

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

March 8, 2010

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Monday, March 8, 2010, in the District Office Board Room. Dr. William Parrish, Board President, called the meeting to order at 7:00 p.m.

Dr. Parrish: Dr. Donahue has an excused absence, but did join us via conference call for executive session.

1.02 Roll Call

Directors Present:

Mrs. Beulah Chabal
Dr. Donna Cronin
Mr. John Gräb
Dr. Mary Beth Hagan
Mr. Chris Morelli
Dr. William Parrish
Mrs. Ellen Sheffey
Mr. Charles Stover

Excused:

Dr. Henry Donahue

Superintendent:

Dr. Linda Brewer

Secretary:

Mr. Stephen Rineer

Solicitor:

Brian F. Jackson (Not Present)

Student Representative:

Mr. Chris Waybill

Press:

Mr. Drew J. Weidman THE SUN
Ms. Monica von Dobeneck THE PATRIOT NEWS

Representatives of the Administrative Staff: Mr. Dan Tredinnick, Dr. Bernie Kepler, Mrs. Sue King, Mr. Ed Consalo, Mr. David Yarian, Mr. Greg Hummel, Mr. Al Harding, Mrs. Jackie Castleman, Ms. Lynn Dell, and Ms. Joy L. MacKenzie.

Representatives of the Staff and Community: Bruce Hancock, Cathy Ferster, Ashley A. Flood, Bunny Hottenstein, and Anna Larsen Gawel.

1.03 Flag Salute

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

REVIEW AND APPROVAL OF MINUTES

2.01 Approval of February 22, 2010 School Board Meeting Minutes

A motion was made by Mrs. Chabal and seconded by Hagan to approve the minutes of the February 22, 2010 School Board meeting.

Mr. Stover: At the bottom of Page 32, there is a Male Voice and I am pretty sure that I am guilty of that male voice, so my name can be inserted there.

Dr. Parrish: That was Mr. Stover.

All Board members present signified by a Yes vote.

MOTION CARRIED

INFORMATION AND PROPOSALS

3.01 Announcement of Executive Session

Dr. Parrish: I'd like to announce that the Board did meet in executive session tonight to discuss employment issues and matters of labor and legal issues.

3.02 Recognition of Citizens (Agenda Items)

None.

3.03 Student Representatives' Report

Mr. Waybill: This past weekend we had our spring musical which was quite the endeavor and it went very well all three nights. We had excellent support from our community and it turned out to be a great show.

Dr. Parrish: Excellent. We hear nothing but great things about it.

Mr. Waybill: Yes, it was a really great time. In addition, this was Mr. Hartman's last year. It was actually his last year, I should say. He's been claiming it was his last year.

Dr. Parrish: How many years?

Dr. Brewer: 40.

Dr. Parrish: 40 years.

Mr. Waybill: I heard someone calculated the total years for losing in staff and it was 344 this year.

Dr. Parrish: Well, as usual, a job well done.

Mr. Waybill: Thank you.

Dr. Kepler: Mr. Waybill, you stole part of my Personnel agenda. That was my number.

Dr. Parrish: These kids are bright.

Female Voice: Dr. Parrish, can I say something too? Just want to kudos also to the Hershey High School Swimming and Diving. I understand they did very well, I don't know exactly, maybe you could tell us. I know the boys and girls both did very good. I wish I could give more details, but kudos.

Mr. Waybill: I know. Many of my friends made it in all of their events to states, so that's all I heard.

Dr. Parrish: I think we may have won every event except one on the boy's side. Somebody told me that. It's pretty impressive, so congratulations.

3.04 Standing Committee Report

Building Oversight Committee

Dr. Parrish: The Building Oversight Committee met on March 3, Mr. Gräb, do you have a report on that lengthy meeting?

Mr. Gräb: Yes, I do. As a matter of fact, we did have a rather extensive meeting on the 3rd of March. We heard a presentation as, if you remember correctly at the last Board meeting, we had originally hoped to put in a geothermal heat pump system, but, unfortunately, when the original wells were drilled, we found out that there just wasn't enough underneath the surface to go with the geothermal. We looked at various other

possibilities for the HVAC recommendation and for the new construction we're doing in what is presently the middle school library, we're going to put in what's generically what's referred to as a team pod. Due to some space restrictions, we had opted to go with a heat diffusion type of system as opposed to the unit ventilators. Unit ventilators take up such a large amount of room and there just isn't a whole lot of room available there for that type of a heating and air conditioning system, so we had gone with the heat diffusion system.

We changed the schedule for our bids and bonds and I think you all received this, but just to review it. This evening, we will be asked to approve a motion authorizing the financing team to proceed with the plan to refund and borrow new monies. On April 6, there is a Township Land Development Plan Commission meeting and we are hoping some or several from the Board are able to attend that meeting, and, yes, Mrs. Sheffey, I have cleared my schedule for that evening. On April 13, there is a Board of Supervisors meeting. We had originally hoped to open the bids on the 31st, but we're now going to open those up on the 19th. On the week of the 19th, the Oversight Committee will meet to review those bids, so please check your schedules for your availability that week. On April 26, the Board will receive motions to approve the bids, and on May 10, we have the authorization of the bond sale with the new monies amount and the rate locked in.

There was some question because there was some increase in the cost for the project and we got this very nice spreadsheet and Dr. Cronin was totally impressed with the size of the paper, which explained to us some of the reasons why there were cost increases and such. We did revisit some of the projects; especially the bus corrals and that took up a good portion of our time, especially the elementary school bus corral. We have decided that some of those things we're going to bid and some of them we're going to put out there as add on bids, although it was suggested to us that when you go to add on bids as opposed to one significant bid, it does have a tendency to increase the cost.

Finally, on the floor below us where the Hershey archives used to be, there is going to be some space opening up and we're starting to run into some space constraints with our own archives here in the School District and the possibility exists that we will be moving some of our offices and archives to that lower level. We're still working out the details with the Hershey Museum and Room One to take over that area for the next several years. Mr. Stover, Dr. Cronin, Mrs. Sheffey, you were all at the meeting, if you have anything you'd like to add, please do so.

Mr. Stover: Nothing to add.

Mrs. Sheffey: I just wanted to add the space downstairs, we would move offices from the elementary school down there freeing up classroom space in the elementary space, so that's one of the driving factors behind that.

Dr. Cronin: Did we, umm, did you say which replacement system we're going with?

Mr. Gräb: For the portion of the renovation of the existing library, we're going with the heat fusion system as opposed to the unit ventilator system. It has a tendency to spread the cooling and the heating more uniformly throughout the classroom and it does eliminate some of the distraction of the noise from the unit ventilator consequently increasing the learning environment in the classroom.

Mrs. Sheffey: I just remembered the other thing. We no longer are going to have to have the special meeting on April 19, correct?

Dr. Brewer: That's right. We will be staying with what's in the calendar for April 12 and then April 26 for the public Board meetings.

Dr. Parrish: John, correct me if I'm wrong, just because I know there are other people who, none of us were here, maybe except you, but the bus corral at the elementary school. I think you were on the Board when that originally rolled out, that whole design. The original design included an exit over to Cocoa and an access road being built and that got lost at the end, is that right?

Mr. Gräb: Our original plan was to have an access route from the Early Childhood Center over to Cocoa Avenue and it was not approved by the Township Supervisors and, unfortunately, at the time the contractors had started to build a construction road along there and they were not permitted to continue until that construction road was removed. Mr. Consalo, if you're here, I think that was about a 5 or 6 week delay in construction with the Early Childhood Center?

Mr. Consalo: Yes, we already started work and they put a 5 week shut down until we could revise it and change the permits. To go around the loop of the ECC was last minute, because we had it going out of Cocoa all along and right before we went out to bid, the Township told us that they would not allow us to go out on Cocoa and we had to come up with some other way. That's the reason with up with that and, as usual, with construction we were short for time and, as you know, we had the L&I approval the day before we had teachers come in the school. That's how close we were on time. We had to come up with an idea to do it and the only way we could do it was go around and, of course, we're not happy with that for safety reasons, but that's what's happening there.

Mr. Gräb: If memory serves me correctly, we did do a traffic study at that time regarding traffic coming out on to Cocoa from the Early Childhood Center and there was no negative impact whatsoever on the traffic flow.

Mr. Consalo: That was correct, yes.

Dr. Parrish: I wasn't aware of that because what stimulated that question and the answer for me was it hasn't been that long ago, why did we design that the way it is, because it's so inefficient. I think looking forward, the problem we have is that problem

is not going away and even though there is a cost associated with it, I think we have to really give it some thought when the bids come back, because we have no other solution and it's only going to get worse rather than better. It got designed that way because of a last minute change in plans.

