

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

May 29, 2012

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Tuesday, May 29, 2012, in the High School LGI room. Mrs. Ellen Sheffey, Board President, called the meeting to order at 7:11 p.m.

1.02 Roll Call

Directors Present: Mr. Christopher Barrett
Dr. Donna Cronin
Dr. Henry Donahue
Mr. John Gräb
Mr. Bruce Hancock
Dr. William Parrish
Mrs. Maryellen Sheehan
Mrs. Ellen Sheffey

Excused: Mr. Christopher Morelli

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

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

Representatives of the Staff and Community: Brenda Winters, John J. Voelmle, Alyssa Voelmle, Mariann Voelmle, Anne Newman, Julie Moore, Anne Reeves, Diane Leonard, Peggy Brava, Cheyenne Rodriguez, John G. Rodriguez, Richard Green, John BN Dunn, Kathie Hedrick, Brian Shiflett, Diane L. Robinson, Carol Schneiderent, Sue Ann Hancock, Julie Isaacson, Andrea Abruzzo, Ann S. Rowland, Gina Alessi, Judy Haverstick, Paula Darling, Jean Bruggemeier, Megan Hulse, Pat Payonk, Keith Varney, Barry Parrish, Shelly Tice, Monica Tice, Lorena Brown, Dawn Koegler, Brian Blase, Ann Gardiner, Nicole Onorato, David O., Jason Brown, Betsy, Quillan

1.03 Flag Salute

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

APPROVAL OF MINUTES

2.01 Approval of the May 14, 2012 School Board Meeting Minutes

A motion was made by Mr. Barrett and seconded by Dr. Donahue to approve the minutes of the May 14, 2012 School Board Meeting Minutes.

All Board members present signified by a Yes vote.

MOTION CARRIED

INFORMATION AND PROPOSALS

3.01 Announcement of Executive Session

Mrs. Sheffey: I would like to announce that the Board met in Executive Session prior to this meeting to discuss employment issues and matters that must be conducted in private to protect a lawful privilege or confidentiality.

3.02 Recognition of Student Representatives

Mrs. Sheffey: As President of the Board of School Directors, I would like to thank our two Student Representatives, Mr. Cole and Mr. Haverstick. It has been a pleasure working with you, and I wish you all the best.

We have a very small token of our appreciation for you. Are there any Board member comments? Anybody else would like to thank them?

Mrs. Sheehan: Would you mind just sharing with the Board what your plans for the future are?

Mr. Haverstick: I will be attending Messiah College next year majoring in Business Administration.

Mr. Cole: And I'll be at American University next year in Washington, DC with a double major in International Relations and Foreign Language and Communication Media.

Mrs. Sheehan: Good luck.

Mr. Hancock: Madam President, I'd just like to say to Mr. Haverstick and Mr. Cole we appreciate your input and your preparedness each week. I think you set the bar pretty high for the folks that come thereafter, but appreciate all your input and your commitment to the Board. Thank you.

Mr. Gräb: I would like to echo Mr. Hancock's comments. You've done an outstanding job this year – a professional job, I might add. Any time you're in the neighborhood, you know, on break or anything, you certainly are more than welcome to come back and visit us.

Student Representatives: Thank you.

Mrs. Sheffey: Thank you both.

3.03 Student Representatives' Report

Mrs. Sheffey: Do either of you have a Student Representatives Report?

Mr. Haverstick: We do. We do. Yes. Mr. Tredinnick informed us last week actually that no Student Representatives have gone out with an interpretive dance, so after much deliberation and talk with Zach, we have decided to keep that tradition alive and spare you all, so you're welcome.

In all seriousness though, it is the end of the year and there have been a number of senior events and most notably, last Friday was Senior Prom. It was a fantastic night at the Hotel Hershey, beautiful weather, great dancing, great food, and everybody was well behaved, so that's always a plus. There was also last Wednesday was the Senior Dinner and Zach and I enjoyed being hypnotized along with a number – like 15 – other students, so that was an unforgettable experience although I don't remember much. Today we had Hershey Park as our last full school day, so that was enjoyable, good weather up until about 5:00 p.m.

Then really it's just finals the rest of this week and into next week for most of the underclassmen leading up to the big day – June 7 – commencement. I know Zach's preparing hard for his speech, so we're all looking forward to it. But, it really is starting to set in that it's the last – really the last of our high school career, so bittersweet, but Zach has some closing remarks.

Mr. Cole: School started at 7:38 this morning and I rolled into the parking lot at 7:32, so I officially knew I was a senior as of this morning. It's finally sunk in, but we just want to thank you and take a few moments to sincerely thank the Board for allowing Stephen and I to operate as Student Representatives. The perspectives of the students are oftentimes vital to the understanding of how we as a District operate, and therefore require sufficient representation. Stephen and I took our job seriously and, likewise, the Board was consistently receptive to our reports. For that we thank you very much.

As Stephen and I reflect on our past here in Hershey, we now work to determine our future. This District will always hold a special place in our hearts and, therefore, we implore the Board to do the same – to reflect on the past to determine your future. As President Lincoln asserted, a house against itself cannot stand. These timeless words ring truer than ever, because a Board against itself cannot stand. In just over a week when 261 of my peers walk across the stage to receive their diplomas, I want them to be proud of their alma mater. I want them to take on the world with confidence because of where they came from. You have the power to maintain that pride and to maintain that confidence, so we trust in you. Build our house strong so that it will not fall. Thank you.

Mrs. Sheffey: Thank you.

3.04 Standing Committee Reports

Mrs. Sheffey: Mr. Barrett, the Communications Standing Committee met May 17, do you have a report?

Mr. Barrett: Yes, Madam President thank you, and I think Maryellen you were there, so if I miss something please jump in. I want to congratulate you guys too on your future and I just personally want to say I really enjoyed hearing from you guys too. The last time I was on the Board, I did three terms and on my last year, when the two student representatives gave their report, I was like, oh my God, when they were in kindergarten was my first year on the Board. That's how fast that 12 years went, but it was great. It's always great to hear you and you guys are going to have incredible careers, so I'm excited for you both. Enjoy it.

To just talk a little bit about our Communications Committee – that you have to be able to communicate if you want to give a report on it – the Committee met on

May 17 at 8:30 and we discussed a few items of old business, which would be the Contact Us form. Dan, please jump in too if I miss something here too. Everyone on the Board now should be receiving copies of that via your own e-mail box when we do get those communications, so that we're all informed of constituents' communications at the same time that Administration is. I know that our last Board meeting, you may have seen some copies of letters from constituents who went up to the podium with questions that Dr. Faidley responded to directly by letter, so we're actually seeing copies of those as well.

Also, Dan, do you have a copy of the form now? If I may prevail upon you to – at the podium, there is now a copy of a form that constituents can fill out and get a question answered very specifically. I can take that much credit for it. It was actually Dan's idea, I believe. If you don't want to ask a question at the microphone, but you do want a question answered here at a meeting, you can fill out one of these forms and you will be responded to by either Dan or Dr. Faidley or the Administrator it's assigned to, if that's correct. So, here, I'm going to pass it around, because I don't think you guys – I know Maryellen's seen it – but I don't think you guys have actually seen it. Donna, I'll get it back to you too. Again, just trying to expand the way that the constituents can communicate with us.

Also too, I know that we had talked about it at a number of previous meetings that our website has been updated, so we went over some web stats. Actually the web stats are looking fairly good. A number of visits to the site are up by about 24,000 versus the same time in April last year. Our page visits are down slightly, but that's okay, because that probably tells you that the individual using it is getting the information that they need fairly quickly and moving on, so the page views look good and navigation of the web site looks really good too, so we'll continue to keep reviewing those statistics.

A couple of other items and I had kind of sent this out for the Board just so they knew and I think it's something for the public to know too – is we had two suggestions: one being that we limit the presentations made or time, either one, so that the public doesn't have to sit through a long period of presentation, so we're kind of looking at that. It's something the Board really has to discuss, because it's a good way for us to get information, but I think it's also a good way for the Administration to be showcased, so that's an issue that – not issue – but, something we really have to discuss. Another think that was related to time, which I think was Dr. Faidley's idea, was a consent agenda. Really simply, a consent agenda puts a lot of mundane items into one motion, so that you don't have to continuously keep reading 'The Administration recommends, the Administration recommends, the Administration recommends.' It all puts it into one, so that cleans up a lot of time as well, so you can devote more time to constituents questions or any other thing you want to devote more time to. That's probably something we'll kind of talk about as far as how we want our business to be conducted moving forward, but that's a decision for everybody up here.

Also too we kind of talked about if a constituent comes up and, sometimes we assume they know the process of how to make or how to impart information upon us, so I'm writing up a brief statement that, hopefully, if the Board agrees, we can read at every meeting before the meeting starts and the statement would just say, if you wish to make a comment, come up, state your name and address, or you can use this card, so it will go through the whole process of how you can communicate with the Board at a meeting.

Also too we talked about the Trojan Quest and we needed a solid schedule on that and how that's going to roll out over the next few months, because we don't have any more meetings, I don't think, but I'm going to continue to make sure that these things are followed up on and Dan and I continue to talk about that.

Also too we talked about – we didn't get to this part – there were three other things. We talked a little bit about social media – very little – texting and some other communication pathways. We also talked a little bit about having audio or video recordings of these meetings – currently there's an audio, because they're transcribed, but that may need to be assigned some budget dollars to support that, so that's something we're going to have to talk about – at least the audio communication – somebody can use it as a podcast or we can use it as a podcast.

Did I miss anything?

Mrs. Sheehan: That sums it up pretty much Chris.

Mr. Barrett: Okay. I can answer any questions.

Mrs. Sheehan: I do have a question. First, of all I'd like to thank the Administration and let the community know that anytime a complaint is made on the District website under Contact Us, Board members will now get a copy of that. In our last week's communications from Dr. Faidley, we did receive year to date communications as to what the community has commented on or had a question or an issue.

One of the reports, there were 13 comments, and there is also a section for the response from the District. Four out of the 13, it just says that they e-mailed the community member indicating the concern would be forwarded to the appropriate individuals, Executive Council, per Dr. Faidley. I would like to request that all the Board members receive the information, not a select few, if possible, moving forward please.

Dr. Cronin: Just to make a comment. I think having that form at the Board meetings is wonderful, but I want to make sure that everyone understands that it's just another avenue for you to voice an issue. It will not be answered at the

Board meeting, unfortunately, just because of logistics. It will still go through the process, but it does give you one other means of addressing an issue that is Board related.

Mr. Barrett: Thanks, no thanks for saying that too, because I think it was kind of brought to our attention sometimes people don't want to come to the podium and speak and that's fine, but still if you have any questions that you want to be addressed, so please use it. Thanks. That concludes my report Madam President.

Mrs. Sheffey: Thank you. Are there any other questions from Board members?

Dr. Faidley: Madam President? If I may, I would like to have Mr. McFarland report on his Committee meeting that was held the other night – actually last week, I guess, before the holiday break regarding the efforts to work through some identified concerns as part of our opening day survey – Race to Nowhere – so I'll turn it over to Mr. McFarland for a report.

Mr. McFarland: Yes, thank you very much. We did meet – the community representatives, the student representatives, some Board members, and some Administrators and some teachers got together last Thursday evening. It was the same group that was invited as were part of the Race to Nowhere District opening as we had back, as I said to everybody there, after the earthquake, before the flood – the first day of school, which is hard to believe that all that occurred in a matter of two weeks.

As a result of that meeting, we shared with everyone what's been happening within the District over the year, looking at all the department chairs, all the grade level coordinators, reading the book *Rethinking Homework* by Cathy Vatterott and discussing those at our monthly meetings and then they would take those back and have follow up discussions with all their grade levels or departments - getting feedback from them. Homework is a very passionate, diverse topic. There are various schools of thought from the teachers to the students to the parents as to what the purpose of homework is. Some see it as a behaviorist-type model, that it's about building responsibility and work ethic and some see it as just an extension of the school day and following up on what you're learning in school. So, trying to get perspectives and hear everyone and understand where everyone's coming from.

Then we shared the results. We had a parent survey where we had 309 parents that completed the survey. We had all of our teachers complete a survey and we had representative 4th and 5th graders and almost all of our middle schoolers and almost all of our high schoolers. We had about 1,600 secondary students total that completed the summaries. Those survey summaries are online. They are on the District website right on the main page. You can actually go and see those. Now I'll give a little disclaimer. I went through all of the actual surveys

and at the middle school, it was almost 500 pages and at the high school it was almost 500 pages of student comments and everything. I read through all of them and tried to encapsulate that into a summary that people could read that wouldn't take days. So the summary results are there and, hopefully, a lot of people will go and look through those. It gave a lot of good information to us as a District and as a community as to where our students are in their perceptions about the type of homework that's given, the amount of homework that's given, and some of the concerns and some of the positives that they have regarding homework.

