

# WYOMISSING AREA SCHOOL DISTRICT 2010-4167

## Minutes August 23, 2010

The regular meeting of the Board of School Directors convened at 7:00 p.m. in the Community Board Room of the Jr./Sr. High School with Mrs. Davis, Board President, presiding.

### PLEDGE OF ALLEGIANCE

Following the pledge of allegiance, Mrs. Davis asked if anyone would be recording the meeting. No one indicated the intent to record.

### Board Members Present:

Mrs. Bamberger, Mrs. Davis, Mr. Fitzgerald, Mrs. Helm, Mr. Larkin, Mr. Painter, Mr. Portner, Mrs. Sakmann, and Mrs. Seltzer.

### Administrative Staff Present:

Mr. Krem, Dr. Pulkowski, Mrs. Mason, Mr. Babb, Mr. Fries, Ms. Garman, Mrs. Morett, Mr. Roberts, and Dr. Speace.

### Attendees:

Mr. Brian Boland, Kozloff Stoudt; and Shelley Filer, recording secretary. Audience sign-in sheet included as part of these official minutes.

### MEETING ANNOUNCEMENTS

Following the roll call by the Board secretary, Mrs. Davis welcomed everyone and noted that the Board met in executive session following the August 9 meeting and on August 18 to discuss personnel and no action was taken.

The following September meeting schedule and locations were announced.

- Committee of the Whole (Voting Meeting) – Monday, September 13, 2010, 6:00 p.m.; Community Board Room at the Jr./Sr. High School.
- School Board Meeting – Monday, September 27, 2010, 7:00 p.m.; Wyomissing Hills Elementary Center

### RECOGNITION

President Davis invited building principals to introduce their new professional staff members to the Board and audience.

Mr. Roberts then recognized Caitlin Gibbs and Kathleen Rohm for the award they earned from the Berks County Learning Disabilities Association for their outstanding work with students with disabilities.

### PRESENTATIONS

Mrs. Jennifer Mangold reported on the Summer Safari Program. There were 300 student participants in 20 enrichment courses. The program is self-sufficient with expenses for staff and materials defrayed through a nominal tuition. The courses were also offered to Sacred Heart students.

Mrs. Michele Hetrich reported on the Summer Academy Program. This program was staffed with reading specialist students from Kutztown

# WYOMISSING AREA SCHOOL DISTRICT 2010-4168

**Minutes** August 23, 2010

University who helped the 50 students review and maintain their reading skills from the previous school year. This program is fund by Title III. Mrs. Bamberger questioned if the summer math course at the high school was provided. Dr. Speace reported that eleven students were in the algebra class co-taught by Mr. Zechman and Mr. Miller.

Leading into the next presentation, Mr. Krem said concerns have been expressed over the current system of administrative evaluations which is more subjective than goal- or objective-oriented. He introduced Mr. Richard Capraro of Capraro Associates, LLC who is proposing a performance-based Total Rewards Plan that is fiscally prudent, fair, internally consistent and externally competitive. The Plan would be aligned with the Board goals for each year and prepared in concert with the “guiding assumptions” of the district.

Mr. Portner commented that this Plan employs the same logic as an NBO in the business world. Mrs. Helm asked if employees of all levels would have the ability to evaluate administrators. Mr. Capraro said this system is not designed for the levels below to participate and that there would need to be anonymity for those levels below the administrators if they did so. She also asked if other local districts were using this system. He stated that there are two Berks County schools on the docket and that there are other districts in contiguous counties using their services.

## PUBLIC COMMENT

Mr. Richard Geertman questioned the timing of the administrative salary increases based on the economic times and pension crisis. Mrs. Davis responded that the money was already budgeted for the increases and at this time no one yet knows the amount of the pension shortfall.

Mr. William Murray asked for clarification of the approval of the Act 93 agreement for 2009-2010. Mr. Boland stated that it fills in the gap between the expired agreement and the new agreement covering July 1, 2010-June 30, 2012. The new agreement sets a pool of money aside from which administrators are compensated based on performance up to 2.25%. The percentage of contribution to healthcare is 8% in 2010-11 and 9% in 2011-12.