Mr. Consalo: That's correct.

Mr. Gräb: I'm glad you brought that point up, because it was brought out in the meeting that eventually the bus corral is going to have to be constructed at the elementary school/early childhood complex. You can do it now for "x" number of dollars or you can do it several years later for 2 "x" plus 1.

Mr. Stover: The good news is, even though we've had to discuss some cost increases, we really are not going to know what are costs are until the bids come out. We're being very optimistic that the costs will come back favorable and that we can get all the safety concerns taken care of.

Dr. Cronin: Just for the record, it was expressed that it would either be now or later with the bus corrals, but call me a naysayer, but I'm still hoping that that's not the situation, that we can find a less costly alternative; \$1.2 million on bus corrals to me is still a big chunk that I hope we don't have to spend that much money. I'd rather use it in other areas.

Mr. Consalo: We did also offer that any of the Board members who would like to see a bus corral, we do have some close by that we would glad to show it in operation. It might ease some people if they want to see it. If the Board wishes, we can make arrangements for that.

Dr. Brewer: We're going to do that. They have expressed an interest in that.

Dr. Parrish: This is me thinking out loud, maybe opening up a huge can of worms. If the original plan was to do an exit on to Cocoa, is that something we should revisit, if that's the right answer? I don't know. I wasn't at your meeting.

Mr. Stover: Bill, I just don't think there's sentiment to do that, either on the Supervisor's side or on the community side. We wanted to do it down at another location, down closer to the Library and there's a lot of resistance there, although I completely disagree with the resistance. We have a safety concern that needs to be addressed and we desperately need that access, but they don't want to give it to us. To attempt to do that at this point and time of this project would . . . our schedules would not be suitable.

Mr. Consalo: It would almost stop the construction right now, because when we go to the Township it would be 2 or 3 months before we get anything . . .

Dr. Parrish: I'm not even talking about now. I'm talking about if we table this and the bids come back and we say, no, we don't want to spend this money now. Is that something we investigate as an option?

Dr. Cronin: Just to comment. I don't think it's ever a bad idea to have a dialogue. All we can find out is, okay, they don't want to do it, but if we don't ask, we don't know, because if some of the community members knew that it was either 1.2 million and a bus corral or an egress for the ECC only – people that are driving past, that are driving on Cocoa and then turning down Areeba anyway, they are still going that way for the most part. Maybe it wouldn't have an impact. We don't know until we ask, so I would not be opposed to having those discussions.

Mr. Consalo: One of the problems is you would still need some place for the buses to stage no matter which way you came out, so you almost need a corral of some sort for them to stage. The only advantage you would have would be fewer buses on Homestead.

Mr. Gräb: I just want to add in there, every time we revisit and redesign, it's kaching, kaching, kaching.

Mr. Consalo: Correct.

Male Voice: And it doesn't mean in the future, that in the future, it doesn't mean that we still can't pursue that, and I agree with that. I think we should still pursue both areas because I think it is the right thing to do, but I don't think it's passable today, but at some point, I think the community

Dr. Parrish: My whole line of thought was that if we table this for now, as John said, the cost is only going to go up. If the original solution that made the most sense was an egress, we have a different Board of Supervisors. There may be a different view. Is this something that should be part of the discussion? That's my whole point. And I'm sure that this will open up a bit of a can worms, and it's not meant to do that.

Dr. Cronin: Because the egress doesn't necessarily have to involve the buses. I don't have the answer, but the discussion could be, it offers another possibility for cars one way, buses the other, but it gives us another egress, so. It's not the same argument of buses on that road. It's worth a discussion. Thank you.

Dr. Parrish: Thank you. I know you guys had a lengthy meeting, so we will move ahead. Our presentation tonight is on business operations to include building and grounds, food services, and transportation. Mr. Consalo, Mr. Hummel, and Mr. Yarian. Who's going first?

3.05 Presentation - Business Operations

Mr. Consalo: I have two apologies. The last time I did a presentation, several years ago, I brought a cake in for all the Board members to try to soften them up. It didn't work, so I decided not to spend the money this time. Also, the memory club was going to help me, but they forgot to show up tonight too.

Dr. Parrish: You know, Ed, that's something we should have mentioned. Our memory club just nailed a third national championship consecutively. We'll talk about that later.

Mr. Consalo: To give you a little background of buildings and grounds. We have our staff which is two HVAC/plumbers, 1 electrician, 1 carpenter/painter, 3 full time grounds people, 1 supervisor of custodians, 4 daytime custodians, 3 night time, and 1 secretary is our complete staff of buildings and grounds.

In the past several years in 1993, we had 481,000 square feet in the District. As you can see in 1996, we jumped up to 525,000 square feet with the new high school. In 2000, we ended up with 672,000 square feet. Since the last addition at the high school, we now have 702,000 square feet that we maintain of building. The Grounds Department, we have 118 acres. We have 1 District Office, maintenance building, Early Childhood Center, elementary, middle school, high school, Granada gym which we maintain, 11 athletic fields, plus 6 tennis courts that I don't have on there, and 4 outside buildings, which are restrooms and storage areas that we maintain also.

In our process, we do an average, well last year, we did 5,328 work orders. Out of those work orders, 2,427 were preventative maintenance work orders. The national average says 1 per student. As you can see, we do more than what the national average says.

Some of the things that we're having this year that affect, just to let you know, we spend over one million dollars in electricity. We spend \$71,000 in water. Our sewer, we pay \$50,000, telephone is about \$47,000, and natural gas is almost one million dollars, \$975,000. Our fuel is \$15,000. What fuel is, we have on our boilers, if it gets 9 degrees below, we have to switch over to fuel, so we have to burn it every once in a while. We have 3 buildings that are that way. The diesel fuel is what we use for the tractors for the athletic fields in that area, because it's too far to go over to the Township to drive a tractor over there and bring it back. So, we have our own diesel fuel. For refuse, which is trash removal is \$59,000 a year.

Our total budget last year was \$2.7. This year, it's 2.8, which is about \$149,000 increase. What is the impact of our budget. Our electricity is going up. We're raising it 10%. That's \$102,000. To let you know, we're only raising it 10%, we should be raising it 30%. Due to your help, we have some things that we have saved by renovating the HVAC in the elementary school. In the high school, we eliminated the heat pumps and last year, we raised it 10%, so as a total we're only raising 20% in two years instead of 30%. We thank you for that part.

School insurance has gone up \$19,000. We have no control over that. That's what they tell us they're going to pay us and that's what we do. I put in paper towels, the soap went up \$4,000 only because it's a little significant. Due to all the viruses and everything else, people wash their hands more, so we're spending more money on soap and paper towels. It looks minor, but it's that way.

The controls for the elementary is \$10,000 that is because everything now is electronic and we also went with Act 77 which guaranteed us to save energy on it or they would pay us the difference. Part of that requirement is we have to use their contractor to do to service, so that is the \$10,000 for that, but we are saving more than \$10,000 a year that they guarantee us when you count that so that is part of the Act 77.

Buildings and grounds goal: as you can see we tried to assume the District's buildings are maintained at a high quality. We feel we do that. We ensure the students are in a safe and healthy environment in which they study and learn. We also feel we do that quite well. Making sure the District campus is kept in an impeccable manner, which you all are accustomed to.

Come of the achievements that we have done: we are 1 of 28 in the United States and Canada that has received the Facility Master Award, which they don't even do anymore because no one could get the award. They cancelled it. We also received Keystone Athletic Field Management and Organization – 2 years we received that. We only applied for it 2 years. We feel we want to give everybody a chance to win. I am also the clerk of the works, which is rather than go through all this, we monitor the construction, we make sure you're getting what you're supposed to be getting. We monitor the payments, and also I stick on them so we try not to go over budget. We try to stay on time.

Staffing considerations: We are asking this year that we add a carpenter/painter. We are at the stage when I would show you why I feel we can justify it. I was saying this was a wash, but I feel that we are gaining by having a carpenter. Since 2000, we hired the first carpenter. At that time, we had 52,000 square feet. Today, we have 703,000 square feet, which is about a 37% increase of building and square footage. Plus, that doesn't count what we're doing now. You can see we have grown quite a bit in the last 10 years for this position. In the District alone in the last 10 years, we've added over 451 doors alone. We've added 241 locks, door closures 252, and painting bars 173. It seems minor, but I'll explain why I'm bringing this slide up a little later. Adding 451 doors is quite a bit of doors to add in the last 10 years.

