DANVILLE AREA SCHOOL DISTRICT

March 11, 2020 Minutes
Regular Board Meeting

The Danville Area School Board met at the Danville Primary School on Wednesday, March 11, 2020.

1. MEETING OPENING

(1.1) The meeting was called to order at 7:02 PM by Mrs. Bonnie Edmeads, President followed by the Pledge of Allegiance and a moment of silence.

ROLL CALL - Board Members

Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard were present.

OTHERS PRESENT

Dr. Ricki Boyle, Acting Superintendent; Mrs. Bobbi Ely, Business Manager; Mrs. Donna Christensen, Director of Special Education; Mr. Jeffrey Ryan, Director of Network Administration; Mr. Chris Johns, Director of Student Affairs; Mr. Ken Berkich, Director of Building and Grounds; Mr. Jeremy Winn, High School Principal; Mrs. Amy Willoughby, Assistant High School Principal; Mr. David Snover, Middle School Principal; Mrs. Terri Faust, Board Secretary; Attorney Carl Beard, Solicitor; and approximately 25 members of the staff, public and news media.

(1.2) APPROVAL OF MINUTES

- **February 26, 2020**

Motion: (To approve the minutes from the February 26, 2020 meeting)
A motion was made by Mr. Derl Reichard to approve the minutes from the February 26, 2020 board meeting. The motion was seconded by Dr. Yohannes Getachew.
The motion was approved on a voice vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

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2. BOARD ADMINISTRATIVE ANNOUNCEMENT

(2.1) Reports:

- Columbia-Montour Vocational Technical School
- Comprehensive Planning Committee
- Curriculum Committee
- Finance Committee

Chris Huron spoke briefly about CMVT. Interviews for Dave Bacher's position and more discussion on the Benton situation will take place next week.

Dr. Boyle spoke about the Comprehensive Planning Committee Meeting where they talked about the mission statement and the vision statement. They will be meeting again to talk about the goals for the district.

Mrs. Christina Fish spoke about the Curriculum Committee meeting on March 9th where they talked about building schedules and graduation requirements. There was also discussion on a 4 point grading scale but there were no final decisions made.

Castan Kiersch said the Finance Committee met on March 3rd & March 10th where they looked in detail at the building and department budgets.

3. SUPERINTENDENT'S REPORT

- **(3.1)** Enrollment Report
- **(3.2)** Building Announcements and Information

Dr. Boyle presented a thank-you note from Michelle Lynch for a sympathy floral arrangement which was sent by the District for her Mother's passing.

Dr. Boyle then explained the new DASD app. There will still be text alerts for more urgent information and the app will keep everyone updated on other information such as menus and events. The app is connected to our website. The app is also connected to the Safe-to-Say tip line. Dr. Boyle thanked Mr. Ryan for setting up the app and teaching her how to use it.

Next Dr. Boyle reported on the Superintendent's Meeting at the IU where they focused on the Corona Virus. She explained that direction will be taken from the Department of Health which filters into the PDE. A letter was created for parents with information & recommendations. One major point is to keep your child at home if they are sick.

Dr. Boyle then gave a brief explanation of upcoming events in all of the buildings. She congratulated the Middle School students who participated in the Vocabulary Bowl who are the state champions for the month of February. She also thanked everyone for all of the hard work they put into the production of Wizard of Oz.

4. PUBLIC COMMENT (Max. of 3 minutes each for agenda items only)

There was no public comment at this time.

5. PRESENTATIONS/OUTSIDE GUESTS (Max. of 5 minutes each)

Attorney Carl Beard gave a presentation on the status of negotiations with the DAEA. He began by explaining that the Board wanted to provide transparency on the status of the negotiations. He said copies of the Power Point and any letters which were presented would be available upon request. Attorney Beard said the contract had been put in negotiations in January 2019. A timed mediation was discussed where it was decided that the parties could not resolve their differences in 48 hours and the parties returned to traditional negotiations. There were numerous meetings held through December 12, 2019. The Board's team, Mrs. Edmeads, Mrs. Fish, Mrs. Ely and Attorney Beard, had agreed to several tentative agreements. The December 12th meeting began at 6:10 PM and ended close to midnight where everyone shook hands and it was thought that there was framework for a new agreement with a written proposal which contained some historic health care numbers. A memo was put out to the UniServ Representative. Attorney Beard explained some of the provisions of the contract including a 3% average increase inclusive of step increment and the salary schedule would be mutually developed. He then discussed some of the health care which included 2 options. The district wanted to go with Cobra rates where the employee would pay a percentage of the rate and would be blended to be the same composite rate for everyone. There are 2 plans available to the DAEA members one of which is a GHP plan and is unique to Danville. Approximately 67% of the bargaining unit is on this plan. There was discussion on how zero deductible plans do not even exist anymore and our negotiation team asked to go to a $250/$750 deductible for everyone, and an outline was presented on how healthcare costs have gone up over the years. There was talk of another personal day (with prior approval) and the District backed off of a 10% contribution from the bargaining unit for tuition reimbursement. There had been 4 prior tentative agreements. Attorney Beard explained that in the last prior agreement, the only detail which needed to be ironed out was a personal day which they wanted to discuss with the Board as a whole. The District moved to a 5 year agreement and provided 5 hours of a professional development day for self-directed activities, additional days for bereavement and additional pay for unused sick days. The tentative agreement was noted subject to clarification by the association. Tentative agreements were signed on December 12, 2019. December 20, 2019 Attorney Beard communicated with the UniServ Representative, Mark McDade. The tentative draft agreement (TA) said the District was reducing the premium share to stay at 11% in 2019 & 2020. Then in years 2, 3, 4, & 5 it will only go up 1% and move to a $250/$750 deductible plan for the PPO and HMO in September 2020 subject to clarification. The clarification being "When is the open enrollment period?" The open enrollment period moved to a November date and would kick in in January 2021. Salary and the self-directed day were tentatively agreed upon. February 6, 2020 Attorney Beard reached out to Mr. McDade asking about the

