

WYOMISSING AREA SCHOOL DISTRICT 2009-4023

Minutes June 22, 2009

The regular meeting of the Board of School Directors convened at 7:01 p.m. in the Community Board Room of the Jr./Sr. High School with Mr. Larkin, Board President, presiding.

PLEDGE OF ALLEGIANCE

Following the pledge, the secretary called the roll of Board members.

Board Members Present: Mr. Althouse, Mrs. Barnett, Mrs. Davis, Mr. Fitzgerald, Mrs. McCready, Mr. Portner, Mrs. Sakmann and Mr. Larkin.

Board Member Absent: Mr. Hinsey

Administrative Staff Present: Mr. Robbins, Dr. Pulkowski, Mrs. Mason, and Mr. Gall, and Dr. Speace.

Attendees: Mr. Boland, Kozloff Stoudt; Darrin Youker, Reading Eagle; Scott Kramer, RBC Dain Rauscher; and Diane Schaeffer, recording secretary. Audience sign-in sheet included as part of these official minutes.

WELCOME

President Larkin welcomed everyone and asked if anyone would be recording the meeting. No one indicated an intention to record. He announced two executive sessions were held, one on Thursday evening, June 18, 2009 and one prior to this evening's meeting to discuss personnel and negotiations and no action was taken.

MEETING ANNOUNCEMENTS

The August meeting schedule was noted as follows:

- August 10, 2009 – Personnel/Policy Committee – 5:00 p.m.
- August 10, 2009 – Finance/Facilities Committee – Following Personnel/Policy Meeting
- August 24, 2009 – Curriculum/Technology Committee – 5:00 p.m.
- August 24, 2009 – School Board Meeting – 7:00 p.m.

All listed meetings will be held in the Community Board Room at the Jr./Sr. High School.

PUBLIC COMMENT ON AGENDA ITEMS

Comments were received on the personnel item to increase the part-time athletic trainer to full-time. It was suggested that this is an expense that should not be incurred at this time when teachers are not being replaced and taxes are increasing. It was also noted that this will be a reoccurring expense but the board can only justify it for one year.

A resident asked for and received an explanation on the parameters resolution regarding the issuance of the general obligation bonds.

A community member expressed concerns that if the resolution is passed the process will begin for a bond issue rather than a conventional

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bank loan resulting in excessive fees. She urged the district to delay the decision until the fall.

Mr. Scott Kramer from RBC Dain Rauscher was in attendance and responded to questions and concerns about the financing options and provided information about bank loans versus bond issues.

An audience member asked if any other law firms were considered other than Kozloff Stoudt to serve as the District's solicitor and Mr. Larkin responded they had not.

There was open discussion between residents; WAEA negotiations team members Mrs. Fecho and Mr. Ackerman, and Mr. Larkin concerning the addendum item to approve the extension of the WAEA contract for one year.

Mr. Larkin stated the Negotiations Committee had discussed a proposal, which was not made as an official offer.

A resident asked for details on the proposal which Mr. Larkin provided. The proposal would have extended the contract for one year with no raises, but did include step movement. He explained step movement means that each year of employment from years 1 through 18, the teacher receives an automatic increase for longevity that has nothing to do with a raise. Employee medical benefit payments would have increased by \$10 per month and tuition reimbursement funds would have increased from \$50,000 to \$75,000.

A prepared statement was read by Mrs. Fecho stating that the WAEA felt that it was an official offer to take to the members for a vote.

An audience member suggested that Mr. Stott should have been in attendance this evening since the teachers were present.

A list of salary increases for administrators was provided to residents in attendance, and a question was raised on the amount of increase proposed for confidential support staff. Mr. Robbins stated that the confidential support staff would receive a 2% increase.

APPROVED MEETING MINUTES

Upon motion by Mrs. Barnett, seconded by Mrs. McCready, the minutes of the May 26, 2009 Board meeting were approved.

Yeas: Althouse, Barnett, Davis, Fitzgerald, McCready, Portner, Sakmann, and Larkin.

Nays: None. Motion carried.