What's the impact of having a carpenter? At the present time, our carpenters cannot get below 70 works orders. He tries, but we can't do it. He can't do preventative maintenance. We are not doing any preventative maintenance. We are reacting instead of being proactive. That's the problem we have with that. Preventative maintenance is also HVAC, electrician, and all that. He does a little bit, but not much.

We are using more outside contractors because we don't have time to do this, which, as you know, costs more money.

Replacement costs: as you know we have been building quite a bit – door hardware and everything else is starting to wear down. It's like anything else, you don't drive your car until the oil runs out and then you put oil in it. We need to maintain some of these door hardwares and some of the items we have by doing preventative maintenance. We can't do any special projects. We have a partition we want to put up, we have to outsource it. I'll explain a little bit later. We feel, and I can show you, that we can save \$44,000 by hiring the carpenter/painter. By 2008/2009, I can show you, I have a handout for you and I would like to go over it with you that will explain the position of the carpenter/painter. If we hire a carpenter/painter right now, their base salary is \$37,000 – what it would cost for that. That's without benefits. In 2008/2009, which I used because that's a full year, I can show you and you can see on the next page, that we would have saved \$44,000 on labor alone for the jobs that we had from outside contractors. Recently we just replaced an electronic panic bar with a card swipe. The price was \$3,200, \$1,200 was labor. We could have saved that. We had some partitions we were talking about trying to put in to divide the rooms up. We were getting prices like \$7,000/\$8,000. Fifty percent of that could be saved by doing it within. With a second carpenter, we would have time to do that.

At the present time, the District has 1,800 doors. The recommend that we do a preventative maintenance on the doors at least once a year, if not twice a year. To get a quote from A&L Doors, it was \$80 a door. If you multiply that, that's \$150,000 a year that we would have to do it. Naturally, we can't afford to do that so we do what we can.

Work orders: we have to prioritize work orders. We have some work orders that are a year old because we can't get to them. We have to do what's first for the kids, well actually first is safety and then what's for the kids. Some of the work order examples we have are some bathroom partitions that need to be repaired. As long as they're standing, we let them go. We have weather stripping on doors that help save some energy, it's not a priority, and we let that go. In the elementary and the middle school, they put up white boards. The problem we have with the white boards is they have to make it high enough so that students can see it from their desks, but the students are small so they can't reach the white board, so they are platforms that we need to build for that. We don't have the time to do that and the prices we were getting, we feel it's not qualified to do that for what it's going to cost to build that.

We also feel that if we don't put a carpenter in, then we should add about \$25,000 for some of the items that's going to go that way. If you look at the next page, this is from 2008 of actual bills that we had and the labor we would have saved from these items from these contractors which totals \$45,640. These are actual ones where we looked at the bills and looked at what we would save in labor if we would have done it ourselves. The next page is A&L Doors where we get our supplies from for the price for what it costs for some of the panics bars, some of the areas that we would have start replacing.

The next one is preventative maintenance that we should be doing. This is what we should be doing daily. This is what we should be doing weekly, monthly, and yearly just on door hardware alone. I feel that if we had one extra carpenter, we could have him full time just working on doors to keep him going to save the money.

For the position, I feel that it's not a wash. I feel it is a gain in saving for the school as well as safety. With that, any questions?

Dr. Parrish: Questions for Ed?

Dr. Cronin: I just have one question. The attachment (1), I'm assuming that a contractor that we would hire would be able to all of that functionality. They'd obviously be a jack of all trades, because that's a lot of different things.

Mr. Consalo: The [not audible] is actually what we would save in labor if we would have a second carpenter at that time.

Dr. Cronin: That includes plumbing, lumber, and graphics.

Mr. Consalo: Yes, with the stuff we're having, that's what we're looking at doing and hiring somebody that qualified to do those.

Dr. Cronin: Okay.

Mrs. Sheffey: And these are actual costs?

Mr. Consalo: Yes, maam.

Mrs. Sheffey: So, this is money we've actually spent.

Mr. Consalo: Yes, maam.

Mrs. Sheffey: You can make a compelling argument there.

Mr. Consalo: I hope so.

Mrs. Sheffey: What's the benefits on, Steve, what's like a percentage on benefits?

Mr. Consalo: I have that for you right now.

Mrs. Sheffey: Oh.

Mr. Consalo: With benefits and everything, the total price would be \$58,000. That's if they take all the full benefits. We could get someone that's not using the benefits.

Mr. Rineer: We're self-insured if the person is really healthy, the health insurance cost is nil. If they're not healthy, then it goes the other way. On the average, the family health insurance, if the person would elect that, would be somewhere around \$13,000 or \$14,000. If it's a single person, it's somewhere around \$8,000 or \$9,000. That's the biggest chunk.

Mrs. Sheffey: Thanks, Ed.

Dr. Parrish: Any additional questions?

Mr. Morelli: I didn't realize we were in the carpentry and electrician business, but you make a good case for the need to have these gentlemen internally. How do we compare to some of the other schools as far as the number of electricians, carpenters per student or square footage?

Mr. Consalo: I'm actually doing a spread sheet on that, but what I'm finding out is that we're about 2 people under the average for our students. The ones that are under us, they outsource more. We outsource very little. I think I missed a slide, didn't we? If you look back to one of the slides, there was a pie chart? I think that one went through. If you look at that pie chart, 81% of our costs is utilities. Actually, it's 79% if you don't count the trash removal. It's 81%. Insurance is 6.5%. Granada gym and Founder's Park is 3.5% of my budget. Cleaning supplies is 4%. Grounds just to keep and maintain the fields is 1.5%. The others are only 3.5%. So, as you can see, we don't outsource a lot. We do a lot within. The only thing I have control over there is that 3.5%. We feel that hiring another person and we haven't hired anybody for 10 years that it's time to save us money, because we have to look at other means of saving money.

Mr. Morelli: That chart doesn't include the cost of salaries, does it?

Mr. Consalo: No, sir.

Mr. Morelli: Okay. One other question. Your groundskeepers – you only have 3?

Mr. Consalo: That's correct.

Mr. Morelli: You don't have any seasonal folks?

Mr. Consalo: We have 3 part time employees that come in during the summer to mow. It's just part time, there are no benefits. We pay them by the hour. All they do is come in and get on a mower and we mow during the summer. We have 3 people that come in and paint. We use summer help. The problem we run into with grounds, we also do our own snow removal. With the carpenter, it would also give us one more person to operate equipment. We, like I said, we do most of our stuff. Three grounds is, we're actually under on that, but we're maintaining. We're doing well and also we have 2 synthetic turfs that's going to help us some this year, too.

Mr. Morelli: Do other schools typically hire groundskeepers or do they use . . . ?

Mr. Consalo: You look at it different ways, Central Dauphin, for instance, they sub out everything. They do not do any of their mowing. They do not do any of their fields or anything else like that. They don't even do their plowing. Some of the other schools, they have the custodians doing the fields, because of the distance that they have. We're lucky because we're on a campus atmosphere. For instance, if I have one of my 4 custodians that are off for that day, my maintenance crew takes care of any bills. My ground crew takes care of the lunches. So, we do more than just our job to fill in. A lot of schools, for instance, the high school has 2 or 3 custodians during the day. We have one. But, we feel we're maintaining that. We don't feel that that's the urge for what we need to do, so we're only looking for what we think is going to help the School District.

Mr. Morelli: You have plumbers, electricians, and carpenters. Do they do all the work or would you still sub out for some of the more technical HVAC stuff or electrical stuff.

Mr. Consalo: The chillers, for instance, we sub that out, because we don't work on them enough to know what we're doing. We work on our own boilers, clean our own boilers out. We do as much as we can. Some of the controls we have to sub out because of the technical things. Plumbing, we try to do as much as we can. Anything that's going to take 2 or 3 days to do, we sub it out, because we don't have the time to spend on it. We try to do most of our subbing is in the HVAC for the controls and for chillers. The electrical – if we have a big job we do it. We changed all the motion sensors in the high school last summer within. We put all new motion sensors in every classroom and we did it within. Therefore, it cost no labor because we did it that way. We try to do as much as we can, and it pays. If we have somebody we're paying by the hour and we have to hire somebody, they're going to make their profit off it. So, we try to do as little of that as we can. We're proud of our crew for doing it this way. We don't want to outsource if we don't have to.

Dr. Parrish: Ed, last summer we talked about the idea of capacitors. I had told you we had added some capacitors at home on the breaker boxes that had heat pumps and things and we saw about an 18% decrease in our electric use. We kicked that around. Did you ever follow up with that?

Mr. Consalo: Yes, I did. I called the gentleman the first time. He came with a price of about a hundred and some thousand dollars to do the middle school. The second time, I got him down to about \$20,000 and could never get him in to do it.

Dr. Parrish: Interesting.