Where do we go from here? The next steps as I shared with the group are that, as a District, we have some common themes that came up out of the results. One is looking at consistency within departments across courses. Just very quickly when you have a course that's taught by three different teachers and you have one teacher that maybe gives little to no homework and another teacher that gives homework on a nightly basis, it's very hard to look at those two courses that should be exactly the same and hold one up against the other. So looking at consistency, looking at a theme that came out – whether it's perception or reality – of busy work. Homework being perceived as busy work. That is something that, when I shared with the teachers, whether that's a reality or perception, it is what it is, and so if we don't – if homework is not to be busy work – then we have to do a better job of educating the importance of it and why it's meaningful.

Those were two of the areas that we focused on and that came out in themes. There are many more and you can see those as you look at the summaries. We'll be evaluating the type, the value, and the purpose of homework assignments and at the community level we said what can we do as an entire school community to address the feeling that students have to do more and more and more and more and more – whether it is in the course load they take and feeling like they need to take as many APs as they can, because that's what's expected or whether it's in – as a theme that came out – the over-scheduledness of some students. Just for an example, there was one comment that I remember where a student said they were on three basketball teams. So you top that on everything else, what can we do – is there anything? What came out of the committee meeting was that as a School District we need to look at getting some consistency and then we want to continue with maybe some forums of the group that was there pulling in some other folks some other students. I charge the Student Representatives with gaining some more individuals for that to dialogue about the perception of busy work, about making homework as meaningful as possible, and balancing homework with everything else that students have going. It is not over. It's not a one year thing. It's a long process, but we are committed to pulling everybody together to truly look at what we do with homework in the District and what we can do as a whole community to ensure a balanced good education and a healthy environment for our students. That's sort of the summary.

Mrs. Sheffey: Are there any questions?

Mr. Hancock: Madam President, I have a couple of comments. First of all, congratulations to Joe, the Administration and to Joe, because I thought that the outcome was a healthy dialogue last week. I was just curious, because it was a pretty healthy dialogue – those of us who were there – I thought it was very beneficial and meaningful. Is there an opportunity to do that again? I mean if the scheduling of kids and parents and what have you, especially this time of the year, you know, the turnout was okay. I think there's a lot more – a lot of people who had a lot of vigor around this the beginning of the year that I think would like to see the outcome of the surveys. I just was curious if there might be an opportunity to have another open forum and gain more feedback. I thought the discussion was very good.

Mr. McFarland: Thank you.

Dr. Cronin: I'll add on to that. I was also at the meeting and I wished there were more people there, but at least those that were there were very engaged and really represented a cross section of the community in terms of the ages of their children and the fact there were many students there. What might be effective would be to have some focus groups to try to take the survey responses where we didn't have enough information – it gave us a good first start, but then to redo a type of survey or questionnaire that drills down on some of the most poignant facts that came up from it.

Mr. McFarland: And that was what I was referring to as the focus groups for next year. And one of the things we said with the students, whether we wanted to make sure that we got a very well rounded sample of our student population in that, so we will be continuing that next year. That's the goal.

Dr. Cronin: We're definitely moving in the right direction. Thank you.

Mrs. Sheffey: Any other comments, questions?

3.05 Presentation - 21st Century Learning Environment - Elementary

Female Voice: Good evening and we want to thank the Board for this opportunity to share with you some information about some of our youngest 21st century learners.

I just want to take you back memory road here for a couple of minutes. Some of you will go with me, some of you are probably too young to go with me, but come back with me to 1975. I graduated from high school and I lived in Shippensburg. And I remember as seniors we went on a trip to Shippensburg University to see

the computer – and that was singular. So, we went into a very huge room and the computer was probably about the size of that wall over there and we all oohed and ahh-ed and we thought about how exciting our future would be with this one computer.

As we sit in this room tonight, I know that we have folks from a lot of different generations. For example, and I won't ask you to raise your hands, but just think about this – any of you who were born in the late 40s to the early 60s, you're baby boomers. Anybody that was born 1960 to the late 1970s, you're Generation X. I don't know if you knew that or not. Any of you who were born from 1980 to about 2002, I don't know, Mrs. MacKenzie and I were googling that tonight and it could be 2003, you are Gen X and Millennials. In just a few minutes we're going to introduce you to the newest generation.

I want to give you just a quick quiz, alright? Will you cooperate with me Board? This is tech savvy and so I want to see how many of these terms you know. Alright? So let's start.

Board: Before

Female Voice: Before, very good. Alright, how about this one?

Dr. Cronin: See you later.

Female Voice: Oh, you guys are good.

Male Voice: What if you're too old to be able to read them?

Female Voice: You know I probably could have put them up on the screen, that would have been good. How about, oh let's do this one? POS.

Mr. Gräb: Point of Savings.

Female Voice: Somebody over here has it. Parents Over the Shoulder.

Dr. Cronin: No wonder why we don't know. We never use it.

Female Voice: One, two more. This one is ROTFL.

Board: Rolling On The Floor Laughing.

Female Voice: Alright very good. And one more – and this is for baby boomers or a little earlier – those of us with lots of experience – ETC.

Mr. Gräb: Etcetera.

Female Voice: Etcetera. We wanted everybody to be successful.

Response: Thank you.

Female Voice: Okay and that was the one I knew too. Alright, so talking about being successful, you know, thinking back to that huge computer, I was so excited for all the technology. Fast forward – think about everything that has come since then. Just like we wanted everybody here in this room to be successful with our little quiz, we want the newest generation, which is the Digital Generation or the Digital Natives, to also be successful. In order to do that, we've got to focus on the things that are up on the screen right now. It is all about innovation and learning.

We have Four C's that we would like to share with you and I'm going to have our 2nd graders come up and help me. So, let's go girls, are you ready? Alright. We'll have Samantha Koegler come up first and Lexy Hedrick, come on up second, Kara Brown – third, and Mrs. Kensinger is fourth. Mrs. Kensinger is the teacher. They are going to share with you a little bit about the Four C's.

Miss Koegler: Communication. The project is a new way to deliver the Cocoa message.

Miss Hedrick: Collaboration. We work together, shared ideas, and created equal roles to develop the project.

Miss Brown: Creativity. Using relevant images, we were creative in our display and message.

Mrs. Kensinger: Critical Thinking. Using a plethora of skills the students were able to work independently and make joint decisions about the scope of their learning project.

21st century learning is not just about consuming or automating data, it's about producing and making it student driven and authentic. The presentation that you're going to see was created by these three lovely ladies. I asked them that question that day – what is something important that we do in school that you can't bring home that you would like to show your parents? The students chose our Cocoa Principles. The video displays not only these four C's, but also shows you that even our youngest learners are able to use technology and engage in 21st century skills.

[Video Presentation]

Female Voice: At this time, the girls and I would like to share with you a couple other digital projects that we've done in our classroom this year.

Student: Show me. Show me projects or screen records are a great way to show and explain what we've learned or a way to help friends learn. Show me projects are also a fun way to work together on projects.

Student: Digital Storytelling. Digital storytelling projects allow us to publish [not audible] with cartoons or live animation. Digital storytelling also helps us develop advanced writing skills like mood and author's voice.

Student: Video projects. Student made video projects are a great way to communicate with our families. We can record and show them things we are learning about or share special events happening in our classroom.

Mrs. Landry: Thank you girls that was great. It's hard to follow such eloquent speakers, but I'll give it a shot. My name is Tracy Landry and it's my job to sort of bring our little presentation to a close.

As a District, we have made a commitment to creating a 21st century learning environment for all students. As you have seen clearly demonstrated here tonight, technology integration is alive and well and, in fact, thriving at the elementary level. This is truly a kindergarten through 12th grade goal. Even our youngest learners are using these powerful digital tools to profoundly impact their learning environment and their world.

On behalf of the District, I would like to thank our talented youngsters, Samantha, Kara, and Lexy for coming out tonight and maybe being out a little bit late for a school night. Also I would like you to know that this is their second time presenting to a group of adults, because they also represent the District as student representatives as the Taste of Hershey event, so they are clearly now seasoned. I would also like to thank their parents for braving the storm to get them here tonight and Mrs. Kensinger for putting this project together and cultivating this learning environment for her students. I think they did an amazing job.

On behalf of the group, I would like to thank the Board for giving us this opportunity to present this project to you tonight and the students will now accept any questions you may have for them. Ladies, you want to go up to the microphone?

Mrs. Sheffey: Okay, are there any questions?

Dr. Cronin: Sure I'll ask a question. Any one of you could answer this. What is your favorite type of technology that you've used in your classroom?

Student: My favorite was the iPad. I really liked it.

Student: I liked the iPad a lot too.

Student: I liked the iPad too.

Dr. Cronin: What is it about the iPad that you like?

Student: Because you can use like apps on them.

Student: I like all the different apps and seeing new ways how they help you learn.

Dr. Cronin: How about a follow up question for you. Is there anything that you find scary or intimidating about technology?

All Students: No!

Dr. Cronin: Oh boy. We all wish we were you. Thank you girls.

Mrs. Sheffey: Thank you ladies. And thank you for coming out on this very blustery night.

3.06 Recognition of Citizens (Agenda Items)

Mrs. Sheffey: Chris, I do have a new statement to read already.

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

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

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

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

Gina Alessi: I just wanted to talk a little bit on behalf of, I think we're voting tonight for the field hockey position, and say a couple positive things about Tami Scola. Personally, I've been a coach in the Mid Penn for 15 years. I've coached against Tami. She's always been very polite, respectful, never heard any negative things towards my team or towards any other children.

Last season I was approached to coach lacrosse at Hershey. I contemplated it, because, you know, I work at Milton Hershey so we have a little rival going on, but I thought if my daughter was going to play field hockey for Coach Scola, I would like to spend some time with her and get to know her on a different level.

I want you guys to know that the team was awesome. The girls were very respectful. They were welcoming and warming to me. We had a great season. Tami gave the girls nothing but respect and love, and I thought the season went well. I was really impressed with the Hershey lacrosse girls, and you guys are raising some really good teenagers.

I just want you to know I endorse Tami as the head coach. She has built this program from the beginning and you think about feeder programs, you guys just started a feeder program, so all that stuff – winning districts, going to states, has been achieved without an elementary program and now you guys have one so it's just going to be taken up to a new level. I think she is the most qualified for this position. I feel like if we keep arguing back and forth about it, the kids are the ones that are losing out right now, because all the other teams are practicing, camps are getting full, so I really strongly believe that tonight it has to be decided and we should just all put our feelings aside and do what's right for the program. And I'm just recommending Coach Scola for the job. Thank you.

Response: Thank you.

Keith Varney: Like the Assistant Coach, I'd like to endorse Tami Scola for the field hockey position. I'm the athletic trainer here at the high school. I deal with the athletes and the coaches on a daily basis. I communicate with them on a daily basis and never once have I ever seen Tami get very hostile towards anybody, yell at them. If anything Tami is one of the most mild mannered coaches that I have ever come across. I see no reasons why she should be the coach here. There's been a personnel vendetta against the Athletic Department here by one of the Board members which needs to stop. She's well qualified for the job. She's gotten numerous wins. I know it's not all about winning, but like I said before, she's well qualified and I've never seen her raise her voice at any of the kids in a demeaning fashion or any other disrespectful manner. Like I said, if I had any daughters, I would want her to be the coach for them, because she's a good coach and she gets it done as well. I'd like to endorse Tami as the field hockey coach.

Mrs. Sheffey: Thank you.

Dr. Cronin: Thank you.

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

UNFINISHED BUSINESS

4.01 Unfinished Business

Dr. Faidley: Madam President. We do have unfinished business. At the May 14, 2012 meeting, there was a recommendation by the Administration regarding field hockey coaches, which was tabled by the Board. This recommendation will be addressed in the General Personnel agenda during our meeting this evening.

Mrs. Sheffey: And when we get to that item, it is mixed in with all the other Administrative recommendations for hiring, we will pull it out and we will then have to make a motion to take it from the table, and then we will make a motion to vote on it.