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FINANCE/ FACILITIES

Upon motion by Mrs. Barnett and seconded by Mrs. Sakmann the following Finance/Facilities items were approved:

APPROVED FINANCIAL REPORTS

Approved Financial reports for May 2009; copies included as part of these official minutes.

APPROVED PAYMENT OF INVOICES

Approved payment of properly approved vendor invoices for the General Fund, Athletic Fund, Food Service Fund, and Capital Reserve Fund.

APPROVED BUDGET TRANSFERS

Approved Budget Transfers in the amount of \$108,811.

APPROVED YEAR- END BUDGET TRANSFERS

Approved Director of Business Affairs to authorize all necessary budget transfers required for the 2008-09 fiscal year that are needed after June 30, 2009.

APPROVED ATHLETIC SUPPLY BIDS

Approved athletic supply bids as follows:

AAE	\$ 945.00
Garden State Apparel	709.44
Kelly's	3,925.70
Longstreth	134.75
MF	292.00
Passon's	388.95
Riddell	2,903.25
Sportsman's	<u>6,140.71</u>
Total	\$15,439.80

APPROVED JOINT PURCHASE BID FOR TRASH REMOVAL

Approved Joint Purchase bid for trash removal services by Waste Management of PA, Inc. as follows:

4-yard trash dumpster	\$14.92 per pick-up
4-yard paper/cardboard recycling dumpster	\$ 9.56 per pick-up
96-Gallon co-mingled recycling container	\$ 4.60 per pick-up

APPROVED BCIU AUDIO/VIDEO/ COMUTER REPAIR SERVICES AGREEMENT

Approved an agreement with the BCIU to do the installation of our access points. This is a contract for 275 hours at a rate of \$52.50 per hour. Of the 275 hours, 240 will be for the installation project and the remaining 35 hours would cover the normal warranty and non-warranty repairs on our tech equipment.

APPROVED TUITION STUDENT

Approved admission of one (1) elementary tuition student, ID# 204055, for the 2009-10 school year at one-half the educational costs, in accordance with Policy 202 (Tuition Children of Full-Time Professional Employees).

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APPROVED CONTRACT – OPPORTUNITIES SCHOOL

Approved summer tuition contract with Opportunities School for one elementary student, ID#202900, in the amount of \$3,428.64.

APPROVED YMCA FACILITIES USE AGREEMENT

Approved YMCA Facilities Use Agreement for 2009-10 for the use of the pool for athletic practices and events at a cost of \$8,500.

APPROVED CARON CONTRACT

Approved Caron Contract for 2009-10 in the amount of \$3,760.

Background information: This contract includes drug and alcohol prevention and intervention, student evaluations and SAP team consultations at a cost of \$3,760 per year for a half-day service each week. Caron will continue to provide Elementary Student Assistance Program training at no charge to staff during the contracted year.

APPROVED BOARD SECRETARY

Approved Corinne D. Mason as Board Secretary for a four-year term beginning July 1, 2009 through June 30, 2013.

APPROVED REAL PROPERTY TAX EXEMPTION CERTIFICATION

Approved Real Property Tax Exemption Certification on Parcel ID 96-4396-07-58-5095.

Background information: The exemption has been granted per Department of Military and Veterans Affairs for taxes that become due on or after October 1, 2008. Exemptions are reviewed every five years by Veterans Affairs for continued eligibility.

APPROVED DONATIONS FROM WAEF

Approved the following donations from the Wyomissing Area Education Foundation:

- \$2,150 in EITC funds for the purchase of an interactive smart board and projector to be used at the JSHS World Language classroom.
- \$600 grant to the Project Help Desk located in the JSHS Library. The materials purchased with these funds will provide almost a year of supplies that students may use to complete projects for classroom assignments.

APPROVED CARGILL GRANT

Approved Cargill grant in the amount of \$400.

Background information: In late April, National FFA awarded the Cargill Community Scholarship to two Wyomissing Senior High School students. As part of the scholarship program, Cargill also provides a \$200 grant in each student's honor to be used for the school's library needs.

