

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

May 14, 2012

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Monday, May 14, 2012, in the High School LGI room. Mrs. Ellen Sheffey, Board President, called the meeting to order at 7:09 p.m.

1.02 Administration of Oath of Office - New School Director

Mrs. Sheffey: The Honorable Judge John Cherry will do the oath for us.

Judge Cherry: Please raise your right hand.

Dr. Parrish: I, William Parrish, do solemnly swear that I will support, obey, and defend the Constitution of the United States of America and the Constitution of this Commonwealth, and I will perform my duties as a School Board member with fidelity so help me God.

Judge Cherry: Congratulations.

Dr. Parrish: Thank you.

1.03 Roll Call

Directors Present:

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

Excused:

Mr. Christopher Barrett

Superintendent: Dr. Richard Faidley

Secretary: Mr. Stephen Rineer

Solicitor: Mr. Brian Jackson

Student Representative: Mr. Zachary Cole
Mr. Stephen Haverstick

Press: Mr. Drew Weidman THE SUN
Ms. Barb Miller THE PATRIOT-NEWS

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

Representatives of the Staff and Community: Mark W. Painter, Christopher Stiae, Pat Payonk, Justin Pepsch, Kimberly Brown, Judy Haverstick, Heidi Eby, Steve Robertson, Bonnie L. Zerlerge, Brian L. Shiflett, Lisa Winters, Brenda Winters, Cheyenne Rodriguez, John G. Rodriguez, Kelley Rodriguez, Rachel Sheffey, Chris Mulvey, Priscilla Stoner, Janice E. Mark, Tim Winters, Andrea Abruzzo, Sonya Torres, Julie A. Clingan, Ann Gardiner, Linda V. Lehrian, Joanne Massage, Russy Jean, Edward Ruth, Jason Jean, Jeff Massage, Andrea Smith, Shelly Tice, Meredith Tice, Megan G. Hulse, Kathy Gunkel, Brandon Bucher, Ryan Stephenson, Diane Leonard, Anne Newman, Cindy Wilfong, Angela M. Onorato, Gina Allesa, Karen Wilson, Diane L. Robinson, Carol Clark, Lauren Wilson, Linda Pagliarulo, Michael Hulse, Julie Isaacson, Julie A. Neal, Judy Woodring, Deanna Baker, Dina Angello, Tracey B., Julie Moore, Robert B. May

Mrs. Sheffey: I'd like to announce that Mr. Barrett has been detained at work. I have my phone here, he's going to text me when he's on his way, so hopefully he'll join us shortly.

1.04 Flag Salute

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

APPROVAL OF MINUTES

2.01 Approval of the April 10, 2012 Public Work Session, April 23, and May 2, 2012 School Board Meeting Minutes

A motion was made by Dr. Donahue and seconded by Mr. Hancock to approve the minutes of the April 10, 2012 Public Work Session, April 23 and May 2, 2012 School Board Meeting Minutes.

All Board members present signified by a Yes vote.

MOTION CARRIED

INFORMATION AND PROPOSALS

3.01 High School Memory Team Recognition

Ms. Silvestri: Hello, my name is Colette Silvestri and I'm the coach of the Hershey Memory Team. I am very proud this evening to say that this year these wonderful guys have taken the national title for the 5th year in a row.

The neat thing about it is this year they were very seriously challenged by the University of Pennsylvania, because there is no college league as of yet and they requested to go directly against the Hershey Memory Team and we still won.

Would the members of the Hershey Memory Team please stand up? I'd like to introduce them: at the very end here we have Nate Hamilton. We have Nick Robertson – these are our new recruits for next year. We have Mackenzie Twaddel, but the Team A, which will be leaving shortly, and I hate to say that is Michael Glantz, Kabir is with us, thank goodness. Hannan Khan and Sophia Hu – and what is neat is Sophia holds national records and before you, you have packets and take a look through those. Those are the rules and actually the exercises and part of the reason why they seem to be important is this is a new sport and actually it is very very very difficult. Sophia holds the national record in random words in which she has memorized over 120 words in 15 minutes. If you get one word wrong in that row, the entire row is wrong.

The next one is Hannan Khan. He actually broke the national record – the first student to ever do so. He did it at 159 and held the national record for two years. This year, he broke – there was actually a challenge – the international record of which used to be 164, Hannan broke that, but was followed by Michael Glantz who broke that at 175.

Michael Glantz, meanwhile, also holds the national record for poetry as well, and our dancers I think are missing this evening, so that was Kelley Coleman as well. So I just want to introduce you. This year was neat, because The Broadcaster came with us and I can only say what started as a very quiet national exercise has turned into a very big national exercise with a lot of television starting in an age of technology, people are beginning to realize penmanship is beginning to

diminish. The retention of data is beginning to diminish and a lack of focus on written data is beginning to diminish.

The Memory Team actually does everything by hand. It balances you against the tech. Technology moves quickly and is focused. Imagine looking at those words, looking at those numbers, at a poem, words for 15 minutes and a student has to absolutely relax and rest their mind to actually focus and recall everything without any assistance. In the case of Michael Glantz and Vishnu Patel and Hannan, many of these guys can also recall an entire deck of cards.

This year was neat – The Broadcaster has come with us and Mr. Hummel, Robert Hummel and The Broadcaster team, along with Zach Cole, Christina Claxton, they all came with us this year, and they're going to present what we did up there.

Student: Yes as you just heard, myself, Christina, and Mr. Cole, who I think you all know, we were able to go basically as embedded journalists with the Memory Team for the weekend up in New York City, which sounds like a good time and all, but really it's a very – we weren't –

Student: It wasn't all fun and games, we really learned a lot, because we got to really embed ourselves as journalism students with this great competition to shed light on something that's truly amazing. What the mental athletes do is mind blowing. We're so excited to have shot this documentary which will be screened in the coming weeks. We're not exactly sure when yet.

Student: Right. We basically went armed with photo cameras and video cameras and were putting together a short documentary. What we have for you today is a very brief video presentation that hopefully gives you a general sense of the competition environment. Thank you.

Mrs. Sheffey: Are there any Board member comments?

Ms. Silvestri: May I say one last thing? One thing that I'm very very – the most proud to say is – we talk about parental involvement reaching out to the community and parents. This year we had a team of parents that joined the students and it was wonderful to finally merge education, to have the community join us as well. I think that is the greatest achievement of all, so thank you.

Mrs. Sheffey: Thank you.

Mr. Gräb : I do have one question. I know full well how you train for athletics, be it football, basketball and I know full well how you learn to play a musical instrument – by practice, practice, practice. How do you train to be a member of a Memory Team?

Student: Pretty much I treat the mental training similar to an athletic event. The brain is a muscle. You use it, it gets stronger – over and over, repetition – just like you lift a weight your muscles get bigger. Your brain will get stronger as well. So in order for us to do the memory things that we do, we have to go to the events. We have to practice months at a time. We started November this year. The competition wasn't until March, so five months of solid training just for a four hour event. It takes a lot of work.

Student: Yes, essentially the same thing that Mike said, just like playing an instrument or practicing a sport – it's all about practice. We have copies of the events, different random generated lists that our coach compiles for us and we just practice that to prepare for the event.

Mr. Gräb : Okay, thank you. One final question. Are any of the seniors going to the University of Pennsylvania?

Ms. Silvestri: Sophia Hu is going.

Mr. Gräb : Okay, alright. On a Memory Team scholarship, I would hope. Thank you.

Mrs. Sheffey: Mr. Hancock, did you have a comment?

Mr. Hancock: Just a quick comment. Ms. Silvestri, thank you for your efforts in this behalf and to the team – that's quite a run you guys have had. You made us all proud to read in the New York Times and the Wall Street Journal and national media about Hershey High School is a wonderful thing and we thank you for it. Thank you.

Mrs. Sheffey: And thank you for joining us tonight.

3.02 High School Broadcaster Recognition

Dr. Faidley: Madam President, if I can have Kim come to the podium. We have the opportunity as members of Derry Township School District to read a wonderful student-published newspaper, but in the media itself, it's always amazing the amount of recognition that our students receive both academically and athletically. Nothing makes us prouder of the fact that we get to celebrate with them this evening and recognize all of their efforts.

As the Superintendent of the School District, it's a tremendous honor for me to sit up here and to hear all of the information, all the accolades that are afforded to you, but don't think for a minute that we don't recognize that there is a tremendous amount of hard work that goes into getting to the point of receiving these awards. As I walk around the campus, I've been in and out of Ms. Brown's

classroom and I've seen the students interacting. One of the things that struck me early in the Fall when I had the opportunity to stay awhile – about 35, 40 minutes in her classroom was the amount of teaching that was going on: teaching, students teaching other students. Ms. Brown facilitating that learning and it truly is an example of 21st century learning environment in a 21st century classroom – shared collaboration. It's just energetic. I got lost in time and didn't want to leave. I never was a part of the student newspaper in my high school experience, but sitting in that classroom, I certainly wanted to be.

I appreciate all of the hard work and Ms. Brown, if you could just highlight the accomplishments of your students, I think that everyone in the room is going to be extremely impressed.

Ms. Brown: Okay, well thank you. I'm not sure that all of them could come tonight. I did invite many of the students who won awards, but those of you who are here who won a Keystone Press Award, if you could stand up for me please? I think there's several of them back there. They won awards for a state-wide competition for some stories that they worked on.

We also have some students, I think here tonight, from the national award that we won from, I was going to have Bethany and Bobby represent us for that. So Bobby is one of our managing editors and Bethany Foxx in the back – they led The Broadcaster in receiving a first place award in the national competition. So we were very very pleased with that. Thank you.

Finally, we entered a center spread, which is the center part of one our sections of the paper, so it's like a two page spread in a competition that was run by the Pennsylvania Coalition Against Domestic Violence about teen dating. We have Allison Faust again and also Libby, if you could stand up for us, representing their efforts. We won a first place award in the state for that one as well, so thank you very much for giving us the opportunity to come tonight and to recognize us.

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

Mr. Cole: I just have a quick comment. Stephen and I are both members of The Broadcaster and I would just like to affirm that these awards and these accolades don't come without fantastic guidance. We have a truly fantastic advisor who is a well versed professional in journalism and public relations, so she, of course, does not like the limelight as you can see, but she is a fantastic advisor and we're very grateful to have her on staff as well.

Mrs. Sheffey: Excellent. Thank you. Thank you all for coming. I know you had plans, I'm sure for tonight.

3.03 Presentation – 21st Century Learning Environment - Elementary

Mrs. Sheffey: I believe the next item on the agenda has been removed. Is that correct?

Dr. Faidley: Madam President, the item on 21st Century Learning Environment is going to be a presentation by 2nd graders and has been tabled for this meeting and moved to the next meeting.

Mrs. Sheffey: Okay, thank you.

3.04 Presentation - Food Service Budget and Meal Prices for 2012-2013

Mr. Hummel: Good evening. Most of you, I'm sure, know me. I'm Greg Hummel, Director of Food Services. For those who don't, hopefully over the next hour of my presentation you'll know who I am. I'm here tonight to present our food service update to you for next school year and to talk to you about our cost and our prices. But if you just indulge me for just a moment, I'd like to give you a brief overview of our program, to summarize why we were here, and what we do for Derry Township School District.

Our Department has a dual mandate from you, the Board. First, the meals we serve are designed to help make good education possible by giving our kids high quality nutrition that they need to learn well. While we perform this task, we have to operate as a successful business. We have a mandate to pay for all aspects of our operation out of the revenues that we generate in our cafeterias. So if you think about that, that's quite unique in how a typically school budget runs. We have to efficiently operate a retail business with thousands of individual sales to our customers each and every day. So if we want to continue to meet the first part of our mandate – to provide support for quality education, we have to pay attention to the second part. We have to be efficient in the business of feeding our students.

I'm here today to tell you that when it comes to doing those two things that you've asked us to do – feeding kids nutritious food so they can learn and paying our own way in the process, we have done so consistent. That means we haven't had to ask for your assistance to mean any shortfalls in our budget. We've managed to do this – and I'm going to be showing you a variety of different pictures actually just from this present school year – we've been able to do this consistently and by improving the quality and variety of food we offer.

We are faced with a triple cost whammy, unfortunately for next school year. In the history of the National School Lunch Program, which is a federal program that we belong to – in the 66 years of existence, there have not been federal mandates as such that will take place next school year. Looking at the

elementary level, we will be mandated to offer an additional half cup vegetable every day and at our middle school. At our high school level, we are mandated to offer an additional half cup vegetable and an additional half cup fruit. Now in addition, we have to increase our whole grain selections. There will be subgroups in our vegetables to provide variety of nutrients. We have to lower our sodium and the list goes on and on.

Then we have loss of state funding. As you're aware, under the present Governor's budget, they're taking line item reimbursements back to the School District and lumping them into a grant-type form of reimbursement. The direct affect on Food Service, since we're a separate entity is we're going to lose over \$20,000 in that 50% reimbursement of Social Security. And, to make matters worse, of course with the state retirement share increasing, that's going to have an additional \$20,000 affect on our budget. So that's at least \$40,000 in increased cost or lost revenue and then the additional cost to meet the Healthy Hunger Free Kids Act.

This perfect storm has not and will not deter us from doing the great work that we do each and every day by providing a wide variety and nutritious selections at both breakfast and lunch, but we have not and will not stop there.

I cannot thank the elementary PTO enough for all their assistance this past school year in partnering with us to offer different sample days. We've also teamed up with local chefs and with the support of our instructional staff and our Administration team, our students across the District have had the opportunity to sample a variety of different healthy food selections. Some that have changed our menu already, some that will impact our menu next school year, and we will continue to make sure that we provide those items. Children will learn to change their eating habits over time and these sampling events directly help that.

Our partnership with the Pennsylvania University Dietetic Program has drastically increased the nutritional education that we provide in the classrooms – 4th grade, 6th grade, 7th, 8th grade, 11th, and also provide nutritional counseling and education within our cafeterias.

So, on top of all that, we're a partner within the student community and our regular community by offering our assistance with their fundraising efforts. We provide not only food and beverage, but countless labor hours and assistance in helping them earn the money that they greatly need to fund their programs.

We are a totally integrated program. We not only serve breakfast and lunch; we do serve education every day. The only way that we can continue to provide this top rated service to our customers that they expect and demand is to continue providing nutritious offerings is to make a small price adjustment in next year's meal prices. I am recommending to you this evening, a small increase in breakfast – our breakfast prices next school year would be \$2.00. Our

elementary lunch prices would be \$2.80. Our middle and high school lunch prices would be \$2.95 with adult lunch prices being \$3.50. By approving these price increases, our Department will have financial soundness that we've established over the last 15 years.

We owe to those students who each and every day make the choice to eat the meals that we prepare for them to continue to provide them with first rate nutrition and appealing food that they really want to each. That is the key. If you approve the price increase that I've requested, I promise you that we will continue to meet the goals that you've established for us and the high nutritional standards that our students need. I'd be happy to answer any of your questions.