NEW BUSINESS

5.01 Approval of Finance Report for April 2012

1.	The Treasurer's Report for the month ending April 30, 2012 were summarized as follows:	
	• General Fund Revenues	\$972,541
	• General Fund Expenditures	3,956,520
	• Balance of Cash Plus Investments (Includes \$6,802,507 Capital Reserve)	21,059,348
2.	The listed schedule of investment transactions for the period beginning April 1, 2012 through April 30, 2012 had total interest earnings of \$3,559 comprised of the following:	
	• General Fund	34
	• Money Market	2,562
	• Capital Reserve	963
	• PA Local Government Investment Trust	0
	The average interest rate for April 2012 was .19%.	
3.	The April 2012 expenditures for the paid bills for all funds totaled \$2,043,851 excluding net payroll, retirement contributions, and debt service.	
4.	The May 2012 expenditures for the unpaid bills for all funds totaled \$752,778.	

5.	The estimated expenditures of the General Fund for the month of May 2012 were in the following amounts:	
	• Operating Expenses	\$1,200,000
	• Utilities	134,450
	• Net Payroll (2 Pays)	1,293,500
	• Employer Provided Insurance	476,400
	• Payroll Deductions	625,000
	• Employer Payroll Taxes (FICA/RET)	147,000
	• Debt Service	<u>1,220,106</u>
	Total Estimated Expenditures	\$5,096,456

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

Mrs. Sheehan: I have a question please. On the expenditure status report, under Board services, legal services, we had 0 dollars budgeted and we actually incurred \$18,164 under this period – year to date expenditures \$29,039. I was just wondering what those charges are for, because we as a Board haven't been informed of any legal services on our behalf – at least I haven't.

Mr. Rineer: I don't know the answer to the question right off the top of my head, because of the volume of transactions, but I will look into that and get back to you.

Mrs. Sheehan: Okay, thank you. I'd just like to comment that I am concerned, as I've stated several times, about our legal fees and the costs that we, as a District, are incurring. I have made a request to the Administration that I see the non-redacted invoices that was presented to The Sun. It has been communicated to me that the Board, my colleagues, need to provide consensus for me to be able to see those documents, so I just wanted to be open and the light of transparency and open communication that I have requested that. I would like to see what these are too, because I feel that our legal fees are costing our District a lot of money and at our times of financial crisis, I think we could be doing other things with those funds. Thank you.

Mrs. Sheffey: And I just want to make a point of clarification on that issue. I think Dr. Faidley has expressed some concerns that he wants to share with the full Board prior to sharing that information. He has not denied the request, but he does have concerns he would like to share and then have the full Board comment on it. So, hopefully, we will be doing that in a post Executive session today. So that is a – are there any other comments?

Mr. Hancock: Question for Steve. We're coming down the home stretch of the year, Steve. How are you feeling? Not that I like to put you on the spot every week, but we got a couple more periods to go. When I review the line items, there are some things where we're pretty – feel pretty good under budget, but just if you could just give an overview of where we are year to date. Thank you.

Mr. Rineer: Year to date expenses? I think that our year to date expenses will come in at budget or maybe slightly over budget. We might get a little bit into the line item that we have for the budget reserve.

On the revenues, I think we're going to be okay on the revenues. The one fly in the ointment that's hard to predict is the county-wide cash collection by Keystone – that's for the last 6 months we've been receiving revenue from Keystone. It's less than we received last year in the same 6 month period. There will always be some catch up on the earned income tax. I think that we will catch up – whether we'll catch up in time to have those revenues recorded in the 2011-2012 budget year is yet to be seen.

I know that we're below budget on the interim real estate tax collections. We're ahead of budget on the regular real estate tax collections. We are ahead by a healthy margin on the real estate transfer taxes, because of the one large sale that we had from the property across the street, so we're positive there.

The executive summary on the revenues is that, I think we'll be over budget on the revenues and we're very close to break even or slightly over budget on the expenditures.

Mr. Hancock: One more question Steve. On the expenditure side, is that surrounding the healthcare component that we talked about last time? Is that the one that causes you the most concern?

Mr. Rineer: Yes it is.

Mr. Hancock: Okay.

Mr. Rineer: As of right now, I think, if I project to the last month of claims, we will be about \$130,000 over budget. Now that could change next week, well tomorrow – tomorrow's Wednesday.

Mr. Hancock: I won't ask you for the probability of over/under. Thanks Steve.

Mrs. Sheffey: Are there any other comments/questions?

Mr. Barrett: Thank you Madam President. Steve, you're saying and when you look in your crystal ball, you may have a slight overage in revenues – a possible overage in expenditures. Will they wash?

Mr. Rineer: Yes.

Mr. Barrett: Okay.

Mr. Rineer: Well, there's always a caveat, because I'm an accountant. We had a lot of expenses related to the Early Childhood Center. The accounting rules are, and I'm not particularly happy with them, but the accounting rules are that we have to record the expense in the year in which they occurred, even if we're going to get an insurance recovery. Then the insurance recoveries are going to be shown as a revenue. So, in total, they will offset. We might have to do a transfer of some dollars over to the capital reserve fund for some of the dollars, but I want you to know right now that when we see the year end audit report in November, we will likely be over budget on the expenditure side to the extent of the dollars that we have been paying for the Early Childhood reconstruction, but we're going to be over budget on the revenue side, because of the insurance recovery.

Mr. Barrett: And I'm just – this is maybe an assumption on my part, but I would guess we're going to have a lot of overages in labor charges this summer, probably to get everything back to where it needs to be, so we're keeping – I'm assuming – we're keeping track of all those charges, right, related to that.

Mr. Rineer: We'll submit those charges to the insurance company and we should be able to recover some of those dollars.

Mr. Barrett: When will we know about FEMA?

Mr. Rineer: That's a good question. They were out for the first time about a week and a half ago, about 4 or 5 months later than they said that they were going to be out. They've asked Mr. Consalo and me to provide some financial information. The challenge of that is it's really sort of complex. We have to submit all the expenditures to the insurance company, which will decide what is qualifying and what's not qualifying. Then we have to submit them to FEMA which will decide based on what the insurance company paid – whether or not they'll pick up any more. They will likely pick up the deductible, but, you know, it's like Yogi Berra said a long time ago, it aint over till it's over.

Mr. Barrett: Right. Thanks Steve. Thank you Madam President.

Mrs. Sheffey: Any other comments?

Roll Call Vote:

Barrett – Yes
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Absent

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.02 Budget Transfers

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

The Administration recommended the Board authorize the May 2012 budget transfers.

Dr. Faidley: I will also draw to your attention that in your Board packet over the weekend, that you received an explanation in written form regarding the budget transfer request as requested at a previous Board meeting. The budget transfer request for May 2012 identifies 5 requests: the elementary school submitted three requests totaling \$4,500 from the 610 supply account to the 758 IT equipment account to purchase six laptop computers.

Similarly, the high school submitted two requests totaling \$1,396 from a 610 supplies account for \$98 to a 618 IT supplies account and \$1,298 to a 750 IT equipment account to purchase respectively an iPad VGA adaptor and a laptop computer.

Mr. Barrett moved the Board approve the budget transfers and was seconded by Mr. Gräb.

Mrs. Sheehan: I just wanted to say thank you very much for the description. I really appreciate that.

Mrs. Sheffey: Any other comments?

Roll Call Vote:

Barrett – Yes
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Absent

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

Mr. Barrett: Madam President?

Mrs. Sheffey: Yes.

Mr. Barrett: Just a suggestion. Some of these articles on the agenda are more like consent type items. If no one has any questions from the Board on any of these items, maybe we can combine them into one motion to save time since we have an Executive Session after this? If that's possible?

Mrs. Sheffey: So you want to move to approve items 5.3 . . .

Mr. Hancock: There's only a couple.

Mr. Barrett: If I could, Madame President, and again, if anybody has questions on any of these obviously we cannot do this, but I'd like to make a motion we combine points 5.03, 04, 05, 06, 07, 08, 09, and 10 and consider them in total in one motion.

Mrs. Sheffey: Okay, can everybody take a look at that? There's a motion to consolidate 5.03 through 5.10. Is there a second for that motion?

Dr. Donahue: Second.

Mrs. Sheffey: Okay, so motion to consolidate from Mr. Barrett. Seconded by Dr. Donahue. Has everybody had a chance to look at those items?

Mr. Rineer: They're not consent – some of those are not consent votes.

Mr. Barrett: No, I'm saying you make it as a consent agenda.

Mrs. Sheffey: Yeah, but they're roll call votes.

Dr. Cronin: They're all roll call votes.

Mr. Barrett: They're all roll calls.

Mr. Hancock: They're all roll call votes.

Mr. Rineer: Yeah.

Mrs. Sheffey: Yeah. You can't have roll call form. Okay, so now that we've had a motion, we need to make a motion to reconsider that motion or to rescind that motion? Is that what you just said, none of them are consent items?

Mr. Rineer: Well . . .

Dr. Faidley: Madam President, I think the request was to combine all of those items into one roll call vote.

Mr. Barrett: Right.

Mrs. Sheffey: Oh, okay.

Mrs. Sheehan: If you have a question regarding any of these should we bring it up before?

Mrs. Sheffey: You should say don't put it in.

Mrs. Sheehan: I would like to not put in the tennis courts.

Mrs. Sheffey: Okay.

Mrs. Sheehan: Number 5.07.

Mrs. Sheffey: So we have a motion to amend it to remove 5.07. Can we send that motion to amend the motion?

Mr. Gräb: Second.

Mrs. Sheffey: Okay, so moved by – are you getting all this Steve?

Mr. Rineer: No.

Mr. Barrett: Alright, here's the deal. We want to go . . .

Mrs. Sheffey: So the motion was originally to consolidate and we have an amendment to remove 5.07.

Mr. Barrett: I know. It's going to take longer to do this.

Mrs. Sheffey: Mr. Barrett.

Mr. Barrett: Sorry. I'm just trying to help move it along.

Mrs. Sheffey: And seconded by Mr. Gräb, so now we are voting on 5.03 through 5.06.

Mr. Barrett: But not . . .

Mrs. Sheffey: 5.08 through 5.10 and it's a roll call vote.

Dr. Faidley: Madam President, I think that the correct Roberts Rules of Order would be that you would need to vote on combining them first and then having the vote again.

Mr. Barrett: Yeah, we've done this before.

Mrs. Sheffey: We'd have to do a roll call to combine them.

Dr. Faidley: That is correct.

Mrs. Sheffey: So Mr. Rineer, roll call to combine.

Mr. Rineer: Okay. The vote to combine.

Roll Call Vote:

Barrett – Yes

Gräb – Yes

Parrish – Yes

Cronin – Yes

Hancock – Yes

Sheehan – Yes

Donahue – Yes

Morelli – Absent

Sheffey - Yes

8 Yes, 1 Absent to combine

MOTION CARRIED

Mr. Barrett: Madam President, motion to consider?

Mrs. Sheffey: No. No motions, now we're voting . . .

Mr. Barrett: Oh, okay. Recall the question.

Mrs. Sheffey: On the motion of the consolidated items and it's a roll call vote.

Dr. Cronin: We can ask questions here. When do we, if we have a question on any of these? Can we ask a quick question?

Mrs. Sheffey: Okay. Usually with a consent agenda is you don't put it on the consent agenda if you have questions.

Dr. Cronin: Oh, okay.

Mrs. Sheffey: But that's okay. You can go ahead and ask.

Dr. Cronin: Well, I just wanted to confirm. It's not really – it's more a rhetorical question that the construction project does not reflect any overages – that it's all on budget?

Dr. Faidley: That is correct.

Dr. Cronin: Thank you. And that the CAOLA two year agreement is just extending what we've already done in terms of process and what we're affording to our students?

Dr. Faidley: That is also correct.

Dr. Cronin: Thank you.

Mrs. Sheffey: Thank you. Mr. Rineer?

Roll Call Vote:

Barrett – Yes
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Absent

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.03 Requests for Payment - Construction Projects

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

ECC Earth Movement:		
1.	Murray Construction Associates, Inc. (General Contractor) Application No. 1 Application No. 2	27,450.00 <u>72,616.50</u> \$100,066.50
2.	Whisler Electric LLV (Electric) Application No. 1	\$18,936.00
3.	Shannon A. Smith (HVAC) Application No. 1 Application No. 2	3,455.10 <u>2921.40</u> \$6,376.50
4.	Bognet, Inc. (Plumbing) Application No. 1	\$6,210.00
5.	Geotechnical Engineering Invoice. GES 1204	\$2,724.28

5.04 Approval of Bid - Physical Plant Supplies 2012-2013

The Administration recommended the approval of the physical plant supplies bid awards for the 2012-2013 school year as attached:

5.05 Approval of Capital Area Online Learning Association (CAOLA) Two-Year Agreement

The Administration recommended the approval of a two-year agreement with the Capital Area Intermediate Unit for participation in the Capital Area Online Learning Association with an associated membership fee of \$24,000 per year.