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APPROVED KOZLOFF
STOUDT AS DISTRICT
SOLICITOR

Approved Kozloff Stoudt Professional Corporation, with Brian F. Boland, Esq., for legal representation and school solicitor for the 2009-10 school year, as per the terms of the engagement letter as follows: There will be no retainer. Brian F. Boland, Socrates J. Georgeadis and other shareholders of the firm will be billed at a rate of \$145 per hour. Associates will be billed at \$110 per hour and paralegals at \$90 per hour. These hourly rates are effective as of July 1, 2009, and will continue in effect through June 30, 2010.

APPROVED MYERS
AND BELL
INSURANCE AGENCY
AS BROKER OF
RECORD

Approved Myers and Bell Insurance Agency, Inc. as Broker of Record for the 2009-10 school year.

Background information: Myers and Bell Insurance Agency became our exclusive Broker of Record in March of 2009 for all policies that were written through PSBA Insurance Trust. We would like to continue that relationship for the 2009-10 school year as we will be utilizing PSBA Insurance Trust for Property and Casualty, School Leaders Legal Liability, Automobile, Umbrella and Worker's Compensation coverages. Myers and Bell was established in 1980 as an independent insurance agency in Ephrata, PA, which serves over 5,000 clients for their business and personal needs

APPROVED DISTRICT
DEPOSITORIES

Approved School District Depositories for 2009-10:

Fulton Bank	Sovereign Bank
National Penn Bank	Wachovia Bank
PA School District Liquid Asset Fund	

APPROVED ANNUAL
AUDIT BY
BARBACANE,
THORNTON & CO.

Approved annual financial audit as prepared by the District auditors, Barbacane, Thornton & Company, Certified Public Accountants for fiscal year 2007-08.

APPROVED
PARAMETERS
RESOLUTION

Approved Parameters Resolution regarding the issuance of General Obligation Bonds for a principal amount not to exceed \$5,755,000 (Resolution included as part of these official minutes).

Yeas: Althouse, Barnett, Davis, Fitzgerald, McCready, Portner, Sakmann, and Larkin.

Nays: None. Motion carried.

**CURRICULUM/
TECHNOLOGY**

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APPROVED TEXTBOOKS

A motion was made by Mrs. McCready and seconded by Mrs. Sakmann to approve the following textbooks for 2009-2010:

- a. enVision Mathematics, Pearson, 2009, for grades K-6; Prentice Hall Grade 7, 2009, (for accelerated grade 6 mathematics) not to exceed \$110,000.
- b. Vocabulary enrichment program for grades 7-9, \$4,811.30 (list included as part of board packet).
- c. AP Biology: Biology, 8th edition, Prentice hall, 2008, \$4,649.40.

Yeas: Althouse, Barnett, Davis, Fitzgerald, McCready, Portner, Sakmann, and Larkin.

Nays: None. Motion carried.

PERSONNEL/POLICY

Mr. Portner requested that item X. Salary Adjustment Increases for Administrators, and item XI. Confidential Support Staff Salaries for 2009-10 be voted on separately from the remaining personnel items.

A motion was made by Mrs. McCready and seconded by Mrs. Barnett to approve the following personnel items I through XXI, excluding the administrator salaries and the confidential support staff salaries.

APPROVED PROFESSIONAL RESIGNATION

Approved resignation of **Catherine Aurentz**, Part-time Reading Specialist at WHEC, effective the end of the 2008-09 school year.

APPROVED PROFESSIONAL APPOINTMENTS

Approved professional Appointments:

Dr. Marcia Moyer, Kindergarten Teacher at WHEC, at an annual salary to be determined by the new contract, but based on PhD/EdD, Step 18, effective for the 2009-10 school year.

Michelle Geist, Secondary Autistic Support Teacher at the JSHS, at an annual salary to be determined by the new contract but based on B+15, Step 1, effective for the 2009-10 school year, pending receipt of necessary documents.

Kevin Maier, Speech and Language Pathologist, at an annual salary to be determined by the new contract, but based on M, Step 8, effective for the 2009-10 school year.