Mr. Consalo: But, I did follow up and I even had a contract signed for him and he broke up with his partnership that he had with someone else and he could never do it. It looked like a good idea, I'm still trying to find somebody who could do it. If I do, we will look into it.

Dr. Parrish: Personally, it was a 15%-20% savings and when I talked to him, he said, well I'll do it free. I'll put a few in for a couple months . . .

Mr. Consalo: It didn't happen.

Dr. Parrish: . . . We'll see how it works, so that's interesting.

Mr. Consalo: But, I did try, and I did talk to him. I had him out and he came out and his partner and him broke up. He had somebody else and they came out and looked at it, and they had it down to a reasonable amount and they were going to save so much. It wasn't 18%, it was a little bit less, and I said alright, let's put a couple in and try it. I haven't seen him since.

Dr. Parrish: Perfect. So, maybe we can find an alternate vendor. It worked for us.

Mr. Consalo: Yes, it's something they've been doing in factories for years.

Dr. Parrish: Sure. It's a great concept.

Dr. Cronin: One more comment. I'm just looking at that 81% utilities and I remember, I think it was probably 2 years ago, that we did that whole assessment of electricity, I believe . . .

Mr. Consalo: That's correct.

Dr. Cronin: . . . and we got rid of refrigerators, microwaves. Is there something else we can do to look at how can we cut costs in terms of our overall utilities?

Mr. Consalo: Get rid of the teachers and the students. We could cut a lot of costs.

Dr. Cronin: I'm serious. You know everything from track electricity to gas.

Mr. Consalo: One thing you want to look at too, we waiver a lot for people using the buildings on weekends and things like that. We come in the building, we don't charge them anything for the building but 85%. We still have to pay for the heating. We still have to pay for the air condition in that area, so there is ways to do that.

Dr. Cronin: I mean, do we have anything like all rooms get their lights turned out every time people leave the room.

Mr. Consalo: We have all the classrooms, except for the middle school and ECC and the middle school in Phase 2 will be changed. ECC, I have a price to do that within the summer that all classrooms will be on motion sensor, the way we have it in the high school that once the students walk out after 15 minutes, they shut off. All the hall lights are on timers, that at 5:00 at the high school, Monday, Wednesday, and Friday half the

lights go out. Tuesday and Thursday, the other half go out. At 12:00, they go out, all of them in the halls automatically no matter what. So, we're already doing that. When we looked at doing the energy savings, which is Act 77 in the high school, we could not get enough savings for some of the things we're already doing. I'm always looking. I even brought to you the General Service, I believe it was about 6 months ago, about using solar energy. It is not feasible right now to do the high school. It would cost \$5.2 million dollars. We would have gotten a \$2 million dollar grant and it takes 15 years to reclaim it. Right now, the solar panels are good for 15 years, so I didn't think it was feasible for us to do it. Mr. Gräb, I think you remember we brought that in and we all agreed that it was not feasible. I'm always looking at different ways. I'd love to stick windmills out in the back to save energy, but I don't think the Township would let me. They complain about the lights, I don't know about the wind mills.

Dr. Cronin: What are we recycling right now in the different buildings? Paper? Plastic?

Mr. Consalo: Anything we can, except for teachers. We're not doing those. We recycle cardboard. We recycle plastic. We recycle paper. Aluminum cans, actually we don't recycle them, we actually, my custodians pick them up and take them out so they recycle them by reselling them because it's not worth the energy to do it. We also do metal cans, so we do all the recycling.

Dr. Cronin: Is that the classroom level or just in the hallways?

Mr. Consalo: It's in the classroom level, but the problem we have is people get real relaxed. We have, the high school and the middle school, have recycling bins in every classroom. The problem we have is that the custodians cannot go through and separate that bin if it's not separated. So, if they do not do that, we do not go through it and do it. Just the same when a kid when they lose a retainer, we don't go dumpster diving.

Dr. Cronin: Maybe we should institute, in New York City, if you miss-recycle something, it's a \$25 fine. For 3 times, then it's like \$10,000. We can do that.

Mr. Consalo: I'd be glad to do it as long I get the money to pay for my budget.

Dr. Cronin: Maybe we can talk to some of the student groups.

Mr. Consalo: We do it every year. I have one or two students that contact me about recycling. I think there was an article in the paper this year about it. It's something that comes up every year. My same statement every year is that we need support from the teachers and the students to make the recycling work.

Dr. Cronin: Thank you.

Dr. Parrish: Thank you, Ed. Mr. Hummel?

Mr. Hummel: Good evening everyone. Most of you know me, I'm Greg Hummel, Director of Food Services or aka The Food Dude. My job this evening is to lay out a buffet of information for you or provide you with a little bit of food for thought.

I'd like to start off and just give you a brief overview of the Food Service program and summarize why we're here and what we do for Derry Township School District. As you're aware, our department has a dual mandate from the Board. First, the meals we serve are designed to make good education possible by giving our kids and our students the high quality nutrition that they need to learn and learn well. We not only provide those nutritious meals through breakfast and lunch, we do a lot of outsourcing of our services where we take the kitchen and kind of fuse it with the classroom or with student and community activities. A lot of things have been really focused around that in the past few weeks. If you look at the play this past weekend, we helped out with the boys' baseball team. We helped the Federated Women's Club out with a recent pork and sauerkraut for 800. The Lion's spaghetti dinner is coming up. We provided over 1,500 breakfast meals for Read Across America. We'll do over 1,000 meals for PTO International night. So, we do a lot of outreach in addition to providing breakfast and lunch.

While we're performing all those tasks, we have to operate as a successful business. We have a mandate to pay for all our expenditures and, if you really think about that, we're unique among all the other departments in the School District, because we have to kind of pay our own way. We do so by actually selling thousands of meals each and every day to our students. We have to pay attention to the business of feeding kids – to make sure that we operate a successful business and through the years, prior to my arrival the District was funding the Food Service operation, over \$90,000 a year. So, we've eliminated that through efficiencies, and actually just really talking to our students – our customers.

I am here today really to tell you that when it comes to doing the two things that you mandated us to do – feeding kids good nutritious meals so they can learn and paying our way in the process, we've actually achieved consistent success. We've stayed modestly in the black. Now some years it might be a little higher, some years a little lower, but we actually have stayed on the black side of the ledger. We haven't asked for any of your assistance at least through money. It takes a dedicated team to do everything that we do each and every day. We have 3 Head Cooks on staff, 2- Assistant Cooks, we only have 4 other Full Time General Cafeteria Employees. We have 23-Part Time General Café Employees, most of those general cafeteria staff are working about 4 hours a day. We have 2 Student positions and 1 Secretarial position. We've actually been pretty successful and I'm very proud of my staff. The 2 student positions, one is a paid and one is a non-paid. It's actually working with those students, working with some of the teachers and providing on the job training. That way, they can gain some success here and go out and be employable. We've had great success – our student last year at the high school is now working at Houlihan's and attending HACC. These are sometimes students with some disabilities, so we're doing very well. We're actually losing one – I believe she's on the agenda. She's going to be getting a part-time job

which will lead into full-time after she graduates. So, we've had a lot of success in that arena.

The dedicated Food Service Team that I just mentioned has managed to operate a self supporting operation while also consistently improving the quality and variety of the food we offer. At the elementary level, we're very age specific. You start at the ECC, a lot of people don't understand trying to feed 1st graders. One meal selection besides the peanut butter and jelly uncrustable, so we kind of keep it really basic and simple. Then you get to the elementary building and there we're offering at least 3 meal selections every day, a variety of fruit and veggies, a variety of milk. Milk that's also served in bottles that are recyclable. Studies have shown that students consume more milk in a bottle, because most of our beverages are bottle oriented so they can see that. We're recycling, when we switched over, it was a lot of bottles, so we are recycling. The students are doing a fantastic job. There is room for improvement. So we keep it very basic at the ECC. We start expanding out a little bit when you get to the elementary and then when you get to the middle and high school, you get the food court environments. The students in the middle school and high school have 4 to 5 different areas in the food court and up to 8 to 10 different entrees selections each and every day. We try to build and make them reimbursable meals, some are on different tiered pricing or they can buy a la carte. Our students are very educated consumers. They are also very demanding consumers, so we try to make sure that we're reaching out and meeting all those demands.