5.06 Approval of Food Services Meal Cost Increase

The Administration recommended the following meal prices for 2012-2013 school year as follows:

Breakfast	\$2.00
Elementary Lunch	\$2.80
Middle/High School Lunch	\$2.95
Adult Lunch	\$3.50

5.07 Approval of Bid for Tennis Court Replacement

The Administration recommended Martin Paving, Inc. for replacement of the Tennis Courts in the amount of \$163,992.00. Martin Paving, Inc. was the lowest qualified bidder and all bid submissions were reviewed by Hayes-Large Architects. Martin Paving, Inc. meets all qualifications in the bid documents.

Dr. Faidley: They were also in General Services Committee recommended forward to the Board for approval.

Mr. Gräb moved the Board approve the bid for tennis court replacement and was seconded by Dr. Donahue.

Mrs. Sheffey: Is there any discussion?

Mrs. Sheehan: Yes, thank you. I know at the last General Services Committee meeting, I believe, Brian Shiflett who is a citizen advisor on the Committee made a recommendation that the Board have communications with the Township regarding collaborating efforts on maintaining those courts. I just wondered what the District’s discussion – how the District’s discussion went with the Township.

Dr. Faidley: The conversation regarding the collaboration of maintaining the new courts or the Township courts?

Mrs. Sheehan: Or just moving forward, I know that the Township had said that we could use their tennis courts at no cost for the upcoming school year, but after that, you know, should we collaborate or versus repairing them – the \$160,000 is going to cost to repair them versus actually having the Township possibly charge us a minimal fee moving forward that we could use their courts? I mean, isn't that what you requested Brian?

Dr. Faidley: We have had ongoing dialogue with the Township regarding the Township tennis courts. We have not had any conversation past the most recent conversation we had that they were willing to sit down and talk with us regarding a fee structure if we chose not to replace our tennis courts in repairing the Township courts in the future, but the recommendation of the General Services Committee Board members was to replace the current District courts with new courts moving into the future. So there would be no need for expenses relating to repair of Township courts in the future unless we decided to expand our use as a District with additional courts.

Mrs. Sheehan: Okay. I had a discussion, just an impromptu discussion with one of the Township Supervisors who informed me that they had offered, moving forward, to allow us to use their tennis courts and basically stated that the fee that would be charged will be nominal to the point where it would probably take maybe 50 years to accumulate the charges and at the joint meeting, I believe it was Ellen, you had said that you were not interested in that?

Mrs. Sheffey: No. I did not say we were not interested.

Mrs. Sheehan: Okay. Well maybe we should – I'll be glad to reach out to the Township and just get clarification, because that's my understanding.

Dr. Faidley: Madam President, the last conversation we had as a District was with Matt Mandia. The conversation that was explained earlier regarding the future, if we chose as a District not to proceed with the replacement of our District courts, we would need to continue those conversations. However, the General Services Standing Committee made the recommendation – Board members made a recommendation to approve and replace the tennis courts on the District's facilities, so that's the recommendation you see before you this evening.

Mrs. Sheehan: Okay, well I would just like to state that, for the record, it's my understanding that the Township said they would work with the District moving forward to have low cost if we want to use their tennis courts moving forward.

Mr. Hancock: Are we suggesting we table this?

Mrs. Sheehan: I just think that if this was a discussion and one of the citizen advisors on the Committee made the recommendation and the discussion actually happened, that perhaps that discussion be communicated to the General Services Committee or to the Board in general, so we could just be informed as to what's going on.

Mr. Hancock: Again, I just want to make sure I'm clear. We had discussions with the Township which, I think Mr. Negley summarized and sent to us in a correspondence.

Dr. Faidley: That is correct.

Mr. Hancock: Has there been future, further conversation post that conversation?

Dr. Faidley: No there has not.

Mr. Hancock: Okay.

Mrs. Sheehan: So it wasn't discussed at the joint meeting with the Township Supervisors and the District Executive Council?

Mrs. Sheffey: No.

Dr. Faidley: We did not have conversation regarding tennis courts.

Mrs. Sheehan: Okay.

Dr. Faidley: To my recollection.

Mrs. Sheehan: Well, this is being taped, so that's probably a good thing.

Dr. Faidley: Mr. Gräb? You were present at that meeting. Do you recall that?

Mr. Gräb: We thanked the two Township Supervisors that were there for permitting to use their tennis courts going forward and that's the only tennis court discussion I remember having.

Dr. Faidley: Thank you.

Dr. Parrish: Is this cost in any way covered by insurance since a great deal of damage was actually done by the flooding and if, in fact, that money is insurance money, then it takes this discussion to a different level.

Mr. Rineer: It does. Two of the courts were damaged by the flooding and this is for, I believe, for replacement of all five courts, so certainly something will be forthcoming from the insurance company. There is a deductible of \$25,000, but there was other damage for the cinder track and the fields there that – and the stock room area and the maintenance area – so there will be some dollars forthcoming from insurance for this. Yes.

Mr. Consalo: There are two courts that are under the insurance that we applied for the insurance out of the five courts and it was roughly \$50,000 to \$60,000 that we applied for when gave it to the insurance company. But to answer part of your other question is when we talked to Matt Mandia, his comment was next year they need to do something about resurfacing or redoing their tennis courts and if they did that, it would be something that they would have us to kick in or pay for part of it since we're going to be using it. Also the tennis courts that the Township uses is actually in a flood plain. Our tennis courts are not, so you could be paying for that more than once or twice to fix tennis courts, because it gets flooded all the time. That was part of the reason why we looked into using our courts rather than theirs, so we would have a better use for that.

Mr. Gräb: Madam President, may I call the question?

Mrs. Sheffey: Yes. So, Mr. Rineer, this is a roll call vote.

Roll Call Vote:

Barrett – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hancock – Yes

Morelli – Absent

Parrish – Yes

Sheehan – No

Sheffey - Yes

7 Yes, 1 No, 1 Absent

MOTION CARRIED

5.08 Approval of Policies: 005; 006; 117; 409; and 509

The Administration recommended the approval of the following Policies which have been 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 for the past 30 days.

005 - Organization

006 - Meetings

117 - Homebound Instruction

409 - Assignment and Transfer (Professional Employees)

509 - Assignment and Transfer (Classified Employees)

5.09 Approval of New Course Proposal - High School Pre-Algebra

The Administration recommended the approval of a new Hershey High School course offering entitled:

- PreAlgebra

The course offering was reviewed and approved at the May 2012 meeting of the District Curriculum Council. The cost for this recommendation has been incorporated into the 2012-2013 budget.

5.10 Requests for the Use of School Facilities

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

<i>Group:</i>	Hershey Flag Football
<i>Date/Time:</i>	Saturdays August 11 - November 20, 2012 7:30 a.m. to Noon
<i>Requested Facility:</i>	Memorial Football Field
<i>Date/time:</i>	Monday and Wednesday August 13 - November 12, 2012 6:00 p.m. - 7:30 p.m.
<i>Requested Facility:</i>	Middle School Field
<i>Date/Time:</i>	Monday August 13, 2012 7:00 p.m. - 9:30 p.m.
<i>Requested Facility:</i>	High School LGI
<i>Event:</i>	Flag Football Practices; Games; Coach's Meeting
<i>Fee:</i>	None

5.11 Personnel – Resignation

The Administration recommended the approval of the following resignations:

Professional:
Shirey, Mandy Part-time Spanish Teacher High School Reason: Personal Effective: 06/07/2012
Classified:
Castner, Christina Custodian High School Reason: Personal Effective: 05/29/2012
Limited Service Contracts:
Dawes, Andrew Head Varsity Golf Coach High School Reason: Personal Effective: 05/15/2012 (retroactive)
Koons, Stephen Assistant Varsity Cross Country Coach High School Reason: Personal Effective: 05/18/2012 (retroactive)

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

Roll Call Vote:

Barrett – Yes
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes
Morelli – Absent

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.12 Personnel – General

Mrs. Sheffey: I need a motion. Dr. Faidley, will you present Personnel – General?

Dr. Faidley: The Administration recommended the approval of the following personnel as listed.

Mrs. Sheffey: May I have a motion to approve the personnel recommendations without the field hockey coaches – with the exception of the field hockey coaches? It's one motion to approve – remember we went through this at the last meeting – a motion to approve the personnel with the removal of the field hockey positions?

Dr. Parrish: Somebody has to request that.

Dr. Faidley: Madam President, I think what the Board will need to do is they'll need to make a motion to separate the agenda out – separating out the field hockey coaches if that's the desire.

Mrs. Sheffey: Yes, but . . .

Dr. Parrish: So you need a motion to do that?

Dr. Faidley: Yes.

Mrs. Sheffey: No, you don't, that's what – well, we can do it that way, but I believe this is like a consent agenda and we make a motion to approve and if anybody has items they'd like to remove, we make it with those items removed.

Mrs. Sheehan: Madam President, may I ask a quick question? In terms of Appendix A of 93, I had a couple of questions regarding that just to clarify what we're voting on, so if I have a couple of questions, should I extract that from the vote as well?

Mrs. Sheffey: Yes.

Mrs. Sheehan: Okay, I'd like to extract that then, please.

Mrs. Sheffey: Which is Item. . .

Dr. Parrish: Which is that?

Mrs. Sheehan: 7.

Mr. Rineer: 7.

Mrs. Sheffey: 7. Okay, so approval for personnel – with the exception of our field hockey coaches and Item number 7.

Male Voice: We can't do it that way.

Mrs. Sheffey: Oh, the Act 93 positions. Okay? So may I have a motion for that?

Mrs. Sheehan: So moved.

Mr. Barrett: Second.

Mrs. Sheffey: Moved by, sorry, Mrs. Sheehan and seconded by Mr. Barrett. This is a roll call vote.

Roll Call Vote:

Barrett – Yes
Cronin – Yes
Donahue – No

Gräb – Yes
Hancock – Yes
Morelli – Absent

Parrish – Yes
Sheehan – Yes
Sheffey - Yes

7 Yes, 1 No, 1 Absent

MOTION CARRIED

Mrs. Sheffey: Okay. Now may I have a motion to approve Item Number 7 from our Personnel Recommendations?

Mr. Gräb: So moved.

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

Dr. Cronin: Second.

Dr. Donahue: Sorry, what are we doing now?

Mrs. Sheffey: Now we're going to be voting on Item 7. The Act 93, so second by Dr. Cronin. Is there any discussion?

Mrs. Sheehan: Yes, please. So I just want to confirm that the vote is only to change the mid/max level, correct?

Mrs. Sheffey: Yes. The mid . . .

Mr. Rineer: That's correct.

Mrs. Sheehan: Mid/Max level.

Dr. Faidley: Yes, the vote is to address the min/mid/max structure as required by the Act 93 Agreement on a yearly basis.

Mrs. Sheehan: So will the salary increases per employee actually be 1.7 as per the index?

Mr. Rineer: That's correct.

Mrs. Sheehan: Okay. I wanted to confirm the actual – the term of the contract. I was a little confused when reading through it. It stated that the Board of Directors will implement Act 93 plan effective July 1 for the 2011-2012 school year and thereafter renewing on an annual basis until June 30, 2012, so officially it expires in June, correct?

Mr. Rineer: The entire collective bargaining agreement expires June of 2013.

Mrs. Sheehan: Well, it says here, it says on an annual basis until June 30, 2012 or until such a later date as the parties may agree is the extended ending date. So the way it reads – it appears as it should expire in June and there's an option to renew if the parties agree to do so moving forward.

Male Voice: That's correct.

Mrs. Sheehan: Okay. So moving forward, the Act 93 employees did not receive a salary increase last year, correct?

Mr. Rineer: Correct.

Mrs. Sheehan: Did they receive their merit pay increase last year?

Mr. Rineer: They did receive merit pay last year, yes.

Mrs. Sheehan: They did. So they did not receive a salary increase, but they received a merit pay increase.

Male Voice: It's not an increase.

Mrs. Sheehan: Well they received a merit pay, sorry, based on their performance evaluation, correct?

Mr. Rineer: Correct.

Mrs. Sheehan: When do the Act 93 employees actually receive their evaluations?

Dr. Faidley: Prior to June 30.

Mrs. Sheehan: And then the Board will receive copies of those evaluations? It says in the policy, it says in the evaluation plan – the Chief School Administrator

will provide the Board of School Directors with a written evaluation of each Act 93 employee detailing the overall performance of the person being evaluated. So, I'm assuming we, as Board members will see these, correct?

Dr. Faidley: We will make those available for the Board to review, yes.