Jeffrey Bezler, Long-Term Substitute English Teacher at the JSHS, at an annual salary to be determined by the new contract, but based on B, Step 1, effective for the first semester of the 2009-10 school year.

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Elizabeth Tollin, Long-Term Substitute .5 RTI Teacher at WREC, at an annual salary to be determined by the new contract but based on B+15, Step 5, prorated, effective for the 2009-10 school year.

Dawn Weidner, Part-time Reading Specialist at WHEC, at an annual salary to be determined by the new contract but based on M, Step 9, effective for the 2009-10 school year.

APPROVED PROFESSIONAL STAFF TRANSFERS

Approved professional staff transfers:

Shana Bellairs, from 5th Grade Elementary Teacher at WREC, B+15, Step 5, to 6th Grade Elementary/Technology Teacher at WREC, at a rate to be determined by the new contract but based on B+15, Step 5, effective for the 2009-10 school year.

Keith Arnold, from CFF Technology Integration Coach, M, Step 9, to 5th Grade Elementary Teacher at WREC, at a rate to be determined by the new contract but based on M, Step 9, effective for the 2009-10 school year.

APPROVED CONTINUATION OF PROFESSIONAL STAFF APPOINTMENT

Approved the continuation of **Nicole Harlacher**, long-term substitute French teacher at the JSHS, at an annual salary to be determined by the new contract, but based on B, Step 1, effective for the first semester of the 2009-10 school year.

RATIFIED PROFESSIONAL INTERIM APPOINTMENT

Ratified **Maureen Nolan**, Interim Biology Teacher at the JSHS, at a rate of \$206.12 per day, effective May 28, 2009 until the end of the 2008-09 school year.

APPROVED AESOP SUB. COORDINATOR

Approved Carol Matz as Aesop substitute system backup coordinator for 2009-10 school year, effective August 31, 2009, at a stipend of \$5,000.

APPROVED/RATIFIED FMLA LEAVES/EXTENSIONS

Approved/ratified FMLA leaves/extensions:

Sarah Fick, Administrative Assistant to the Director of Business Affairs, an intermittent family and medical leave of absence, effective on June 9, 2009.

Mariel Jordan, Secondary English Teacher at the JSHS, a family and medical leave of absence and child rearing leave, effective on or about October 6, 2009, returning for the second semester of the 2009-10 school year.

Nancy Murray, Receptionist Monitor at the JSHS, an intermittent

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family and medical leave of absence, effective May 21, 2009.

Dana Quinlivan, Secondary French Teacher at the JSHS, extension of the child rearing portion of her leave, returning for the second semester of the 2009-10 school year.

Lori Rohrbach, Special Education Instructional Aide at the JSHS, a family and medical leave of absence, effective May 26, 2009 through June 5, 2009.

APPROVED PROFESSIONAL EMPLOYEE STATUS

Approved professional employee status:

Kami Fecho-Border, 4th Grade Teacher

Caitlin Gibbs, Elementary Special Education Teacher

Allison Hoofnagle, Elementary Special Education Teacher

Amanda Kraft, 2nd Grade Teacher

Kara Les, Elementary Librarian

Danielle Mocerri, Secondary Spanish Teacher

Joelle Ostrich, Secondary English Teacher

Jill Romanies, 2nd Grade Teacher

Laura Schaeffer, Elementary Nurse

Lucinda Schaeffer, Elementary RTI Teacher

Andrew Siggins, Secondary Industrial Arts Teacher

Christopher Stanchek, Secondary English Teacher

Jennifer Wise, Secondary Math Teacher

APPROVED ADDITIONAL HOURS- PARAPROFESSIONAL TRAINING

Approved additional hours for support staff to attend PDE mandated Paraprofessional Academy during the Summer:

Kathleen Rohm, Full-time Special Education Instructional Aide at WHEC, August 25-28, 2009, at BCIU, for an amount not to exceed 6 hours per day, at her Board approved hourly rate.