Last week at the High School, because of trying to gather all that feedback from our customers, our customers has been asking for a lot of different variety and new items. We rolled out 11 new entrée selections. In addition to those 8 entrée selections. We rolled out, believe it or not, sushi. It's pre-cooked, so it's more of a California Roll, grab & go salads, wraps, and again, we're hearing that that's what they want. I actually have been talking to parents over the weekend working with the dinner theater crowd and getting some positive feedback. A \$5 order of sushi in the school cafeteria just a few years ago would have been something that's unheard of, but, again, it's educated and demanding customers that we're really trying to reach out. I really think that we're fitting their needs in that half hour lunch time that they get. All the research that's ever been done shows that kids who eat well perform well, standardized tests, they behave better, less trips to the nurse. All these kids deserve this wide variety and nutritious meals that we try to provide to them. Sometimes their offerings and what they are asking for may not be the most nutritious. We're finding by getting in to the classroom, I start with the 4th graders and then work with the middle school and then work with 11th grade high school, our kids are learning about proper nutrition. We've seen since the institution of the Wellness Committee a few years ago and our Wellness Policy, from the institution of that Policy, our students really are making some good choices. There still kids. They still like their cheeseburgers. They still like their French fries. It's everything in moderation. So, you couple everything that we're doing with that talented staff that are committed. They really are very careful in the management of the day to day operations. That has allowed us to continue to operate in the black side of the ledger. I hope you agree that we've achieved a level of success in meeting those twin mandates

– nutritious food, wide variety, and also operating as a business and keeping financially afloat.

Nonetheless, over the past few years, we've all experienced some of the highest rises in food costs that we've ever seen as consumers. I call it that perfect storm that brewing on the horizon. We've been very successful at combating the price increases in food. We've seen 20% increase, which was huge. We as consumers. Here, we've actually seen a decrease. We've actually joined into a purchasing consortium that's based in the eastern part of the state, so that's been a huge cash savings for us.

Food expenditures are about \$570,000 a year, so imagine an increase of a few percent in that \$570,000. For every 5 cents that we increase our meals, it generates about \$12,000 in income. So, we really have stayed financially afloat by trying to increase our sales, but more so controlling those food costs and costs where we can.

Taking a look at our operating balance, you're going to see that back in 2006-2007, we had an operating balance of \$98,000. We dipped then in 2007 and 2008 and then we rose up again in the 2008-2009 to about \$60,000. Those net asset changes also reflect over \$100,000 that we've received from the District. Now, I said we're financially afloat on our own. A few years ago, when the District took a look at Food Services and looked at if they would ever contract out, we learned that if the District contracts out Food Service, equipment is still a part of the responsibility of the District, and graciously, we have received over \$100,000 within this time frame to help replenish some of those aging pieces of equipment, particularly this coming year and next year at the elementary. We greatly appreciate that and we're still working very hard at trying to stay financially afloat, and definitely, that has helped. Remember, 5 cents - \$12,000, some of the equipment can be \$40,000 for an over.

As you'll see, our income has kind of held its own the past few years. It really has not and the money for the capital improvement is also reflected in that income. Our income is about \$1.6/1.5 million, really very minimal growth in sales. Getting a little more detailed, I can show you our income comes from – about 76% comes from student sales. That's one million dollars. That's a lot of meals. A total of 15% is through state and federal reimbursement. Then we have about 9% in catering and vending. The catering revenue would include any costs associated with some of those services that we have to bill out for labor and food costs, even if we're helping with the baseball team or the Federated Women's Club, so revenue is also reflected in there to offset the expenditure. That also includes Hershey Christian School which we provide meal service 3 days a week.

Taking a look at the opposite side of the ledger, our costs. We're at 46% in labor and benefits. That can vary anywhere from 46% to 50%. Almost 50% of our expenditures are labor-related. Food costs – right now we're running about 39%/40%. We're seeing about a half percent to a percent increase right now which is not bad at all. Restaurants, just to put it in perspective, try to go about 35% food costs. We have 11% of other costs, those other costs are equipment repair. There's a lot of upkeep into

equipment repair, the maintenance staff helps in any way that they can to keep those costs down. There are times that we have to go out and have some of our equipment repaired. Then 4% of our expenditures comes from supplies, paper, cleaning.

I believe we all understand the cost of good nutrition and the cost of good education. The Food Service Department is here to support those efforts every day within our District. First, we have to serve meals to make good education possible giving our kids the good education they need to learn. Second, we need to pay our own way. My group of committed staff works hard each and every day. We owe it to the students that we serve to provide the variety and the types of foods that they actually demand and need. The variety of food selections have to be both healthy and appealing, so we try to keep that healthy balance. Everyone has an opinion about food and we try to live up to everyone's opinion, but that can be a daunting task at times. I think we're making this challenge work and we welcome feedback, your comments, and we are truly here to serve education every day. I'd be happy to answer any of your questions.

Dr. Parrish: Thank you, Mr. Hummel. Questions?

Mr. Gräb: Not a question, just a comment. Just so we don't get a misrepresentation here, the food supplied to the Hershey Christian School is done on a cost basis, that's not supplied by taxpayer dollars. Some people might get the wrong idea.

Mr. Hummel: That is correct. We do so to, we don't make a lot of profit, we're helping a neighbor, but we are covering our costs. We are making some profits. We sell the same type of meal from our elementary school, which the children pay \$2.55 to the Hershey Christian School with no beverage at \$3.00. So, that helps. It's a few thousand dollars, but in our world, every year, a few thousand dollars really helps, so thank you.

Mr. Morelli: Just a quick comment and a question. Sounds like you're doing a great job. You probably can tell by looking at me, I'm not a very picky eater, but my wife has a heck of a time with my two boys and for you guys to do it for 3,000 students, that is incredible. I was wondering. I saw your graph about the catering. Can you tell me about the catering? Do you go out and solicit? When folks come to you, how do you give them your estimates and how do they compare to some of the other folks in town that can handle big crowds?

Mr. Hummel: That's a good question. First, we can't solicit, let's say, go out and say we'll do your wedding or we'll do your reception. We get into some tax and IRS laws, so we avoid that. The catering that we're doing is really internal. It's actually a service. Most cases, we're providing, it could be a breakfast. PETE&C was here in town which was the technology conference. They held some pre-conference, AI? Pre-conference workshops here, so we fed them breakfast and lunch. We can do so, because they're non-profit. That was providing a service to them – small profit. In school – if we have a group that wants to have a banquet, if they go out, which is their choice, they might pay \$20-\$25 a meal. We can offer compatible, our services are somewhat limited and we

don't have wait staff, but we can do a compatible with a great cost savings to them and still squeak by with a few extra dollars to help pay for those upkeeps and those other costs. Am I saying we make a profit? No, but it helps to offset the costs. We don't do events where we lose money, we can't do that.

Mr. Morelli: Sure.

Mr. Hummel: So, we try to help out with our internal groups. It really saves them money.

Mr. Morelli: Right.

Mr. Hummel: I can understand that there are times that they want to go out. The dinner theater was nice having the boys do the wait staff, but typically our service is buffet.

Dr. Kepler: Just a comment to give Greg kudos here too. When we cater out or do catering events, to give you an idea of the staff, he talked a lot about his own staff, but musical week, he worked 81 hours last week with the events taking place. That's the kind of commitment that Greg personally has in providing the service to our students and school and community at large.

Mr. Morelli: That's incredible. I'll put a plug in for using your services to some of our booster clubs, especially the bigger ones, instead of going elsewhere in the Township. I really wish they would consider using your services, or at the very least, give you a chance to give them an estimate. I know everybody at the end of the season wants to have a big party and at the end of the day, I think the kids, if they can get together with their buddies and have some food and just yuck it up a bit, they don't care where they're at. We have a great school. You have a great facility, and it sounds like you have a great staff.

Mr. Hummel: I do.

Mr. Morelli: And you provide a great service at a real good price so that they could do something else with some of the money you're saving.

Mr. Hummel: We tailor our programs. A few years ago, we tried to come up with a menu and we kind of threw that menu out the window because, if you come to me and you have a group of 100 and you give me some ideas, I'll cost it out for 100. It's probably going to be more than it is for 200. We can easily prepare almost twice as much food. You absorb some of the cost savings. We tailor everything. It makes it a little more work on our end, but we tailor everything.

Mr. Morelli: I'm sure I'll sound like a broken record at the end of 4 years, but I really wish they'd consider – I mean, we have no policy right now in booster clubs and such, but it's just something they ought to keep in mind.

Mr. Hummel: Thank you.

Dr. Parrish: Thank you, Greg. I think everybody here feels you do a good job and it doesn't go unnoticed. We really do appreciate your efforts. You said there are very few school districts that have a Food Service that operate in the black and we're very fortunate, so thank you very much.

Mr. Hummel: Thank you.

Dr. Parrish: Mr. Yarian, I believe.

Mr. Yarian: Yes, thank you. This is an opportunity I have to speak to you and not mention bus corrals. I'm Dave Yarian, Director of Transportation, and I'll be presenting the transportation budget and covering staff, equipment, and what our department does.