Mrs. Sheehan: Okay. And it also states that position descriptions will be developed for each of the positions and will be included in this plan and I didn't see any of the employee descriptions, so I guess I've got a lot of questions regarding this and considering that it officially expires in June of this year and the employees are going to be getting a salary increase of 1.7%, plus they're still going to be paid their merit increase, perhaps in the economic climate that we're in, we should reconsider this.

Dr. Donahue: I have a question. Are we not contractually obligated for both the pay increase and the merit? Not the . . .

Male Voice: That's correct.

Dr. Donahue: Not the amount of the merit, but rather whether they get a merit or not? I mean, we can evaluate them in a manner that would preclude them getting a merit – I'm sorry, we don't evaluate them, you do. But, we're contractually obligated for the merit pay, correct?

Dr. Kepler: That is correct.

Mrs. Sheehan: Not if it expires. If the contract expires in June, we have to basically . . .

Dr. Donahue: My understanding is that if the contract expires, that the contract that's in place when it expires is . . .

Dr. Kepler: The language in the Agreement speaks to the Act 93 Agreement being an annual agreement that will expire on an annual basis until June 30, 2012, or until such a later date as the parties may agree is the extended ending date. The next paragraph indicates that during 2011, School Administrators and members of the Derry Township's School Board elected to implement an Act 93 compensation and benefits program for the period of July 1, 2011 through June 30, 2013. There was an election – a decision – the Board of School Directors to approve a two year compensation plan for Act 93 employees that expires June 30, 2013.

Mr. Barrett: So that, if I may Madam President, so the current contract went beyond the scope of its expiration in the compensation side? But what you're saying is that the merit increase can be – oh, okay. I know what you're saying. Now can I ask a question? This, sorry, the 1%, 2%, and 3% increase relates to

the salary grades in the min/mid and max, correct?

Mr. Rineer: Correct.

Mr. Barrett: Alright. Now let me ask this question. Even though the, let's say the increase is 1.7%, if you have deficiencies in somebody's comp ratio, are those adjusted to meet these grades? So, if you have somebody on a step and the steps needed to be increased to get people into the grade, are there additional salary adjustments that are made beyond the contractual obligations? I mean that's what we're basically voting on here. You're basically voting to readjust the grades based upon inflation.

Dr. Faidley: But, Madam President, if I might, the contract requires an annual look by the Board of Directors . . .

Mr. Barrett: Correct.

Dr. Faidley: At the min/mid/max and that can either be 1%, 2%, or 3%.

Mr. Barrett: Correct.

Dr. Faidley: The recommendation is 1%, which is the least amount that we can recommend.

Mr. Barrett: Great –

Dr. Faidley: The second part of that – contractually – the second part of that is the contract spans a time period until June 30 of 2013.

Mr. Barrett: Right.

Dr. Faidley: In the contract, the performance pay/merit pay clause is based upon the employee's evaluation – a determination made by the Superintendent of the School District on their performance and they are scored and a percentage recommendation is made as per the contract.

Mr. Barrett: I understand. I used to negotiate these. So, what I'm not seeing as normal as having it extend beyond an expiration date in the contract that's – I've never seen that one.

Dr. Kepler: No, the expiration date of the contract is June 30, 2013.

Mr. Barrett: Unless you mutually agree upon an extension.

Mrs. Sheehan: No it actually says 2012, right here. It says – will expire and thereafter renewing on an annual basis until June 30, 2012. I have it highlighted

right here.

Dr. Kepler: Or until such a later date as the parties may agree. The parties agreed, the Board voted publicly for a two year Act 93 plan. June 30, 2013.

Mr. Barrett: Okay, so was the motion structured that it was 2013? Was that – okay.

Dr. Kepler: That is correct.

Dr. Faidley: That is correct.

Mr. Barrett: So then you are not going beyond the scope of the contract.

Dr. Kepler: We are not.

Mr. Barrett: Okay that's important. That's an important distinction.

Dr. Faidley: And I also want to make one other point of clarification. For the 2011-2012 school year, the Administration volunteered to take a pay freeze for the record. They were not contractually obligated to take that pay freeze, but they did so voluntarily.

Mr. Barrett: So, which I appreciate and applaud that, so will, if now, just as a – this is maybe to be answered down the line, not today, but again my question is, because you're adjusting the salary grades and you actually have folks, thankfully, who did not take an increase, are you going to have some catch up because of – I don't know.

Dr. Kepler: No. To answer your question Mr. Barrett, the individual employees under the Act 93 Agreement would have a 1.7 increase as per the agreed upon document, so if the max is moving 1%, there's no ability, I mean, 1.7 is 1.7 is 1.7.

Mr. Barrett: Right. That's my, so I think that's . . .

Dr. Kepler: Correct.

Mr. Barrett: Okay. So then now that – okay. Thank you.

Mrs. Sheffey: So is that saying if somebody were at the max, which I don't think we have anybody at the max, they wouldn't get the 1.7, because . . .

Mrs. Sheehan: They'd just get the 1.

Mrs. Sheffey: It would only go up 1%.

Dr. Kepler: That is correct.

Mr. Barrett: So if somebody's maxed out in their grade, they're maxed out in their grade.

Dr. Kepler: That is correct.

Mrs. Sheehan: And where does the merit pay, where is that budgeted?

Dr. Kepler: That is budgeted in an individual incentive budget plans from the personnel office we budget what we have anticipated – using historical data, we budget an incentive block. It's one line item in the budget as you don't know who it's and how much is going to an individual employees, so there is one chunk of money budgeted, which is what happens oftentimes in many different – when you have account code budgeting, you'll have an account code that is a general account when you budget, when you have expenditures, they're then assigned to a specific category based on where that expenditure lies, which is why you see in some areas under budget expending and some areas over budget expending.

Mrs. Sheehan: So what's the budgeted amount for the merit increases?

Dr. Kepler: I don't . . .

Mrs. Sheehan: Steve, do you know?

Dr. Kepler: 50 million dollar budget, I don't have that number on the top of my head.

Mr. Rineer: I don't have that number off the top of my head, but I'll make a stab at it – about \$30,000 total.

Mrs. Sheehan: Okay.

Mr. Rineer: For 22 Administrators.

Mrs. Sheehan: Okay.

Dr. Faidley: Madam President . . .

Mr. Rineer: And Act 93 other staff for example, just about the entire Business Office staff is Act 93.

Dr. Kepler: Approximately 32 employees that comprise that figure.

Mrs. Sheehan: Okay, so just because I felt that this wasn't a very – there were some details missing from the contract including the Board reviewing the

performance evaluations and the descriptions of the Act 93 employees, so will that be incorporated into the Agreement or can we get a copy of those position descriptions?

Dr. Kepler: Certainly. We have position job descriptions for every position.

Mrs. Sheehan: Okay, but it says it's supposed to be incorporated into this Agreement. It says position descriptions will be developed for each position and will be included in this plan.

Dr. Kepler: In the future, we'll be happy to print 32 additional pages in this booklet.

Mrs. Sheehan: Okay, thank you.

Dr. Parrish: Okay, Madam President, if I can summarize – so we're voting on the min/mid/max that is in place contractually to 2013. As a Board we have the option to increase that 1%, 2%, or 3% and we're taking the most minimal option that we're contractually obligated to do at 1%, correct?

Male Voice: Correct.

Mrs. Sheehan: Isn't it just 1% or 2% for the salary base increase? It's the 3% goes to the merit pay.

Mr. Rineer: There's two different things.

Mrs. Sheehan: I believe the contractual states that it can either be a 1% minimum or a 2% maximum. I don't believe 3% is an option.

Mr. Hancock: Aren't we just talking about the mid/max?

Dr. Parrish: We're just talking about the min/mid/max.

Mrs. Sheehan: Right, not the merit pay. The merit pay is up to 3% of a previous salary.

Mrs. Sheffey: And what we're voting on tonight . . .

Mrs. Sheehan: Is the mid/max.

Mrs. Sheffey: Is the min/mid/max.

Mrs. Sheehan: Right.

Mrs. Sheffey: At the lowest amount of 1%.

Mrs. Sheehan: Right.

Mr. Barrett: You're voting on the increases in the salary grades.

Voice: Correct.

Dr. Cronin: Which we do on an annual basis at a level of either 1% or 2%, whereas last year we still did that, but we did not allow the – no, we did not – we gave them merit bonus, I mean we gave them a bonus, but not a merit increase in their salary base last year.

Mrs. Sheehan: Not a salary increase, but they received their merit pay.

Dr. Cronin: Right.

Mrs. Sheffey: Yes.

Dr. Cronin: The bonus

Mr. Gräb: Merit bonus.

Dr. Parrish: So this is the lowest amount we are contractually obligated to raise this?

Dr. Faidley: That is correct.

Mrs. Sheffey: Okay? Are we all ready? Mr. Rineer, roll call vote.

Mr. Rineer: This is Paragraph 7.

Mrs. Sheffey: Correct.

Mr. Rineer: Okay.

Roll Call Vote:

Barrett – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hancock – Yes

Morelli – Absent

Parrish – Yes

Sheehan – Yes

Sheffey - Yes

8 Yes, 1 Absent

MOTION CARRIED

Mrs. Sheffey: At our last Board meeting, we tabled the vote for the field hockey positions, so right now I need a motion to take from the table the vote for field

hockey positions.

Mr. Barrett: So moved.

Mrs. Sheffey: By Mr. Barrett.

Dr. Cronin: Second.

Mrs. Sheffey: Second by Dr. Cronin. This is a roll call vote. Mr. Rineer?

Female Voice: What about discussion?

Mrs. Sheffey: Is there any discussion to take it from the table? Oh no, there's no discussion. Actually, I have it here. No debate on that.

Mr. Hancock: I'm sorry? Is there . . .

Mrs. Sheffey: There's no debate to take it from the table.

Roll Call Vote:

Barrett – Yes

Gräb – Yes

Parrish – Yes

Cronin – No

Hancock – Yes

Sheehan – No

Donahue – Yes

Morelli – Absent

Sheffey - Yes

6 Yes, 2 No, 1 Absent

MOTION CARRIED

Mrs. Sheffey: Okay, so now the motion is to vote for the field hockey positions based on the recommendation of the Administration. So may I have a motion to approve the personnel recommendation for field hockey coaches?

Dr. Donahue: So moved.

Mrs. Sheffey: Who was that?

Dr. Donahue: Me.

Mrs. Sheffey: Dr. Donahue. Is there a second?

Dr. Parrish: Second.

Mrs. Sheffey: By Dr. Parrish. Is there any discussion?

Mr. Hancock: Madam President?

Mrs. Sheffey: Yes, Mr. Hancock.

Mr. Hancock: A couple of comments. Decisions regarding coach appointments have been some of the most polarizing situations that the Board and Administration has faced. It bears out the importance athletics play in the education experience to our constituents and our community. I'm a product of and firm proponent of athletics as a vital part of the educational experience. These situations are emotional and become personal, not only for the people who have appeared before us, written communicators, people who have met with Board Administrators, but also for several people here in front of you.

Several people have taken the time to share thoughts, opinions, observations, and allegations. I'd like the community to know, please know, that all communications were read, heard, and considered by all members of the Board. One may question the priority of general service appointment in the grand scheme of things. From a Board perspective, this decision has escalated into a conversation around human resource philosophy, quality of our processes, and creating proper expectations for those administering these processes. Please also know that no issue has been as thoroughly investigated and vetted by the Administration as this particular situation as it exposed processes that do not meet the expectations of our constituents and require amendment along with the question of confidence with those administering these processes.

To do what I feel prudent, I have attempted to look at this through a couple different lenses, from a human resource perspective, I firmly believe that engaged, empowered teachers, Administrators, and coaches are vital to achieve the mission of a District. I've been vocal about making Derry Township the District of choice for Administrators, instructional staff, support personnel, and all general service employees. In that light, how we operate and how we are perceived by present and future employees is important to create an energized learning environment that will take our students and our District to higher levels. From a process perspective, there have been many learnings from this review. We have opportunities. Creating expectation, managing expectations, and monitoring performance – Administration to staff, staff to parents, and most importantly, staff to students have been thoroughly dissected, critiqued, and ideally amended to the satisfaction of all. Hopefully, we have learned how to talk to each other.

With all this, I am comfortable supporting Administration's recommendations. Not only the staffing recommendation, but importantly, the process changes that are being put into place that address shortcomings exposed in this review. I believe it will make us all better. As I noted at the outset, this is a very polarized situation. I realized there are those of you who will strongly agree and those who will strongly disagree with my assessment and my vote. To you, I will never suggest to you how to feel or how to think, that's personal and I respect your position. I only ask you to consider that I've looked at this holistically in making

my decision and support the Administration with their recommendations. Thank you Madam President.