Mrs. Sheehan: I have a couple questions. How many students actually eat breakfast?

Mr. Hummel: Our breakfast participation is at the highest at the elementary building. We only do about, it's under 40 a day.

Mrs. Sheehan: Okay.

Mr. Hummel: At the middle school, it varies. It's around 40 and growing at times. The high school it varies, because they pick and choose the type of selections they like. So in a business sense, our operating costs are higher than our revenue, but we're doing the right thing for the kids' sake who do come for breakfast. Those are the children that really need the breakfast.

Mrs. Sheehan: What is the ratio of students who actually buy versus packing their own lunch?

Mr. Hummel: We do have a high percentage here of packers and our interns have noted that throughout their visits. It's hard to really pinpoint an exact number. I think with the community being blessed to have either mom or dad at home in the morning, sometimes they're more opt to pack a lunch or it depends on their nutritional needs. We've had students who, if they're very athletic, their caloric needs are very high, so they're eating throughout the day.

Mrs. Sheehan: Thank you.

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

Dr. Cronin: Just a quick question. The prices of \$2 and \$2.80 and \$2.95, is that a – did you say how much of an increase that is? Is that 10, 20 cents a day?

Mr. Hummel: At the elementary, it would be 15 cent increase. Breakfast across the board is 10 cents and then middle and high school it would be 10 cents.

Dr. Cronin: Thank you.

Mrs. Sheffey: I believe Mr. Hancock had a question?

Mr. Hancock: Actually I was going to ask the question as Donna, the percent increase, but I guess my other question would be when was the last time we took a price increase?

Mr. Hummel: We did a small increase for this present school year. Each year, just like the general operating budget of the School District, our cost continue to increase and it's very difficult with the new standards and then the loss of revenue.

Mr. Hancock: So I guess my question is going to hitchhike on Donna, are you getting to your cost structure through organic growth or is the pricing action covering it? Are more people taking advantage of your services, I guess?

Mr. Hummel: We saw an increase this past school year in our sales, which is really good. We offer quite a variety of services, so if it's either meals or a la carte selections.

Mr. Gräb : The federal mandates that you have to offer a half cup of vegetables and you have offer a half cup of fruit, is it mandated that the students take them or do you just have to offer them?

Mr. Hummel: Under the new regulations next year, for a meal to be classified under those price structures, that's the Government reimburseable meal, they have to have at least a fruit or have to have a vegetable. Under the present offer versus serve, they may not take that. They can decline two items. They can still decline two items next school year, but they have to take a fruit or vegetable.

Mr. Gräb : Will there be someone monitoring how many of those fruits and vegetables are actually eaten? Having been down this road and in the past we seem to in dealing with young people, they have to take a fruit and they have to take a vegetable and it usually ends up in the recycling bin.

Mr. Hummel: Well, I can tell you what we do so that they take what they want and want what they take, as I say to the students. We offer a wide variety of – just looking at fruits – three different fresh fruits a day, at least three canned fruits. They have at least three different vegetable servings – next year they'll have maybe even four or five a day. Then through the sampling events it helps promotes eating different items, so when you're offering a wide variety, you're hoping that they will take one of the choices.

I can tell you two years ago when we went to the packaging program, for any of you that have seen our packages – we do a heat seal so there's now gas

injected into it, but we do a heat seal on our fruits and vegetable servings. When we started that two years ago, our fruit – the amount of fruit that the students took on their lunch as part of their lunch doubled – District wide. I wish I could say the same for vegetables. We've seen an increase.

Mr. Gräb : Thank you.

Dr. Cronin: I have another quick question – regarding the payment cards – the swipe cards. I know we currently are with an online vendor, but I believe they charge a fee every time money is added.

Mr. Hummel: They charge \$1.95 a transaction. What a lot of us doing realize, there might be some of us in the business world here. As a business, if you take credit cards, you pay a fee and sometimes that could be 4.95% of the transaction. When we went to this online system, which is a third party. It's just another option. They can still mail a check, send a check. I knew, I didn't know at the time, how great, but I knew we couldn't absorb those fees, so it's typical with any type of program where the parent pays some type of fee. We have right now over almost, we're over one million dollars in sales, 80% is funded by a debit card, so off the account, and 50%-60% - almost a half million dollars is by credit card payments.

Dr. Cronin: People paying for their meal cards online.

Mr. Hummel: Correct.

Dr. Cronin: Have we shopped around for less than a \$1.95, that's a – seems like a relatively big hit. Are there other vendors that would do it for less? Have we investigated that?

Mr. Hummel: I know it slightly varies, but I'm not exactly sure right now.

Dr. Cronin: And if somebody puts money on their card and they don't use it at the end of the year, I know it rolls over into the following year, but upon graduation what happens?

Mr. Hummel: We can either refund it back to the family or transfer it to another student.

Dr. Cronin: So folks should not be worried about putting excess on to reduce the \$1.95 fee. Obviously, if you have a \$1.95 fee, you're not going to want to do that weekly or monthly. You're going to want to do that maybe once or twice a year. So they don't have to be afraid of having too much on and not using it.

Mr. Hummel: They can always get a refund.

Dr. Cronin: Perfect. Thank you.

Mrs. Sheehan: Have we looked into e-check instead of doing an online credit card transaction, actually doing an e-check, because oftentimes those transaction fees are much less expensive than those of credit cards.

Mr. Hummel: Some of our parents do utilize through their own banking system automatic checks.

Mrs. Sheehan: But you can't log onto the SNAP card system and doing e-check.

Mr. Hummel: You can log on – well you can.

Mrs. Sheehan: You can do it with an e-check transaction?

Mr. Hummel: You can and not pay a fee. You can just check your balance. The parents, I think, who use that like that they can set up reoccurring payments. You set it up and it's kind of like set it and forget it, because then it automatically funds.

Dr. Cronin: But it's \$1.95 each time though?

Mr. Hummel: Correct. It's just another option of making payments.

Mr. Morelli: Thanks Greg. Just a quick question. What do you do with your leftovers at the end of the day that obviously you can't use? Who do you give them to?

Mr. Hummel: We actually use a computerized production system that really watches how much food we produce and how much was taken. We're providing 8 to 12 different entrée selections a day at the middle and high school, so your numbers can vary, so it's difficult, but the staff – they do a phenomenal job. Items that can be used, of course, are reused. Salad bar is always a great option for the high school. They like different items utilizing the leftovers and then some items have to be thrown out.

Mr. Morelli: You don't have the volume to sort of participate in food banks or anything like that?

Mr. Hummel: There are times – the Ronald McDonald House, places in Harrisburg that we will if it's a larger amount. We're fortunate not to have those types of leftover quantities, but when we do, we do donate.

Mr. Morelli: Thanks. Thank you.

Mr. Hummel: Thank you.

Mrs. Sheffey: Any other comments, questions? Excellent. Thank you Mr. Hummel.

3.05 Presentation - Service Dog

Dr. Shuman: Good evening everyone. It's a pleasure tonight for me to stand here before you and introduce Ms. Wade and as well our new member of the middle school team, Gem. As you can see the middle school has gone to the dogs. I couldn't resist the humor.

I just wanted to talk a little bit about since Gem has come on board some of the things that we've done. She joined us in March and has really made a big impact in Hershey Middle School already in a lot of different areas. One of the first things we did when she came on board in March was we wanted to figure out a way to kind of introduce her to all of the students and just kind of get the word out that she's here. We were also looking for ideas for a community service project through our advisory program. Each year we have a different focus in advisory. Last year we went through the year and the focus was citizenship and at the end we did a big project on shoeboxes for soldiers.

This year our focus was on ownership throughout the whole year, another part of the Cocoa Principles and we wanted to find a way to help students take ownership or take responsibility for some type of service activity and we thought that would be a great way to kind of introduce Gem as a service dog to the students and kick off our community service activity, so we started the whole program off not really sure about, you know, how it was going to go, but we started off with an assembly, introduced Gem, and really spoke about what it means to do community service and talked about how service dogs really provide a tremendous service to their owners. She ran down through the auditorium from the back and some high school kids kind of showed the students some of the different things that she'd been trained to do. Kids got pretty excited about the opportunity to do some service and we explained that through the next couple of weeks we'd be talking in advisory about community service and how to make that happen and make a difference in our communities.

The next thing we did was we worked with the high school to bring over the students in the Service Club from the high school, pair them up with the advisory groups at the middle school and those kids – the high school kids talked to our middle schoolers about what they do in the community here in Hershey and what kind of service activities they're involved with. Then we spent two weeks in our advisory lessons where the kids and the advisors worked together to come up with individual ideas for serving the community. Some students came up with simple ideas like just going and mowing a neighbor's lawn, other students organized – one example is they organized a run after school and students in 6th

grade got involved and they charge some kind of small fee and then they donated that money, I believe, to the Ronald McDonald House or to cancer research. I mean, I have a whole list of different activities that the students did on the back of my sheet here, but we were really amazed when we were done after two weeks, we had 455 different students do a community service activity of their choice. Kind of how this all tied back to Gem is we had them fill out a paw and we called it 'Putting Your Best Paw Forward' and list their community service activity and when they did it. Those paws are all posted around the entrance to the middle school when you come in, so you can see kind of the impact of that activity to have over the half the students do some type of community service was really pretty amazing. We weren't sure how that take ownership, take your own responsibility for your service was going to go initially, but when the numbers came back that was pretty amazing.

Along with that, we did ask students if they were interested in donating spare change at student lunches to donate back to the needs organization where we got Gem from to help them provide service dogs for other people who need them, such as disabled veterans, things like that. We thought about doing that with Susquehanna Service Dogs locally, but went with the organization where we got Gem from, because they really helped us get a dog that was really fit for school. She is slightly over sensitive, which means she is really good at dealing with large groups of people and knowing when it's okay to approach and when it's not and we really wanted to be sure that we had an animal that we were positive was not going to be any kind of safety problem in a school with 900 kids.

So just to talk a little bit about some of the things the students did: we had students who did things like visiting retirement homes, volunteering time tutoring other students, raising money for world hunger, running lemonade stands and donating the money to cancer research, helping at an interface shelter in Harrisburg, volunteering to help with T-ball practice, helping at the Hershey Food Bank, volunteering at the animal shelter, and the list goes on and on. So the kids came up with those ideas and did them really on their own and the focus was all around service, so Ms. Wade, do you have anything you'd like to add about – oh, I almost forgot. We did more than that. We have had Gem working pretty regularly in our autistic support classroom. She spends a considerable amount of time with those kiddos – a couple times of week. She's actually been worked in as a reward or incentive into some behavior plans, which really seems to motivate some of our challenging kids as far as finding something that works. They get excited about being able to spend 10 minutes walking Gem if they meet their goals throughout the course of a week and just general interaction with the students. Haven't taken her down to the cafeteria with all 300 kids at one time eating lunch, I know a little bit about dogs and I'm a little nervous about how that might work out, even though she's very well behaved, but she gets out and about a lot during the day.

Does anybody have any questions about Gem?

Mrs. Sheffey: Any questions? Dr. Donahue.

Dr. Donahue: I just had a comment. I think it's a great idea, because coincidentally you might have seen in the newspaper today there was a story from AP regarding therapy dogs being used at Emory University Law & Medical School, Harvard Law & Medical School to calm down students during final exam time, so it's good to see that we're keeping up with ivy league and better southern schools at least in our dog programs. Miss Wade, I know you're taking care of the cost of the dog, did you actually have to purchase the dog yourself too? Or do these organizations give them away?

Ms. Wade: Yeah, thank you for the opportunity to clarify that. The agreement is that I will co-fundraise for the organization, so the dog – the cost of the dog, when I got the dog I met somebody from – it's called Gemma Industries that paid for her and her training, but I agreed to work with needs over the course of the dog's life.

Dr. Donahue: So, individuals can't get a dog like this? I have to train my next dog again.

Ms. Wade: Yeah, and she is fun, but if she could talk she would tell you she's not my dog. On Monday mornings –

Dr. Donahue: Can she talk?

Ms. Wade: No. On Monday mornings when I pull in, she seems to know, every Monday morning there's this yip and it's just a yip of joy. It's really neat to see, so no –

Dr. Donahue: So most people that get these dogs help raise money for the organization that creates or that trains the dogs?

Ms. Wade: Right.

Dr. Donahue: Okay thank you.

Mrs. Sheffey: I think, Dr. Parrish?

Dr. Parrish: I was going to make the same comment that Hank made. You can actually check one of these out at the Medical School library at Harvard if you're feeling stressed out and you want to go out for the day, you check a dog out at the library.

Mr. Cole: When I first heard about having a service dog here, I was kind of confused as well, so I researched that and I did find the same thing at Yale

where you can actually check a service dog out. When Ms. Wade is here with Grades 9 through 12, Gem is here as well and she really does do wonders for just the mental health of the school community, so aside from the students with disabilities, she's really helping a much larger student community.

Mrs. Sheffey: Thank you. Are there any other Board comments or questions? Okay. Thank you Ms. Wade. Thank you Dr. Shuman.

Male Voice: Thank you Gem.

3.06 Presentation - Health Care Budget 2012-2013

Dr. Kepler: Steve and I will pinch hit here as we go. We have two documents on the screen for you to squint and see. The first one is basically just showing our renewal from Highmark. The renewal and we'll show two different – between the documents – two different timeframes of cost. Highmark factors our renewal based on a September 1 to August 31 timeframe. The data in front of you is a September 1, 2010 to August 31 of 2011, so there is a lag there, but the long story short is that they are showing in the bottom right, if you scroll down a bit Dan, ultimately an 8.3% increase in cost from the previous same time period a year earlier. On the medical side a 7.29% number and on the prescription drug benefit plan, a 13.67% increase with a large chunk of that money on the medical side coming to that 8.3% increase in renewal numbers. It's important to know that we are self insured and that – so basically as a school we pay a flat fee per contract for the processing of claims. Other than that, we pay the claims, the claims, the claims.

If you look at the second document, and I'll let Steve pinch hit here and how and why we're presenting it tonight specifically about this and how it impacts our budget for 2012-2013.

Mr. Rineer: Thank you very much. We track our claims, in fact we track all the components of our health insurance plan for the entire year and on this screen here, I've summarized the three page sheet that Mr. McFarland just passed out. I can get a pretty decent idea, generally speaking, after six month's worth of data of what kind of year we're going to have. Now there are a lot of changes that can occur. Some of you may recall that sometime in December I expressed some concern that our medical costs were running ahead of last year, ahead of budget actually this year. You also recall that last year as part of our budgeting process we had a good year last year for health insurance for the health claims and because of that we did not increase our 2011-2012 budget expenditure for health insurance. I thought that was a reasonable decision, because, as I mentioned, we were having a good year.