We have 36 bus drivers. All of our drivers go through an extensive training program. We do all of our training within. We have two state certified instructors. I am a certified CDL examiner, and we have another examiner. Bus drivers also have to maintain their certification to drive buses continuing education. They have to maintain a record of classroom time and so forth to maintain their license. So, we have a group of very safe drivers. We have 2 mechanics that are dedicated to District vehicles and equipment. The mechanics are actually Township employees, out of the 5 employees, 2 mechanics are dedicated to school buses. We have 41 buses, 4 vans, and we also maintain the buildings and grounds equipment.

Our school buses go through two inspections, just like you get an inspection on your car, instead of annual, these are done semi-annual on school vehicles. A state police inspection is done once a year where the state police come in and crawl under the buses and look at the buses and check them all out. We have a really good record with the State Police. We go year after year. They come in and inspect all the buses and frequently find nothing – maybe a light that's burned out during the process and we fix that while they're still looking at the bus. We have a very good record with that.

Preventive maintenance is something that I feel very strongly about. We do "A" Service every 3,000 miles where we bring a vehicle in and go over 30 items that we check over on the bus to make sure that it's safe and try to prevent any breakdowns on the road. Then we do a "B" inspection on the vehicles at 6,000 to 15,000 miles. That's changed over the years. It used to be everything was done every 6,000 miles depending on the vehicle, but we started doing fluid analysis and finding out how long we can get to do these services, because fluids have changed a lot. They've become a very expensive commodity. It didn't use to be. It used to be changing oil was cheap maintenance. That's the best thing you could do, but now that's not so much the case. We send our oil out for analysis and it tells us just how long we can get on fluid changes and that's helped us extend that considerably.

Some of the scope of our services: we do about a half million miles a year to and from school. We do about 307,000 miles for special needs students, and that includes, not just special needs, but extended school year in the summer and that type of thing. About 678 sports trips and about 262 instructional trips, and I need to say that is down by about a third from what it has been in the past. We did look in the last couple of years at instructional trips and making sure that they really matched the curriculum and that we weren't doing duplications, so that's been cut down actually quite a bit. We have 513 bus stops for each run that we do every day.

Some of our program initiatives are the two tier system. Although there is not much more that can be said about two tier, it does involve a lot of things from me in that routes are going to be completely revised. We're looking at numbers as we put high school and middle school students together. The bus corral loading and unloading safety procedures, that's going to be a lot of additional training for staff. That staff is not just the drivers, the teachers and everybody that will be involved in getting the students on and off the bus. There will be additional training because we're going to be adding additional people and the people we do have obviously are going to need some additional training.

Our budget – \$2,109,722 this year \$2,163,789 next year, so not too much of a change there. The increases for next year will be about \$25,000 for our special needs student transportation which is going up a little bit, some additional radios, because we're buying additional buses, extended school year transportation and then the 5 additional drivers. The reason the total budget is just going up \$54 even with the \$107,000 increases is because we're also going to see some savings. The two tier savings will be reduced fuel and, of course, we haven't had years of experience yet, but I'm estimating about \$4,000 in supplies.

Some of our program initiatives will be, like I said, the two tier transportation. Mileage will be cut by 1/3 because we'll be running twice instead of 3 times. An additional 5 buses, the addition of a contracted non-public route, and 5 additional drivers. Mr. Rineer has run some calculations for me and came up to about \$404,000 of savings in fuel and maintenance and so forth over a 10 year period of time.

Okay. I'll take any questions.

Dr. Parrish: Questions for Mr. Yarian?

Mr. Morelli: Just a quick question. The non-public number – the \$25,000. Why is that increasing?

Mr. Yarian: Because we're adding, with the two tier system, we're adding 6 buses and 6 routes, but we're only buying 5 buses. The 6th one we get by contracting out and then we'll take the bus that we're now using for that non-public route and we'll have that bus also. That will be our 6th bus and driver.

Mr. Morelli: Can you tell me about, do you ever rent special buses other than school buses for field trips and sports trips? How's that work?

Mr. Yarian: Some of the sports teams use coach buses if they're going a long distance and that's usually just for playoff or championships, that type of thing, not for the normal games. If they're going out of state, sometimes we'll use coach buses because we don't go out of state with the buses. It's not done a lot, but it is done some, yes.

Mr. Morelli: Last year, they used coach buses, I believe, for a football scrimmage at Mt. Carmel.

Mr. Yarian: Okay.

Mr. Morelli: I think the rationale was that kids are going to get, it was hot, it was early in the year, and they're sweating playing football, what do they care? They're sitting in a school bus or an air conditioned bus. I was just wondering about the rationale. Is it a mileage thing?

Mr. Yarian: To my knowledge, and I'm not always involved in that, but to my knowledge, it's just for something special like a playoff, a championship. It usually involves some distance.

Mr. Morelli: Yeah, this was the second scrimmage of the year, which was at Mt. Carmel.

Mr. Yarian: Yeah, I'm not sure what . . .

Mr. Stover: It might have been the boosters involved with that.

Mr. Yarian: I am not always involved with that type of thing by.

Dr. Parrish: Your 10 year projection savings doesn't include a longer life for our buses because of the decrease in mileage.

Mr. Yarian: Yes, I did not include that, because that's kind of a, I'm not sure at this time, because really the buses deteriorate because of the elements more than they do miles on the bus. There could be some savings there, but not enough that I want to lay it on the line and say add that in there, because it's kind of a wait and see at this time.

Mr. Gräb: Bill, you stole my thunder.

Dr. Parrish: Any other questions?

Mrs. Sheffey: How difficult is it to hire new bus drivers? Are you going to have trouble getting these 5?

Mr. Yarian: Well, it's not easy. We're advertising now. The reason I'm really trying to hire now is because as we need more bus drivers for next school year, I don't want to have a whole lot of brand new people that have never been on a bus with kids before on the first day of school. So, we want to hire them, bring them in as subs, and give them a little bit of experience on the buses with students. We can train them over the summer and get them their license, and tell them what it is like with students on a bus, but they really need to experience it first to know whether they're going to stay. Even when we hire them, they don't all make it through the training once they get in it. It's easy to learn to drive the bus. People think that's hard coming in up front, but once you get through the training, it really is not difficult to drive the bus. The challenge is learning how to manage the students. You're turning your back on them, looking in the mirror. Not too many teachers can take 3 classrooms worth of students, put them in a tin can, turn their back on them, and manage them well and have the students behave and the students have to end up liking them to, so that makes it even tougher. It is challenging, but we have some really good instructors that do a real good job. If you know of anybody, we are looking. We have some people right now that are out for long term medical things, so we're really struggling at the moment for staff.

Dr. Parrish: Any other questions for Dave? Dave, thank you very much.

Mr. Yarian: Thank you.

Dr. Parrish: We appreciate that.

UNFINISHED BUSINESS

4.01 Unfinished Business

None.

NEW BUSINESS

5.01 Anticipated Agenda Items for the March 22, 2010 Public Meeting

Dr. Parrish: The following items are anticipated agenda items which will come up for vote at our next public meeting. These are for information only, so take time to review these. These will be on the agenda for a vote at our next meeting in two weeks.

1.	Approval of March 8, 2010 Board Minutes
2.	Standing Committee Report - Finance
3.	2010-2011 Budget Presentations: <ul style="list-style-type: none"> • Staffing 2010-2011
4.	Approval of February 2010 Finance Report (Mr. Rineer)

5.	Budget Transfers (Mr. Rineer)
6.	Requests for Payment (Mr. Rineer)
7.	2010-2011 Capital Area Intermediate Unit General Operating Budget
8.	Approval of Real Estate Tax Assessment Appeal Settlement
9.	Approval of New Textbooks
10.	Requests for the Use of Facilities (Mr. Elias)
11.	Personnel
12.	Students of the Month (Mr. Tredinnick)
13.	Announcement of Staff Development Conferences

5.02 Authorization to Proceed with the Issuance of General Obligation Bonds, Series of 2010

The Board of School Directors of the Derry Township School District authorizes the Administration to work with RBC Capital Markets, as Financial Advisor, and Rhoads & Sinon, LLP as Bond Counsel, to provide funds to refinance General Obligation Bonds Series of 2004A and General Obligation Bonds Series of 2005, to structure savings over a period of time to accommodate new payments, to maintain the current School District debt service budget, and to provide new funds for future capital projects, with the amount of the new money borrowing to be determined at a later date.

Mr. Gräb moved the Board approve the request and was seconded by Mr. Stover.