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

Dr. Parrish: I think that a lot of the discussion since I came back on this Board has been about process. I think as a District you have to realize what the process is that brings the Administration to this point of making a recommendation. This is not the Athletic Director's recommendation alone. This is a recommendation brought forward after a great deal of time spent by our Athletic Director, by our Principal, and by our Assistant Superintendent and Superintendent. If we're going to spend the money we do to pay these people to do these jobs, I think we have to respect the recommendation given the time that they put in to make this and based on that process, I will be supporting this as well.

Mrs. Sheffey: Okay. Any other comments?

Mr. Barrett: Madam President. Oh, I'm sorry.

Mrs. Sheffey: Okay, I'm just trying to have balanced comments, so I was going to . . .

Mr. Barrett: Madam President, thank you. When I ran for the Board and I came back, I was stunned that this was still an issue. I really was, and some of the comments I'm going to make are related to this and some actually aren't, but I they all come together. I don't like reading from a script, so hopefully if I say it from my hear it will come out the right way and not offend anybody.

The thing that's really struck me about this situation is – what is – if we can put a quantified – what is the value of the time and energy that's been spent on this? I played sports in high school. I love sports. I love it within our community. I'm not saying anything against sports at all, but we have a serious financial situations that's coming down the road and we need to redirect some of this time and energy into advocating for some type of change, like, say in our pension system, in state funding. I think that the more time that we spend on this, we've really taken our eyes off the ball. I agree with Bruce, there are some changes here that we need to make to our system. There are some processes that we really need to look at. Those are ongoing things that, you know, we expect Administration to do, but from a leadership standpoint, I think we fell down on the job in not moving forward some of the – I mean, when I saw that after I left the District with a huge surplus and some of us went off and then came back on, we're now facing in three years, a \$12 to \$15 million dollar deficit. That's going to cause us to have to make substantial cuts to how we do business right now. So just a small/short exchange we had here concerning the expenditures on salaries. I mean, let's face it, 70% of our expenses are in human resources, so

we cannot avert a disaster unless we actually take decisive action now on those type of questions and not devote so much energy – I mean, I was almost to the point of coming here to make a motion and say, okay, community, take over all the sports, because we have other things that we need to do right now, because we need to educate our kids first.

So, I would like to just suggest that we form a task force, and I would like to call you, Madam President, to consider this along with the rest of the Board, to take a look at the current amenities and services of the District. We make a lot of assumptions that class size needs to be a certain, I don't think we even have a policy on that, transportation, food service, management reorganization. We need to have a task force that looks at some of these things and says to the community, are there certain things we can absolutely do without? You know, have the Administration, have the community, have the faculty, have Board members on this, have a short term report rendered to take a look at some of the ways that we can try to get this deficit down in the future.

I'm trying to ring an alarm bell here, because we are going to face this very very shortly. I mean I don't think the Corbett Administration is going to step in and write us a check for \$12 million dollars within the next four years. I don't think they're doing that with any administration, so we're on our own here. Thankfully, we're in a better situation.

I hope that I didn't offend anybody by speaking plainly, but a lot of times I hear constituents say, well explain your vote. My vote is to let's move on and get on to things that we really need to get on to before the wheels really fall off the bus and that's not a pun, because it's coming down the line.

Mrs. Sheffey: Okay.

Mr. Barrett: So I hope you'll consider that Madam President and I'm happy to volunteer to serve on that task force. One comment I wanted to make, there's a lot that's been written in the press. I understand the reason why it's probably been written, but I think all of us clearly care about where we're going in the future and we all want to work together to the best of our abilities and I think Anne wrote it very eloquently and I support very much what she wrote. It's not an 'us' against 'them' mentality. It's us and us. So we all need to work together to come to what the real problem is down the road and that's how are we going to fill in a \$15 million dollar budget gap? That's what, Steve, 25% of our budget is going to go away. That's the problem we need to work on right now, so let's move on so we can get on to that, because as a community, we're all going to have to talk about it. Thank you Madam President.

Mrs. Sheffey: Thank you and I think that's an excellent idea on the task force.

Mr. Barrett: Thank you.

Mrs. Sheffey: We will be electing a new Treasurer at our next Board meeting, so that will be their first task.

Dr. Cronin: I also volunteer to be on that task force, because I know as part of Policy we have a role in helping that and as part of HR, we can look at all of our expenditures. I know philosophically we've talked about any time a position is vacated that we assess whether or not it needs to be filled or can it be filled in a lesser expensive way. I think what you said about us and what Anne said us, this is all us, so I want to, again, I said this last meeting and I want to say it again, I want to thank everybody who has weighed in on this issue, because I really believe that everyone who has either spoken up or written, whether it be how they deem it as pro or con, however they want to call it, really spoke from the heart and I'm glad that they participated.

What I don't want to see happen is fingers pointed or not having a respect for the other opinion, because us on the Board will have different opinions, you out there will have different opinions, but only the students will suffer if each others' opinions aren't at least respected. You don't have to agree, but I want them all respected, and so I think people for that.

I think the bottom line is we all vote how we believe and with due respect to you all, your input has been a help on both sides of the issue and we can never take away one side or the other. What I also don't want to see, you know, students being turned against students, parent against parents, families against families, staff members, whether it be because they're asked or encouraged to point fingers, you know we as a Board are doing our best. We don't want to have fingers pointed at us either, but we respect each of our opinions and the bottom line is we have a lot that we have to go over. We have to consider the budget in this, you know, is there a cheaper option. We have to consider the e-mails, the pile of e-mails that have been sent to us, the people that have spoke out in tears and emotionally on both sides. It's all part of the package and, once again, I respect everyone who has put – given their input in this process.

Mrs. Sheffey: Thank you.

Mrs. Sheehan: I just have a quick comment. I just wanted to thank everybody who took the time to comment on this. I know it's been a very emotional topic and I appreciate each and every person who reached out to express their opinion, and I want to just state that as a Board member, it's a balancing act. When you hear all different sides, different angles, that's going to be the bottom line and regardless of how the vote goes, I have no idea how it's going to go, I just want to move forward and heal in any direction, because if we continually discuss this we're not going to move forward, so I just ask that regardless of how the vote goes, we move forward and heal and just work together as a community. Thank you.

Mrs. Sheffey: Absolutely. Thank you. Any other comments?

Mr. Gräb: Thank you Madam President. I will agree with my fellow Board members – this was a polarizing effect on the community and on the Board. There were rumors out there that certain Board members were requesting parents to write negative comments to the Board. There were rumors out there that coaches were asking students out of class to submit positive comments about the coach. Again, these are all rumors. The hard facts I have is we did receive positive comments from coaches – from, excuse me, from parents whose children did have a positive experience and that is commendable. We also heard from those parents whose children did not have that positive experience and, again, that's understandable. It was really nice last week to see those players come forward and speak from the heart with the emotion they did and that is very very admirable.

What agonizes me and what concerns me going forward is the lack of support from what I classify as the marginal and average player. That person that is not going to get the Division I scholarship, but that average and marginal player who dons the orange and blue for good old Hershey High and after they play their "x" number of years here, they're not going to move on to college to play. I did not see that support coming forward and that is a very very big concern of mine.

Mrs. Sheffey: Thank you Mr. Gräb. Are there any other comments? I would just like to say my kids aren't involved in athletics, but I have really come to appreciate how important a role our coaches play in our District, but that said, this issue really has received an inordinate amount of attention and it has taken a tremendous amount of time on the Administration's part looking into this. I've taken a lot of time looking into this. I have reviewed all the e-mails that we have received – pro and con – multiple times. I think I have to echo some of my colleagues' comments that this really is bigger than just field hockey. It really is about processes and expectations. It's about relationships and communications, especially the relationship between our coaches and our parents and our athletes.

So regarding the process, I agree that we need to make some changes. I think we were briefed in detail as a Board about the process that we currently have in place and that was used and I'm satisfied that it was followed, but we do need to make some improvements and I know Dr. Faidley has made some recommendations to that effect and I think we'll all be happy moving forward.

But, Dr. Faidley I have some questions for you with regard to expectations. You did notify the Board when you forwarded your recommendation that you had established some clear expectations for the coaches. Can you just share in details what those expectations are?

Dr. Faidley: Certainly Madam President. The expectations include the following:

1. Mrs. Scola and I had a conversation should she be approved as the recommended candidate for field hockey. One of the expectations would be that she would reach out to those individuals who had concerns, have face to face meetings with them, hear their concerns, listen to their concerns, and address those from a total program aspect. She is taking it upon herself to do that prior to the decision of the Board regarding this recommendation and those meetings that have occurred so far have been favorable.
2. Second expectation has to do with building a comprehensive program. Mrs. Scola has a phenomenal record. She is respected by many of her colleagues in the area of field hockey. One of the things that – the expectations that we will have moving forward is that there is increased communication between the coach and the parents, increased communication with the feeder program from the middle school, more involvement and recognition of what Mr. Gräb referred to as those players that may not have aspirations to compete at the next level, and to create an environment conducive to student involvement and increasing the numbers in the program.
3. The third expectation, and this one would apply – and I think all of these all apply to all of our coaches, but this one – we will look into the National Federation of High School Coaches' recommendations on training and bring with Mr. Elias' recommendation for the future, some more training for all of our coaching staff in many of the different issues and challenges that they face on a yearly basis. Some of those have to do with communication, some of those have to do with playing time, some of those have to do with assessment of athletes' abilities, but it comes down – bottom line it comes down to the communication aspect. So we will work to improve in those realms.

Finally, I think we've heard many positives and many concerns over the last many months from many individuals. I think that the final expectation is that we build for the future and don't step back into the past and I think that's the most important thing. In my conversation with Mrs. Scola, she is very ready to meet those challenges and to move forward with coaching the field hockey team with her staff, so those are the expectations.

Mrs. Sheffey: And then just another, sorry, another question. We now have an end of season evaluation form, that's something new you've done. I think it's been positive. How has the feedback you received been shared with the coaches – I mean – with all of our coaches and was it taken into account when making tonight's recommendation?

Dr. Faidley: The intent of the programmatic evaluation was to gather input. I met with all of the coaches in the fall and expressed to them that the intent was to look at things that they could improve in their program and things that were going very well in their program. The job of the Athletic Director in that realm is to meet with the coach and share those concerns and to share those positive feedback, so that there can be modifications made in the program itself. So the sharing of information from

the Athletic Director to the coach can take on a number of different facets. We will, because it is a new process we learned from the first go round, so I would assume – I would assume that in the future we would take the positives and the concerns and we would sit down with the coach and share them both as informational items, so yes, they were taken into consideration.

Mrs. Sheffey: Okay. Thank you. I have to say, I've spent a lot of time researching this relationship between our coaches and our parents and our students and I'm glad to hear you're looking into the National Federation of High Schools. I found some great resources there. They have free courses on sportsmanship. They have a free course on the role of parent in sports. It was highly recommended. I have a great article that I was going to give to you to please copy and share with all of my colleagues. I think that's a great resource for us and it's free. So this issue has gone on for too long, so I agree it needs to be settled tonight and I think that it was important that we address all the concerns that have been raised. I'm really confident that the Administration has and will continue to address those concerns so I think we just need to take a vote and now and move forward, but I see Dr. Cronin.

Dr. Cronin: Yes, I had a question. Dr. Faidley you said building for the future and I just realized a major omission that many of us may have missed. Critical to the success of any program and in order to move forward as people said, we want to move forward now, there are no, there's not a head and assistant middle school position listed here and I'm very curious, because we have a very successful middle school program this past year that I know my own child was in and I'm concerned that that opening – I'm concerned with that opening, because we have two individuals that filled that position and they did not know that they were not being asked back until they did not see their names on the agenda. So it's a very huge omission and an important part of our overall program.

Dr. Faidley: And the question, Dr. Cronin?

Dr. Cronin: Why do we not have the head and assistant middle coach returning on here, because they're annually. They don't require reapplication. They're annually re-certified unless they are . . .

Dr. Faidley: I'm going to defer that question to Dr. Kepler. I don't usually get involved in hiring middle school coaches, but I know that Dr. Kepler can speak to that.

Dr. Cronin: Thank you.

Dr. Kepler: The employment of the head coach is typically the pattern followed and then the Athletic Director works with the head coach to determine staffing for the entire program, in this case middle school through high school. At this point, that has not been done as we don't have a head coach appointed, so that will have to be looked at as we move forward.

Dr. Cronin: But we've had situations where there hasn't been a head coach and middle school coaches we voted on them. We voted on middle school coaches in

the past. In fact, there's one, one assistant middle school coach on this roster. I know in the spring, we voted for three lacrosse coaches all at once. It wasn't a head and then – so I'm just curious because it's a big gap.