Sometime during the month of December I started to have some concerns – the bills that we get, the claims that we get every week are somewhat cyclical and we got up into March and I thought that we had turned a corner and then April hit. April was really a horrible month. In the schedule on the screen you can see our 2011-2012 – our current year – our budget is \$4,273,000, that's the exact same number as I mentioned last year. Projected as of right now, I think our costs are going to be \$4,419,000, so I'm projecting that right now we're going to be over budget by about \$146,000.

I applied the projection amount of \$4,419,000 and increased that cost by 8.3% - that adds another \$366,000 of costs to the following year, that 8.3% as Dr. Kepler mentioned, is what Highmark is projecting for overall medical inflation for one year. That results in a projected cost for all of our medical expenses of \$4,786,000 more or less as shown in the far right column. However, as of right now we are budgeted for 2012-2013 at \$4,600,000, so we are projecting with an 8.3% increase over our current projected expenses that we could be over budget next year by about \$185,000. That obviously gives me great concern, so my recommendation is that we increase our health insurance line item in our 2012-2013 budget by the \$185,000 estimated projected increase.

On the handout that I passed out, I'm trying to save paper so put it both on the front and back. If you take a look at the third page in, so if you just flip it you can see that there is a lot of information here, but on April 4 our health claims for the week was \$120,000. The following week, April 11, was \$59,800, but then April 18, the claims were \$116,000. The following week, another \$116,000. The following week \$142,000. The following week on May 9 was \$90,000. One of the elements of this that is also a bit of a challenge – we have stop loss coverage that protects us from claims in any one year which exceed \$170,000, so if I have medical claims for me of \$170,000, the stop loss insurance comes into play and the District is no longer liable for any additional claims on me. I don't know whether it's good or bad, but it's just a fact that this year the medical claims seem to be composed of a lot of medium sized claims for which we will not receive any stop loss reimbursement. I think as of mid May, the highest of medical claims of any of our employee is somewhere in the \$110,000 range, which is a lot of but we're not going to reach stop loss on that or anybody else. So we don't have anything to gain there either. It's not been a good year and I'm trying to base the 2012-2013 estimates on the current year. My recommendation is that we increase our line item for health insurance by the \$185,000.

Dr. Kepler: Madam President, if I may just add too – as the Board considered preliminary budget so many weeks ago, our numbers for current year were showing that we were going to meet budget. Steve shared with you the numbers over the last several Wednesdays – those of you who have heard before our Wednesday joke that if Steve's assistant and the Benefits Coordinator places the bills on his desk, if it's not a good a number and hands them directly to him if it's a good number. To maintain budget, that number should be a five digit number

Steve would say starting with a 6, so \$60,000. You can see for four, five straight weeks we've basically doubled what we need to maintain budget and that's why we as an Administration are coming back to the Board here between preliminary budget and as we approach final budget with the need to revisit that dollar figure.

Mrs. Sheffey: Thank you.

Mr. Hancock: Question for Bernie. What's the conversation we're having with employees, the bargaining units, on wellness and mitigating costs?

Dr. Kepler: I'd be happy to address that. We are, as a District, having a very collaborative effort with both HEA and HESPA regarding continued education of benefits knowing that utilization impacts future costs. Educating staff on when to go to the emergency care clinic on a Saturday versus the emergency room where they can get care at a cheaper cost. Educating on wellness, in fact, the last teacher contract with HEA has provisions for discussions on a more formalized wellness plan that would look at the potential of incentivizing employees for meeting specific requirements within a health plan, so those meetings are occurring as we speak here over the last few weeks and continue.

Also with, on the prescription drug benefit plan, educating our employee base on how to maximize the dollar. We do already have a mandated mail order plan for maintenance prescriptions that has saved us a lot of money as a District, but also going out there are two pharmacies that did not re-negotiate into the Highmark plan so they will drop off of our plan and save us costs as well as one that's on the plan that we've learned is a little more expensive for both the employee and the District, so educating them on that fact as well to save some further dollars.

Mr. Rineer: One of the items that the Highmark representatives mentioned during our annual review was that our utilization of generic drugs, generic prescriptions is much higher than average groups and higher than other school districts and higher ed institutions. So we have a fairly knowledgeable group about healthcare and utilization of healthcare resources. Yes, we are working towards wellness. It seems that our employees are already doing a fairly good job in wellness or else our claims would be higher. Wellness programs are – their primary benefit, generally speaking, is you see it over two or three years. We continue with the assistance of the teachers' association and the HESPA leadership to promote wellness and knowledge of the – you'll have to help me out, because my memory is not as good as the Memory Team's folks. They say you have to know your numbers. You have to know your cholesterol readings, your blood pressure readings, your blood sugar readings, and so that's going to be part of continuing to work with the union leadership for helping our employees take better care of themselves, but they're long term. They're long term impacts on health insurance. We won't see any short term impacts on these things.

Dr. Kepler: Jumping back in – one other component is two of the three employee groups will share an increased employee contribution next year as well that those numbers, however, are already factored into the budget that you've seen.

Mrs. Sheffey: Okay. I think Dr. Parrish?

Dr. Parrish: Steve, at one time there was a restricted reserve fund to buffer odd years like this. Is that fund still in place and if so, has it been factored in to be used?

Mr. Rineer: Still have it, Dr. Parrish, it's a \$500,000 – the correct term for it would be committed fund balance reserve. It doesn't change the expense line, but if we wanted to preserve our fund balance component that is considered to be uncommitted, we could make a decision at the end of the year that we would reduce the committed portion of the fund balance and, therefore, it would not come out of the uncommitted fund balance, but still it's going to be a hit as an expenditure.

Dr. Parrish: Right.

Mr. Rineer: Any way you slice it, it's –

Dr. Parrish: But that fund was established for just this scenario, if I recall, if we have a bad year. Secondly, who negotiates our payments – for instance, Hospital A may bill you \$15,000 for a total hip replacement. In reality, they may see \$6,000 or just for instance. Who is negotiating that for us or are you one of those golden eggs that we all love that we bill you \$6,000 and you pay me \$6,000.

Mr. Rineer: No, no no, it doesn't work like that. One of the advantages of being part of – having our insurance through Highmark or Capital Blue Cross would be another or HealthAmerica would be another is that we have negotiated discounts with all healthcare providers, including hospitals, including physicians. When our employees see the EOB, the Explanation Of Benefits, they can see for themselves how much the standard amount of the physician's practice or the hospital is and then show the contract allowance that has been negotiated by Highmark or Capital Blue Cross or HealthAmerica, and then a final amount that is paid by us, the final payer

Dr. Parrish: Is that negotiated as a, for instance, a percentage of Medicare, like reimbursed at 150% the Medicare rate? I think it's something we probably should get a better handle on, because there may be lots of money there.

Mr. Rineer: That's a question that I don't know. My understanding is that Highmark's and Capital Blue Cross's negotiated rates are pretty much as low as you can get in this area, but I will look into the question.

Dr. Parrish: Okay.

Mrs. Sheffey: Actually I think Mr. Morelli and then Mr. Hancock.

Mr. Morelli: Just a quick question – the admin cost \$186,000, what's in that cost?

Mr. Rineer: The admin cost is the ASO fee we managed to negotiate. That's one of the few things that we do have some ability to negotiate in here. We have negotiated a no increase for the 2012-2013 year at a \$1 increase per employee per month for the following year. It's really the cost for Highmark to adjudicate the claims. That's really what it amounts to.

Dr. Kepler: And that negotiations was actually a three year so the 2012-2013 rate maintains the same cost and 2013-2014 to 2014-2015 with \$1 increase as Steve said per employee contract per month.

Mr. Morelli: Thank you. Thanks Ellen.

Mr. Hancock: Dr. Kepler, just one more question. On the administrative part of this, I understand the cost element. What would our employees say their satisfaction level is with the administrative procedures around their benefits? Do you have any feel, I mean, have you heard anything?

Dr. Kepler: They would say Steve is doing a phenomenal job, no, I really don't have a handle on that.

Mr. Hancock: I meant as far as them –

Dr. Kepler: I've not had any expression of concerns from the staff regarding processing.

Mr. Rineer: And I'll back that up.

Mr. Hancock: I just want to make sure it's a balance between the cost and the service. I guess that's where I'm going with the question.

Mr. Rineer: I suspect that if there was any concern by any of the employees, we would have heard about it. Typically, you know, I have said in years past, that the Accounting Department, the Business Office is a backroom operation and if we're doing our jobs right, nobody hears anything about it. I think that that's the way it is with our health insurance program. I think that's the way it is with our Section 125 flexible spending account program. I think that's the way it is with our 403b and 457 tax annuity programs. The people are generally, the entire staff is generally very very pleased with those programs that we run.

Mrs. Sheffey: I think Mr. Gräb had a question?

Mr. Gräb : I actually have two questions for Mr. Rineer. Based on your research and your data analysis, is it your opinion that it's still in our best interest to be self insured as opposed to going with a commercial provider?

Mr. Rineer: Absolutely. I don't have to hesitate in that recommendation. The idea of going with a third party indemnity plan has to do completely with transfer of risk and any time anybody is willing to assume some of the risk, the costs are going to be less. Now on the other hand, the risk is that in some years you're going to have claims experience which is higher. I would have loved to make the decision last year about this time to go third party indemnity, because we would have come out well. On the other hand, the insurance advisors that we use, the consulting firm, says – they estimate that since the inception of the self-insured plan, the District has saved upwards of \$10 million dollars in going self insured. That's a huge number. So any time I hear numbers like that, I say, gee whiz, could that really be true? Maybe it's not, maybe it is, but I would say, well, if we've saved 75% of that number, that's still \$7.5 million. So I would strongly recommend continuing with the self insurance program.

Mr. Gräb: As a follow up to that question, is there any discussion of joining other districts that are in a benefits consortium or may not that be in our best interest?

Mr. Rineer: We've done that. As recently as I think last Fall I think we were looking into it. One of the ideas for these consortiums is that they want the participants to put a chunk of dollars up front and not a small chunk of dollars. They would like us to, for example, put in \$600,000 up front, \$800,000 up front. In the discussions that we've had with these consortium folks, they advertise that the ASO fee would be thus and such, and I kept my mouth shut, because our ASO fee – you know they're advertising a wonderful ASO fee, that's the Administrative Services Only fee. They were telling us they have a great ASO fee. It's "x" dollars. I'm thinking, gee whiz, that's already – we're already lower than their best deal. Why should we join this consortium and have a higher ASO fee and be required to put dollars up front and lose the identity of our group.

As I mentioned before, it seems that our insured population, our employees, seem to be fairly knowledgeable and fairly good consumers of healthcare dollars. Why should we throw in our healthcare program with another district or some other organization that may not have the claims experience, the positive claims experience that we have? We would end up subsidizing other organization's programs.

Mr. Gräb: I can assume then, from your perspective, you're doing the best possible thing you can to save our District money?

Mr. Rineer: To be honest with you Mr. Gräb, when I finally end my term here, I think the health insurance program will be one of the finest parts of our programs that I've been involved with.

Mr. Gräb: That's 15-20 years down the road.

Dr. Parrish: Steve, you've sort of given some broad categories where the costs are up. We're paying these guys to administer the fund. Have they gone back and looked, do we have outliers? We had 10 people with catastrophic illnesses this year that we typically don't. Is this because healthcare costs in general has just climbed that much? Can you give some feedback on what to expect?

Mr. Rineer: That's some of it, Dr. Parrish, there are healthcare rules, the HIPAA rules that I really have to comply with, however, I heard scuttlebutt. For example, there was a real substantial claim that we had as a result of a motor vehicle accident where our insurer was not at fault, but the other party involved was underinsured on their accident health insurance program of their auto insurance. We got stuck with a six figure bill and my comment to Mrs. Downs, are you sure this is our responsibility? Call up Highmark and call up Elite and see if we really have to pay all this? The answer was that yes, we did.

Dr. Kepler: To add, dependent care to the age of 26 provision has added about \$26,000 of cost. It's not outrageous in a \$4.2 million dollar number, but still a factor.

Mrs. Sheffey: Are there any other Board member questions or comments? Okay thank you.

3.07 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.

3.08 Recognition of Citizens (Agenda Items)

Lisa Winters: This past year, I played on the Varsity Field Hockey team coached by Tami and Doc Scola. I learned a lot through the season and I also had a lot of fun. Knowing that the vote to bring Mrs. Scola back into the coaching position is tonight, I'd like to encourage the Board to vote in favor of Mrs. Scola so the team can start practicing and preparing for the upcoming season. Thank you.

Mrs. Sheffey: Thank you.

Sonya Torres: I am a senior this year as opposed to Lisa. She was a freshman. I would like to say that over the past four years, I've had the honor of being coached by Ms. Tami Scola as well as Dr. John Scola and they have been four great years where I have not only grown as a person, but also as an athlete. They helped me tremendously by helping me get accepted to the University of Wesleyan where I will be attending this coming fall to play both field hockey and lacrosse. I also want to encourage the Board to approve Coach Scola's return, because I feel that it is in the best benefit for the program – the future of the program to put the future of the athletes that this be approved. Thank you.

Mrs. Sheffey: Thank you.

Cheyenne Rodriguez: I am also here to just encourage the Board to vote in favor of Coach Scola to return as the head field hockey coach next year. I had the privilege of being coached all four years by Coach Scola and Doc Scola. I can honestly say that I would not be going to Providence College to play in the Big East next year and I grew as a person. Coach Scola not only has taught me a lot on the field, but she's always been there for me off the field whenever I needed her, so I encourage because these girls will learn a lot from her within the next four years and the girls to come, so I really encourage you guys to keep Coach Scola. Thank you.

Mrs. Sheffey: Thank you. Any other comments? The next, oh I'm sorry.

Shelly Tice: It was really nice to hear from the players that were coached by Coach Scola and I'm here to thank the Board for giving me the opportunity on the behalf of numerous parents here this evening to speak on the behalf of the recommended candidate, Tami Scola, by this Administration for the head field hockey coach position. I know there's quite a bit of parents in the audience that I'm speaking on behalf of.

I kind of want to address the hiring process and the qualifications of the recommended candidate. I asked the Board a few weeks ago to hold off on accepting any kind of recommendation for the field hockey coach position from the Superintendent until I had the opportunity to meet with Dr. Faidley, because at that time, I was unsure where we were in the hiring process. I was granted that by the Board, and I thank you. Prior to meeting with Dr. Faidley, I had utilized the chain of command to inquire about the process of hiring the most qualified field hockey coach. My daughter, like many other of the players that spoke and former players and current players and students at Hershey High School had positive experiences with the recommended candidate, and I just wanted to make sure that the Administration was aware of our positive experiences and that's why I wanted to go through the chain of command.

