

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

**March 7, 2011**

**OPENING ITEMS**

**1.01 Call to Order**

A meeting of the Board of School Directors, Derry Township School District was held on Monday, March 7, 2011, in the District Office Board Room. Dr. Henry Donahue, Board President, called the meeting to order at 7:01 p.m.

**1.02 Roll Call**

**Directors Present:** Mrs. Beulah Chabal  
Dr. Donna Cronin  
Dr. Henry Donahue  
Mr. John Gräb  
Dr. Mary Beth Hagan  
Mr. Christopher Morelli  
Dr. William Parrish  
Mrs. Ellen Sheffey  
Mr. Charles Stover

**Acting Superintendent:** Dr. Bernie Kepler

**Secretary:** Mr. Stephen Rineer

**Solicitor:** Mr. Brian Jackson (Not Present)

**Student Representative:** Miss Meredith Royer  
Miss Emma Witwer

**Press:** Ms. Elizabeth Kotz THE PATRIOT NEWS  
Mr. Drew J. Weidman THE SUN

**Representatives of the Administrative Staff:** Mr. Dan Tredinnick, Mr. Joseph McFarland, Mr. Ed Consalo, Mr. Al Harding, Mr. Greg Hummel, Mr. Michael Murphy, Ms. Joy MacKenzie, Ms. Sue King, Ms. Lynn Dell, Ms. Lori Dixon, and Ms. Jackie Castleman.

**Representatives of the Staff and Community:** Maryellen Sheehan, Heidi Eby, Zak Davies, Brian Shiflett, Anne Newman, David E. Fisher, Lisa Butler, Joel Hammer, Seth Freiberg, Bunny Hottenstein, Adam Durst, Bruce Hancock.

### **1.03 Flag Salute**

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

## **APPROVAL OF MINUTES**

### **2.01 Approval of the February 22, 2011 School Board Meeting Minutes**

A motion was made by Mrs. Chabal and seconded by Mrs. Sheffey to approve the minutes of February 22, 2011 School Board meeting.

All Board members present signified by a Yes vote.

## **MOTION CARRIED**

## **INFORMATION AND PROPOSALS**

### **3.01 Announcement of Executive Session**

Dr. Donahue: I'd like to announce that the Board met in Executive Session on Monday, February 28 and prior to this Board meeting to discuss employment issues.

### **3.02 Announcement of Working Session**

Dr. Donahue: This is the first public Board meeting of the month, therefore, though there are some items for which the Board will take action tonight, most items will be voted on at the March 21<sup>st</sup> public meeting. When the meeting adjourns this evening, the Board will reconvene in a public work session during which we will discuss the one-to-one laptop computer initiative.

### **3.03 Recognition of Citizens (Agenda Items)**

None.

### **3.04 Student Representatives' Report**

Miss Royer/Miss Witwer: Hello, good evening. There are a few things to report. As many of you may know, Seussical the Musical was this past weekend and it was a huge success. I see a cast member in the audience. Also, today, spring sports started. So, everyone was excited to get out and run on the track and get the soccer balls out.

Last Friday, seniors presented their graduation projects, so most of us are now allowed to graduate. Also coming up – AP test registrations are on their way. PYAP students – the Pennsylvania Youth Apprenticeship Program – they're holding a blood drive and they have had a lot of participation so far. Then also recently, Mr. Steelman, who is a psychology teacher at the high school was contacted by the elementary school and there is a little girl who is having some family problems and he hooked her up with a senior girl and they are getting together and they're talking and going out for ice cream, so I've heard a lot of good things about that too.

Dr. Donahue: Thank you. Any questions?

Dr. Hagan: I have a question. Who is in our audience who was in the play? These guys? You did lights and you did lights too? Well, I have to say, I was there and it was amazing. I think you guys did a fabulous job. It was completely enjoyable. I'm so amazed at the talent that you guys demonstrated there, and I love the choice of the musical, because it really made everybody laugh. I think, especially this time when there's so much turmoil going on in all aspects of the world to come into that auditorium and see you guys, it was really really a joy. So, my congratulations to everyone who was involved.

Dr. Donahue: Thanks, Mary Beth. Other comments? Okay, great. Thank you.

### **3.05 Standing Committee Report**

Dr. Donahue: The Finance Standing Committee met today, Mrs. Sheffey, do you have a report?

Mrs. Sheffey: I do. I'm going to need a lot of help from my colleagues on this report. We had a lot of good discussion. I don't know that we gave all the direction that we needed to give, but mainly because we need input from the rest of the Board and we're going to need input from the community.

We started our meeting by getting an overall update. First, the state budget, I know, some people may have been alarmed, the state budget will be coming out tomorrow and there's been a lot of talk about cutting back funding to the 2008 funding levels. We had already stripped the . . . what's that?

Mr. Rineer: Stimulus.

Mrs. Sheffey: Stimulus funds, thank you, which almost brought us down to the 2008 funding levels, so as alarming as that sounded, we're actually almost there. I think the difference is \$23,000. If the state budget comes in at 2008 level, we're okay. We've accounted for it.

So, bottom line, I'm going to get straight to the bottom line. The administration has identified some additional reductions. I can go over those quickly, if you'd like, but the bottom line is with those additional reductions, we are balanced at a 3.1% tax increase. When we first brought the preliminary budget, we were looking at a 3.1 tax increase and almost one million dollar deficit spending. That budget gap has been closed, so the question is – do we want to go further?

Dr. Donahue: Yes.

Mrs. Sheffey: Thank you. We have the answer. Does anybody want to hear the reductions we've made to get us to this point? Okay. It's mainly retirements – we have six retirements. We have cut back our energy budget even further. Board travel – did you realize we had money in the budget for us to travel? We've never utilized it, so we're reducing . . .

Dr. Kepler: To meetings. (Referencing reason for Board travel budget)

Mrs. Sheffey: So we're reducing that. We've cut back on funding for elementary library books by about \$12,000. A physical education position – remember last year, we had one funded out of Access Funds? It was inadvertently put in the general fund when we put together the budget, so we can remove that. Summer school salaries we've actually trimmed that back, mainly to match actual expenditures. Tonight, we'll be approving an Act 93 agreement, so we put the budget in line with that Act 93 agreement. Let's see, we had all the revenue enhancements we had talked about: the driver's education, the summer school being self funding, athletic tickets, parking, that's all included. There were some accounting issues with field expenses. We used to include the expenditures and offset it by a revenue; this time we've just taken it out entirely, so the expenditures are reduced by about \$20,000 for some field expenses paid for by the community. You'll see tonight, Dr. Kepler will be giving a staffing presentation. We're recommending the reduction of one custodial position. We're going to reduce our advertising budget. It's a legal requirement. We're going to match what we actually spend. I think that's most of them. Oh, year two of the mentor's programs – the state requires that we offer one year of mentoring. We have two years, we're going to cut it back to the state mandate of one year. All of that brings us to a balanced budget with the 3.1% tax increase.