Dr. Faidley: As we discussed earlier in the expectations that I communicated regarding moving forward with the program, I believe it's imperative that the head coach and the Athletic Director sit down and have a conversation, because we do have some expectations regarding building the program and increasing numbers from the middle level all the way through the varsity high school level. I think those conversations are critical and they need to involve the input of the head coach as to who the coaches are within the program. It may have been done differently in the past, but we've had a lot of conversation here tonight about processes and what the most effective process would be. In my opinion, the most effective process on selecting coaches in the program would be to have the head coach and the Athletic Director involved in that.

Dr. Cronin: But we do have one middle school coach on here so that's not really consistent. I'm really confused. One of the middle school coaches is on here, but the other two are not. I just want to understand, because I think it's critical that people know who the coaching staff is going to be and I would hate to see those two coaches overlooked.

Dr. Faidley: At the present time, that is the recommendation of the head coach and the Athletic Director that has been forwarded to the District, so we are still in the process of finalizing all of the coaching positions, but that needs to include the head coach and what that position is and who that person is will be determined by the head coach. They hire their staff.

Dr. Cronin: But we don't have a head coach, but we are putting a middle school coach on here. I'm just trying to – there is a middle school coach listed on here – just one assistant, but not last year's head and second assistant. Isn't that correct?

Dr. Kepler: That is correct.

Dr. Cronin: I want to make sure I didn't misread it.

Dr. Kepler: The items on the agenda this evening are the items that are recommended by the Athletic Director.

Dr. Cronin: So the Athletic Director is recommending one middle school assistant coach, but not a head or a second assistant coach.

Dr. Kepler: That is correct. That is correct.

Dr. Faidley: Let me clarify. The Athletic Director and the Administration is recommending the current agenda and the hiring of field hockey coaches. There are some positions or a position that needs to be filled and more conversation will need to take place with the head coach, the Athletic Director, prior to making that determination.

Dr. Cronin: Okay, I have a problem with the consistency of that and I hate to belabor this, but I'm really confused because that's not – that has not been standard protocol even this year. For example, we certified middle school lacrosse coaches. We recertified middle school soccer coaches before a head coach was put into place, so I'm not sure why we're not recertifying – we recertified all the other coaches regardless of having a head coach in place, so I'm not sure why we didn't certify our middle school coaches – only one of them.

Dr. Parrish: Madam President, can I move to vote on the motion that's on the floor?

Mr. Gräb: Second.

Mrs. Sheffey: I think you just call the question and then we'll call the vote. We're not accepting those motions. We've called the question. Mr. Rineer, roll call vote.

Roll Call Vote:

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

5 Yes, 3 No, 1 Absent

MOTION CARRIED

1.	The Administration recommended the approval of the following appointments:	
	Professional:	
	<p>Creasy, Amy (replacing Jane Zimmerman) Associate School Nurse St. Joan of Arc and Hershey Christian School Part-time up to a maximum of 300 hours per year Salary: \$26.00 per hour (no benefits) Effective: 08/23/2012</p>	
	Transfer of Professional Staff:	
	<p>As a pilot for the 2012-2013 school year, the following employees will job share. The District will employ a long-term substitute to cover the remaining halves of each position.</p>	
	<p>Kerwin, Megan * From:</p>	<p>Full-time Mathematics Teacher High School</p>
	<p>To:</p>	<p>Half-time Mathematics Teacher High School</p>
	<p>Effective:</p>	<p>2012-2013 school year only</p>

	Ogle, Lori * From: Full-time Mathematics Teacher High School To: Half-time Mathematics Teacher High School Effective: 2012-2013 school year only	
Classified:		
	Creasy, Amy Substitute Nurse Assistant District-wide Salary: \$22.47 per hour Effective: 08/23/2012	
Limited Service Contracts:		
	Scola, Tamsin * Head Field Hockey Coach High School Level I, Group C, Step 22 Salary: \$5,669 Effective: 08/13/2012	
	Hostetler, Rebekah * Assistant Varsity Field Hockey Coach High School Level II, Group C, Step 22 Salary: \$3,969 Effective: 08/13/2012	
	Mark, Amy * Assistant Varsity Field Hockey Coach High School Level II, Group C, Step 3 Salary: \$2,183 Effective: 08/13/2012	
	Lehman, Caroline * Assistant Junior High Field Hockey Coach High School Level III, Group C, Step 2 Salary: \$1,418 Effective: 08/13/2012	

<p>Maya, Andrew Assistant Varsity Boys' Soccer Coach High School Level II, Group C, Step 9 Salary: \$2,777 Effective: 08/13/2012 (pending receipt of Act 34, 151, and 114 clearances)</p>	
<p>Transfer of Coaches:</p>	
<p>Giovino, Anthony * From:</p>	<p>Assistant Varsity Golf Coach High School</p>
<p>To:</p>	<p>Head Varsity Golf Coach High School</p>
<p>Effective:</p>	<p>08/13/2012</p>
<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)</p>	
<p>Buildings and Grounds:</p>	
<p>Klinger, Jacob Summer Employment District-wide 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)</p>	
<p>3. The Administration recommended the approval of the following individual for 2011-2012 Extended School year for the Special Education Department:</p>	
<p>Arndt, Jamie * 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>4. The Administration recommended the approval of the Limited Service Contracts for the following individuals for the 2012 Summer School Staff, contingent upon enrollment. (Remediation courses only)</p>	
<p>Gabriele, John * Summer Music Lessons Middle School Salary: Contract amounts will be determined by the number of students enrolled</p>	

	Effective: 06/11/2012
	<p>Janderchick, James * Summer Music Lessons Elementary School Salary: Contract amounts will be determined by the number of students enrolled Effective: 06/11/2012</p>
	<p>Miller, Tani * Summer Music Lessons Elementary School Salary: Contract amounts will be determined by the number of students enrolled Effective: 06/11/2012</p>
5.	The Administration recommended the approval of the following requests in accordance with District Policies 435 & 439:
	<p>Bohn, Alicia * Kindergarten Teacher Early Childhood Center Paid/Unpaid Childbearing/rearing Leave Effective: On or about 10/11/2012 through 01/18/2013</p>
	<p>Brocius, Elizabeth * Grade 3 Teacher Primary Elementary School Paid/Unpaid Childbearing/rearing Leave Effective: On or about 09/14/2012 through 10/26/2012</p>
	<p>Gawel, Anna * Grade 1 Teacher Early Childhood Center Paid/Unpaid Childbearing/rearing Leave Effective: On or about 10/05/2012 through 11/19/2012</p>
	<p>Yingling, Dawn * Grade 4 Teacher Intermediate Elementary School Paid/Unpaid Childbearing/rearing Leave Effective: 08/23/2012 through 01/18/2013</p>
6.	The Administration recommended the approval of the following request in accordance with District Policy 535:

	<p>Holzman, Richard * Custodian High School Paid/Unpaid Family Medical Leave (up to 12 weeks) Effective: 05/02/2012 (retroactive)</p>
7.	<p>Appendix A of the Act 93 Agreement states, “Future salary range structure adjustments will occur on an annual basis prior to the start of the school year, will be made based on the methodology described in this Plan, and shall not be less than 1% or more than 3%.” Given this language the Board has annually approved a 1%, 2%, or 3% increase to the mid-mid-max structure for Act 93 employees.</p> <p>For the 2012-2013 school year, the Administration recommended the Board increase the min-mid-max by 1%.</p>
*	<p>This individual is currently an employee and/or volunteer. Clearances are on file.</p>

DELEGATES REPORTS

6.01 Dauphin County Technical School Report

Mr. Gräb: As I reported at the last meeting, we did not have a quorum, however, thanks to a mail ballot, we were able to prove all of the items that were on the agenda last week.

I do have to announce that the Dauphin Technical School will be having their commencement June 7. Unfortunately as the Chairperson of the Joint Operating Committee of the Dauphin County Technical School, it is my privilege to hand out diplomas to the graduating seniors and unfortunately, I will miss Derry Township’s commencement.

Mrs. Sheffey: That happened to you last year too didn’t it?

Mr. Gräb: It certainly did. Yes.

Mrs. Sheffey: We’ll have to work on that.

6.02 Harrisburg Area Community College Report

Mrs. Sheffey: I think you have a meeting coming up?

Dr. Cronin: Yes we have a meeting coming up on – not until June 20.

Mrs. Sheffey: Okay. Thanks.

Dr. Cronin: So I'll report, I guess at the June 25 meeting.

Mrs. Sheffey: Great thank you.

6.03 Capital Area Intermediate Unit Report

Mrs. Sheffey: I will have a report for the Capital Area Intermediate Unit at our next meeting.

6.04 Derry Township Tax Collection Association Report

Mrs. Sheehan: We met on May 24, last Thursday, Dick Polignone, our Treasurer was introduced to the group. We discussed – we increased the limit amount of checks needing co signatures. It was increased from \$2,000 to \$5,000. We had some follow up discussion regarding the 1099Gs. If you all recall, the 1099Gs were sent out and some taxpayer's information was compromised being sent to another taxpayer. The calls, the letters, and the concerns to the Tax Office have stopped, Security Savings, the company who prints and mails the documents have been sending proofs and driving over the mailings for a double check. Ten Right to Know requests were received wanting to know who received their information, although the Tax Association was not able to disclose that, follow up letters are being sent to close the loop. Three people said that their information has been compromised, but when investigated, none had to do with the 1099Gs. 2,000 plus taxpayer's information had been comprised, 268 of those had their information returned to the Tax Office and 539 of those individuals signed up for the credit protection. We will be looking into getting three bids from suppliers on this job as this job has not been bid out for several years.

Steve, have I missed anything? Thanks.

Mrs. Sheffey: Thank you.

Mr. Hancock: I have a question for Maryellen, on the tax rolls, people who have been compromised, was anybody violated? Did anybody have any issues?

Mrs. Sheehan: Well three individuals reported their being compromised.

Mr. Hancock: Okay. That's what I wanted to make sure.

Mrs. Sheehan: But when they investigated it, it had nothing to do with the 1099Gs. You know, someone's credit card, I can't remember the details, but

when investigated, none of them had to do with the 1099Gs, so in regards to the 1099Gs, no one has.

Mr. Hancock: Okay. Thank you.

Dr. Cronin: Another quick question. For any of the individuals who we had to do protection, was there any cost incurred by the District?

Mrs. Sheehan: No. The company – Security Savings – incurred all those costs.

Dr. Cronin: Thank you. Just want to make sure everyone was aware of that.

Mrs. Sheffey: Mr. Gräb, do you have a Dauphin County Tax Collection report? Isn't here usually a . . .

Mr. Rineer: No meeting.

Mr. Gräb: The Dauphin County Tax Collection Committee did not meet last month due to a death.

Mrs. Sheffey: Oh, sorry to hear that. Thank you.

SPECIAL REPORTS

7.01 Board Members' Report

Dr. Donahue: I just wanted to clarify something, clarify my confusion. On the vote for Limited Service Contracts, I thought the vote that we first made was to separate out the people and so I voted against that. I now realize we were voting for those actual individuals and if I can change my vote, I change it. If I can't, I'll just keep the record as it is. I can change my vote?

Dr. Faidley: Dr. Donahue, you were correct that you voted no to separate out the personnel, general personnel. You did not vote no on the roll call vote on the field hockey issue.

Dr. Donahue: Alright, thanks.

Mrs. Sheffey: Okay.

Mr. Hancock: Madam President? Just one comment. As the students talked about the end of the year, I just want to make an appreciation to the band booster organization. Dr. Faidley and I had the opportunity to accept their invitation and congratulate them and Mrs. Fox for a nice event and I appreciate all the work that the students have done and the organizers of the band to put

our community and our school in a great light, but I appreciate the invitation and it was a good night and a great recognition for the seniors and for the band in general, but thank you.

Mrs. Sheffey: Thank you. Mr. Gräb?

Mr. Gräb: Yes, thank you Madam President. I had the privilege last Sunday of attending the voice recital of Sarah Marie Bruno, one of Hershey High School's best and brightest at the Middletown Church of God to a packed house. I would like to thank those members of the staff who came and supported Sarah Marie in her voice recital.

Mrs. Sheffey: Thank you. Anybody else?

7.02 Superintendent's Report

Dr. Faidley: I'd like to recognize, even though I don't believe she is here this evening, the Hershey Federated Women's Club Student of the Month. The Student of the Month for the month of May is Jenny Lee.