## **ROUTINE APPROVALS**

## MEETING MINUTES

Upon a motion by Mr. Portner, second by Mr. Painter, the Board approved the following minutes:

# WYOMISSING AREA SCHOOL DISTRICT 2010-4169

## Minutes August 23, 2010

- June 28, 2010 Regular Business Meeting
- July 27, 2010, Board Retreat Minutes

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, Seltzer, and Davis.

Nays: None. Motion carried.

### TREASURER'S REPORT

Upon a motion by Mrs. Seltzer, second by Mr. Portner, the Treasurer's Report was accepted as presented.

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, Seltzer, and Davis.

Nays: None. Motion carried.

### PAYMENT OF BILLS

Upon motion by Mr. Painter, second by Mrs. Seltzer, payment of bills for the months of June and July 2010 were approved.

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, Seltzer, and Davis.

Nays: None. Motion carried.

### **SUPERINTENDENT'S REPORT**

#### **A. FINANCE/ FACILITIES**

Upon a motion by Mrs. Sakmann and seconded by Mrs. Helm, the Board approved the Finance/Facilities agenda items as follows:

1. Approved donation from the Wyomissing Area Education Foundation in the amount of \$1,659.20 in EITC funds toward the purchase of smartboards for classroom use.
2. Approved requests for exoneration for per capita tax in accordance with policy 605.
3. Approved tuition agreement with Opportunities School, effective August 26, 2010 to June 30, 2011 in the amount of \$26,781.30 for one elementary student, ID 203955.
4. Approved agreement with Pathway School for Extended School Year Services, effective July 5, 2010 to August 13, 2010 in the amount of \$6,500 for one secondary student, ID 20115.
5. Approved service agreement with Keppley Behavioral Consulting for 2010-11 at a rate of \$75 per hour for up to 50 hours per month for 11 months.

*Background information: The rate is unchanged from last year,*

**Minutes**    August 23, 2010

*however the number of hours per month have decreased by 20 hours. This is a total decrease of \$16,500 from 2009-10.*

6. Approved contract with Brenda Wilczek for psychological services for 2010-11 at a rate of \$70 per hour. This rate is unchanged from 2009-10.
7. Approved driver list for 2010-11 with the provision that names may be added or deleted at the discretion of Administration.

Bus #1	Sharon McNamara
Bus #2	Adam Casner
Bus #3	Richard Bare
Bus #4	Florance Lanning
Bus #5	Richard Behney
Bus #6	James Gilbert
Bus #7	William Jordan
Bus #8	Julio Centeno
Bus #9	Donna Aulenbach
Bus #10	James Hicks
Bus #11	Tina Crupi

8. Approved transportation schedules for 2010-11.  
*Background information: The complete list of transportation schedules is available from the Director of Business Affairs.*
9. Approved fee schedule with NursElite Nursing Services effective July 25, 2010.  
*Background information: This is a new fee schedule for the agreement dated August 25, 2008 which represents a 2% increase in rates as follows:*

<u>Weekdays</u>	<u>Weekends</u>
<i>RN increase from \$40 to \$40.80 per hour</i>	<i>RN increase from \$40 to \$40.80 per hour</i>
<i>LPN increase from \$35 to \$35.70 per hour</i>	<i>LPN increase from \$35 to \$35.70 per hour</i>
<i>CNA increase from \$20 to \$20.40 per hour</i>	<i>CNA increase from \$20 to \$20.40 per hour</i>

10. Awarded insurance contracts for 2010-11 to Ohio Casualty, Inc. for a total amount of \$140,740. This is an increase of 4.3% from 2009-10.  
*Background information: Through the quotation process, Ohio Casualty, Inc. has been selected for the District's Property, Liability, Auto, Boiler, Errors & Omissions, Umbrella and Workman's Compensation insurance for 2010-11.*

# WYOMISSING AREA SCHOOL DISTRICT 2010-4171

## Minutes August 23, 2010

11. Approved Act 93 agreement from July 1, 2010 to June 30, 2012.

12. Approved request to establish Student Activity Account for the Class of 2016.

*Background information: At this time, this account is to be used for the cash flow accounting instrument for the 7<sup>th</sup> grade class trip to the Renaissance Faire. A 7<sup>th</sup> grade student will be designated to sign as student treasurer at the beginning of the 2010-11 school year. The Class of 2016 will not hold official class status until grade 9 and therefore there will be no advisor in place until that time.*

13. Approved extension of Act 93 Plan for administrators from July 1, 2009 through June 30, 2010.

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, Seltzer, and Davis.