What we talked about was prioritizing. If we want to go beyond that, if we want to maybe get to a 1.4%, not utilize those exceptions, what does it mean? What are some of the things we can discuss? The one-to-one laptop initiative, we'll be learning about that in detail tonight, but that's over \$350,000. If we were to remove that, we probably

could do a 1.4% tax increase, but as some of our citizen advisors pointed out, you know, this Board has been committed to infusing technology in the classroom. Are you sure you want to cut back on that? If we chose not to, we could look at class size and we had a chart that basically showed if we hold our class size to the guidelines, we could save, we could reduce two positions – not people. We'd be able to transfer the people, so we wouldn't be cutting people, but we could cut positions, but it was pointed out that would put us right at our cap, so just four more students would put us over our class size guidelines. We talked about that.

Other things we talked about are field trips. We've asked for more detailed budget information on all our field trips and we asked them to include the number of students who are a part of those field trips. We also asked them to give us some numbers on all of our athletics. If we're going to look at class size, it doesn't make sense to not look at athletics. So, what we're going to get is a list of items that we can trade off, that we can balance and we as a Board and, hopefully, we can get some community input, we can decide what are our priorities.

We also talked about not utilizing the exceptions, the one exception is PSERS. We talked about what's our long term strategy on how we're going to use our retirement stabilization fund. If we just use it to cover the short fall in PSERS, it will be fully expended in three years, and our budget will never grow to match it, so after three years, we're in significant trouble. Not just a little bit of trouble. So, we talked very briefly about that. We need to have further discussion on that.

I think, a couple of things I wrote down that I think were important, I think it was you Chuck who said, don't cut the muscle. We're making these decisions, trade off balance priorities, but whatever we do we shouldn't cut really the key, what we are as a School District, what makes us good. I know I've missed something, so I'm looking to my colleagues, please add.

Mr. Gräb: I also know we discussed the capital expenditure budget. Although there may be additional funds to replenish it this year if we continue with the spending rate what we have set aside over the years for capital improvement will be depleted in about four or five years. What we do not want to do is get into a position where we do not maintain infrastructure.

Mrs. Sheffey: That's right, because this year we chose to use our reserve, hopefully, we'll be able to replenish it, but next year, we're also planning on utilizing our reserve and given how tightly we're budgeting, I mean, we're budgeting to the penny now. We will not be able to replenish that reserve, so we have to have a long term strategy on that.

Dr. Donahue: Any other members of the Finance Committee before we open it up for comments from the rest of the Board?

Mr. Morelli: Just one quick thing and Ellen hit on all the moving parts. I think ultimately the conversation went back to philosophically where are we as a District and as a community. Everyone here knows what it takes to balance the budget – whether it be at 3.1 or at the index and what’s involved in that. You know, one of the things that we need to think about at least for the short term or the next handful of years until we can figure out what this economy is going to do is – do we want to modify or adjust that philosophy and I think Ellen mentioned, or at the very least, prioritize it. You know, if we don’t want to budge on certain things like class size, we may have to budge on other things, like sports or some of our beloved field trips. We cannot continue to just look at increased revenues from the taxpayers to fund our philosophy. We’ve been very lucky and fortunate in this community in the past, but, you know, maybe in the near future, we’ll have to make some of those hard decisions and that’s obviously what most of us are here for, but we need help and we need direction. That is, you know, from the community, from the District, and as a team, I think we can work through this stuff, but definitely everything needs to be on the table – things like sports, things like extracurricular activities, and field trips that add to the experience, but the lion’s share of this budget is salary and benefits. If we’re not willing to budge on that, then other things may need to go. Thank you.

Dr. Donahue: Thanks, Chris.

Mrs. Sheffey: Actually, that reminded me, the other big point we discussed was this year is actually the easy year, and I know it doesn’t sound like it’s the easy year, but next year it’s going to be 10 times harder, so you know, do we want to forego more this year, because that will help us out next year. That’s another decision we have to make.

Dr. Donahue: Any other Finance Committee members want to comment. I have a couple questions. First question, I’ll give them both at the same time, both Ellen and Chris mentioned that we need input from the citizens on how to – what their thoughts are about the budget. What are the mechanisms for input?

Mrs. Sheffey: I don’t think we got to that point. I think what we had asked the administration to do is put together a list for us and then we would have something to dialogue with the community. At this point, we don’t have that information. The administration is going to have to put together the list and then we’ll have to work with our Communications Committee and figure out how to get that out and how to get feedback.

Dr. Donahue: And that leads to my other question and that answers my other question is when do you expect that the Finance Committee will have a recommendation to the rest of the Board?

Mrs. Sheffey: We’re not meeting again for a month.

Dr. Kepler: Correct. We have Curriculum Standing Committee next meeting, General Services the first meeting in April and then Finance the second meeting in April. We

have the flexibility, if you would prefer to meet Finance in early April; the reason I had General Services slated is because of the presentation of the capital budget that follows that evening, but with that said, I don't know Mr. Gräb's comfort level as chair of General Services. We've pretty much hammered out that budget for next year.

Mr. Gräb: I think you're absolutely correct on that point and if Ellen would like to schedule a Finance Committee meeting in that time slot, that might be a good idea. Also to answer your question, there was a member of the press here this evening at the Finance Committee meeting and we're hoping in the article that's presented to the public they discuss in there some of the options that we're looking at. Do we want to reduce athletics? Do we want to curtail field trips? What are the community's thoughts on the one-to-one initiative? We're hoping that that information provided to the public will provide some dialogue in the community which they would bring into the Board meeting.

Dr. Donahue: Thanks, John.

Mrs. Sheffey: And I will take you up on your offer, John. I would like to have, thank you.

Mr. Stover: I would probably suggest that either we do another work session with finance being a topic or, if at that Finance meeting we don't include the whole Board, because I think there are some philosophical questions that we need to answer: 1) the one on one initiative and we're going to get some direction on that tonight when we dialogue that, but 2) is how you feel about taking advantage of the exceptions. That's something that we need to think through, because I'm not going to get into it now, but it does have some ramifications once you start down that trail, there's some ramifications. I think we need some full Board discussion on that.

Dr. Donahue: Thanks, Chuck. Other Board members?

Mrs. Chabal: First, I would just like to say on behalf of the remaining Board who are not sitting on the Finance committee, thank you so very much. I know Ellen you said that this isn't the tough budget year – this is sort of the easy year – well, I can't tell you enough as one Board member how much I appreciate the hours and the study, and General Services as well, that you have put into this. You've brought forward some very cogent points for us to look at. It's going to be difficult. The dialogue amongst the Board and amongst the community is exactly what we need, but you have provided us with a tremendous amount of leadership and I know that it has cost you in your own personal time and energy and effort and I just really want to say thank you at this point. I know that we'll hear more things from you as far as topics of discussion and reading these discussions, but already you've just put an incredible amount of time, and it's one of the reasons why our committee structure works as well as it does, so I just really wanted to thank you for your time and effort.

Dr. Donahue: Thanks, Beulah. Other Board comments?

Dr. Cronin: I have a question. Just to clarify, you had mentioned twice Ellen as it relates to the summer school salaries and the decrease in advertisement in the budget to match what we actually spend, so does that imply that those areas the budget level has stayed at "x" while the actual expenditures was "x" minus whatever dollars? Are there other areas that that occurs also, for example, we have say positions that aren't filled in other arenas, say limited service contracts that we haven't filled, but they're still in the budget? How long haven't they been filled and at what point do we say we don't need them?