Dr. Cronin: I just want to make a comment. I agree with refinancing of bonds to save money. That's always a great idea. We specifically say on here to maintain the current the School District debt service budget. I just want to make a comment that I think it's also important for us to realize that we don't have to necessarily always maintain that same debt payment. That it would be nice to bring that debt down, so borrowing new money isn't always a good thing even if the debt service stays the same, I'd like to see that line item become less than it is rather than just maintain it.

Dr. Parrish: Any other comments?

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Absent

Gräb – Yes

Hagan – Yes

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.03 Appointment of Special Counsel

The Administration recommended the appointment of Marc D. Jonas, Esquire, Eastburn and Gray P.C., as special counsel for certain real estate and taxation matters where a conflict of interest may exist with respect to the District's Solicitor. Compensation shall be a mutually agreed hourly rate.

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

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Absent

Gräb – Yes

Hagan – Yes

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.04 Approval of Policy 707 Use of Facilities

The Administration recommended the approval of Policy 707 Use of Facility of the Derry Township School District Policy Manual which has been on display for the past 30 days in the following locations: Hershey Public Library, Derry Township Tax Office, Derry Township Municipal Office, Hershey High School Library, and the District Office.

Mrs. Sheffey moved the Board approve the request and was seconded by Dr. Hagan.

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Absent

Gräb – Yes

Hagan – Yes

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.05 Approval of Citizens Advisors

The Administration recommended the approval of the following community members to serve for a two-year term beginning March 2010 as citizen advisors to the Communication, Finance, General Services, Policy Standing Committees and Curriculum Counsel.

Communication:	
	Chris Barrett
	Diane Leonard
	Heidi Eby
	Gregory Raab
Finance:	John Dunn
	Bunny Hottenstein
	Alan Malkoff
	Mike Mimoso
General Services:	AnnMarie Schupper
	Bruce Hancock
	Michael Leonard
	Glenn Rowe
Policy:	Tracy Burke
	Mark Jacobson
	Amy Morgan
	Karen Rippon
Curriculum Counsel:	Balwant Chohan
	Susan Foxx
	Jonathan Everett
	Kelly Renaud

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

Dr. Cronin: I just have a question. I just want to find out if there was anybody who applied that did not get appointed and how many people did that involve that were denied?

Dr. Brewer: There were just a handful of people that we could not accommodate. I'm going to say maybe about 3 or 4 out of all those that are listed here. We actually did call a few folks to ask them if they would consider going on a different committee so that

we could accommodate their interests and they agreed to that. But, our bylaws have us not having more than 4 citizens advisors on any standing committee.

Dr. Cronin: Okay, because my bias would be, number 1, if there were 3 or 4 people who were not able to get on these committees, I, well, two points: (1) if there is someone who is already been involved as a citizens advisor and are now interested in a different committee, I would give somebody else preference rather than keeping the same. . . I see a couple people who have moved committees. I'd rather have new people come on than just the same people just changing committees. I also see on here two former Board members. I love that they want to stay involved, but their voice has been heard year after year. I'd love to see those 3 people on here instead of some of the people that have been on here already. I just think that's important not to just let the same, for example, I see someone on the Communications Committee who was on Curriculum before. We need to have new people in there I think. To have the same people in doesn't give a good, I don't think it has a good perception that we have the same people. We want new voices. To deny 3 or 4 people and keep the same ones. I just personally don't think that we're doing ourselves the best service that we could.

Dr. Brewer: This was something that was carefully looked at by the Human Resources Standing Committee and our rule of thumb when we're looking at it is to try to bring two new people on and retain two people that were seasoned. So, I would think in the next process that some of the seasoned people would circle off and new ones would come on.

Dr. Cronin: Well, they're all new on the Communications Committee.

Dr. Brewer: Well, that's a new committee.

Dr. Cronin: Right, exactly. So, I think that would have been a great area for somebody new rather than someone's who has been on a different committee. That's just my bias. I think we need fresh blood.

Mrs. Sheffey: Lin, I have a question. Are these two year terms, correct?

Dr. Brewer: Yes.

Mrs. Sheffey: So, some of the current people. I'm looking at Finance, I know John and Bunny, and they still have a year left.

Dr. Brewer: That's true.

Mrs. Sheffey: So they couldn't roll off.

Dr. Brewer: That's true. Well, the two year terms expire in August of this summer, I think. I'll have to look at that.

Dr. Parrish: Most people who are being reappointed this year are already into their term. It's not an additional two years. It's to continue, correct?

Dr. Brewer: On Finance, there are 2 that would be . . .

Dr. Parrish: An additional two years.

Dr. Brewer: An additional two years, yes. And General Services, one.

Mrs. Sheffey: Okay.

Dr. Parrish: Any other comments?

Dr. Cronin: The 3 people that were denied were they able to, they were not interested in the Communications Committee? I just want to make sure that, I wasn't there for your process, but I want to, maybe everyone doesn't know that some people were on a different committee and just moved and when someone else that's new got denied, I think that really needs to be weighed in there. You know, to have someone on the CAC, a different CAC and just move around and always be involved in place of somebody else, I think we're not doing our citizens a good service.

Dr. Parrish: So, Lin, did you talk to each of the people who weren't appointed this year?

Dr. Brewer: No, I did not talk to them yet.

Dr. Parrish: Okay. I think you should do that.

Dr. Cronin: I would really like to see that revisited, because I really don't want us to have the perception of duplicity or always having the same people having a voice if new people are actually interested.

Dr. Brewer: Well, I would suggest duplicity is a pretty strong word.

Dr. Cronin: Give me a thesaurus. The same people having a chance to be on different committees when new people aren't having a chance.

Dr. Brewer: Well, you know, I'm speaking for the HR Committee now, but Communication is brand new, so those 4 are brand new.

Dr. Cronin: [Not audible] was on the Curriculum Council before, so they're just moving committees and taking up a spot where a new person could come on, which I think is important.

Dr. Parrish: I think that we spent about an hour and half Friday morning going through these things in detail.

Dr. Brewer: Looking at the resumes.

Dr. Parrish: Looking at resumes, looking where people fit where we thought some people , for instance, one person on the Communications Committee had expressed an interest in another committee and it was just too tight, so Lin contacted them and they were willing to serve there and will do so well. I know them well. So, I think at this point, we really put some due diligence in and . . .

Dr. Cronin: But were you aware that you were assigning someone from a previous committee to another committee and blocking someone who had never been on a committee, because I think that's important. I mean, if you didn't know that, then . . .

Dr. Hagan: I think some of the committees had less interest than others, so you're probably referring to the Communications Committee.

Dr. Parrish: There weren't 4 people who . . .

Dr. Hagan: There were not 4 people. There were not 4 people.

Dr. Parrish: We filled that with other people from interest levels – interest in certain committees that were overloaded. We couldn't accommodate, so I think we really tried hard to do our due diligence.

Dr. Brewer: Looking at their resumes and where their experiences were and where we felt that we could toggle over to Communications, we did that, but I do believe that HR did their due diligence in looking at these and I do think that we can circle back to those few people that – one of the big committees that people were interested in was General Services. My recollection was that we had about 12 people that were interested in serving on that, so that's impossible to accommodate and they listed nothing else.

Dr. Parrish: All 4 of those appointees are new. AnnMarie's been here. She's a holdover, but 3 of the 4.

Dr. Cronin: Do you think that it would be too much to make sure that the 3 that are denied were not interested in Communications? The only one that I could think of offhand that is a reassignment of somebody else to hold off and make sure that none of them, one of those 3, wanted to be on that committee? I hate to see someone denied and . . .

Dr. Parrish: My opinion is we go ahead and accept the recommendations of the Committee. Lin, I would request that you would contact these 3 people and explain to them the procedure so they know the reasoning.

Dr. Brewer: I intend to.

Dr. Parrish: And if the Board feels we should revisit this, then we can certainly indicate that by voting negatively on the motion.

Dr. Brewer: I was going to contact all of them tomorrow.

Dr. Parrish: So, what I would suggest, Mr. Rineer, is we take a roll call vote and if the Board feels that we should leave this open, I'm sorry John.

Mr. Gräb: No, I just wanted to thank these 20 people for stepping forward and volunteering to serve on these committees. As I read down through the list, I see several names of people who have come with concerns and spoken to us in Board meetings and having them on board on some of these committees is going to give them a more in depth understanding of what we do and what we go through. I just wanted to add that.

Dr. Parrish: That was actually part of the consideration we gave. So, I would suggest we go ahead with the vote and if there is a desire by the majority of the Board to not fulfill this roster of advisors tonight that would be indicated by a no vote.

Dr. Cronin: Is it too late for those 3 to be contacted? Okay.