Nays: None. Motion carried.

### B. PERSONNEL/ POLICY

A motion was made by Mrs. Sakmann and second by Mr. Portner, to approve the Personnel and Policy agenda items.

Mrs. Bamberger requested that item 4. Salary increases for administrators be voted on separately.

Personnel and Policy items 1 through 8 excluding item 4 were approved as follows:

#### 1. RETIREMENTS/RESIGNATIONS/TERMINATIONS

##### a. Professional Staff

- 1) **Andrew Hoffert**, Itinerant Learning Support Teacher and Transition Coordinator at the JSBS, resignation, effective date to be determined (may be held for up to 60 days).
- 2) **Dana Lloyd**, Secondary English Teacher at the JSBS, resignation, effective August 17, 2010.
- 3) **Louise Wertham-Mitchell**, Secondary Computer Applications/Social Studies Teacher at the JSBS, resignation effective August 9, 2010.

##### b. Support Staff

- 1) **Jessica Hole**, Special Education Aide, WHEC, resignation, effective August 11, 2010.
- 2) **Lisa Rechardt**, Special Education Aide, WREC, resignation, effective August 13, 2010.

##### c. Supplemental Staff

# WYOMISSING AREA SCHOOL DISTRICT 2010-4172

## Minutes August 23, 2010

- 1) **Andrew Hoffert**, Special Education Department Chair, resignation, effective date to be determined.

### 2. LEAVES

#### a. Professional Staff

- 1) **Gwen Gibson**, Elementary Teacher at WHEC, FMLA/Child Rearing Leave effective on or about November 11, 2010, through the end of the 2010-11 school year.

#### b. Support Staff

- 1) **Judy Simmons**, Food Service Worker and Crossing Guard at WREC, FMLA leave effective August 30, 2010 until a date to be determined.
- 2) **Elizabeth Perez D'Amico**, Full-time Custodian at WHEC, unpaid leave August 4-6, 2010.

### 3. APPOINTMENTS/TRANSFERS

#### a. Professional Staff

- 1) **Dana Quinlivan**, transfer from Secondary French Teacher at the Jr./Sr. High School to Secondary Guidance Counselor at the Jr./Sr. High School, effective the 2010-11 school year.  
*Background Information: Mrs. Quinlivan is replacing Melissa Kreps.*
- 2) **Thomas Ritter**, transfer from Secondary Math Teacher at the JSHS to Secondary Computer Applications Teacher at the JSHS, effective the 2010-11 school year.  
*Background Information: Mr. Ritter will be replacing Louise Wertham-Mitchell.*
- 3) **Shauna E. Easteadt**, Long-term Substitute .5 Rtl Coordinator at WREC, at B, Step 1, \$40,720, effective August 9, 2010, for the 2010-11 school year, pending receipt of necessary documentation.  
*Background Information: Ms. Easteadt earned her Masters of Science from Walden University and her Bachelors of Science in Elementary Education with a minor in Biology from Rider University. She recently worked as a Summer Safari Teacher for the District. Prior to taking time off to raise a family, Shauna worked as a fifth grade teacher for the Randolph Township Schools in New Jersey from August 2000 to June 2004. Ms. Easteadt will be substituting for Michelle Kersikoski.*
- 4) **Karen Morris**, Autistic Support Teacher at WREC, at

**Minutes** August 23, 2010

B, Step 1, \$40,720, effective August 9, 2010, pending receipt of necessary documentation.