Dr. Kepler: I can answer that, Donna, it's a great question and one we asked ourselves. Steve and our accountant in our office, Kelly Martin and I, started the process and then our building principals and directors took off from there. We reviewed every single line item budget to actual 2009-2010 closing out last year, so knowing what we spent and what we budgeted. Anywhere we can find dollars, we found them. As I said, the administrative team went through their budgets line item by line item finding those pennies and really budgeted tight. I think the natural gas line item we were seeking another \$50,000 out of that. Can Ed guarantee us that we'll stay within that next year? We hope it's not cold or it will be tight, but yes, as we looked at utilities and the rate caps coming offline, we've increased that budget over time so, the same logic, we don't hit a significant increase in one year, but Ed's been able to work with our providers to minimize that and lock in some rates over the years so we are able to take, I think that was \$200,000, but back in the winter of 2007, we spent more dollars than what we're basically budgeting for next year, so it all depends on the winters. That's one example.

The summer school one as well – it varies year to year on what's offered, how many students enroll, so looking at that plus we're able to offset some of that based on the four day work week which I'll talk about in my report tonight. So there's things that we were able to just chisel away at. It wasn't big chunks of money here, there, outside of the natural gas, the electric that we were budgeting anticipating rate caps to come off and they did not at this point, so we're able to cut back on that, but everywhere else it was \$10,000 here, \$5,000 there.

Mrs. Sheffey: And I think that's where I'm talking about we're budgeting really really tight, especially in natural gas. If we have a cold year, obviously, we're going to heat the building and we have a \$300,000 budget reserve that we have never used. Well, we may have to use it. I mean, obviously, you'd heat the building. It's very very tight.

Dr. Kepler: I agree. I just heard Steve over there say health insurance. We're tracking good this year on health insurance, but next year, the Finance Committee knows we're not increasing that line item one dollar. We're staying flat, even though health care is likely to go up 10%. We'll still be okay if we have the same type of year we had. You get a couple very high claims and we're now at that budget number. Another factor that I want to point out too, Ellen mentioned a balanced budget with a 3.1. At a 3.1 increase, we're actually \$169,000 deficit. So, it's actually, I would say better than balanced because of the \$300,000 budgetary reserve. So, 3.1 is actually more than we

technically need to balance the budget at that level for 2011-2012. If you look at it long term, how much the Board's going to be wrestling, to help offset 2012-2013, 2013-2014.

Mrs. Sheffey: And the tighter you budget, the more likely you are to use that reserve.

Dr. Cronin: Just to follow up. So, the summer school salaries were the only ones that you found that could be trimmed? There weren't any other unfilled service contracts?

Mrs. Sheffey: Well the other unfilled position was the custodian and we'll be hearing about that tonight in the staffing presentation.

Dr. Cronin: I just wanted to say I concur with the need to have community input, because I think brain storming around some of these areas, like Bernie you said that potentially if the summer school enrollment is high, we may need to have more positions, and one thing that I thought of is, I know some of those classes have two teachers. Is there an ability to utilize student interns from the high school who work during the year that maybe want to team up with a teacher? I don't know if that's feasible, but I think if we involve the community we can have more creativity to try to figure out the possible ways to not necessarily do things that same old way and keep spending the same old much.

Dr. Kepler: Agreed. I think the summer school situation is rectifying itself. Our elementary principals are working with Mr. Jandercheck who helps us with that program to make it be cost neutral. The combination of the four day summer work week and the four day summer school program, some programs could maintain the same cost, but our expense is less because the teacher is there four days instead of five. Others, the cost might need to increase a little bit even at the four day, but we're at a point where we know that program, it will be cost neutral for all of our enrichment programs.

Mr. Gräb: Please try not to confuse summer school with the remedial program for the students. This is more of an enhancement enrichment type program which we're trying to make cost neutral and I think we're making it cost neutral does not incur an expense to the District – consequently the anticipated savings.

Dr. Donahue: Thank you, John Gräb.

Dr. Kepler: Just to further capsule, I don't want to belabor this too much, but it's one of the most important things we'll be doing here throughout the next few months is that we're at a point of expenditures and I want to thank the Finance Committee for the work they've done and our administrative team. As we started this budget, when we presented in January, our expenditures were at a 2.85% increase. We're down at a 1.1% increase and that includes the one-to-one initiative. So, a significant amount of work has been done. I thank our team for making that possible.

Dr. Donahue: Thanks, any other comment?

Dr. Parrish: Just one comment. Bernie, much in the way we've decided to cut back the work hours during the summer to save on utilities, certainly our school calendar's set for next year, but this budget is going to get harder and harder with PSERS and everything else coming at us. I would encourage you to look at the average cost of heating our facilities in mid-January. What's the high weeks utility-wise and gas usage-wise and compare that to what it might cost to heat the building for a second week in June. I know that some northern school districts actually take a break in the middle of the winter just for that reason to save gas and utility bills. It's thinking a bit out of the box in this climate, but you're going to be challenged in the next couple of years and I think it would be interesting numbers to look at.

Dr. Donahue: Thanks, Bill. If there are no other comment, we'll move on. I'd just like to echo what Beulah said. It's really a difficult time, and it's not just Ellen and this Finance Committee that have done a good job. We're in a more favorable position than a lot of school districts that we read about, because people that have come before us on this Board have also done a very good job, so I think that needs to be recognized. If you read the paper, there's not too many school districts that are as well off as we are under the circumstances. We are looking for ways to enhance revenue and one thing we need to get some feedback from the rest of the Board on is thoughts on advertising on campus – whether it be something we would like to look at, it's not a vote, it's just to get a sense of the Board and if the sense of the Board is positive towards this, I think we would form an ad hoc subcommittee and look into ways of raising revenue for advertisements and that sort of thing. What I'm thinking that might be nice is billboards on homerun fences which would make baseball fields look even more authentically baseball-ish, if that's a word. That's what I'm looking for. I think there are some types of advertising that Board members might not approve of, but I think, I'd like to get the sense of the Board's thoughts on just in general advertising to increase revenue.

Mr. Stover: Hank, if I could piggy back on that, just to let the rest of the Board know, General Services looked at a company, I think they're in the Lancaster area, that specifically puts a plan together on how you can sell the naming rights to your fields and things of that nature. So, maybe General Services would want to have them come back to us and update us on . . .

Dr. Donahue: I think that's a good idea, I think the sentiment that was expressed is that if nobody wants to entertain this on the Board or if the majority of people aren't into this at all, then we won't go ahead with forming an ad hoc committee. But, if a majority of Board members think that this is at least something we could look at, not something that we do . . .

Mr. Stover: What I wanted you to know is that there's a company that will do this for us and they'll give us a good idea of what they think we can raise and it would be a great starting point.

Dr. Donahue: Are there other thoughts from Board members – good, bad?

Mrs. Chabal: First of all, I think it's a good idea to look into it. I'm actually going to speak about the policy side of it. We do have some generic policies available to us that Bernie has sort of sent our way. Once the Board decides, the majority of the Board, if this is something that they're looking at favorably, the Policy Committee would then follow that very closely in making sure that whatever the Board wants to have happen is codified in our policies – to the degree that it needs to be so that future Boards will at least have some kind of framework to work with.