salary schedule because they needed information on this before both parties could vote. February 24, 2020, Mr. McDade said he did have a salary schedule which he did not share until he received confirmation from Dave Fortunato and Bonnie Edmeads that a TA was in place. The salary schedule was off by approximately $8,000 which the District was not going to dispute as to not hold up an agreement. February 25, 2020 a new draft schedule was received which said that all suggestions made by the employer were incorporated. February 27, 2020 we sent a communication saying that not all suggestions were addressed. An email was received on February 27, 2020 stating that the association did not agree to the $250 deductible on the GHP plan. As Attorney Beard and Mrs. Ely were working on the language in the agreement, they were wondering why certain provisions in the health care were not being incorporated as they had agreed upon on December 12, 2020. At this time we are being told by the UniServ Representative that we do not have an agreement on the health care issue. The Board believed that the same deductible would be in place for both plans. Healthcare costs for the District have gone from $1.8 million in 2011 & 2012 to almost $3 million at this time. It was believed that there was a tentative agreement between Mrs. Edmeads and Mr. Fortunato. We are at a crossroads at this time because of this issue. Most everyone in the room had a deductible which was considerably more than $250 for an individual or $750 for a family. The increase in salary and extra personal day were in consideration of the deductible. This is the only issue standing in the way of an agreement between the parties. Attorney Beard clarified with Mrs. Edmeads and Mrs. Fish on the events of December 12, 2020. Mr. Gordon clarified that tuition reimbursement remains at 0%. Attorney Beard offered copies of the Power Point and all communications. Mr. Huron asked what happens next. Attorney Beard said we hope that the proper adjustment will be made to the tentative agreement to include the $250/$750 deductible to the GHP plan. The agreement would be presented to both groups. The Board would vote on it and the teachers would vote on it. The average raise is 3.17%.

Motion: (To pull Athletics/Activities item 8.2 from the Consent Agenda items)
A motion was made by Dr. Victor Marks to remove item 8.2 from the Consent Agenda items. The motion was seconded by Mr. Chris Huron.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

6. CONSENT AGENDA ITEMS

(6.1) The Board will take action to approve the consent agenda items.

Motion: (To approve Consent Agenda items)
A motion was made by Dr. Jennifer Gurski to approve the Consent Agenda items. The motion was seconded by Dr. Victor Marks.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

Motion: (To add Athletics/Activities addendum item 8.4)
A motion was read by Dr. Victor Marks: The Board will take action to authorize the administration to cancel any board approved out-of-state or overnight trips in response to guidance from advising agencies and/or as deemed be to the best interest of the students in response to the Corona Virus or COVID19.
The motion to add addendum item 8.4 under Athletics/Activities was made by Mrs. Christina Fish. The motion was seconded by Mr. Castan Kiersch.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

7. SCHOOL PROPERTY & SUPPLIES

(7.1) The Board will take action to approve the Danville Borough Permit Fees for construction of the new Maintenance Building in the amount of $5,754.50 as presented.

(7.2) The Board will take action to approve the payment of the January 2020 invoice in the amount of $1,500 to Fidevia for professional services rendered for the months of February 2019 - January 2020 as presented.

(7.3) The Board will take action to approve the bid proposal in the amount of **$17,929** from **Prism Response** for the abatement of the existing Maintenance Building.

(7.4) The Board will take action to approve listing the Riverside Property for sale. The appraisal will follow.