Donna Bottiglieri, Full-time Special Education Instructional Aide at WHEC, June 16-19, 2009, at BCIU, for an amount not to exceed 6 hours per day, at her Board approved hourly rate.

APPROVED PROPOSED SUMMER WORK

Approve proposed work for summer 2009 - Hours needed for reading screenings, for an amount not to exceed 60 hours, to be paid at the professional contract rate.

RATIFIED DIANA SWAVELY'S SUMMER

Ratified change in hourly rate for proposed summer 2009 work - **Diana Swavely** to work as an aide and nurse at \$13/hr.

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RATES

APPROVE SUPPORT STAFF UNPAID LEAVE REQUEST

Approved support staff unpaid leave request - **Cheryl Davis**, part-time teacher's instructional Aide at WHEC, unpaid leave November 9-11, 2009.

APPROVED INCREASE OF PART- TIME ATHLETIC TRAINER TO FULL TIME

Approved the increase of the part-time athletic trainer position to full-time effective the 2009-10 school year.

APPROVED SUPPLEMENTAL POINT VALUE

Approved the supplemental athletic point value, \$84.50, effective the 2009-10 school year.

APPROVED SUPPLEMENTAL ACTIVITY ADVISORS

Approved the supplemental activity advisor list for 2009-10. List included as part of these official minutes.

APPROVED SUPPLEMENTAL ATHLETIC ADVISOR LIST

Approved the supplemental athletic list for fall sports for 2009-10. List included as part of these official minutes.

APPROVED CONTRACT FOR DIRECTOR OF BUSINESS AFFAIRS

Approved a three-year extension of the contract for the Director of Business Affairs effective October 24, 2009 to October 24, 2012.

APPROVED DEPARTMENT CHAIRS

Approved department chairs for 2009-10 at a stipend of \$1,750:

Brian Ackerman, Science
Crisanne Bansner, Mathematics
Jennifer Bowe, Art
James Comerford, English
Maria Gernert, World Languages
Andrew Hoffert, Special Education
Melissa Kreps, Guidance
Sharon Luyben, Music
Jennifer Mangold, Social Studies
Curtis Minich, Technology

APPROVED VOLUNTEER LIST ADDITIONS

Approved additions to the District volunteer list. List included as part of these official minutes.

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Yeas: Althouse, Barnett, Davis, Fitzgerald, McCready, Portner, Sakmann, and Larkin.
Nays: None. Motion carried.

MOTION TO APPROVE SALARY INCREASES

A motion was made by Mrs. Barnett and seconded by Mrs. McCready to approve salary increases for administrators and confidential support staff effective July 1, 2009. List of staff and salaries included as part of these official minutes.

Prior to the vote being taken, Mr. Portner said he does not feel this is the right time for increases due to the state of the economy and increased taxes. He made a motion to table agenda item X. Salary Adjustment Increases for Administrators, and item XI. Confidential Support Staff Salaries. The motion was seconded by Mr. Althouse.

Yeas: Althouse and Portner.
Nays: Barnett, Davis, Fitzgerald, McCready, Sakmann, and Larkin
Motion denied.

APPROVED SALARY INCREASES

The secretary called for a vote on the motion made to approve the salary increases for administrators and confidential support staff.

Yeas: Barnett, Davis, Fitzgerald, McCready, Sakmann, and Larkin.
Nays: Althouse and Portner. Motion carried.

APPROVED SUPPLEMENTAL ACTIVITY APPOINTMENT & DEPARTMENT CHAIR

A motion was made by Mr. Fitzgerald and seconded by Mrs. Davis to approve **Matthew Babiarz** as varsity 2nd assistant coach for cross country, 23 pt., \$1,944 and also as the health and physical education department chair for 2009-10 at a stipend of \$1,750.

Yeas: Althouse, Barnett, Davis, Fitzgerald, Portner, Sakmann, and Larkin.
Abstain: McCready
Nays: None. Motion carried.

WAEA CONTRACT EXTENSION

The personnel addendum item to extend the Wyomissing Area Education Association contract for one year was presented to the Board for consideration.