Dr. Donahue: Thanks, Beulah. So are there any Board members that would have an objection just to explore the possibility of looking into advertising and we would form an ad hoc committee to look into this. So, there's no objections? So, we're done with that. So, we'll get together and form an ad hoc committee by whatever mechanism we'll do that.

Dr. Cronin: I just have a quick question, Hank. What do you mean by advertising, because in essence we do advertise at least on small scales, you know, is it the play? There are a number of patrons for the play. Athletic teams have their patrons and the brochure. You're looking at . . .

Mrs. Sheffey: But that's the booster club. What we're talking about is do we want the School District to become involved in advertising – using our facilities or our transportation for advertising. This was the discussion the Policy Committee had.

Dr. Cronin: So it's just a matter of scale.

Mrs. Sheffey: So, first question was . . .

Dr. Donahue: It's not just scale, it's where the money would go. All advertising now goes to booster clubs.

Mrs. Sheffey: So, this would be money that would be revenues for the School District rather than the booster club. So, philosophically, are we in support of pursuing that? Why put together an ad hoc committee if, you know, they bring it back to the Board and the Board says I don't think we should be doing it. We're at the first step, and I think the next step is what kind of advertising. Policy Committee talked about its naming rights, its, as Hank said, signs in the outfield. Do we want signs on school buses? Well, I don't know about that, that's in the face of the kids. Do we want signs in the cafeteria? All of that has to be hashed out.

Dr. Cronin: Where does the revenue for like soda machines, like we have a contract with Coke. We're advertising Coke, isn't that general school?

Dr. Kepler: That goes into the student activity funds at the respective buildings and it's spent back on students. Correct. And another point we talked about just speaks to your question, Donna, don't we already advertise? And I think that's part of what, if the ad hoc committee's formalized, what would need to be discussed is you don't want to

compete against ourselves. You know, the school, you have to be careful. You don't want to necessarily compete against our booster clubs: 1) they're not going to be happy, 2) our local businesses are already providing that, how much can they continue to give? So, those are the things that need to be talked about and then brought back to you the full Board.

Dr. Donahue: Okay. So from what I hear is that there are no objections to looking into this at least at this point.

Mrs. Sheffey: We should probably, if anybody's interested, e-mail Bernie if interested in serving on that ad hoc committee.

Dr. Kepler: That would be fine and what I would look at doing is if Board members know of anybody in the community in this area or experience, have them contact us. I thought we would also, like we've done in the past, put something on the web and accept folks' submission of interest.

Dr. Donahue: Okay, thanks.

### **3.06 Presentation - Staffing 2011-2012**

Dr. Kepler: Thank you, Dr. Donahue: Our first slide getting started tonight really speaks to what Mr. Morelli spoke of earlier in that, if you want to look at our budget, it's people. This slide will give you a breakout of what that looks like based on the classification of employee. If you look at, Dan you can scroll forward there, ultimately, percent to budget, when you look at the human capital based industry we have in education, 46.3% of our budget is salary alone, nearly half of our entire budget. When you factor in other benefits and look at that number, as you know, we've heard this over and over again, we're approaching two-thirds of our budget being on the people that walk through our doors each day to provide service to students or to the District in some capacity. I think that just encapsulates the whole presentation of staffing.

Also, in our Finance update, Ellen mentioned that our class size goals or benchmarks if you will at the ECC and primary: K to 3 has been 22 students or below. At the intermediate, Grades 4 and 5 – 25, that number remains consistent in middle school and high school, except for certain areas in our secondary where we have labs or courses rich with writing. The feeling is this, that maintaining quality programs is based largely on staffing, based largely on class size. Administratively, one of the emphasis that we've put into this presentation and the entire budget process is if this team could say one priority is critical, it's the maintenance of class size as their top priority.

Some decision points along the way as we look at next year. This is the chart that Ellen alluded to. We looked at this in Finance Committee. The gray boxes basically indicate decision points for us as we move forward through 2011-2012. Starting at the bottom, if you look, we have 216 kindergartners currently and as that group progresses to 1<sup>st</sup>

grade, it's quite traditional for us to gain 30-35 students from private kindergartens. If that rings true for 2011-2012, we're looking at 12 sections of about 21 students in 1<sup>st</sup> grade next year. Grade 1 to 2, that 246, if we transition the same amount of students, if we have 12 sections again, that group would still be at 21. If you look, there would need to be some adjustments in Grade 2, however, due to 246 students moving to Grade 2. There are currently 14 sections of 2<sup>nd</sup> Grade because of that large bubble of 298, so there would be some movement of staff nonetheless. That's typical given year to year when bubbles come through. The 298 moving up provides, what we believe, is the first decision point. If we look at our guideline of 22, the decision would be made, because going to 13 sections instead of 14 would increase from 22 in a class to 23 – a difference of a student. What does that mean in student achievement? Unknown. The research is quite varied, and, ultimately, often times shows that class sizes of 15 before there's a significant difference. However, we'll show a recommendation later that we stay at 14 sections in order to remain at that guideline of 22 students.

Our 3<sup>rd</sup> Grade to 4<sup>th</sup> Grade movement of 271 students provides a decision point of 11 or 12 sections. That group is currently at 21 students in a class at 13 sections. If we go to 12, which is a reduction of, obviously, one teacher, we're at 23, which is below our guideline in 4<sup>th</sup> Grade, and below what our 4<sup>th</sup> Grade teachers have right now. They're currently sitting with 25 students in their classrooms. So, a reduction of one 4<sup>th</sup> Grade teacher still keeps us below that guideline.

And then 4<sup>th</sup> to 5<sup>th</sup> Grade as you see, another decision point at 12 sections. You're taking a group of students who are currently in 11 sections and increasing a section and they're at 23 in a class or maintaining 11 sections with the same group of students and you're starting the year at our capacity of 25. It is important to note that each year, we seem to be gaining more and more students. The students that we have now, that number will likely increase as we approach the fall, so we have to be cognizant of that as we make decisions as we move throughout this budgeting process. I don't think these are decisions clearly that are made this evening, they are simply information that we administratively will work with you, the Board and community, as we draw closer to that June 27<sup>th</sup> final adoption of a budget.

Those are the class sizes that provide us with some decision points.

Ultimately, when we look at staffing, we look at a multi-prong approach. We have to look at student enrollment. We're at the last I saw, 3,611 students – significantly more than a year ago at this same time, upwards of 45-50 students more than a year ago at this time.

We look at enhancements – the second piece there in enhancement that you'll hear of this evening is the one-to-one initiative. Currently, in this budget is a computer technician to help facilitate that process or that initiative. Should that initiative not occur in 2011-2012, this position would not be necessary in the 2011-2012 budget. However, I'd be remiss if I didn't say our IT staff could certainly use more help than they are now, but we're managing, as Mr. Harding would tell you.

And then in this presentation, some mandated items that are another part of our test. We have included in this budget a second English as a Second Language teacher. We currently operate in the District with one teacher and one para-professional serving nearly 50 students in ESL ranging from non-English speakers to students who are near the cusp of leaving our ESL program and exiting out via assessment. Given the mandate there, Pennsylvania was literally 50<sup>th</sup> in the country in the services provided to ESL five years ago. Five years ago, the state was the last in the country to have a certification requirement and program requirements for ESL, and we desperately need a second teacher in the ESL program.