A little bit about Jenny Lee and her involvement at Hershey High School. She has a resume that would probably take me 25 minutes to read, so I won't do that, but to kind of summarize her resume and the reason why she was selected as a Student of the Month: she is involved in quite a bit of volunteer service in the community – very diverse ranging from tutoring to volunteering in several ensembles in the community, being a lab assistant at the Penn State College of Medicine, a clerk in the Pulmonary and Psychiatric Departments on a volunteer basis, as well as being a gifted student and taking some very rigorous courses – being involved in the Science Olympiads. She is the captain. She is in the German Club, the German National Honor Society, the National Honor Society, and many many more functions. So it's my pleasure this evening to recognize her as the Hershey Federated Women's Club Student of the Month for the month of May.

Because this is the last Board meeting before graduation, I would remind everyone in the audience that graduation will be held on Thursday, June 7 at 7:00 p.m. Once again, the commencement exercises will be broadcast online. You can watch the Class of 2012 graduate live via a webcast being offered on our web site as a courtesy for graduates with family members who may not be able to attend the festivities.

As the Superintendent, the School District has been my pleasure this school year. We faced a lot of challenges beginning the school year as was stated earlier with an earthquake and then a flood and then many more other challenges. But, one of the things that I will point to, as our proudest moments is an Administrative staff and as a staff of professional educators, support

personnel, and Board, is the resiliency of this community, the collaboration that took place, the dialogue, the sharing of differences, sharing of concerns, and I appreciate all of those, and it's been a pleasure this school year as it comes to an end to be of service to this community. Thank you Madam President.

7.03 Board President's Report

Mrs. Sheffey: I have no report other than to remind everybody there will be a quick, brief, post-Executive session.

RECOGNITION OF CITIZENS (Non-Agenda Items)

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

Mrs. Sheffey: This is an opportunity for residents and taxpayers to address the Board on matters related to agenda items or, I'm sorry, I'm reading this new statement and it's gotten out of order, on agenda items and non-agenda items. Those who speak are asked to come to the microphone, state your name and address for the record.

In an effort to keep the meeting on schedule and out of respect for others who wish to speak, please keep comments to no more than 3 minutes. This portion of the agenda is intended primarily for those who wish to provide input.

Betsy Quillan: This evening, I heard Mrs. Sheehan, once again, make a request for some information with regard to the lawsuit, the Derry Township School District versus the Milton Hershey Foundation and I believe Mrs. Sheffey you answered her by saying that Dr. Faidley had some concerns with regard to sharing information with Mrs. Sheehan?

Mrs. Sheffey: No, her request was for the invoices for the lawsuit as well as our Solicitor, the District Solicitor. Dr. Faidley would like to share with the full Board his concerns on these general legal issues and then the full Board will discuss it.

Ms. Quillan: Okay, well I wondered if you might speak this evening briefly with regard to the lack of sharing of information with regard to the lawsuit with Board members, certainly the community does not have an expectation that we should be on the receiving end of confidential information, but there is a recurring thing that is appearing on the cover of The Hummelstown Sun weekly and I, as a taxpayer, and a community member, I have a level of confidence in knowing that all Board members have access to the same information with regard to the lawsuit.

Mrs. Sheffey: We have – there was a special briefing of the Board members on the historical perspective leading up to the lawsuit and we will be having another special Executive session, hopefully, this Friday, I haven't heard back from everybody to discuss moving forward.

Ms. Quillan: Okay, so I if I may just ask a question of two of the Board members that I personally have contacted again, not for specific information, I worked in a law firm, worked in a personal injury law firm for about 7 years, my brother is an attorney, I don't make a habit of asking specific questions about lawsuits that are currently in litigation, but I have asked general questions to Mrs. Sheffey and to Mrs. Cronin and in each instance they both sort of had the same answer that they didn't really have all the information that some Board members had. That just sort of gives me an insecure feeling and a curiosity, you know.

Mrs. Sheffey: Mrs. Sheehan is new on our Board. We recently had the briefing to bring her up to speed on the historical perspective. Dr. Cronin has been involved in all the discussions, so I'm not sure what your questions were, I'm not sure what their answers were. We will be discussing this issue, hopefully this Friday, if Dr. Cronin's available. She's the only one I had to hear from and they can share with me the questions you've asked them and the answers they provided you.

Ms. Quillan: So there has been absolutely no problem among this Board with regard to the transparency of the information for Board members or am I crazy?

Mrs. Sheehan: No, you're correct. There's problems. I feel like I have not been given information that I need. I feel that if I want to see the invoices, because we are billed for them, it's in my right to see them. If I were to go to a car dealership and have my car serviced and I asked for an invoice and they say, you can't see the invoice, you just need to pay \$1,000, it's my right to see what we're being charged. There's been a lot of comments in the press. I have been contacted by the media. There's been implications of conflicts of interest, delinquent taxes, it just – there's some concerns that I have that any time I try to request information, I feel like I get pushed back. The actual response from Dr. Faidley when I requested the invoices was, he needed consensus from the Board to share this information with me. Pennsylvania School Code, I actually have the School Code book, states that School Directors are entitled to whatever information they need to vote on a tax levy. I feel I need this information to make sure that I am familiar with what we are being billed and paying for with the hundreds of thousands of dollars that we as a District are paying for our legal fees. So I do not feel comfortable moving forward with spending hundreds of thousands of dollars on legal fees without this information. There was a historical presentation given, personally I felt like it was a violation of Sunshine Act, because I feel it was all commonly known information, the timeline of what's happened since like 1906 up to date. We have not been surveyed as Board members as how we feel about the litigation. Do we want to move forward? What the update is? Nothing

like that has been given to us. I've been on the Board 25 weeks and I feel that it's an uphill battle every week to get information, and I don't know if any of the other Board members have seen the invoices. If they don't, that concerns me too, because there's no accountability.

Dr. Faidley: Madam President?

Mr. Hancock: Madam President, I just want to make a point of clarification for Mrs. Quillan. There are a couple of us on the Board who are conflicted, because of our employment status, so I would suggest – I don't know everything that everybody else knows, but that's by design and that's because I'm conflicted so I just want to make sure that there's a point of clarification on my behalf. Thank you.

Dr. Faidley: Madam President? I'd like to make a point of clarification. I hope that this will help to clarify. The Request for Information that Mrs. Sheehan is referring to came via e-mail on Thursday (as amended), requesting that she be sent the invoices pertaining to . . .

Mrs. Sheehan: Not sent, that I review. Let's be clear. That I review, I never wanted copies.

Dr. Faidley: Excuse me. Let me correct – that she review the invoices pertaining to the litigation that's currently underway with MS Hershey Foundation as well as all invoices dating from January 1, 2012 to the present.

As the Superintendent of the School District, it's my obligation that the liability of the District is protected. Some of those invoices have confidential information relating to personnel as you might be aware working in a law firm. That information needs to be reviewed and redacted by legal counsel, because at some point and time, any personnel matter that is out there may come to the Board for review. The information contained in specific form may influence a decision that the Board may have to make in reference to a personnel issue.

Mrs. Sheehan's requests were for unredacted copies of the information. Doing due diligence with that request, it requires some time for me to speak with legal counsel. There will be a cost associated with that, but it does require me to speak with the legal counsel to protect the District and to protect the employees in this District. At no time in my response, did I say that the information would not be provided, but it does need to be – that information and that conversation needs to be conducted in Executive Session as it is a legal matter.

Mrs. Sheehan: And just to be clear, I didn't request to see any client files, just the invoices.

Ms. Quillan: With the exception of the invoices, the invoices aside, do you feel as a Board member that you are up to date and informed as well as you would like to be with regard to this lawsuit?

Mrs. Sheehan: No.

Ms. Quillan: Or as well as you should be as representatives of my husband, of me, of so many other citizens in the Township?

Mrs. Sheehan: No, I do not.

Ms. Quillan: That's what I wanted to address this evening.

Mrs. Sheffey: Thank you.

Ms. Quillan: So would you like to speak on that Mrs. Sheffey?

Mrs. Sheffey: We have, we are trying to schedule a meeting, as I said. We have one Board member who needs to weigh in on their availability. I am hopeful that that meeting will be this Friday.

Ms. Quillan: Thank you very much.

Mr. Gräb: I would just like to add along with Mr. Hancock, Mr. Morelli and myself are conflicted members, so we're not privy to that information.

Anne Reeves: Good evening Madam Chairman, members of the Board, Dr Faidley, Administrators, my name is Anne Reeves. I just have two quick things: first thing on a positive note is I dragged myself back from Kenbrook last Friday and I just wanted to say it was my third time and please, if you can, please continue this viable program. It's just an amazing resource for our kids. So thank you very much.

Next Tuesday, June 5, attorneys for the Derry Township School District and the Milton S. Hershey Foundation will meet in Orphan's Court in Harrisburg. The District seeks to determine whether the Foundation's funding of the Theater, the Gardens, the Hershey Story, and the archives is legitimate. That day is also the last day of school for our students. What I'm asking of you tonight is that it is also the last day of this legal fight.

According to documents obtained by the Hummelstown Sun, the preparation for this case began 2 ½ years ago under the old Administration and an old School Board. This is a battle that has began in secret, continued in secret, and to this day is still shrouded in secrecy.

We the taxpayers of Derry Township never had a say in whether we supported this case. I venture to say that many of us do not and relating to the information that was terribly redacted in the paper, I don't agree with Betsy, I think she should be privy to that information since we're paying for this. The law firm said they redacted it because it was a client privilege. We are the clients. We should see it. During a time when we might have to cut teachers, increase class sizes, athletics programs, and raise taxes, we cannot afford this boondoggle. Spending hundreds of thousands of dollars to a law firm that has little interest in our community is foolish, it's wasteful, and it needs to end.

There is no guarantee that the District will even get any money from this lawsuit, let alone recoup the money that its spent already in legal fees. That money is not your money. It's ours, and I think most of the people would rather it go to making our schools better. There are 501 school districts in Pennsylvania – 500 of them would kill for the kind of support we get from the Hershey entities with financial and otherwise. Our seniors spent the day at the park today and next week they graduate at Founder's Hall. Our school children regularly visit the Museum, the Theater, and the Gardens. Are those sites educational? Absolutely.

This legal fight threatens to permanently damage the goodwill the District and the Hershey entities have shared for many many years. For transparency's sake, I want to disclose that I serve on the citizens advisory board of the Hershey Story and that my husband Tim does business with some of the entities, but I'm not here to speak on their behalf, but rather on my own and maybe for some of the other citizens of Derry Township.

So whether you win or lose this fight. End it. Sit down at the table with our neighbors and friends who represent the Hershey entities and work this out. We can't afford it. We look ridiculous and we want it to stop. Thank you.

Andrea Abruzzo: I would like to make a few comments about some nice things that are happening for our seniors. My son is a junior, but attended the senior prom this past Friday evening. The festivities began in the Hershey Gardens where most prom attendees were gathered for photos. The backdrop was just beautiful and admission was free for all the students and their families. The night really was geared to the seniors and their dates, but I must admit, it was fun to see these kids dressed up and excited for the prom and it was fun to see the excitement in the eyes of all the parents taking pictures. I would like to thank the Hershey Trust and Hershey Entertainment and Resorts for their generosity.

Now that my son will technically be a senior on Tuesday, I am becoming more aware of all the accommodations provided to us by the Hershey Trust, HE&R, and Derry Township. On graduation night, the graduation ceremony is held at beautiful Founder's Hall. We are given the use of this facility by the Milton Hershey School as a courtesy. After graduation ceremonies, the seniors are given an all night party at the Township recreation center. The Township does

not charge the School District anything for this. The Township provides a safe, controlled environment for our kids to celebrate. In fact, the Township's Industrial and Commercial Development Authority donates \$1,000 to the School District for this party.

My point is, I really appreciate the generosity of the entities I mentioned. The gifts I spoke about tonight have occurred or will occur within a 10 day span. I'm sure if we tally up what the District has been given by these entities for our children, we would be startled at all the goodwill directed towards the District from our community partners. For this reason, I would like to ask all of you to please reconsider the lawsuit against the Trust. They are our largest benefactor. We are in troubled fiscal times, but rather than reaching out to these same community stakeholders and asking for more, let's look inward and make the tough cuts first. Asking others to do more before we have tightened our belts as much as we can is bad business and fosters ill will within our community. It reminds me of the old adage, don't bite the hand that feeds you. Thank you.

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

9.01 Adjournment

Mrs. Sheffey: The next public School Board meeting will be held Monday, June 11, 2012 starting at 7:00 p.m. in the High School LGI room.

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

The meeting was adjourned at 9:19 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the June 11, 2012 meeting

Mrs. Ellen Sheffey
President of the Board

LDM