Motion: (To approve School Property and Supplies items 7.1 – 7.4)
A motion was made by Dr. Victor Marks to approve School Property and Supplies items 7.1 – 7.4. The motion was seconded by Mrs. Christina Fish.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

Motion: (To table Athletics/Activities item 8.2)
A motion was made by Mr. Kyle Gordon to table item 8.2 under Athletics/Activities. The motion was seconded by Dr. Yohannes Getachew.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

8. ATHLETICS/ACTIVITIES

(8.1) The Board will take action to approve forming the Culture Club at Danville High School.

(8.2) The Board will take action to approve an out-of state trip to Baltimore Inner Harbor for the Class of 2020. The trip will consist of approximately 60 students and 6 adults. The date of the trip will be Friday, May 22, 2020 and will be leaving DHS at 7:00 AM and returning approximately 10:00 PM as presented. The trip will be of no cost to the District.

(8.3) The Board will take action to approve the payment of $2,300 to the Danville Area Community Center for the rental of one soccer field at the Soccer Park located on East Market Street, Danville as presented.

(8.4) The Board will take action to authorize the administration to cancel any board approved out-of-state or overnight trips in response to guidance from advising agencies and/or as deemed be to the best interest of the students in response to the Corona Virus or COVID19. **(Addendum item)**

Motion: (To approve Athletics/Activities item 8.3)
A motion was made by Dr. Jennifer Gurski to approve Athletics/Activities item 8.3. The motion was seconded by Dr. Victor Marks.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

Motion: (To approve Athletics/Activities item 8.4)
A motion was made by Dr. Jennifer Gurski to approve item 8.4 under Athletics/Activities. The motion was seconded by Mrs. Christina Fish.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

9. CURRICULUM AND MANAGEMENT REPORT

10. SCHOOL/COMMUNITY RELATIONS

11. FINANCE

(11.1) February 2020 Finance Reports

(11.2) February 2020 Cash Receipts

(11.3) The Board will take action to approve a budget transfer for the 2019-2020 school year as presented.

(11.4) The Board will take action to approve the proposed 2020-2021 CMAVTS Budget as presented.

Motion: (To approve Finance items 11.3 and 11.4)
A motion was made by Dr. Yohannes Getachew to approve Finance items 11.3 and 11.4. The motion was seconded by Dr. Victor Marks.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

12. PERSONNEL

(12.1) The Board will take action on the recommendation of the Acting Superintendent to approve the substitute list for the 2019-2020 school year as presented pending all required documentation.

(12.2) The Board will take action to accept the resignation of Karen Dermes as Middle School teacher effective the end of the 2019-2020 school year.

(12.3) The Board will take action to approve the employment of Benjamin Mackiewicz, Jr. as a Paraprofessional at Danville Primary School at the contracted hourly rate of $11.25 pending the receipt of all required documentation.

(12.4) The Board will take action to hire Dr. Ricki Boyle as the Superintendent of Schools effective March 12, 2020 through June 20, 2023 at a starting salary of $140,000 pursuant to the terms of the Agreement between the District and Dr. Boyle.

(12.5) The Board will take action to approve the employment of **Jonathan Adams** as District Accountant/ Human resources at a Starting salary of **$62,000** with a starting date to be determined.

Motion: (To approve Personnel item 12.3)
A motion was made by Dr. Yohannes Getachew to approve Personnel item 12.3. The motion was seconded by Mr. Castan Kiersch.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard; 0 – No.

Motion: (To approve Personnel item 12.4)
A motion was made by Mr. Kyle Gordon to approve Personnel item 12.4.
The motion was seconded by Dr. Victor Marks.
The motion was approved on a roll call vote: 8 -Yes – Mrs. Bonnie Edmeads, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard;
1 – No – Mrs. Christina Fish.

Motion: (To approve Personnel item 12.5)
A motion was made by Dr. Yohannes Getachew to approve Personnel item 12.5.
The motion was seconded by Mrs. Christina Fish.
The motion was approved on a roll call vote: 9 -Yes – Mrs. Bonnie Edmeads, Mrs. Christina Fish, Dr. Yohannes Getachew, Mr. Kyle Gordon, Dr. Jennifer Gurski, Mr. Chris Huron, Mr. Castan Kiersch, Dr. Victor Marks and Mr. Derl Reichard;
0 – No.

Mrs. Ely welcomed Mr. Adams who thanked the Board for the opportunity.

Mrs. Edmeads congratulated and welcomed Dr. Boyle. The room applauded.

13. POLICY & INSURANCE

14. TRANSPORTATION

15. BOARD CONCERNS & ITEMS FOR NEXT MEETING AGENDA

16. PUBLIC COMMENT

There was no public comment at this time.

ADJOURNMENT

At 7:45 PM a motion was made by Dr. Jennifer Gurski and seconded by Mr. Derl Reichard to adjourn the meeting.
The motion was approved by voice vote.

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Terri Faust
Board Secretary