Another mandate is the area of special education and in our budget we're proposing a transfer of entity. In our high school currently, we have a Capital Area IU multiple disabilities classroom that serves students, both from our District and from neighboring districts. We provide the space, and even if it's our students in that class, we're paying for those slots in that class. Multiple disabilities, these placements can be varied – \$70,000, \$80,000, \$90,000 a student. If we bring this classroom back to be District-operated, we will save those monies for placement. We're required to pay the teacher and we would need to equip that classroom with the two assistants that are there and ultimately it remains a cost savings measure. By paying the employees and not paying for those placements, we save money. To assist with services, you'll see that there's a nurse assistant position listed. In order to provide the medical needs for these students, we currently, because it's an IU classroom, an IU nurse helps us throughout the day. We would look at employing a nurse assistant/RN as an additional position. This is a HESPA-based position. Again, adding those costs, still maintain cost savings by bringing this program back to be District operated.

Secondarily, we would also open slots to other school districts in our consortium and they would pay us the tuition for those students to attend here, rather than it be the IU. Students from other districts are already sitting in this same classroom with that same staff, so clearly this is a cost savings measure by bringing that transfer of entity back.

Ultimately, federally funded initiatives are a final prong in our test. I think the next slides speak to what we're looking at in our current federal funds. We've not received any information about what the federal government will provide with these monies for next year, so try to give you an overview of what we have currently in our budget and what we're funding. You see basically six to seven positions funded this year throughout our federal program monies and they are most likely in the area of math and reading – whether it be remediation or coaches for our additional staff and then class size reduction monies. Currently, in Grade 2 for that bubble, we would slide that up to Grade 3 to help with class size reduction for that large group of students.

Then, one of the key factors that we talked about in Finance and mentioned tonight, the stimulus dollars are gone. You can see that the state utilized these to help us, particularly in 2009-2010, one position here this year, and those monies are gone, hence, the state's subsidy to the School District is going back to 2008 numbers.

What we don't know is the fact that teacher's negotiations have started, and we have no specific idea of what salary increases would be driven through that process. As mentioned earlier, the state budget is released tomorrow, so stay tuned on that.

What do we know? Six retirements – the Board will see in a motion this evening to act upon and you can see the savings there based on replacing each of those positions. We're still saving \$185,000. Those items were not accounted for in the proposed preliminary budget that you, the Board, approved, so this is part of the contribution of what brought those expenditure numbers down and what Ellen presented this evening.

Other knowns: we know the HESPA contract for next year and Act 93, which the Board is asked to adopt this evening and you'll know those figures. We know that stimulus funds are gone, federal monies traditionally been pretty stable in the title areas, and we know the retirement rate of 8.65%.

So what are our recommendations? Recommendations are those items I spoke about that are currently in the budget. Should the one-to-one initiative move forward, then we do believe we would need the computer technician. We've listed it there as a contracted position. We would contract that out to avoid any retirement based cost and be able to provide a service equivalent with a skill set that would drive that position at about a salary of \$30,000-\$35,000. We do have the ESL teacher included in the budget numbers that you have seen as well as the nurse assistant RN position.

Also discussed earlier tonight was the physical education position that we had this year paid through Access dollars; meaning that no District funds contributed for the current year in paying the salary of this physical education teacher, but we have an ability through a vacancy to move that position into the District's operated budget, which on our books is one less educator and we're just not spending that out of Access. That is our recommendation to you, the Board.

We further recommend we replace the six retirees. The Finance Committee this evening reviewed a document that showed the justification for the replacement of these positions. I'd be happy to discuss any of those further if the Board had any specific questions on the justification of each position, but that gives you, without names, an idea of those six positions.

At the high school level, we currently have a custodial position that is vacant and working through earlier meetings with HR Committee and Finance Committee, it is recommended this evening that we not replace that current vacancy. To accommodate this, what Mr. Consalo will do, and has done temporarily at this point, is take the custodian who is responsible for floors for the building off of that, assign that individual one of the sections in the building, and then floors will be done on a rotating basis by each custodian throughout the week. So, different areas each night of the week will have the floor scrubber cleaning hallways. This would be Ed's intended plan to keep up with building cleanliness and maintenance.

That leaves us with continued needs – 2012-2013 and beyond. These are items that are clearly not in the budget, about a year ago as needs were shown that we feel would help serve our student population. At the middle school, having two counselors for 900 plus kids is significant: 1 to 450 ratio when the American Association of School Counselors would indicate 1 in 250 ratio. An additional technology coach should we go forward with one-to-one, we would look at having a technology coach in all three levels: elementary, middle school, and high school. We currently have two. Our middle school administrators are incredibly pressed with two individuals in the building to keep up with daily work, so that is a need. Our elementary principals for multiple years have talked about the need for increased math coaching and math help at the building level. Mr. Murphy has indicated in the past that even with existing business ed staffing, he certain courses he can't run or has to eliminate sections based on staffing needs. He could always use more business ed teachers based on student course selection. Again, those items are not in the budget, but just things on our radar for future.

Ultimately, as we said throughout the Finance presentation, with these positions that we've recommended: replacing the retirees, we are at a balanced budget – even better than balanced budget with a 3.1% increase and have the means to even reduce that further given what the outcome is tonight on the one-to-one. Again, I shouldn't say outcome tonight, tonight is not a decision point for one-to-one, it's informational, it's dialogue time.

Dr. Donahue: Thanks.

Dr. Kepler: This gives you an idea of what's in the budget on personnel.

Dr. Donahue: Thanks, Bernie. Are there questions for Bernie? Please state your name for us so we have it in the recording.

Dr. Parrish: Just one clarification. The Access position – we've lost that Access funding?

Dr. Kepler: No, the Access funding is there. We are paying other things with that Access funding, doing some other unique things, but we continually accrue Access funding as it comes in at least at this point. I think it's on Governor Corbett's cross hairs, if you will, but right now, we still even accrue a balance there and expend it on new items each year.

Dr. Parrish: So the rationale to move that position as a fully funded position is it will free up some of that Access funding for other projects.

Dr. Kepler: That's correct. Actually, we would not be able to fund that position out of Access if we didn't move that person. We can only fund it through Access dollars, because that individual this year is serving solely students within the special needs

population and if they teach any regular education, physical education, we cannot use Access dollars.

Mrs. Sheffey: And I think you had mentioned in our Finance Committee meeting, they're just changing the way we deliver service?

Dr. Kepler: That's correct.

Dr. Parrish: Thanks, Bernie.

Dr. Cronin: I have a question. Back on Slide 2, is it possible, can you get us information later, I don't expect you to have it now. We have at the very far column the percent to budget for HEA versus HESPA versus Act 93, can you get us the number of the percent of numbers of personnel, like the number of HEA and what percent that represents of each one?

Dr. Kepler: Sure.

Dr. Cronin: I know I have it somewhere.

Dr. Kepler: Act 93 is 31, HEA is 274, HESPA, I'd have to look at. I'm not certain on that one. That gives you approximately 250 Dan said?

Dr. Cronin: 250 was HESPA?