*Background Information: Ms. Morris earned her Bachelor of Science in Education from Kutztown University. She most recently worked as an Autistic Support Teacher at Central Dauphin School District. Karen is the recipient of the 2003 John Eshenhour Special Award for service to children with special needs. She is replacing Amanda Quirin.*

- 5) **Brittany Robinson**, Long-term Substitute Elementary Teacher at WHEC, at B, Step 1, \$40,720 prorated, effective August 9, 2010 through the end of the first semester of the 2010-11 school year, pending receipt of necessary documentation.

*Background Information: Ms. Robinson graduated in May with her Bachelor of Science in Elementary and Kindergarten Education from Pennsylvania State University. She completed her student teaching at Tilden Elementary in the Hamburg Area School District and was recently a substitute in the Exeter Township School District. She is a member of Pi Lambda Theta National Honor Society and Phi Eta Sigma National Honor Society and is the recipient of the Lance M. Vaccaro Scholarship for Good Character and the Senator O'Pake Good Citizenship Award. Brittany will be substituting for Andrea Boerger.*

- 6) **Amanda Myers**, Long-term Substitute Elementary Teacher at WHEC, at B, Step 1, \$40,720 prorated, effective on or about November 9, 2010 for the 2010-11 school year, pending receipt of necessary documentation.

*Background Information: Ms. Myers earned her Bachelor of Arts in Elementary Education at Saginaw Valley University, with minors in Early Childhood with ZA Endorsement, Social Studies and English. She has held paraprofessional and teaching positions in Michigan and Pennsylvania, serving most recently as a long-term substitute teacher for the Schuylkill Valley School District. Amanda will be substituting for Gwen Gibson.*

b. Department Chair

- 1) **Kim Lally**, Guidance Department Chair for the 2010-11 school year with a stipend of \$1,750.

**Minutes** August 23, 2010

c. Support Staff

- 1) **Julie Faust**, part-time Cafeteria Monitor at WREC, 2 hrs./day, \$9.84/hr., effective August 30, 2010.

*Background Information: Mrs. Faust substituted in this position last year when there was a vacancy created by the termination of Dawn Schropp.*

- 2) **Barbara DeMoss**, transfer from Secretary to the Elementary Principal, WREC (Support Staff) to Administrative Assistant to the Assistant Superintendent (Confidential Support Staff) at an annual salary of \$39,000, effective date to be determined. *Mrs. DeMoss will temporarily remain in her position to facilitate the opening of school and allow for her replacement to be secured. Mrs. DeMoss is replacing Shelley Filer.*

d. Supplemental Staff

- 1) **Kevin Maier**, substitute weight room supervisor at \$13.00/hr. effective August 10, 2010.
- 2) **Thomas Reardon**, substitute weight room supervisor at \$10.78/hr., effective August 14, 2010.

**Activities:**

- 3) **Melissa Devlin, Jr.** High Student Council Co-Advisor, change from 9 points, \$761, to 11.25 points, \$951, effective the 2010-11 school year.

*Background Information: A change in the base points for this activity was approved at the August 9, 2010 Board meeting.*

- 4) **Jennifer Mangold, Jr.** High Student Council Co-Advisor, change from 13 points, \$1,099, to 15.25 points, \$1,289, effective the 2010-11 school year. *Background Information: A change in the base points for this activity was approved at the August 9, 2010 Board meeting.*

- 5) **William Benamati** Band Drill Instructor at the JSHS, 7 points, \$592, effective the 2010-11 school year, pending receipt of necessary documentation.

- 6) **Peter Beck**, Senior High Drama Director at the JSHS, 46.5 points, \$3,929, effective the 2010-11 school year.

**Fall Athletics:**

- 7) **Cynthia Kuczala**, Head Coach Jr. High Girls' Volleyball, 29.5 points, \$2,493, effective the 2010-11 school year, pending receipt of necessary documentation.

- 8) **Tabitha Reed**, Head Coach Jr. High Boys' Soccer, 27 points, \$2,282, effective the 2010-11 school year,

# WYOMISSING AREA SCHOOL DISTRICT 2010-4175

## Minutes August 23, 2010

pending receipt of necessary documentation.

