and extraordinary way. I think that too often we come up to this microphone complaining, and I'd love to see us come up to this microphone and start saying thank you more often, so Dr. Kepler, thank you so much for caring about the community and for caring about students and for caring about parents.

Mrs. Sheffey: Thank you Mrs. Drexler.

Dr. Cronin: I'd like to make a quick comment. I want to thank everyone in the audience, because it's been a long summer and it's very hard. I know this is the first meeting of the school year, but school hasn't started and we still have two weeks of summer yet, but I want to thank all the familiar faces that have been around at all the Board meetings for coming back and being with us at all of our Board meetings. So thank you and we'd love to have more faces. Thanks.

Mrs. Sheffey: Are there any other comments?

9.01 Adjournment

Mrs. Sheffey: The next School Board meeting will be held Monday, August 27, 2012 starting at 7:00 p.m. in the District Office Board room.

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

The meeting was adjourned at 9:30 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the August 27, 2012 meeting

Mrs. Ellen Sheffey
President of the Board

LDM