Dr. Kepler: Approximately. I can give you exact numbers, but that's a rough ballpark.

Dr. Donahue: Other questions? Great, thanks, Bernie.

Dr. Kepler: Thank you.

## **UNFINISHED BUSINESS**

### **4.01 Unfinished Business**

None.

## **NEW BUSINESS**

### **5.01 Anticipated Agenda Items for March 21, 2011 Public School Board Meeting**

1.	Approval of March 7, 2011 School Board Minutes
2.	Approval of February 2011 Finance Report
3.	Budget Transfers

4.	Requests for Payment
5.	Approval of Agreement for GASB45 - Other Post Employment Benefits Evaluation
6.	Athletic Training Agreement 2011-2012
7.	Act 93 Min - Mid - Max Range 2011-2012
8.	Requests for the Use of Facilities
9.	Personnel
10.	Students of the Month
11.	Announcement of Staff Development Conferences

### 5.02 Approval of Dauphin County Intergovernmental Grant

WHEREAS THE Township of Derry will be operating an intermunicipality cooperative project to update the Derry Township Comprehensive Plan using a community visioning process.

AND WHEREAS THE Derry Township School District wishes to participate in said intermunicipality cooperative project.

AND WHEREAS THE Dauphin County Board of Commissioners and the Officer of the Department of Community and Economic Development makes available grants-in-aid to such projects through the Intergovernmental Cooperation Grant Program,

NOW THEREFORE, BE IT RESOLVED that the Board of Directors of the Derry Township School District hereby authorizes the Township of Derry to make application for such a grant on our behalf.

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

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hagan – Yes

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

9 Yes

### MOTION CARRIED

### 5.03 Approval of Overnight Field Trip/Excursion - High School Cheerleading Camp

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

<i>Group:</i>	High School Cheerleading Camp
<i>Number of Participating Students:</i>	26
<i>Grade Level:</i>	9-12
<i>Destination:</i>	West Chester University
<i>Purpose:</i>	Team Camp
<i>Depart:</i>	August 2, 2011
<i>Return:</i>	August 5, 2011
<i>Trip Leader:</i>	Jen Mysel

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

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

Roll Call Vote:

Chabal – Yes  
Cronin – Yes  
Donahue – Yes

Gräb – Yes  
Hagan – Yes  
Morelli – Yes

Parrish – Yes  
Sheffey – Yes  
Stover - Yes

9 Yes

**MOTION CARRIED**

**5.04 Approval of Overnight Field Trip/Excursion - Memory Team - National Brain Bee Competition**

Dr. Kepler: Yes, there are actually three. Would it be the wish of the Board to combine these or would you prefer to keep them separate.

Mr. Rineer: Separate.

Mrs. Sheffey: I thought you needed them separate.

Dr. Kepler: Separate? Okay. We'll do 5.04

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

<i>Group:</i>	Memory Team
<i>Number of Participating Students:</i>	1

<i>Grade Level:</i>	12
<i>Destination:</i>	Baltimore, Maryland
<i>Purpose:</i>	National Brain BEE Competition
<i>Depart:</i>	March 18, 2011
<i>Return:</i>	March 19, 2011
<i>Trip Leader:</i>	Collette Silvestri

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

Dr. Donahue: This is the memory team?

Dr. Parrish moved the Board approve the field trip excursion and was seconded by Mrs. Sheffey.

Dr. Parrish: Question – what’s the difference between the two, one of them only has one student and one of them has seven?

Dr. Kepler: Two different competitions. One is the national memory team competition. The other is simply a brain bee competition that, I believe, the individual won the local competition to move to Baltimore.

Roll Call Vote:

Chabal – Yes

Gräb – Yes

Parrish – Yes

Cronin – Yes

Hagan – Yes

Sheffey – Yes

Donahue – Yes

Morelli – Yes

Stover - Yes

9 Yes

## **MOTION CARRIED**

### **5.05 Approval of Overnight Field Trip/Excursion - Memory Team - National Competition**

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

<i>Group:</i>	Memory Team
<i>Number of Participating Students:</i>	7
<i>Grade Level:</i>	10-12
<i>Destination:</i>	New York, NY
<i>Purpose:</i>	Memory Team National Competition

<i>Depart:</i>	March 11, 2011
<i>Return:</i>	March 13, 2011
<i>Trip Leader:</i>	Collette Silvestri

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

Mrs. Sheffey moved the Board approve the field trip excursion and was seconded by Mr. Morelli.

Roll Call Vote:

Chabal – Yes

Gräb – Yes

Parrish – Yes

Cronin – Yes

Hagan – Yes

Sheffey – Yes

Donahue – Yes

Morelli – Yes

Stover - Yes

9 Yes

## **MOTION CARRIED**

### **5.06 Approval of Thirty-Day Review of Policies: 239 Foreign Exchange Students; 530 Overtime; 707 Use of School Facilities**

The Administration recommended the approval of Thirty-Day Review of the following policies of the Derry Township School District Policy Manual in the following locations: Hershey Public Library, Derry Township Tax Office, Derry Township Municipal Office, Hershey High School Library, and the District Office.

- 239 Foreign Exchange Students
- 530 Overtime
- 707 Use of School Facilities

Mrs. Chabal moved the Board approve the 30 day review and was seconded by Dr. Cronin.

Dr. Cronin: I just have a quick question, Beulah, you're probably the best to answer this. For the use of school facilities, for the synthetic turf fields, it says one of the changes is that the organization within Derry Township must be not for profit. Does that mean they have to have the official filing of tax exempt status or 501(c) or whatever you call it? That's a difference.

Mrs. Chabal: Yes, there's a difference. I think that the intent . . .

Mrs. Sheffey: Not for the official filing.

Mrs. Chabal: Right. That they did not have to be officially filed. The funds are not for profit and they can be a not for profit or a non-profit, but they cannot be a for profit, so they don't have to file for 501(c)(3) if they have one, obviously they meet the criteria, but there are some non profits that and not for profits that would be approved.

Dr. Donahue: Thank you. Any other questions or discussion?

Roll Call Vote:

Chabal – Yes  
Cronin – Yes  
Donahue – Yes

Gräb – Yes  
Hagan – Yes  
Morelli – Yes

Parrish – Yes  
Sheffey – Yes  
Stover - Yes

9 Yes

## MOTION CARRIED

### 5.07 Personnel – Resignations

Dr. Kepler: This evening, the resignations, the March approval of the retirements and this year, as you know, we had six retirements, many of these folks have been with us a great many years, some their entire career. On behalf of the School District, I just want to thank them for their time, their energy, and efforts over many many years of providing education and services to our students, and then also clarify that Mrs. Heckert is just a German teacher, not social studies as well, so there's a correction on that agenda item.