Mr. Elias, the Athletic Director, Mr. Murphy, the Principal at that time, and Dr. Bernie Kepler, the Assistant Superintendent all spoke favorably about the

candidate being recommended this evening. Dr. Faidley, at that time, was unsure of where we were in the hiring process at our meeting, but he assured me that he would support whoever the Administrative Team recommended. Dr. Faidley told me the process was that the Athletic Director did the interviewing and that the Assistant Superintendent was responsible for overseeing the hiring of the coaches and the personnel. The Assistant Superintendent reviews the recommendations and then forwards the recommendation to the Superintendent. I was told by Dr. Faidley that he would support the recommendation of his staff, which I gather is standard procedure since they are paid for making such recommendations. I'm appreciative that Dr. Faidley, Dr. Kepler, Mr. Murphy, and Mr. Elias are all in support of the candidate this evening. The Superintendent kept his word to me that he would support his staff by supporting the candidate being recommended and forwarding that recommendation to the Board this evening for approval, so, I, too, am hoping that our candidate is voted in as our head field hockey coach.

I just want to talk a little bit about her qualifications. I want to say that there has been a lot of emphasis about the field hockey program, and I think that it is the product of the success, which is a tribute to the candidate being recommended for the position tonight. You might not be aware that in the early 90s the District was barely sustaining a program, and it's no longer the case. The program is now recognized state-wide and by numerous collegiate coaches. As you heard some of the players, they are going off to college to play field hockey. I do contribute that to our candidate.

The candidate has coached here for 20 plus years. She helped 40 different seasons, has coached 5 different sports. She has 300 plus wins. She has 9 league championships, 20 players participating in college level, and the list goes on, but those are just some of her accomplishments.

So, in summary, I recommend that the candidate for the head field hockey coach position is well qualified. She has support from parents that are here tonight, players, students in the District. She comes highly recommended by her coaching colleagues, and lastly, has the support and is being recommended by our School Administrative Team. Based on the above, I am optimistic that the Board will vote yes, as they have done in the past for candidates supported and recommended from our newly hired Superintendent and staff.

Mrs. Sheffey: Thank you.

Lauren Wilson: I felt the need to use this opportunity to share with you my positive experience with Tami Scola and Hershey High School field hockey. I have been hearing many various complaints on this topic, and I felt it necessary to share with you my experience to the program.

I graduated from Hershey High School last year in June of 2011. I am a product of this wonderful School District system, and I now have moved on to the next level. This School District has given me the necessary life skills, both academically and athletically, to easily compete with and surpass my peers, many of whom came from a private school institution, and for that I could not be more grateful to have attended this school.

I've just completed my freshman year at Villanova University as a nursing major and a member of the Division 1 Big East field hockey team. I am incredibly blessed to be able to say that I had great successes my freshman year, both athletically and academically. I owe a lot of my success and the person I have become to Tami Scola. Through being a part of Hershey High School field hockey for four years under her coaching, as well as my senior year in lacrosse, she has helped me grow and become the athlete and person I am today.

As for my athletic career, I just completed my freshman season as well as spring season for Villanova field hockey. Looking back on my career thus far, I have so much to be proud of. I was on the starting lineup as a freshman. I played in my first Big East conference championship tournament. I was named to the Big East Honor Roll, nominated to the National Coaches Association National Academic Squad, and I am proud to say that I finished my freshman year with an overall 3.53 GPA. All of these things I accomplished through my own hard work, but I would not have been able to do it without a coach like Tami Scola. She saw my potential to become not just a Division 1 player, but a successful player. She showed me the hard work it would take to get there. She taught me the fundamental skills and the game sense that would take me to a new level of field hockey, but she also instilled an expectation of hard work and consistent effort at all times. She helped me demand more of myself than I thought I was capable of and that helped me transform into the player I am today.

I would never have dreamed of being able to play at a Division 1 Big East school, let alone be an integral part of the team and a big contributor. She saw the potential within me and told me that if I was willing to work harder than I ever had before, I would get there and I did. The program she has built over the years and the over 50 collegiate players she has sent, such as myself, would not be where we were today if it wasn't for her. Not only did she strengthen me as a player with my athletic talents, but also as a person. Coach Scola helped me build my character and make me into a strong, respectable young lady that I am today. I spent four years playing under her and in those four years she helped me mature and grow. She instilled the value of teamwork and what it means to be a true team player. She taught me to work selflessly for those on my team and help me become a strong leader. These were life lessons she taught me and qualities she helped me grow into that make me who I am today. Everything she does is for her players and the betterment of the team. There isn't anything she will not do for a player of hers on or off the field. All you have to do is be willing to ask for help.

When I began my college search, Coach Scola knew how important academics were to me and how badly I desired to become a nurse. She supported me in my pursuit to find a phenomenal school with one of the top nursing programs in the country and a school that was the right fit for me. Her care for her players carries on past graduation. She stays in touch with her collegiate players to support as well as network for her current high school players. She goes beyond just being a coach, she becomes a mentor and a very big influence on who we become and what we continue to accomplish.

My hope in sharing this with you all is that you will be able to see from experience just how much Tami Scola brings to the program. She's truly a gifted coach and it is my hope that other young girls will be able to experience what I did in high school. I will always have such fond memories to hold on to playing for Hershey High School. The friendships I made, the lessons I learned, my accomplishments thus far, I owe them all to her. She has a commitment to excellence for her players, both as people and as players. She is shaping strong young women, not just strong athletes. In my honest opinion, there is no better person more qualified for the job as Tami Scola. Thank you for giving me your time to share with you my incredible experience.

Mrs. Sheffey: Thank you.

Allison Faust: I actually had a question. I'm not really used to these things, but I was wondering if Tami Scola was just being considered for the position of field hockey coach and not for lacrosse coach?

Mrs. Sheffey: Tonight it's on the agenda for field hockey.

Miss Faust: Okay, because I would just like to comment on the wonderful job our new coach, Coach Allison Furman has done in her first year of coaching lacrosse. I think she's done a very exceptional job coming into this position kind of thrown into it out of nowhere. For a very young coach, I think she shows wisdom beyond her years, and I just wanted to let everyone know the positive role model I look up to her as. I think she's just done an incredible job as a coach. So I just wanted to let everyone know.

Mrs. Sheffey: Thank you. Do we have any other comments?

3.09 Student Representatives' Report

Mr. Haverstick: The month of May marks the annual series of spring musical concerts performed by Hershey High School musicians. May 2 was the orchestra concert followed by the symphonic band concert on May 9. Tomorrow will be the choir concert. I personally was in attendance for the orchestra concert

and I can just say it was a magnificent performance with pieces from Lord of the Rings, Star Wars, and Wicked. Just with the fact that a large portion of our student body is involved in the musical program, it really is a testament to how important this facet of education is to our students and our District. I can certainly say that the support that the Board and Administration is giving to this area is certainly not going to waste. I think we have one of the best music programs in the area.

In a completely different realm of extracurriculars, Hershey High School athletics have also impressed this spring. Both the lacrosse teams have captured the Mid-Penn championship as the boys defeated Carlisle last Thursday and the girls gained a share of the title with CV. The baseball team will compete for its Mid-Penn championship, I believe, tomorrow, because it was rained out today. All three of those teams will compete in the District 3 playoffs later this week, so very impressive from all standpoints of our extracurriculars.

Mr. Cole: This past Saturday, Mr. Bittinger's AP Literature classes of which Stephen and I are both members of, conducted a car wash to raise money for the USO. The car wash was prompted by the recent completion of the timeless novel, All Quiet on the Western Front. So, in place of writing a research paper or something like that, we chose to conduct a car wash which raised \$630 for USO. I'm not complaining about that at all and the USO is certainly grateful.

Additionally this week marks the final week for advanced placement testing. Students will have taken 568 different exams by the time that Friday rolls around and, therefore, be certainly grateful for their completion.

Just a quick calendar note – the underclassman awards ceremony has been moved. It was originally May 16 and it's been moved to May 23, so mark your calendars for that. That concludes our report. Thank you very much.

Mrs. Sheffey: Thank you.

3.10 Standing Committee Reports

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

Mr. Morelli: I do Madam President. We had only two items on the agenda today. We talked about the tennis court replacements and the middle school Trane contract.

Regarding the tennis courts, you may remember we had an option on the table to replace them – the flood damaged courts in the existing location. We had two options: one was replace them – do a typical macadam replacement along with

the fence and another option that was thrown out by someone in the community was to look at some synthetic surfaces. The Administration did just that over the last couple of weeks and talked with some folks who not only sell the surface, but also some other folks that use it. We pretty much found out that it's a great recreational tool, but for varsity competition we couldn't find anyone that was using it. The cost analysis also showed that it was about \$20,000 more than the bid we have for Martin Paving to do the typical replacement that we had bid for with the macadam courts at \$163,000, a portion of which will be covered by insurance because of the insurance last fall and on top of that, I believe, there was money in a fund that we had put in for like, what, two years in a row towards the tennis court replacement. We're going to take a little longer to replace them so the Township has agreed and we're very thankful, for the District to continue using their courts for the next year – this fall for the girls' season and the spring for the boys' season, if the courts aren't finished by them at no charge – no cost to the District, like they're currently doing, which is very pleasing. They did not, however, agree to anything beyond that without some more dialogue. So, the Committee is recommending that we move ahead with the bid from Martin Paving for the \$160,000 that we have and that was it.

Next we talked about the middle school contract Trane contract to replace the unit ventilators. If you remember the Board authorized Administration to sign a contract to purchase unit ventilators. Well, Dr. Faidley has not signed that yet, because there were still a lot of questions about what we were getting and the detail of the actual energy savings program. So we've asked Trane to come back and do an analysis, an actual detailed engineering analysis. This will cost around \$60,000 to \$70,000 and give it to us by the end of the summer. As the Committee discussed the process further, we also decided at this point we would go back to bid for these guaranteed service contract again and then let the Committee have a little more time to consider all the applicants, including Trane, if they decide to come back and review that and try to make a decision by the end of the summer. The key is we've obviously missed the timeframe for this summer that we wanted to have this work done, but if we postpone it to next summer, we should be able to do the RFP again, do the analysis and then pick another vendor or the same for these guarantees in energy service contracts and be on target to complete that next summer at the District, so the majority of the work will not have to go on during the school year.

Did any other members of the Committee have anything to add? Dr. Faidley, did you have any other comments?

Dr. Faidley: No I do not.

Mr. Morelli: Okay.

Mrs. Sheehan: Can I comment Chris? I just wanted to thank Dr. Faidley for this recommendation for actually not signing the agreement. I was one of the Board

members, I think the only Board member who voted no when this was coming up to vote, because I thought as a Board member I didn't have all the necessary information I needed. There was no bill of materials, scopes of services, so I applaud you for allowing us to get the information we need to move forward for this agreement. Thank you.

Mrs. Sheffey: Any other Board member questions or comments? Okay. Mr. Morelli, are we going to be voting on the tennis courts tonight?

Dr. Faidley: No we are not. We will vote on the tennis courts at the next Board meeting.

Mrs. Sheffey: Excellent. Thank you. The Policy Committee met on May 3, Dr. Cronin, do you have a report?

Dr. Cronin: I do indeed. The first thing I'll mention is that in a few moments we'll be voting on a number of policies that have been approved for 30 day review and that includes 000, which is an Introduction, 003.1, which is Board Communications, 004.1, which is Student Representatives to the School Board, 007, which is Distribution, 008, Organization and Administrative Relationships, and 905, which is Citizen Advisory Committees. The investment policy is still being looked at. We need to come up with a policy for selecting the institution for wealth management and there was one other one – a new policy, Citizen Advisors in terms of how the selection will be made is something that is being reviewed right now. The only other thing that we did in the – we did a lot in the meeting, but we have also – we have divided up all of the remaining policies and anything that is outdated by more than five years, we are reviewing in small groups that we then bring to the Board to make sure that all of our policies get looked at and updated based on appropriate changes recommended by the Board. I think that pretty much summarizes it.

Mrs. Sheffey: Any Board member question or comments? Okay, I just actually have a request, Dr. Cronin. Can we make sure we get through the Citizen Advisor new policy at the meeting on May 31? Our citizen advisors for the Finance Committee, their term ends the end of June, so we can make this a top priority, we can have that in place before we fill the citizen advisor positions for Finance.

Dr. Cronin: Absolutely. At the end of the last meeting, we identified that as number 1 on our agenda.

Mrs. Sheffey: Excellent. Thank you. Okay, the Curriculum Council met on May 3, Dr. Donahue, do you have a report?

Dr. Donahue: Yes, I do. The first item on the agenda was the second approval of the new pre-algebra course that is being offered to learning support classes

that are otherwise having some problems taking the regular Algebra 1. This will help them. We discussed it at the last Board meeting and that one got second approval.

We also approved the textbook that is recommended for that particular course, which is called *TransMath-Understanding Algebraic Expressions*. That book was approved.

We discussed other book approvals. The next book was a book for the new 10th grade course, which is called, I can't remember because I don't have the memory.

Mr. McFarland: It's for the 10th grade academic literacy.

Dr. Donahue: This is the course that's replacing the speech course. It's sort of a learning how to learn course and the book that's recommended is *Test-Taking Strategies for the Utterly Confused*. It came about 15 years too late for me. That book was approved on the first read.

There was a novel recommended for the 10th grade class. This is the book that they read prior to starting 10th grade?

Mr. McFarland: Correct. It would be a summer read.

Dr. Donahue: Yes. The summer read and it's *1984*, which replaces *Animal Farm*, so there is sort of a Orwellian theme going on here. This is timely because there's a lot of questions in the AP test and also on the SAT on *1984*, so that's a good book. That's what students will be reading prior to 10th grade instead of *Animal Farm*. That was approved on the first read.

Then 9th graders will be reading *A Walk in the Woods*, which I've also read and that's a really good book and actually pretty funny, so the students will be reading that book prior to 9th grade. That was approved on the first reading.

Also on the first reading, I think, was a high school textbook for the 9th grade Civics course called *Magruder's American Government*. That book was also approved and I have details on how many they're ordering, but if you have questions you can look at the minutes. That was it. I don't think I left anything out, did I Joe?

Mr. McFarland: No.

Dr. Donahue: Alright, that's it.

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

UNFINISHED BUSINESS

4.01 Unfinished Business

None.

NEW BUSINESS

5.01 Anticipated Agenda Items for the May 29, 2012 Public Meeting

The following items will be on the agenda for the May 29, 2012 Public Board Meeting:

1.	Presentation: 21st Century Learning Environment - High School BYOD
2.	Standing Committee Report
3.	Recognition of Students (Last Meeting)
4.	Approval of May 14, 2012 School Board Minutes
5.	Approval of April 2012 Finance Report
6.	Budget Transfers
7.	Requests for Payment
8.	CAOLA Two-Year Agreement
9.	Course Addition - Pre-Algebra
10.	Requests for the Use of Facilities
11.	Personnel
12.	Announcement of Staff Development Conference
13.	Student of the Month

5.02 Approval of Bid for Cinder Track Repair

The Administration recommended Grace Industries, Inc. for repairs to the cinder track in the amount of \$42,315.00. Grace Industries, Inc. was the lowest qualified bidder and all bid submissions were reviewed by Hayes-Large Architects. Grace Industries, Inc. meets all qualifications in the bid documents. These respective costs are associated with repairs to the cinder track as a result of damage caused by the September 7, 2011 flooding and will be covered by the School District's insurance.