- 9) **Ronald Schaeffer, Jr.**, Assistant Coach Jr. High Boys' Soccer, 17.1 points, \$1,445, effective August 16, 2010 for the 2010-11 school year, pending receipt of necessary documentation.

e. Support Teachers for the 2010-11 school year:

- 1) **Nancy Chaiko (half year)** support teacher for Maria Carroll change to support teacher for Brittany Robinson with a stipend of \$250.

<u>Support Teacher</u>	<u>Inductee</u>	<u>Assignment</u>	<u>Stipend</u>
Kami Fecho Emerich	Amanda Myers	LTS Elementary	\$375 (3/4 yr)
Kristin Allen	Shauna Easteadt	LTS .5 Rd	\$500
Jodi Wirebach	Karen Morris	Autistic Support	\$500

### 4. ADDITIONAL HOURS

a. Professional Staff

- 1) **Jessica Lengle**, Learning Support Teacher at WREC, 4.5 hours at the professional contracted rate for ESY.
- 2) **Melissa Devlin**, Secondary English Teacher at the JSHS, not to exceed 141 hours at the professional contracted rate to provide gifted support during the 2010-11 school year.
- 3) **Andrea Landrum**, Secondary English Teacher at the JSHS, not to exceed 141 hours at the professional contracted rate to provide gifted support during the 2010-11 school year.

### 5. VOLUNTEER COACHES

a. Fall Sports

- 1) **Christerpher Blickley** – football
- 2) **Stephen Brunner**- football
- 3) **William Hartman** – football
- 4) **Steven O'Neil** – football
- 5) **Albert Silveri** – football
- 6) **Todd Zechman** - football

### 6. ADDITIONS/DELETIONS TO THE DISTRICT SUBSTITUTE LIST (list included in these official minutes).

### 7. ADDITIONS/DELETIONS TO THE DISTRICT VOLUNTEER LIST (list included in these official minutes).

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, Seltzer, and Davis.

# WYOMISSING AREA SCHOOL DISTRICT 2010-4176

## Minutes August 23, 2010

Nays: None. Motion carried.

Upon a motion by Mrs. Sakmann, second by Mr. Fitzgerald, the Board approved item 4. Salary increases for Administrators as per list included in these official minutes.

Yeas: Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, Seltzer, and Davis.

Nays: Bamberger. Motion carried.

### C. PROGRAM

Upon motion made by Mr. Fitzgerald and seconded by Mr. Portner the Board approved the following Program items:

#### FIELD TRIPS APPROVED

1. Field Trip Requests –
  - b. Concert Choir and Jazz Band Performances at Universal Studios, Orlando, Florida, April 17-20, 2011.
  - c. Model UN competition in Washington, DC, February 17-20, 2011.

#### APPOINTMENT

2. Appointment of Anne Seltzer as the representative to the Berks County Intermediate Unit board effective August 24, 2010 to June 30, 2011.

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, Seltzer, and Davis.

Nays: None. Motion carried.

### OLD BUSINESS

None.

### NEW BUSINESS

Mrs. Davis presented Mr. Krem with a Wyo Area sweatshirt he can wear to sporting events to officially welcome him to the district. Mr. Krem thanked everyone for making him feel so welcomed.

Mrs. Davis announced that the Board will begin meeting as committees again because the Committee of the Whole format has become cumbersome. This will provide the opportunity to focus on specific issues related to each committee in greater detail. Reports from each committee will be shared at the Committee of the Whole meeting. Meeting dates will be published. In addition to the regular committees, ad hoc committees of Economic Development, Community Relations, and Uniforms will also meet. The Uniform committee is being established to explore the benefits of introducing uniforms for Wyomissing Area students. Committee members will include Board members, community members, teachers, parents, and students.

# WYOMISSING AREA SCHOOL DISTRICT 2010-4177

**Minutes** August 23, 2010

**PUBLIC COMMENT**

Mr. Geertman asked about the pension shortfall and for how much the district is responsible. Mrs. Bamberger gave him a copy of a five-year schedule that had been published.

**ADJOURNMENT**

Following an announcement that there would be a brief Executive Session immediately following the meeting, a motion was made by Mr. Larkin, seconded by Mr. Fitzgerald to adjourn at 8:17 p.m.

---

Corinne D. Mason  
Board Secretary