The Administration recommended the approval of the following resignations:

<b>Professional:</b>
<b>Berke, Marliss</b> Guidance Counselor High School Reason: Retirement Effective: At the end of the 2010-2011 school year and not later than 06/30/2011
<b>Fricke, Carol</b> Health/PE Teacher High School Reason: Retirement Effective: At the end of the 2010-2011 school year and not later than 06/30/2011
<b>Govelovich, Teresa</b> French and Spanish Teacher

High School  
Reason: Retirement  
Effective: At the end of the 2010-2011 school year and not later than 06/30/2011

**Heckert, Judith**  
German and Social Studies Teacher  
Middle and High Schools  
Reason: Retirement  
Effective: At the end of the 2010-2011 school year and not later than 06/30/2011

**Nunemacher, Wendy**  
Librarian  
Elementary School  
Reason: Retirement  
Effective: At the end of the 2010-2011 school year and not later than 06/30/2011

**Pattishall, Avis**  
Learning Support Teacher  
Middle School  
Reason: Retirement  
Effective: At the end of the 2010-2011 school year and not later than 06/30/2011

**Classified:**

**Miller, Jill S.**  
General Food Service Worker  
Elementary School  
Reason: Personal  
Effective: 03/16/2011

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

Dr. Cronin: I'd just like to make a comment, sorry. I don't know all these teachers, but I do have personal experience with Mrs. Fricke and I think she's probably been here for her entire career, but I just want to say what an outstanding job she does in so many different facets. She's not just a gym teacher. I know she taught the alternative health, which meant she got to come in earlier than the school day to help students who couldn't fit health on their schedule, and that's certainly not something I would raise my hand for, so kudos to her for that. I know she also serves as a class advisor for the freshman class and does a lot of outside time for that as well, so I know she's going to be a big loss.

Dr. Donahue: Thanks, Donna.

Dr. Hagan: I also wanted to reiterate what Donna was saying and really just say how much we appreciate these teachers, especially Mrs. Berke and Mrs. Govelovich – absolutely extraordinary teachers that we were so lucky to have in our School District, and I definitely wish them all the best in their retirement and wanted to let all of these teachers know how very much they will be missed and what a wonderful wonderful job they have done for our School District.

Dr. Donahue: Thank you, Mary Beth. Any other comments?

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hagan – Yes

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

9 Yes

## MOTION CARRIED

### 5.08 Personnel – General

1.	The Administration recommended the approval of the following appointments:
	<b>Classified:</b>
	<b>Miller, Jill S. *</b> Substitute General Food Service Worker District-wide Salary: \$9.28 per hour Effective: 03/16/2011
	<b>Limited Service Contracts:</b>
	<b>Allessie, Gina</b> Varsity Assistant Girls' Lacrosse Coach High School Level II, Group D, Step 1 Salary: \$1,702 Effective: 03/08/2011 (pending receipt of Act 34, 151, and 114 clearances)
	<b>Belles, Diane</b> Varsity Assistant Boys' Tennis Coach High School Level II, Group F, Step 1 Salary: \$1,216

	Effective: 03/08/2011 (pending receipt of Act 34, 151, and 114 clearances)
	<b>Eshenour, Kellie *</b> (replacing Beth Potts) Assistant Track and Field Coach Middle School Level III, Group C, Step 1 Salary: \$1,390 Effective: 03/08/2011
	<b>Plouse, Lauren</b> Volunteer Varsity Assistant Girls' Soccer Coach High School Effective: 03/08/2011 (pending receipt of Act 151 clearance)
2.	It is recommended that Ed Consalo serve as Clerk of the Works for the remainder of the SchraderGroup and Hayes Large project at a stipend of \$7,500.
3.	The Administration recommended the approval of the following request in accordance with District Policy 535:
	<b>Bedleyoung, Dawn *</b> General Food Service Worker High School Paid/Unpaid Family Medical Leave Effective: 02/25/2011 through 03/14/2011 (retroactive)
4.	The Administration recommended the approval of the following additions to the 2010-2011 Substitute Teacher List:
	<b>Fountain, Bethany</b> B.S. in Secondary English from the University of Dubuque
	<b>Murray, Heather</b> B.S. in Elementary Education from Millersville University of Pennsylvania
	<b>Wagner, Aubrey</b> B.A. in Music Education from Eastern University
	<b>Wilson, Thomas</b> M.Ed. in Economics from St. Lawrence University with certification in Social Studies
5.	The Administration recommended the approval of the following additions to the 2011-2012 Substitute Teacher List:
	<b>Berke, Marliss *</b> M.Ed. in Secondary School Counseling from Millersville University of Pennsylvania with certification in Elementary Education and Secondary School Counselor

	<b>Heckert, Judith *</b> M.Ed. in German from the The Pennsylvania State University with certification in German and History
	<b>Nunemacher, Wendy *</b> B.S. in Library Science and English Education from Shippensburg University of Pennsylvania
	<b>Pattishall, Avis *</b> M.S. in Special Education/Learning Disabilities from University of North Carolina with certification in Elementary Education, Mental and Physical Handicapped, and Reading Specialist
6.	The Administration recommended the approval of the following addition to the 2010-2011 Guest Teacher List:
	<b>Eckert, Gregory</b> <b>Romanski, Beth</b>
*	<b>This individual is currently an employee and/or volunteer. Clearances are on file.</b>

Mrs. Chabal moved the Board approve the personnel recommendations and was seconded by Dr. Parrish.

Roll Call Vote:

Chabal – Yes

Gräb – Yes

Parrish – Yes

Cronin – Yes

Hagan – Yes

Sheffey – Yes

Donahue – Yes

Morelli – Yes

Stover - Yes

9 Yes

**MOTION CARRIED**

## 5.09 Approval of Act 93 Compensation and Benefits Agreement

The Administration recommended the Board approve the Act 93 Compensation and Benefits Agreement for the period of July 1, 2011 through June 30, 2013. The Agreement establishes the compensation and benefits provided to all District administrators not covered by a collective bargaining agreement, other than the Superintendent and Business Manager. As required by the Pennsylvania School Code, the terms of the Agreement were established after meetings and discussions between the Human Resources Standing Committee, the Superintendent, and the Act 93 Committee, which is composed of various District administrators.

Dr. Donahue: I'd like to start by making a comment. First of all, this was approved unanimously by the recommendation – is unanimous by the Human Resource Committee that we approve this agreement. The agreement represents a 1% increase in salary and proviso that any future increase be at or below the index which represents how much we can increase taxes without a referendum.

Also importantly, the agreement has an increased contribution to health care benefits from 7% to 8.6%. I think it's important to emphasize how much we appreciate the administration's work over the many years, but more importantly how willing they were and how much they understood the financial situation the School District is in and they were very willing to work with us in developing an agreement on salary that represents a small increase and actually agreed to increase contributions to health care so that we could have a more fiscally responsible budget. Are there any further questions or discussion?

Mr. Stover moved the Board approve the Act 93 Compensation and Benefits Agreement and was seconded by Dr. Parrish.

Mr. Gräb: I too appreciate the administrators that we have serving the District and the effort they made in coming to a 1% salary increase, however, I have struggled with this and wavered back and forth on this following conversations based on Act 1 restrictions and expected expenditure curtailments, I find I'm going to have to vote no on this this evening.

Dr. Donahue: Thank you, John. Other comments?

Roll Call Vote:

Chabal – Yes  
Cronin – Yes  
Donahue – Yes

Gräb – No  
Hagan – Yes  
Morelli – Yes

Parrish – Yes  
Sheffey – Yes  
Stover - Yes

8 Yes, 1 No

**MOTION CARRIED**

## **DELEGATES REPORTS**

### **6.01 Dauphin County Technical School Report**

Mr. Gräb: Yes, the Dauphin County Technical School Joint Operating Committee will be meeting this Wednesday evening. Mr. Morelli and I will be in attendance and a report will be given at the next meeting.