Dr. Donahue moved the Board accept the bid and was seconded by Mr. Morelli.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.03 Renewal of Auditor's Contract

The Administration recommended the approval of a three-year contract extension proposed by Waggoner, Frutiger and Daub for the School District's accounting services as listed. These services include annual audit and preparation of general-purpose financial statements, as well as expansion of auditing services for federally mandated programs.

June 30, 2012	\$38,500
June 30, 2013	\$39,500
June 30, 2014	\$39,500

Consulting services performed by the partner in charge will be billed at \$170.00 per hour.

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

Mrs. Sheehan: When I had seen this item on the agenda, I had inquired as to whether or not these services had been bid out and I was told that they were not. I feel that the auditing services is a competitive field and that anytime we have an opportunity to bid something out to, especially in our current economic climate, we should do so. So because we did not, I will not be supporting this and I will be voting no. Thank you.

Mr. Hancock: Question along the same lines. Steve, how long have they been our auditor? Do you know? Is this is a long-term relationship? I guess my second question is price escalation versus the last three year contract, if they were the auditor – if they've been the auditor for a while?

Mr. Rineer: They have been the auditors for at least 11 years. I think that it goes back probably 20 years. I don't have the price quote, the proposal quoted for 2012 at \$38,500 is a freeze from last year. It's the same fee. For 2013-2014, they are proposing a \$1,000 increase for each of those two years.

Mr. Hancock: My question is going to be similar to Maryellen's, have we shopped this around at all in the near term?

Mr. Rineer: I have made some inquiries. It's difficult to prepare one audit job versus another. I talked to my friends and associates in the Middletown area. Their audit is – last year, it was \$33,000. They are about ¾ the size of ours. I don't know if you could say that the audit of their school district has the same demands as ours. It's very difficult to compare apples with apples. One thing I think needs to be considered is that without saying going out for proposals is a bad thing or a good thing, it's more like a comet that oftentimes some new organization wants to get their foot in the door and so they will lowball a proposal. I recall that occurring probably 6 or 7 seven years ago and one of our other local school districts – one of the very very very large local school districts and they were given a list of schedules which they had to have completed before the auditor showed up. The auditor showed up and some of them weren't done, the auditors left. The auditor didn't finish the audit until sometime in January. They were late on their annual financial report which was due October 31. We have new audit requirements this year that are mandated by the Securities and Exchange Commission that we have to have our audit report done by December 31, which means that we have to be presented with the audit report in mid-November, so it's not – if you look at the dollars and cents, it's not the only consideration. I'm not opposed to other auditors, but there is going to be a huge educational cost to that. The Business Office and, in fact, many many of the other District employees, for example, Food Service, Mr. Hummel, will have to educate new auditors. We would have to educate the new auditors on our systems, our programs, the reconciliations of all our accounts, and all of this is a, sort of, under the radar cost. You won't see it in dollars and cents, but you'll see it in human costs, so they're all considerations.

Mr. Hancock: Thank you.

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

Dr. Cronin: Did you say we could or could not put this out for bids? Is this an appropriate type thing to put out for bids or not?

Mr. Rineer: At the Board's discretion, we would always issue a request for a proposal.

Dr. Cronin: Then I'm going to vote no.

Roll Call Vote:

Barrett – Absent
Cronin – No
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – No
Sheffey - Yes

6 Yes, 2 No, 1 Absent

MOTION CARRIED

5.04 Motion to Pay Proportionate Share of Cost of Appraisal Report

The Administration recommended the approval of a \$4,699.10 payment to Dauphin County Board of Assessment Appeals for the District's proportionate share of the cost of an appraisal report to defend the assessed value of a property in Derry Township. Total cost of the appraisal is \$7,000, and the cost is shared based on comparative millage rates of the County, Township, and School District. Attorney Phillip Spare also recommends the District contribute to the cost of this appraisal report.

The property under appeal is Hershey Hospitality Associates, LTD (Best Western), Parcel 24-031-060, which appealed the property assessment to Dauphin County Court, Docket 2011-CV-10123-TX.

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

Mr. Gräb: It's been my experience on these tax appeals that, even if the new assessment comes in equal to the current assessment, the common level ratio is applied, which reduces it anyhow. I'll be voting no on this.

Mr. Hancock: I was going to ask Steve, what's our batting average on these appeals, and I'm kind of in John's court on the [not audible] ratio, just doing the math is a juice worth of squeeze.

Mr. Rineer: The executive summary is that –

Mr. Hancock: I mean, how many appeals have we done in the last two or three years?

Mr. Rineer: Right off the top of my head, Mr. Hancock, I'm going to guesstimate four. Not as many as you might think. The ones that we fight are ones that are worth fighting and on something like this there is enough dollars that are at stake that I think we should. Typically what happens, although not universally, is that the Judge reviews one of the appraisal reports from the plaintiff, which in this case here would be Best Western and reviews the appraisal report that the Dauphin County Board of Assessments has obtained and tries to come up with a balance that both will agree to. Sometimes what happens is once the appeal process has started, one or the other of the organizations backs out. I am happy to report that one of the current assessment appeals was the warehouse that was – Hershey Foods warehouse – located 90% in Lebanon County, so it wasn't going to affect us as much. That appeal was withdrawn, however, this one was

not. If conceivably, if we don't like the assessment that the Board of Assessments arrives at that we could, in theory, go our own and appeal – disagree with the assessment on our own, but that would be pretty costly.

Mr. Hancock: But what's the track – I guess I didn't – of our last four, what our track record?

Mr. Rineer: As I mentioned, the Judge will decide somewhere in the middle.

Mr. Hancock: Let me rephrase it. The last four appeals we had, did we make more money than we spent?

Mr. Rineer: We made more money than the plaintiff was asking for. For example, it sounds like I'm dodging the question, I'm really not.

Mr. Hancock: Okay.

Mr. Rineer: For example, the one case that I can point out is the one across the street – the Hershey Foods where it was assessed at somewhere around \$9 million dollars. Then upon appeal, the Board of Assessments reduced the value to somewhere in the neighborhood of \$7 million dollars. Hershey Foods in their infinite wisdom claimed that the value of the building was \$1, because the cost of demolition of that structure was worth more than the assessed value. After negotiation and after getting various appraisal reports, what the Court decided was that it should have an assessed value of, my recollection of \$4.9 million dollars. If we hadn't contested that and got appraisal reports on it, the value could have even been less than what we ended up with, which I was not completely thrilled with seeing that within a matter of months after that decision was handed down by the Judge that the property was sold for \$50 million more or less.

I wish I could give you a better answer Mr. Hancock.

Mr. Hancock: I'm just trying to get the probability.

Mr. Rineer: My recommendation is that we go along with it, because if we don't we stand to lose more than \$4,700.

Mrs. Sheffey: That was going to be my question, Steve. If we don't appeal this, then it automatically is at the amount that they are requesting, which is –

Mr. Rineer: You just really don't know, because certainly the other side, the plaintiffs, they'll be going out and getting their own appraisal, alright? If we show up with nothing, the Judge is going to decide, the Judge is going to say, wow, you really don't care do you? If you don't want to spend the dollars to go out and

get an appraisal report and defend your position, you really don't care what I come up with, and he's going to go on their side.

Dr. Faidley: I think that there's some wiggle room in the answers to the questions, because it varies, but I think that the key here is that our attorney, Phil Spare, has suggested that we support this as a District, because we do stand to lose more than – to lose from this if we do not support it.

Mrs. Sheffey: Are there any other comments?

Roll Call Vote:

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

7 Yes, 1 No, 1 Absent

MOTION CARRIED

5.05 Approval of Agreement to Participate in the Capital Area Intermediate Unit Wide Area Network

The Administration recommended the District approve a new five-year contract dated July 1, 2012 through June 30, 2017 in order to participate in the Capital Area Intermediate Unit Wide Area Network. The agreement includes pricing for 1Gbps (1,000Mbps) that is less than what the District currently pays for 100Mbps. Under the agreement the District will pay a charge not to exceed \$1,220 per month to participate in the CAIU WAN for the 2012-2013 school year.

Dr. Faidley: We are, I guess in summary, we are gaining more Mbps, Gbps, gigabytes or whatever they call them, bandwidth, than we currently have for less money.

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

Roll Call Vote:

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

8 Yes, 1 Absent

MOTION CARRIED

5.06 Approval of Capital Area Intermediate Unit 2012-2013 Contracted Services

The Administration recommended the approval of the 2012-2013 Capital Area Intermediate Unit Contracted Services Agreement in the amount of \$1,101,285.62. The annual agreement details the classroom placements and related services contracted through the Capital Area Intermediate Unit.

Dr. Donahue moved the Board approve the Capital Area Intermediate Unit 2012-2013 Contracted Services and was seconded by Dr. Cronin.

Mrs. Sheffey: Mr. Rineer, I just have a question. How does this compare to our current year?

Mr. Rineer: I don't know the exact answer to that question.

Dr. Faidley: Dr. Kepler has an answer to that.

Dr. Kepler: I do, Madam President, only because it crosses my desk first. It's approximately \$100,000 reduction from current year.

Mrs. Sheffey: Is that because we brought children back to the District or there had been a reduction in fees?

Dr. Kepler: Some service changes you'll see the Board will be making or taking motion tonight on an OT contract with a different provider that's saving some monies, as well as providing more services to students in house. When you factor in, a single student with specific needs can cost probably \$100,000, it's not a big figure even though it's a seven figure number.

Mrs. Sheffey: Excellent. Thank you.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.07 Approval of Occupational Therapy Services Agreement

The Administration recommended approving the Agreement for Occupational Therapy Services with TherAbilities, Inc. for services for the 2012-2013 school year. TherAbilities, Inc. will provide services as listed:

- School Based Occupational Therapy Services (36 days) at the rate of \$498.00 per school day.
- Total Costs not to Exceed: \$17,928 made in six payments.
- TherAbilities, Inc. will maintain malpractice insurance as defined in the Agreement.

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

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.08 Approval of Overnight Field Trip/Excursion - Boys' Basketball Camp - June 2012

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

<i>Group:</i>	High School Boys' Basketball Team
<i>Number of Participants:</i>	25-30
<i>Grade Level:</i>	9-12
<i>Destination:</i>	Penn State University
<i>Purpose:</i>	Basketball Team Camp
<i>Depart:</i>	June 16, 2012
<i>Return:</i>	June 17, 2012
<i>Trip Leader:</i>	Paul Blackburn

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

Mr. Morelli moved the Board approve the field trip excursion and was seconded by Dr. Parrish.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.09 Approval of Overnight Field Trip/Excursion - Envirothon Team

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

<i>Group:</i>	Envirothon Team
<i>Number of Participants:</i>	4
<i>Grade Level:</i>	11
<i>Destination:</i>	University of Pittsburgh at Johnstown Campus
<i>Purpose:</i>	State Envirothon Competition
<i>Depart:</i>	May 22, 2012
<i>Return:</i>	May 23, 2012
<i>Trip Leader:</i>	Steve Newell

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

Dr. Cronin moved the Board approve the field trip excursion and was seconded by Mr. Hancock.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.10 Approval of Thirty-Day Review of Policies:000; 003.1; 004.1; 007; 008; 905

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

- 000 - Introduction
- 003.1 - Board Communications
- 004.1 - Student Representatives to the School Board
- 007 - Distribution
- 008 - Organization and Administrative Relationships
- 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.

Dr. Cronin moved the Board approve the 30 day review and was seconded by Mr. Gräb.

Roll Call Vote:

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

8 Yes, 1 Absent

MOTION CARRIED

5.11 Request for the Use of School Facilities

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

<i>Group:</i>	New Birth of Freedom Council - Boy Scouts
<i>Date/Time:</i>	May 16, 2012 5:30 p.m. - 8:00 p.m.
<i>Requested Facility:</i>	Primary Elementary Cafeteria
<i>Event:</i>	Hershey Cub Scouts Registration
<i>Fee:</i>	None
<i>Group:</i>	Hershey Soccer Club

<i>Date/Time:</i>	August 19, 2012 8:00 a.m. - 8:00 p.m.
<i>Requested Facility:</i>	High School Turf Fields
<i>Event:</i>	Tournament
<i>Fee:</i>	As per Lease Agreement

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

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.12 Resignation

The Administration recommended the approval of the following resignations:

Act 93:
Ebert, Gregory Computer Operations Specialist District Office Reason: Separation of Employment/Position Elimination Effective: 06/30/2012
Professional:
Cherry, Melissa Learning Support Teacher Middle School Reason: Personal Effective: 06/05/2012
McCurdy, Barbara Art Teacher Elementary School Reason: Retirement Effective: At the end of the 2011-2012 school year and not later than 06/30/2012

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

Dr. Kepler: Madam President, if I may, I'd just like to take the time to just recognize the three employees on our resignations this evening. Just in general, Greg Ebert, our Computer Operations Specialist has provided a great service to the District over a number of years and due to our restructuring, he is moving on, but we want to thank him for his service.

Barb McCurdy – Art Teacher, retiring after a long and dedicated career in many schools across the country.

Melissa Cherry, one of our Learning Support Teachers, who has done a phenomenal job for us at our middle school.

Thank you.

Mrs. Sheffey: Mr. Morelli, did you have a comment?

Mr. Morelli: Just a quick pause again, regarding any retirements this time of year. It's always amazing and very pleasing in this day and age where employees sort of get kicked to the curb just to balance the books every now and then, but to have a career that number 1 you love and you have a passion for and can look back and instead of looking at some gold watch and most folks don't get gold watches anymore, but to be able to look back at what you've done over the last 20, 30 years of your life and have had the – and, you know, when you see it, you can see the impact you've had on children from Day 1 to the day of your retirement. There are just thousands of them between there, and I couldn't be more proud of someone who is willing to dedicate their career and lives and livelihood, because there are a lot of smart folks and a lot of geniuses out there teaching for a job. They could be out in corporate America making 20 times what they're doing in their career, so I commend anyone for spending that long in a job like that and I wish them well in retirement. Thank you Madam President.