A motion was made by Mrs. Barnett and seconded by Mrs. Sakmann to approve the WAEA contract extension for one-year.

Yeas: Fitzgerald.
Abstain: McCready
Nays: Althouse, Barnett, Davis, Portner, Sakmann, and Larkin.
Motion denied.

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POLICY READING OR ADOPTION

A motion was made by Mrs. Barnett and seconded by Mrs. McCready to approve the following policies for a first reading or adoption as listed:

APPROVED FIRST READING OF POLICIES

Approved policies for a first reading:

_____ Child Find
113.2 Behavior Support

APPROVED ADOPTION/2ND READING OF POLICIES

Approved adoption of the revised policies:

325 Dress and Grooming
339 Uncompensated Leave
405 Employment of Substitute Professional Employees
409 Assignment and Transfer
411 Furloughs
425 Dress and Grooming
439 Uncompensated Leave
501 Creating a Position
505 Employment of Substitute and Short-Term Employees
525 Dress and Grooming
539 Uncompensated Leave
707 Use of School Facilities
815 Acceptable Use of Technology Resources/Facilities and
Internet by Staff, Students, and Community Members

Yeas: Althouse, Barnett, Davis, Fitzgerald, McCready, Portner,
Sakmann, and Larkin.

Nays: None. Motion carried.

SUPERINTENDENT'S REPORT

No report.

ADMINISTRATIVE REPORTS

The Treasurer's Report is included as part of these official minutes. An enrollment report for June 1 is included as part of these official minutes.

OLD BUSINESS

None.

NEW BUSINESS

None

PUBLIC COMMENT

A resident suggested that it may be better to have three Board members on the negotiating committee rather than two members.

Mr. Larkin stated that ultimately the entire Board has to make the decision to approve an agreement. He noted the committee has negotiated for several months and made no progress on salaries and benefits.

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Mrs. Fecho, WAEA President, noted that the teachers are incredibly disappointed, need to be valued, and cannot keep waiting.

An audience member agreed with Mrs. Fecho but stated her discomfort with raising salaries when other people are being asked to take pay cuts and losing jobs.

Someone noted he previously questioned the Board about the issue of a teacher's inappropriate contact with a student and wanted confirmation that said teacher was asked to come and meet the Superintendent two times and did not appear.

Mr. Robbins confirmed that meetings were scheduled and he was aware that the teacher would not attend. Mr. Robbins stated that a hearing is scheduled for July.

Mr. Ackerman, WAEA representative, said that in the past Board members may not have had all the information to make an informed vote. He suggested that they reach out and get more information because obviously things have not gone well.

A resident taxpayer asked how the Board will negotiate with the teachers now that they have given all the administrators a 2% raise. He thanked the teachers for providing a quality education to his daughter. and expressed frustration because the Board is not hearing what the people are telling them. He also reminded them they are faced with a huge pension payment down the road. He would like to see the Board stop this annual across the board increase for administrators and urged the teachers to be patient over the next two years as the membership of the Board changes. The resident also noted that he would delay the bond that was discussed earlier.

An audience member encouraged the Board to fix the adversarial relationship with the teachers because it will ultimately cost the District money.

Mrs. Fecho noted that the state employees' pension is not just for teachers but for all District employees. She further stated that these are tough economic times and the Association thought this agreement was the best deal.

It was stated by an audience member that there was clearly a miscommunication between the Board and the teachers' union and she encouraged them to focus on where they go from here and how to move forward.

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In response to a question, Mr. Larkin explained that 3.06% was used to formulate the proposed budget but that does not necessarily mean a 3.06% increase for teachers.

A member of the audience asked how much the District has spent on the negotiations thus far and Mr. Larkin stated that \$40,000 was approved but he would have to check on the number of hours at the approved hourly figure to provide an answer.

ADJOURNMENT

A motion was made by Mr. Althouse, seconded by Mr. Fitzgerald to adjourn at 8:20 p.m. Mr. Larkin noted that the Board would reconvene in executive session.

Corinne D. Mason
Board Secretary