Dr. Donahue: Thanks, John. Any questions for John?

### **6.02 Harrisburg Area Community College Report**

Dr. Cronin: We will be meeting on Wednesday morning after which, I will provide a report.

Dr. Donahue: Thank you, Donna. Any questions?

### **6.03 Capital Area Intermediate Unit Report**

Mrs. Chabal: Actually, I have a notice that we will be having two meetings this month. We are having a special meeting on Thursday morning to look at fact finding for the agreement for the educators with the IU. This has been a real struggle for the IU and its educators to come to some agreement. I don't sit on that committee so I don't have a real insight, but we'll hopefully be able to share if there are some non-confidential information that I might be able to share in the next Board meeting, I will certainly do so. That is going to be quite a struggle having a meeting of minds between the educators and the Board. The next regular Board meeting will be on the 24<sup>th</sup> of March.

Dr. Donahue: Thank you. Are there any questions for Beulah?

### **6.04 Derry Township Tax Collection Association Report**

Mr. Stover: No report.

## **SPECIAL REPORTS**

### **7.01 Announcement of Staff Development Conference**

Tracie Dawson  
Pennsylvania Association of School Nurses and Practitioners Conference  
King of Prussia, PA

April 1 - 3, 2011  
Expenses: \$508.00

## **7.02 School Community Information Report**

Mr. Tredinnick: Thank you, Mr. President. As it was previously noted by our Student Representative, this has been an exciting weekend and busy one as well. As noted, we did have the successful run of the spring musical. I'm also happy to report that over the weekend both the boys' and girls' swimming and diving teams both captured District 3 championships. Equally exciting, Hershey High School was, once again, well represented at the Capital Area Science and Engineering Fair with Ben Bauchwitz taking home one of two senior grand championship awards, and as a result of that, he will be in receipt of an all expense paid trip to Los Angeles where he will be competing in the Intel International Science Fair. Felix Nguyen was awarded the alternate grand championship award in the event, so if in the event that one of the two grand champions is unable to attend, he will have that opportunity. This marks the fourth consecutive year that a student from Hershey has been selected as a grand champion at this event, which, I think, speaks volumes about our science programs and the students who take those courses and participate in science fairs, which are extracurricular activities here in our District.

Just a quick note: some upcoming activities that are going on on campus – this coming Saturday on the 12<sup>th</sup> the U.S. Navy Band is performing a free concert at the high school. The Trojan Foundation Taste of Hershey is upcoming, that will be on Sunday March 20 at the Hershey Lodge from 1:00 to 4:00 p.m. The Drugs 101 What Every Parent Needs to Know Program will be held on March 30, but please note the deadline for pre-registration for that event is March 15. There is always more information about these events on the website.

Dr. Donahue: Thanks, Dan.

## **7.03 Board Members' Report**

None.

## **7.04 Acting Superintendent's Report**

Dr. Kepler: Two items, Dr. Donahue. The first of which is an invitation to you, the Board members, for what we would have to, I guess, call an Executive Session and report on, but I'd like to invite you, those of you who are the six members not on Curriculum Standing Committee, that on March 21, Mr. Consalo, Dr. King, and I would be happy to meet you at 5:00 p.m. at the middle school main office to conduct a brief tour of the construction. Then, depart from there, head to the elementary school and

invite the elementary principals to join us, if they so desire, to share with you the new LGI music room. That was our original intent. I know many of you will have some excused absences that evening, so we can dialogue about whether we want to continue on that evening or reschedule, but that offer is there for you.

The second one is reporting back that we have successfully worked through the four day summer work issues parameters with HESPA and are poised to move forward and are able to announce this evening that it is our intent administratively, hearing that the Board is in favor of that, to move forward with the four day summer week from June 13 through August 14. Our offices would be closed on Fridays, and we anticipate a savings of \$25,000 or more based on utilities. Mr. Consalo, in collaboration with the Township, worked out any issues with the Kids Club. That program can operate as is. They will use our building on Fridays briefly in the morning and briefly in the afternoon, so parent pick up and drop off is consistent and they will conduct their trips on Fridays. So, it looks like a successful endeavor and we're working with any of our sports organizations, music organizations to do what we can with scheduling. That is my report.

Dr. Donahue: Thanks, Bernie.

Mrs. Sheffey: Dr. Kepler, can you extend the invitation for the visit to the music room to our General Services citizen advisors, because I think they were really a part of that process and it would be nice for them to see.

Dr. Kepler: We can certainly do that.

## **7.05 Board President's Report**

Dr. Donahue: I will only mention that the whole Board is meeting this Saturday, March 12 to go over Superintendent candidates' applications. We are told we have over 15 outstanding applications. We got nearly 50 complete applications, 15 of which he's classified as outstanding, so we're moving forward with the Superintendent search.

## **RECOGNITION OF CITIZENS (Non-Agenda Items)**

### **8.01 Recognition of Citizens (Non-Agenda Items)**

Mary Ellen Sheehan: I was wondering if the Board would consider perhaps changing the order of the agenda so any recognition of citizens agenda items could be perhaps discussed after the discussion of the Board. It's very hard as a community member to know what the dialogue is going to be amongst the Board members, so for me to approach the Board prior to the discussion, let's say, for the Finance Report, not knowing if we're going to say we're bankrupt or we've balanced our budget. As a citizen, we really can't comment, because we don't know what the outcome of the

discussion is going to be, so perhaps the Board would consider moving that to the very end of the Information and Proposals.

Secondly, I was wondering, I think it's great that we are looking as a District at tightening our belt in many areas – looking at field trips, staffing issues. One thing that I would really encourage the administration to do is to look internally at the spending of yourselves, such as the meals and refreshing the budget item 635, which is the meals and refreshments. We, as a District, are spending over \$60,000 on meals and refreshment for the administration, that's over \$5,000 a month. I really think that, considering we're going to be potentially taking away field trips, reducing staff, that that is an area that we could really cut back on. There is a question, and this may not be appropriate question, but the approving of the 30 day review policies, is that listed on the website anywhere?

Mrs. Chabal: It is posted on the website.

Ms. Sheehan: It is posted, okay. Thank you for clarifying that. That's everything.

Dr. Kepler: Once the Board approves the posting, we put it on the web, yes.

Dr. Donahue: Thank you. Any other comments on non-agenda items? And we'll look into the order of the agenda items. Anyone else?

## **ADJOURNMENT**

### **9.01 Adjournment**

Dr. Donahue: The next public Board meeting will be held Monday, March 21, 2011 starting at 7:00 p.m. in the District Office Board Room. As a reminder, we're having a working session on the one-to-one computer initiative.

Dr. Cronin moved to adjourn, with a second by Dr. Parrish and, approved by unanimous voice vote by all members. The meeting was adjourned at 8:17 p.m.

Respectfully submitted,

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Stephen E. Rineer  
Secretary to the Board  
Approved at the March 21, 2011 meeting

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Dr. Henry Donahue  
President of the Board

LDM