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

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.13 Personnel – General

1.	The Administration recommended the approval of the following appointments:								
	Act 93:								
	<p>Sweigert, David Senior Network Technician District-wide Salary: \$64,000 (pro-rated) Effective: 05/29/2012 (pending receipt of Act 34, 151, and 114 clearances)</p>								
	Professional:								
	Transfer of Professional Staff:								
	<table border="1"> <tr> <td>Ettinger, Jennifer *</td> <td></td> </tr> <tr> <td>From:</td> <td>Half-time Art Teacher Middle School</td> </tr> <tr> <td>To:</td> <td>Full-time Art Teacher Primary School</td> </tr> <tr> <td>Effective:</td> <td>08/23/2012</td> </tr> </table>	Ettinger, Jennifer *		From:	Half-time Art Teacher Middle School	To:	Full-time Art Teacher Primary School	Effective:	08/23/2012
Ettinger, Jennifer *									
From:	Half-time Art Teacher Middle School								
To:	Full-time Art Teacher Primary School								
Effective:	08/23/2012								
	Classified:								
	<p>Robbins, Belva Michelle * Substitute/part-time Stockroom Clerk/Truck Driver District-wide Salary: \$15.58 per hour Effective: 05/15/2012</p>								
2.	The Administration recommended the approval of the following personnel for the 2012 Summer Employment: (Please note this is a 50% reduction from previous years)								
	Stockroom:								
	<p>Steelman, Peter * Summer Stockroom Help Up to 10 hours per day or up to 40 hours per week Salary: \$11.50 per hour Effective: 06/11/2012</p>								
	<p>Swavely, Matthew * Summer Stockroom Help Up to 10 hours per day or up to 40 hours per week Salary: \$11.50 per hour Effective: 06/11/2012</p>								

	<p>Livering, John * Substitute Summer Stockroom Help As needed Salary: \$11.50 per hour Effective: 06/11/2012</p>
	<p>Robbins, Belva Michelle * Substitute Summer Stockroom Help As needed Salary: \$11.50 per hour Effective: 06/11/2012</p>
	<p>Transportation:</p>
	<p>Danner, Ronald * Summer Secretary 7 Hours per day, 4 days per week Salary: \$11.50 per hour Effective: 06/11/2012</p>
	<p>Lewis, Cheryl * Summer Bus Custodian 7 hours per day, 4 days per week 12 Weeks Salary: \$11.50 per hour Effective: 06/11/2012</p>
	<p>Lachman, Brenda * Summer Bus Custodian 7 hours per day, 4 days per week 10 Weeks Salary: \$11.50 per hour Effective: 06/11/2012</p>
	<p>Windle, Joelene * Substitute Summer Bus Custodian As needed Salary: \$11.50 per hour Effective: 06/11/2012</p>
	<p>Weaver, Clark * Substitute Summer Bus Custodian As needed Salary: \$11.50 per hour</p>

Effective: 06/11/2012
Buildings and Grounds:
Boger, Henry * Summer Employment Up to 10 hours per day or up to 40 hours per week Salary: \$11.50 per hour Effective: 06/11/2012
Kurtz, Matthew * Summer Employment Up to 10 hours per day or up to 40 hours per week Salary: \$11.50 per hour Effective: 06/11/2012
Kurtz, Michael * Summer Employment Up to 10 hours per day or up to 40 hours per week Salary: \$11.50 per hour Effective: 06/11/2012
Zagurski, Matthew Summer Employment Up to 10 hours per day or up to 40 hours per week Salary: \$11.50 per hour Effective: 06/11/2012 (pending receipt of Act 151 Clearance)
Cruz, Janette * Substitute Summer Employment As needed Salary: \$11.50 per hour Effective: 06/11/2012
Robbins, Belva Michelle * Substitute Summer Employment As needed Salary: \$11.50 per hour Effective: 06/11/2012
Grecia, Joseph * Substitute Summer Employment As needed Salary: \$11.50 per hour Effective: 06/11/2012

3.	The Administration recommended the approval of the following individuals for 2011-2012 Extended School year for the Special Education Department:
	<p>Acri, Jeannine * Extended School Year Special Education Teacher, Learning Support Reading and Math Elementary School Part-time, between 2 and 4 days a week Salary: \$26.00 per hour Effective: 06/18/2012 - 08/03/2012</p>
	<p>Fry, Laura * Extended School Year Special Education Teacher, Learning Support Reading and Math Elementary School Part-time, between 2 and 4 days a week Salary: \$26.00 per hour Effective: 06/18/2012 - 08/03/2012</p>
	<p>Stewart, Kelly * Extended School Year Occupational Therapist District-wide Part-time Salary: \$26.00 per hour Effective: 06/18/2012 - 08/03/2012</p>
4.	The Administration recommended the approval of the Limited Service Contract List for the 2012 Summer School Staff, contingent upon enrollment as attached. (Remediation courses only)
5.	The Administration recommended the approval of the Limited Service Contract List of Coaches for the 2012-2013 school year as attached.
6.	The Administration recommended the approval of the following request in accordance with District Policy 535:
	<p>Mansberger, Nicole * Teachers' Aide Intermediate Elementary School Paid/Unpaid Family Medical Leave (up to 12 weeks) Effective: 03/07/2012 (retroactive)</p>
7.	The Administration recommended the approval of the following additions to

	the 2011-2012 Substitute Teacher List:
	Detweiler, Courtney B.S. in Elementary Education and Special Education from Millersville University of Pennsylvania
	Zechman, Nathan B.S. in Health/Physical Education from The Pennsylvania State University
*	This individual is currently an employee and/or volunteer. Clearances are on file.

Mrs. Sheffey: I believe we have a request?

Dr. Cronin: As we discussed, I will request that we separate –

Mrs. Sheffey: Make a motion?

Dr. Cronin: Make a motion to separate out the field hockey coaching position.

Mrs. Sheffey: Excellent. So we have a motion to separate out field hockey from the personnel recommendations. Is there a second?

Mr. Gräb: Second.

Mrs. Sheffey: By Mr. Gräb. Is there any discussion? Okay, I believe this is a roll call vote. Oh, no, we don't have to?

Mr. Jackson: We should probably make sure what we're voting on here. There need not be a motion.

Mrs. Sheffey: Oh.

Mr. Jackson: Dr. Cronin's singular request that a composite motion such as this be separated makes it so.

Mrs. Sheffey: Oh, excellent.

Mr. Jackson: So all that we need to do, I would say, is have a motion and a second on all of the personnel decisions with the exception of the field hockey coach. I would suggest we do that first with a motion and a second, take that roll call vote, and then move on to the field hockey.

Mrs. Sheffey: Okay, so then I'm going to restate the motion for you Dr. Cronin. The motion is to vote on Personnel – General with the exception of field hockey. That was moved by Dr. Cronin, seconded by Mr. Gräb. Now is there any

discussion? Okay. So we are voting on all but field hockey.

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

Mrs. Sheffey: So now we will have a separate motion to vote on the field hockey position. So may I have a motion?

Dr. Parrish: Mrs. Sheffey?

Mrs. Sheffey: Yes.

Dr. Parrish: I would move that we table this vote tonight based on some concerns as expressed by Dr. Cronin earlier in the evening and ongoing concerns expressed by others. Mr. Elias, does that create a problem for you?

Response Not Audible

Dr. Parrish: Okay. So my motion would be to table this vote for now.

Mrs. Sheffey: Okay.

Mr. Morelli: I'd just like to mention I will not be at the next meeting. I'll be out of town.

Mrs. Sheffey: Okay. So, I believe a motion to table does need a second? Is that correct?

Mr. Gräb: Second.

Mrs. Sheffey: Second by Mr. Gräb. And now that's a roll call?

Mr. Jackson: The roll call vote to table the motion for the remainder of this meeting.

Mrs. Sheffey: Correct.

Mr. Jackson: To lay out –

Mrs. Sheffey: Until we take it off the table. Okay.

Mr. Rineer: Use the same voting order?

Roll Call Vote:

Barrett – Absent
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Yes

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

DELEGATES REPORTS

6.01 Dauphin County Technical School Report

Mr. Gräb: I have a short Dauphin County Technical School Report. The Dauphin County Technical School did meet. We did not have a quorum so we weren't able to pass any actions, so a mail ballot has been sent out to Mr. Barrett and to myself to approve the actions of the last meeting. However, the prior mail ballot regarding the Dauphin County Technical School budget for the 2012-2013 year did pass with 47 affirmative votes and 7 abstentions. That concludes my report.

Mrs. Sheffey: Okay. Are there any questions for Mr. Gräb? Okay thank you.

6.02 Capital Area Intermediate Unit Report

Mrs. Sheffey: We met April 26. We talked about a new program they have – partnership with Edison Learning and the Magic Johnson Bridgescape Center. It's to help drop outs. They are partnering with HAAC to see if they can get space in midtown and they're going to be working with Harrisburg School District since it's located in their District. It would be staffed by the IU and they would use the CAOLA Online Academy. This is for drop out students – trying to get them back into school.

Another thing we discussed were our – for the IU, the school age contracts. Right now the IU has two entities being transferred back to the School District. I don't believe any of those are ours and they are also anticipating reductions in classroom size due to graduation. So over the next few months, the IU's going to be looking possible reduction in staff given the reduction in services that they will be providing.

Then last week the CASA gave their 11th annual performance. I was not able to attend, my son had his orchestra concert the same night, but I heard that it was a well attended and fabulous event and we did have three of our students

highlighted in that program. So that's it. Are there any questions?

6.03 Derry Township Tax Collection Association Report

Mrs. Sheehan: There is no report. The last two month's meetings have been cancelled, but we are scheduled to meet a week from Thursday.

Mrs. Sheffey: Excellent. Thank you.

Dr. Cronin: There is not on here a HAAC Report. I don't have a report, but we finally have a meeting date set, so I wanted to get it on the record. We are meeting on June 19 to address the fact that most of the schools have signed the agreement to discuss the funding of the Community College.

Mrs. Sheffey: Excellent. Thank you and sorry Dr. Cronin.

SPECIAL REPORTS

7.01 Announcement of Staff Development Conference

Stephen Koons Lewes AP Summer Institute Lewes, Delaware July 24 - 27, 2012 Expenses: \$1,333.00

7.02 Board Members' Report

Mrs. Sheehan: I'd like to piggy back on my concerns and suggestion to bid out the audit services. I feel that we need to bid out everything we can and formally enter into contracts when possible. I think one of the services that we need to bid out is our legal services for our School Solicitor. Our District pays about twice the amount of money on the hourly rate than our Township pays to their Solicitor.

I also have questioned when and for what reasons we as a District are using a Solicitor. I recently received a five page letter from McNees Wallace to Mr. Schnee, the Assistant General Counsel in the Office of Open Records. This five page letter was in support for the District's denial for a right to know request that I filled out when I was denied information that other Board members received. The right to know request was for me to obtain e-mails sent from the Administration to our School's Executive Council. In addition, three out of the nine Board members who sit before you have the information in hand. All nine

Board members, actually there's eight of us, all eight Board members sitting before you are equal Board members entitled to the same information. Therefore, it is within my rights to have it. Not giving me this information promotes inequalities within our Board. Furthermore stating that Exec Council are the only ones privy to this information clearly indicates that we are not equal. I would like to point out that nowhere in our District policy does it outline or define Executive Council, therefore, it does not exist. Actually, Policy 003.1 states an individual Board member or group of Board members do not have the independent authority to speak for the Board.

Our District Policy does state that committees can advise, but cannot make decisions on behalf of the Board. Again, it is not within their power to determine which of the nine Board members are entitled to this information. District Policy also spells out that no individual Board members can be empowered to act independently. Therefore, no individuals on our Board can define who is or isn't able to obtain this information.

On Thursday of last week, I received correspondence from Mr. Schnee asking for a 30 day extension for my appeal, so that his Department can do a in-camera review of these e-mails. The in-camera review basically allows for the Department of Open Records to obtain these e-mails for their own legal opinion.

To summarize, it outrages me that in efforts to keep information from me, information that 33% of the Board currently has, the District is willing to use taxpayer money on legal fees to do so. Furthermore, I have some concerns about the advice or lack thereof of the advice we've received. Prior to December of 2011, we have been violating Sunshine Act. Standing Committee meetings have not been advertised, there wasn't time for public comment during Standing Committee meetings, working session meetings didn't have any minutes, meeting minutes had not been posted and in some cases approved by the Committee, meetings were being held in violation of Sunshine Act. The retreat, as proposed, after the question protocol was introduced was not legal.

For the record, I would like to request that the District stop using local taxpayer money to pay our Solicitor to assist the District in keeping information from School Board members. I would like to request that this information is immediately shared with me, so Open Records Department can stop their in-camera review, which is, again, a waste of taxpayer dollars on the state level. I ask my fellow Board members who have not received this information to support my request. Thank you.

Mrs. Sheffey: Thank you.

Dr. Cronin: I have a comment too. I just wanted to thank the students who came forward today. I know Lisa has left, Sonya, Cheyenne , and Lauren, I see you still sitting here. Thank you for sharing your experiences. It's great to know that

students in any activity that we have are having a positive experience, whether it be sports, music, Broadcaster, Memory Team, etc. I'm a strong proponent, as I stated in previous meetings, for every child, every student, every day. I took particular note of what Lauren stated – I hope that other young girls will be able to experience what I have. So I just want to state, based on what they stated, that I have to balance everything that I heard this evening with those of athletes who shared in writing that their experiences were not what you had.

I know this vote has been put off, but I am saddened that this issue has pitted athlete versus athlete and family versus family. I'm saddened of reports that players were told if they went out for lacrosse that they were disloyal to Coach. I feel strongly that it's important for everybody to be able to speak out – positives and negatives, but I will never take, I will never ignore a negative or outweigh it because of a positive. I truly believe that those of you with positive experiences are truly positive, and I'm so happy for that, but I also believe those with negative experiences also need to be heard.

I'm also bringing into light, because of what Mrs. Sheehan said about the need for transparency a letter that I received today, which I believe is an example of smoke and mirrors and an attempt to silence a Board member who has a record of listening to many constituents, who have brought forward various issues, and that I've always asked questions to learn more – whether it be about taxes, drugs, thefts, bullying, and yes, even field hockey complaints. So, I know we have a complaint process that occurs post-season. We have evaluations that, I'm sorry, evaluations that occur post-season. We have a complaint process, and we have School Board e-mails that we receive information. It's our job to seek out this information.

I received a letter on behalf of Mrs. Scola's lawyers sanctioning me for having any involvement in this process, and I believe as a Board member, it is my right and my responsibility. I will continue to ask questions of anyone who comes forward. I will continue to try to seek out information, whether it be about this issue or anything else, as I stated when I pledged this office, that is my job according to the policy, that is my role. I'm very disappointed that it's come to a legal issue to try to sanction what I would want to believe, and I hope this doesn't happen to any other Board member, but this will not stop me in any way for any comments that constituents want to bring forth to me. I will not hide anything and I will continue to speak my mind and ask questions. Thank you.

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

Dr. Donahue: I'd just like to ask Donna a question.

Mrs. Sheffey: We shouldn't direct comments to one another.

Dr. Donahue: Oh. Then I'll direct it toward Mr. Jackson. I'm concerned. I didn't realize that there was a legal action between, and I'm not sure I'm understanding it, but it sounds like from what Dr. Cronin said, there is a legal action occurring between Tami Scola and Dr. Cronin. So, I'm just asking the question – does that constitute in your opinion a conflict of interest for Dr. Cronin?

Mr. Jackson: Dr. Donahue, I'm not following you. The letter from –

Dr. Donahue: If there is, I'm just asking, if there is a legal – it seems like to me, if there's a legal – I don't know actually. I'm just asking. If there's legal, for lack of a better word, business going on between a Board member and somebody who is – they are going to be voting on, is that problematic at all?

Mr. Jackson: I don't think that impacts Dr. Cronin's right to vote on the issue at all, no.

Dr. Donahue: Okay, thank you.

Mrs. Sheffey: Okay. Any other Board member reports?

7.03 Superintendent's Report

Dr. Faidley: Madam President, I do not have a report this evening.

Mrs. Sheffey: Okay thank you.

7.04 Board President's Report

Mrs. Sheffey: I just sent everyone an e-mail around 4:00 today. I got a notice from the National School Board Association. They are doing a webinar this Wednesday at 1:00 on how we, as Board members, can bring forward ideas. I signed up for it under my account, so I forwarded it to all of you. I think you can sign up under your own account if you'd like. If you're having trouble, let me know. You can join me in my viewing of it. So you should have an e-mail. If you didn't get it, let me know, I'll send you more information.

RECOGNITION OF CITIZENS (Non-Agenda Items)

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

John Rodriguez: I have a question. Dr. Parrish mentioned concerns that Dr. Cronin mentioned in regards to Tami Scola and the Board tabling the vote after we have support from the Athletic Director, Dr. Faidley, and the rest of the

members. We're not privy to the concerns, the negative comments. The negative comments that were solicited, okay? And from my understanding they were solicited by you. This is probably why the letter is there. That's my question. Why would a Board member solicit other members of the community to e-mail, to send concerns? I would ask for you to look into this, but that, to me, is an abuse of power or abuse of authority. I don't agree with it. This is probably most likely why there is this letter from legal forms. It is upsetting. It's just that I believe there is a conflict of interest and for Dr. Cronin to make the motion knowing that this is there. It should have been voted on today, whether she accepts it or not, especially with the support of the Athletic Director, like I said, and the rest of the School Board, Administration. Thank you.

Dr. Cronin: Do you want to review the policy for, as Board members, we're supposed to make sure that folks in the community are aware of the Board e-mail as well as the complaint form as well as the Board e-mails, complaint form, as well as the chain of command. That's the process that we need to follow.

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

Angela Onorato: I swore I wasn't going to do this, but I'm going to do it. My daughter would be with me tonight, but she is at University of Delaware. She just finished her spring season as a field hockey player, had a wonderful season, and is a Finance major and did very well in school, because she went to Hershey High School. I am so disappointed and upset with the way this is turning into a circus. I am so disappointed – the level of intelligence in this room and how this is turning into a circus. I have known Tami Scola for a long time. She stuck by my family. I'm not even talking on the field, but outside the field too. I was very sick through my daughter's high school years – without Tami Scola helping my kids get through it, I don't know what I would have done. So it's not only about field hockey. It's about a lot of other things. I plead with you not to bring in your hidden agendas into these votes. Really that is all I have say. Thank you.

Mrs. Sheffey: Thank you Mrs. Onorato. Do we have any other comments?

Karen Wilson: I, too, have known Tami for over six years. I, too, am horribly disappointed the point that this has come to about a coach. I think that we all really need to examine ourselves and think for a moment the history that lies within this controversy. It is at a personal level and the point that I want to make is that we all have our reasons for feeling as we do. We all care a large amount about our children. We're here for our children. So there are the parents who have their disappointments and have voiced them. I do believe that they voice them because they care genuinely about their child. What is most upsetting though is, is this has snowballed horribly at the disappointment though for our children. This has snowballed out of enormous proportion and it is become, forgive the word, but ridiculous.

We have athletes who are ready to start their season to train, to practice, to get ready. We have an incredibly qualified person to take that on. We have a group that is disappointed and have underground, so to speak, gotten their strength together to stop something, because they don't like the person is really what it comes down to. I feel strongly this has become a campaign to not allow Tami to coach the girls' field hockey team. It's just run amuck, and it's just disappointing. As Angie did say, there is a lot of intelligence sitting at this table, and it is important that we look at a job candidate just as if they were interviewing for any type of a position. We look at their qualifications and if they are qualified. We don't entertain at a corporate level do you entertain gossip about people? False things? Things that people say because they're not liked? Are those the things that you take into consideration when your valuing someone for a job? Every day at my job I know that I am misunderstood. I am mistaken. I disappoint people. I discourage someone. I make patients and their families feel upset probably. I may say things they don't want to hear. This is life. This is reality. Life is not perfect, and, unfortunately, even though our phrase is every child every day, let's be realistic in the year 2012. Every single one of us do not have everything we want every day.

This has really gone amuck and I am the very proud mother of my daughter Lauren who came up here to speak who has been so upset as well as former alumni who have left and graduated from our great institution. We have incredible children who graduate from our great School District. Our students compete with students from private academies and prep schools, and our students shine as if they are coming from a private academy and a prep school.

I think that we need to listen from those who have been in the shoes of a high school athlete under Tami Scola who have now advanced and are living it. We as adults in our 50s are looking upon this – wanting for our children perhaps what we never had or what we would like. It's not about that. It's about the kids today and what they need to succeed in the future. And the record shows and the job resume shows that Tami Scola has produced that.

I am disappointed and I don't understand how a Board member, if you could please educate me and help me understand, how suddenly one of you tonight can decide that one coach out of all those Fall coaches can be pulled from that group. If I could just understand that process.

Mrs. Sheffey: The Board, when we made the motion, the Board accepted that motion. Is that correct, Mr. Jackson?

Mrs. Wilson: Why was the golf coach not pulled out? Why was Coach Painter not pulled out? Why was – why after all approval and all these accolades, why was Tami Scola pulled out?

Mr. Jackson: I can only speak to the process. Anytime there is a motion that involves 10 or 20 different personnel decisions, any Board member can ask that a singular issue in there be brought out for a separate motion.

Mrs. Wilson: Can we understand, though, the rationale?

Mrs. Sheffey: This is similar to a consent agenda then, where if there is a consent agenda and this is in Roberts Rules, if there is a consent agenda at any time, any Board member can ask for an item to be removed to be discussed separately.

Mrs. Wilson: Okay. And if we would look back in some articles in the newspaper over the last couple years and we see that there is a consistent conflict of interest from that Board member and that particular candidate, can we please think about being fair to recognize that there is a conflict of interest here?

Dr. Cronin: I can address that since she's looking at me. I think a conflict of interest would also be any time a parent has a student involved in the program for example, because you get potentially personal gain or you get in trouble if you don't support it, so I think there are Board members that you could argue have a conflict of interest in this situation or many situations, but by definition a conflict of interest is monetary gain. I don't think there is anyone here on the Board that has a monetary gain.

Mrs. Wilson: I have to disagree. By definition I don't believe that Webster defines a conflict of interest as a financial gain.

Dr. Cronin: Well I don't agree with that either, but that's what the PSBA states, but I agree.

Mrs. Wilson: There could be a conflict of interest because you have a bias and if someone has a bias, how can you say that you're voting fairly?

Mrs. Sheffey: There is a legal definition for conflict of interest and the Board member must declare the conflict. A Board cannot force a conflict on another Board member and that also is in Roberts Rules. But there is a legal definition for conflict and that does have to do with financial gain. Is that correct?

Mr. Jackson: It typically involves a business interest, a family member's business interest perhaps, but one of a business conflict, not necessarily a conflict of opinion or conflict between two people or even a legal conflict, that's correct.

Mrs. Sheffey: Okay.

Mrs. Wilson: Then in closing thank you very much for your time and, again, I certainly hope that you will entertain that application and that candidate and that resume, just as you would your professional lives and your businesses and how you look at someone when you interview them as opposed to hearsay. Thank you.

Mrs. Sheffey: Thank you Mrs. Wilson.

Bob May: I've been a resident of Hershey since I was 3 years old when I went to Milton Hershey School. I was a lifer. I read a good book and it said, do not waste time rebuking a fool. So I'm not going to rebuke anybody, but I believe Hershey has a lot of good people. There's a lot of good people in Hershey. I think it's about time that we do use common sense and honesty and get rid of all the, lack of better words, I'm not real polished, BS, and do what's right for our kids. If we can't get our town right, if we can't get this school right, how are we going to get our country right? How's it going to be fair to our kids and the grandkids? It's not. All I ask is common sense and honesty. We won't always agree. I'm not politically correct. I don't believe in being politically correct. That's why they have politics, you have differences of opinion. You should be allowed to have them, but we should do what's right for our kids. Mr. Kohl said something a lot of times, School Boards should school board, set policies, don't micro manage. Let the people you hire run the place, and if they can't do it, get somebody else, but prove that they can't do it first. But we've got to get our towns back together. This town's got to be back together. There's a lot of good people in Hershey.

Mrs. Sheffey: Thank you Mr. May.

Linda Pagliarulo: I, first of all, need to say something about Tami Scola, because I had two daughters who played for her. They are now 38 and 35, so that's when she first came. I have to say my oldest daughter, I hope she doesn't hear this, but she really had very little athletic ability, but she came into that field hockey program. Tami Scola and John Scola arrived and they took a girl who had minimal ability – they desperately needed a goalie and she was less dangerous as a goalie than on the field. But they worked with her and they taught her skills and they gave her a self-confidence that in her senior year, they went into playoffs and at one game it went down to shootouts and John and Tami Scola went over to my daughter, got in her face, and firmly said – you can do it. You can do it for yourself. You can do it for your team. And they won that game on shootouts. My daughter is now 38. She went through college with a double major in four years. She went on to get a law degree. She's very successful in her life and has a lot of self-confidence and does a lot of hard work. I really do think it's a mixture of a lot of people in her life, but definitely John and Tami Scola were a part of that.

My other daughter was very fortunate to have a lot of natural ability, so when she played field hockey, there wasn't a lot of skill that Mrs. Scola taught her, but she recognized that. She started to take her under her wing of starting to teach her how to coach. She went on to have a very successful college and professional career, not in field hockey, but in soccer and has since done what Tami Scola has done. She's teaching Phys Ed. She's coaching from 5 year olds to college level. I believe that it is because Tami taught her how to be a good coach.

I look at the things that have happened here. I've lived in this community for over 40 years and I look around and I see people taking sides and I see things happening that are devastating to a community. It's a cancer when we start to do this to ourselves. We're all friends. We're all neighbors. We all have the same goal in mind – when it comes to the school we want our children and now my grandchild, I want grandchildren to have the opportunities that other kids have had. If our Board is divisive and has ulterior motives, we don't serve those kids. I think that we all have to look at that and have to say – what are we doing?

I know this is a personnel matter, so I'm not asking this question for information, but I wonder how many of you have looked at the facts? How many of you have looked at the negative comments that Dr. Cronin has? How many of you have seen them in writing and evaluated them? How many of you have looked at the looked at the positive letters that you've gotten and looked at those facts? I'm asking you just to look at the facts, not innuendos and it would be beyond me to think that anyone would entertain anonymous letters. I mean, to me, that goes to the trash. So I ask that you look at signed letters, information, facts, and then make your decision. Thank you.

Mrs. Sheffey: Thank you.

Cheyenne Rodriguez: First, I just have a question. I don't really know how this works, but with the concerns you guys stated that you have been told – how does that work with addressing the community with these concerns, because as far as I know, I don't know of concerns that have been addressed to you guys. It doesn't seem like anyone has come up and voiced any concerns directly to you, so I'm just wondering how that works?

Mrs. Sheffey: We can't comment on personnel, so we can't share that.

Miss Rodriguez: Okay, so just the concerns you guys take that as a Board. Then I would just like to state that, once again, I'm not here because I want Coach Scola to be back next year for me. I'm no longer going to be here, but I'm here because I had the best four years of field hockey under Coach Scola and without her there were some things I couldn't get through in high school. I just want you to look at her as a person and not look at your hidden agendas or whatever it is any of you have against her, because I'm here for the girls that I had the privilege of co-captaining this year. I believe that they have a lot of

potential as a team and individually. I don't think they will be able to reach their full potential without Coach Scola as the coach. I don't believe anyone is more qualified than her in this process. I strongly encourage you to please review her as a coach and please look at this, not as like, I don't know the words I'm looking for, just open mindedly and take the concerns that you have heard, but also recognize the people who have had the courage to come up and talk face to face with you and not hide behind a computer screen and tell you what they've heard or their concerns, because I believe that they should be able to come face to face if they have these big concerns and tell you. They shouldn't cowardly hide behind their computers and be able to say whatever they want. Thank you.

Mrs. Sheffey: Thank you Miss Rodriguez.

Lisa Winters: I'd just like to say I know I got emotional just hearing that from Cheyenne , because I understand how she feels as a senior. I see them go through four years of high school with Mrs. Scola and even though I've only gone through one I look forward to being like them in the future and having my best four years, because I started off so well. I loved her so much this year and I can't picture the next three years without her. Not only that, I'd like to point out how this is hurting us as a team by not approving her, pushing this back. It's pushing back our practice time. We are not getting started as soon as all the other teams. It's hurting us as a team. We're not being able to sign up for team camps this summer to get together as a team. It's not just affecting the people that want her anymore, it's affecting the whole team, so I'd just like to point that out.

Mrs. Sheffey: Thank you Miss Winters.

Shelly Tice: I know I've been up here before and I spoke about her qualifications and I think that's been well said. She's very well qualified. I think this really boils down to this personal conflict topic. I feel, personally, I had two people approach me – two individuals in the community and they informed me that a Board member spoke to them. The Board member approached them. The one was told by the Board member if they had any negative experience with Tami Scola that they should write negative experience to the Board. I just don't think that's proper. That's inappropriate to have a Board member tell somebody to do that. The other person was speaking with the Board member and the Board member just began to say negative things about Tami Scola. I just don't feel that that is appropriate. This particular Board member may really want to consider from abstaining and, it sounds like from what Mrs. Sheffey's saying, that you can't have somebody abstain unless it was some type of monetary gain, and I understand that and, believe me, I read the regulations about the conflict of interest, but I guess what I'm asking are the remaining Board members to please look at the situation. There is a conflict of interest. If you look back in some records from back in 2005 when a particular Board member needed to leave a coaching position, because she chose to be on the Board, there was a conflict back then. The person pursued that quite a bit and Tami Scola happened to take

that particular coaching position. I don't know if that has anything to do with it, but this Board member has a conflict with this person. I guess what I'm asking the Board is to really look at this. We can't make any Board member abstain, but maybe that would change your vote. All I'm asking is you're hearing parents, you're hearing students. If there are people out there with negative things to say, I think they need to come and say it right here in front of everybody instead of doing anything anonymous or going to a Board member behind everybody's back and telling them the negative thing. It's beyond that. Dr. Cronin said that people are coming to her. It's okay to come to Board members and I know people do go to Board members, but a Board member should not be out soliciting these types of comments and requesting people to put comments to the Board. I know personally people have told me that that has been happening. So that's all I have to say. I appreciate you listening to me and I hope you will really consider it when you place your vote whenever we have that vote.

Mrs. Sheffey: Thank you Mrs. Tice.

Mason Rodriguez: This year, I got the honor to actually help out with the field hockey team myself after getting cut from the soccer team. That day when I got back home, Mrs. Scola approached me and she said, hey do you want to take this job? You can take care of the statistics and everything. It kind of lifted my heart up, because it was personal. I got to see how like how she coached and how she like bonded with the players and my sister over there. Every day she drives me to school and every day she goes to talk to Mrs. Scola about personal stuff and about college. I see my sister and other players progress over time and see how much they get better and see how much more of a bond they get with Coach Scola. It would just really, I think it would really hurt the future players of the field hockey team if we were to get rid of Coach Scola.

Mrs. Sheffey: Thank you Mr. Rodriguez.

Sonya Torres: First, I would like to say something about role models. I am disappointed that I cannot look up to my School Board officials and think of them as role models. I'm attending Wesleyan University, which is very politically active. I believe that as a person, even as a young person, it is my duty to be politically active. If that is what it has come to, then that is what it has come to. My role model who I can look up to [not audible] as a goal keeper I've heard many stories of her. [Not audible] played at Penn State and was coached by the Scolas. Rebecca Hostettler played at Penn State and was coached by the Scolas. I have heard multiple stories of amazing players who were coached by the Scolas and those are the people I can look up to.

In sports everything isn't nice and pretty. It is not easy. Last year I was a junior and I was being lazy – l-a-z-y – lazy at practice. I let a routine shot in and Dr. Scola and Mrs. Scola came up to me and said, don't you dare let another shot like that go in. That is excellence – to not let a shot that shouldn't go in not go in.

I didn't want to hear at the time that I wasn't perfect, but you know, from them telling me to get my butt in gear and to work hard and, you know, push through the tired was something you can take, because a lot of coaches, and I can express this from having been coached by a different coach now for the lacrosse seasons, coaches – some coaches – won't tell you when you're not playing your hardest. Some coaches think it's okay to be mediocre. And I, as a person, am competitive and I want to excel. That has always stuck with me – that they said, Sonya Torres, you do not let another one of those goals go in the goal. And I haven't since. I am proud of that.

You know, I've heard from Mr. Rogers, who is one of my teachers, that, you know, in life it's kind of like sports. You can't just tell your boss I don't like what you say to me. You can't just tell your boss, I don't like what you say to me if you're not doing something right. It's their job to tell you that you need to do what you're there to do for your teammates, for the community, for everybody who depends on you. Sometimes, as a teenage girl, you don't want to hear that and I can tell you that I went home to my mom and I said, mom, I am so upset. I don't know why they said this to me. I don't know what I can do to be better, but you know what my mom said? Instead of just saying, oh well honey, it's okay, you know, you're perfect. No. She said, Sonya, they know what they're doing. Listen to them and maybe you'll learn something. And I did.

So what it comes down to is sometimes you don't want to hear what you're told, but sometimes you need to be told that and that's what I've taken away from this experience. I've grown as a person because of that, so thank you.

Heidi Eby: I think this is, I agree with several of the people who have said that this has been a circus. I respect everybody who has come up, particularly the players. I know how hard it is to get up and stand up and front of you guys, although you know, most of you know me. I fully believe that they are saying what they mean from their hearts. I respect that and I, too, am glad that they've had that experience. There is another side. I heard a couple people say, why aren't there people speaking negatively, that's a lot harder to do. When you're a high school student, that's really hard to do. I'm taking a risk right now, because I have a daughter in the School in the field hockey program. It's incumbent upon you, the Board and the Administration to sift through all of this. I think there has been things done on both sides. From what I'm hearing there is solicitation on both sides. I have concerns. That's it. I've expressed concerns. I think a lot of people have expressed concerns. It's very hard to do that in front of all of these people who only have had positive experiences. Not everybody has had that experience. It's incumbent upon you to weigh those things. I just ask that you be fair to all points of view and then everybody needs to move on no matter what is decided. This is a program for all students. It's not about just varsity playing time going to college – that is a part of it, but it's also about young kids from the time they are in middle school all the way going up through high school to be in a program that all of them can have a positive experience in. I just ask you to be

fair and weigh all the things and to everybody, move on once a decision is made. Thank you.

Mrs. Sheffey: Thank you Mrs. Eby.

Pat Payonk: I am the secretary to Sam Elias, but I'm also a resident of Derry Township. I'm really disappointed at what I'm hearing tonight. I've worked for Mr. Elias for 10 years. I don't think that all that's been said today has been really, I mean there's been a vendetta against our Athletic Department for a very long time. There has been things that, you know, decisions were made that not everybody liked. After that, things just kind of snowballed and it seems like very decision that was made was questioned. I'm not saying Tami Scola's a perfect coach. None of our coaches are perfect, but all those names up there, if you tell me one of those coaches didn't do a wrong thing to a child when they were coaching, if they didn't critique what they were doing when they were coaching, and to single out just one coach out of all the coaches that were approved tonight, to me, is wrong. I'm talking as a resident of Derry Township. My son didn't play sports. He was in the music program. If you think that everything is perfect and he did everything right and he didn't come home and say, oh I was yelled at – I looked right in his face and said, maybe you deserved it. When you have a team out in the field, it's not going to be all sugars and cream. There's going to be things that are said in the heat of the moment – not just by Tami Scola. I've been there. She doesn't do that. But there are coaches that are going to say and do things that you might not like as a parent, but you know what? Deal with it, because that's what sports is all about. When your kid gets to college it's not going to be something that you're going to be able to hold their hand or go to the coach and say you can't yell at my child. It's not like that anymore. So if you want to build character, you start in the high school.

Julie Clingan: I am the very proud mother of Sonya Torres. This – I'm the type of parent that really just steps back. I let my kids – my kids are getting a great education here. I've never come to a School Board meeting. I've come at other times, but I've never spoke, but this is something that's really affecting my daughter. I really felt the need to come. I – there were many times when Sonya came home and said she didn't like something Doc Scola or Tami Scola did and I would look at her and I'd say, they know what they're doing. They're taking you in the right direction. They are a coach and you need to listen to them. She would go off and I don't like that and just walk off away from me and I'd let it go. You know what? Today – graduating – she has said to me that Dr. Scola is her mentor and that Tami Scola and him are role models to her by the way they conducted themselves over the years and what they have brought to her. When it was time to look for colleges, they were right there to help Sonya in that process. Sonya's playing at a D3 school, but a highly academic school, Wesleyan University, as you know. She wanted an academic school and she didn't want a D1 school for herself and they were right there to support her. She wanted to play field hockey and lacrosse.

With every good view you get, you could have a bad view from someone else. I learned that in my own career, what I do. I may make 10 people happy, but I might have that one I don't make happy. For everything out there, you're going to have people that aren't happy. To have the people that spoke tonight and to have the passion and, you know, the love of somebody is a shame that that can't be looked at and then you only look at the negatives of other people. I know someone spoke tonight and said right now this season for her is great as far as lacrosse goes. Well, for my daughter it's not. I'm not going to come up here and bash the new lacrosse coach. She's a coach. She's going to coach a certain way. My daughter has to learn to deal with it and to move forward with her life. She didn't have to come here tonight. She loves the Scolas. She's let them know that, but she wanted to support them. She's moving on next year, but I know of many people right now that are not happy and they're thinking of not even playing lacrosse or field hockey depending on the outcome of this.

Like I said, I don't go out to people and try to get them to tell me certain things and I stay away. I usually sit by myself on one end of the goal or the other because of where Sonya is. I try to stay away from all the politics of things, but I hear it. People say things to me. I've heard many times of Dr. Cronin going to people and asking them for negatives or things in the stands. That's sad. That's sad as a community – for people like, you know, my daughter has a great experience. I love Tami, somebody else might not, but that's what make, you know, that's the way life is and, you know, again, I hope you really look at this and that this doesn't go any farther than this so we can make a decision on this matter. Thank you.

Mrs. Sheffey: Thank you Mrs. Clingan.

Cindy Wilfong: I am the head tennis coach here at Hershey High School and I completed by first season last year. I appreciate the look at our tennis courts. It would be nice to be back – to be able to use them.

I tell the girls and when I have coached other teams, whether it be with swimming, with tennis, when I talk to them and I told them this year when I came on board, I don't like politics. What you see is what you get. I don't play games. I play by the rules. I feel that is probably one of the things that I'm best known for as a coach. I don't know what – I've heard stories – none of my children played field hockey, so I can't speak about what Tami has done, what she hasn't done. To me, there's a bigger picture here. We talk to our children at school – whether it's in the classroom on the athletic field, in the marching band, wherever they are. What happened? What did you learn from it? How can you improve it? To me this is what this is all about. Whatever Tami has done, my question, has she been talked to about what she has done? To me, if she does come back – if you do allow her to come back – to me, there are lessons she can learn as all of us can as a Board member, as a parent, as a student. Maybe Tami, with the

opportunity of coming back, could be a better coach and learn from her lessons of the things that – whatever she's done that's she's been talked to, because to me, to become a better coach – to become a great coach and become a great person, you need to know what you've done. I think it's wonderful if you are given a second chance so that maybe she can become a better coach to our kids who are also trying to learn from their own mistakes. That's a little bit different look at, perhaps, what's going on here. So I would encourage you to look at it from this angle as well. Thank you.

Mrs. Sheffey: Thank you Mrs. Wilfong.

Kelly Rodriguez: And I promise I'm the last of the Rodriguez's to speak tonight, but I'm here to tell you that I am the proud mother of those two children that spoke this evening, but I've also, for the last five years, been the President of the Hershey Youth Field Hockey Association, because Donna Cronin and I, five years ago, started that program to bring field hockey to the youth of Hershey. We wanted to get our girls sticks in their hands even earlier so that they had that opportunity, and we did that and we were very successful with it. We continue to have success. My daughter was a big part of bringing field hockey to young girls. She is going to be a fabulous field hockey coach some day and a teacher. But, my point is that we started out something that was really good and we were bringing field hockey to Hershey at a young age. We worked really hard to have a good relationship with Coach Scola, and we did. Somewhere along the long it went wrong, and I don't know where it went wrong, but it needs to get fixed, because there's a lot of little girls out there who want to play field hockey in Hershey and they want to play for Coach Scola. There's a lot of girls playing for Coach Scola right now in a club.

Everyone's already talked about how qualified she is. There is no question that she's probably the best candidate that you have in terms of application, but listen to what they've told you about the kind of person that she is helping make them and put aside those concerns that you have, because sometimes what it comes down to is what Sonya was saying, teenage girls don't always want to hear what needs to be said and that's a lot of where this stems from. When they go home and they tell their parents, they don't have a mom like Sonya or like we did who say, you know what, go back and talk to the coach and figure it out and make some headway. They maybe have a parent that says, yeah, they're terrible, they're awful, you know, this isn't right. Help your children – they need to help their children figure it out instead of bashing the coach and trying to figure out how to get rid of her, because that's the campaign that I saw over the last five years of seeing people trying to get rid of somebody instead of teaching their kids to work out their problems.

I hope that we have wonderful field hockey in this community for years to come and I hope that our youth program that we've started continues to flourish. I believe it will, but we need to get this put behind us. I think that's the one thing

that everyone who spoke in here tonight agrees upon is that it needs to get put behind us and put to rest. Thank you.

Mrs. Sheffey: Thank you Mrs. Rodriguez.

Tim Winters: My daughter was Lisa who spoke earlier. I'm not here in favor of or against the Scolas, but I sit here as a business person and I listen to what's going on and I have to ask a question. You say it's a personnel issue, so you can't discuss that so you can hide behind that, but the Superintendent, the Assistant Superintendent, the Athletic Director, and the Principal all endorsed Tami Scola. Were they aware of these personnel issues?

Mrs. Sheffey: Yes.

Mr. Winters: Okay, so they didn't seem to think it was an issue and they made the recommendation and I guess I'm totally confused by that.

Mrs. Sheffey: Thank you Mr. Winters.

Kathy Gunkle: I'll be very unbiased. I don't have any children that play lacrosse although my daughter did play – I'm sorry field hockey – but my daughter did play lacrosse when we first moved here and had a lovely experience. But, I think we forget the fact – the fact of the matter is that Tami Scola retired last year and left both sports. Did anyone come and – come to the District Board meetings and say no Coach Scola, you can't leave us? And please don't hold this against me, it's very sad when you love a coach and how they are, but it was her decision to leave. When does a person or people take action for their actions? When do we believe that someone does something when they do something and then they change their mind and it's just okay? It's not okay. It hurts everyone.

Mrs. Sheffey: Thank you.

Cheyenne Rodriguez: I just have one thing to say about the whole resigning or retiring part. She, it's a little more complicated than that and it wasn't just – I don't want to coach anymore – and would trust that the Board would understand the complications that were in her retirement and why she does want to come back to coach, so I just would like that to be known.

Mrs. Sheffey: Thank you.

Karen Wilson: I think it's great that you brought that up, because it's talked about, but I think it's just a pure black and white issue. It's a job. I don't think – it's great if there are some of you who have never done that, but many of us have been in positions where we've needed to make a change or step back and then when we step back and we reevaluate it for all the right reasons, we may recognize that we weren't ready to be done. There's many people who have

done that and I don't think that that's a very fair thing to be held against anyone. May professionals do that, so it's good you brought it up. Thank you.

Mr. Morelli: Madam President, I'd like to ask two things: one is could we reconsider this vote tonight with a motion and, if we cannot, we need to have a special meeting if we need to give 24 or 48 hours notice or whatever. I don't want a minute after that.

Mrs. Sheffey: I've been frantically looking through my Roberts Rules. I believe it is tabled until the next meeting.

Dr. Faidley: Madam President you are correct. An item that is tabled by the Board during one meeting cannot be reconsidered during the same meeting. The item would need to be addressed at the next Board meeting or at a special meeting that the Board would schedule.

Mrs. Sheffey: If I get three written requests from Board members, I can schedule a special meeting, so if three Board members want to contact me tomorrow, I will go about that.

Female Voice: Is there a statute of limitations when you leave something like in college sports, you have to wait until the next year to go back into it – for technical reasons?

Mrs. Sheffey: Do we have any more public comment?

Dr. Donahue: How long does public notice have to be for a special meeting?

Mrs. Sheffey: 24 hours, but we have to get it advertised and then 24 hours from when it's advertised.

Dr. Donahue: 24 hours after the advertisement. Okay thanks.

Mrs. Sheffey: Okay thank you. Any other comments? Thank you all for your heartfelt comments. I appreciate it.

9.01 Adjournment

Mrs. Sheffey: The next public School Board meeting will be held Tuesday, May 29, 2012 starting at 7:00 p.m. in the High School LGI room.

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

The meeting was adjourned at 10:13 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the May 29, 2012 meeting

Mrs. Ellen Sheffey
President of the Board

LDM