Dr. Parrish: Mr. Rineer.

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Absent

Gräb – Yes

Hagan – Yes

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.06 Requests for the Use of School Facilities

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

<i>Group:</i>	Hershey Youth Field Hockey
<i>Date/Time:</i>	July 12 - 15, 2010 9:00 a.m. - 1:00 p.m.
<i>Requested Facility:</i>	Middle School Grass Field Hockey Field
<i>Event:</i>	Summer Camp
<i>Fee:</i>	None

<i>Group:</i>	Hershey Youth Field Hockey
<i>Date/Time:</i>	Monday through Friday September 7 - November 12, 2010 5:00 p.m. - 7:00 p.m.
	Saturday or Sunday September 11 - November 7, 2010 1:00 p.m. - 4:00 p.m.
<i>Requested Facility:</i>	Middle and High School Grass Field Hockey Fields
<i>Event:</i>	Fall Practices and Games
<i>Fee:</i>	None

Dr. Cronin moved the Board approve the request and was seconded by Dr. Hagan.

Roll Call Vote:

Chabal – Yes

Gräb – Yes

Parrish – Yes

Cronin – Yes

Hagan – Yes

Sheffey – Yes

Donahue – Absent

Morelli – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.07 Personnel – Resignations

Dr. Kepler: As Mr. Waybill said earlier, it's actually a good thing that that number got out – 344 years of teaching will go with our retirees here this June, so, as you know, it's hard to replace that level of experience and knowledge. I personally congratulate the folks on their careers here at Derry Township School District. At this time, The Administration recommends the approval of these resignations as listed:

Professional:
Cavallaro, Kristie Guidance Counselor High School Reason: Retirement Effective: At the end of the 2009-2010 school year and not later than 06/30/2010
Connor, Judith Grade 2 Teacher

Elementary School
Reason: Retirement
Effective: At the end of the 2009-2010 school year and not later than 06/30/2010

Dailey, Robert
Grade 6 Teacher
Middle School
Reason: Retirement
Effective: At the end of the 2009-2010 school year and not later than 06/30/2010

Dickinson, Robin
Life Skills Teacher
Middle School
Reason: Retirement
Effective: At the end of the 2009-2010 school year and not later than 06/30/2010

Fowlston, Janice
Grade 2 Teacher
Elementary School
Reason: Retirement
Effective: At the end of the 2009-2010 school year and not later than 06/30/2010

Fricke, Allen
Health/PE Teacher
High School
Reason: Retirement
Effective: At the end of the 2009-2010 school year and not later than 06/30/2010

Gamble, Martha
Business Education/Career Education Teacher
High School
Reason: Retirement
Effective: At the end of the 2009-2010 school year and not later than 06/30/2010

Kreider, Susan
Grade 3 Teacher
Elementary School
Reason: Retirement
Effective: At the end of the 2009-2010 school year and not later than 06/30/2010

McCann, Richard
Social Studies Teacher
High School
Reason: Retirement
Effective: At the end of the 2009-2010 school year and not later than 06/30/2010

Ogilvie, Carol
English Teacher
High School
Reason: Retirement
Effective: At the end of the 2009-2010 school year and not later than 06/30/2010

<p>Peck, Marian Reading Specialist Elementary School Reason: Retirement Effective: At the end of the 2009-2010 school year and not later than 06/30/2010</p>
<p>Seaver, Susan English Teacher High School Reason: Retirement Effective: At the end of the 2009-2010 school year and not later than 06/30/2010</p>
<p>Zimmerman, Jane School Nurse High School Reason: Retirement Effective: At the end of the 2009-2010 school year and not later than 06/30/2010</p>
<p>Classified:</p>
<p>Ellingson, Katie Teacher's Aide Elementary School Reason: Personal Effective: 02/26/2010 (retroactive)</p>
<p>Steyn, Corné Co-Op Student General Food Service Worker High School Reason: Personal Effective: 03/10/2010</p>
<p>Warren, Jeanne Nurse Assistant High School Reason: Retirement Effective: At the end of the 2009-2010 school year and not later than 06/30/2010</p>
<p>Zimmerman, Margaret General Food Service Worker High School Reason: Personal Effective: 02/02/2010</p>

Mrs. Chabal moved the Board approve the resignations and was seconded by Mr. Stover.

Mr. Gräb: I just want to second Dr. Kepler's comments about the value of these people's longevity. Going down through the list, I even see some people that my daughter had in class years and years ago.

Dr. Parrish: John, I agree. It would be inappropriate to point any individuals out, but this list is loaded with people who have been the cornerstone of our School District.

Mr. Stover: John, some of those people were here when I was going to the high school.

Mr. Morelli: Like Bill said, I don't want to name anyone, but 3 of the folks on that list and I'm sure they are all great teachers and have had all great careers, but like Chuck just mentioned, I've not only had the pleasure of having both of my children have 3 of these teachers in high school, but I also had them. I can just imagine the thousands of children between the two of us or the 3 of us that they've touched whether it's academically and some of them are coaches. It's just incredible. That's one of the reasons I'm here is because of folks like them and their dedication to this community. Thank you.

Roll Call Vote:

Chabal – Yes	Gräb – Yes	Parrish – Yes
Cronin – Yes	Hagan – Yes	Sheffey – Yes
Donahue – Absent	Morelli – Yes	Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.08 Personnel – General

1.	The Administration recommended the approval of the following appointments:
	Classified:
	Teets, Wendy Substitute General Food Service Worker District-wide Salary: \$9.01 per hour Effective: 03/15/2010 (pending receipt of Act 114 clearance)
	Warren, Jeanne * Substitute Nurse Assistant District-wide Salary: \$20.56 per hour Effective: 08/30/2010
	Zimmerman, Margaret * Substitute General Food Service Worker District-wide Salary: \$9.01 per hour Effective: 02/02/2010 (retroactive)

	Transfer of Classified Staff:
	<p>Bryce, Jana * From: Substitute Recess/Cafeteria Aide Elementary School To: Cafeteria Aide (replacing Marie Sotack) Elementary School Level A: 3.0 hours per day Salary: \$10.92 per hour Effective: 03/09/2010</p>
	Limited Service Contracts:
	<p>Ferrara, Kaitlyn Volunteer Assistant Varsity Girls' Lacrosse Coach High School Effective: 03/09/2010 (pending receipt of Act 34 and 151 clearances)</p>
	<p>Flood, Ashley * Volunteer Varsity Track and Field Coach High School Effective: 03/09/2010</p>
	<p>Mason, Jennifer Volunteer Assistant Varsity Track & Field Coach High School Effective: 03/09/2010</p>
	<p>Turk, Meghan Volunteer Varsity Assistant Softball Coach High School Effective: 03/09/2010 (pending Act 151 clearance)</p>
2.	The Administration recommended the approval of the following request in accordance with District Policy 438.1:
	<p>Costello, Patricia Art Teacher Middle School Compensated Professional Development Leave Effective: 08/26/2010 through 06/09/2011</p>
3.	The Administration recommended the approval of the following request in accordance with District Policy 535:
	<p>Umipig, Pamela General Food Service Worker High School Paid/Unpaid Family Medical Leave (up to 12 weeks) Effective: 02/15/2010 (retroactive)</p>
4.	The Administration recommended the approval of the following additions to the 2009-2010 Guest Teacher List:

	Bennett, Joshua Lawson, Whitney Yarbrough, Elizabeth
5.	The Administration recommended the approval of the following additions to the 2010-2011 Substitute Teacher List:
	Cavallaro, Kristie M.E. in Guidance Counseling from Millersville University of Pennsylvania with teaching certification in Family Consumer Science
	Dailey, Robert B.A. in Elementary Education from Eastern College
	Dickinson, Robin M.E. in Teaching and Curriculum from Pennsylvania State University with teaching certification in Mentally/Physically Handicapped and Elementary Education
	Fowlston, Janice M.E. in Elementary Education from State University of New York
	Fricke, Allen B.S. in Health and Physical Education from West Chester University of Pennsylvania
	Gamble, Martha M.E. in Vocational Education from Temple University with teaching certification in Marketing, Typewriting, Cooperative Education, and Distributive Education
	Kreider, Susan M.E. in Elementary Education from University of Pittsburgh
	McCann, Richard B.S. in Secondary Social Studies from Millersville University of Pennsylvania
	Ogilvie, Carol M.E. in English Education from Shippensburg University of Pennsylvania
	Peck, Marian M.E. in Developmental and Remedial Reading from Pennsylvania State University with teaching certification in Elementary Education
	Seaver, Susan M.E. in Reading from State University of New York College at Cortland with teaching certification in English Education
	Zimmerman, Jane B.S. in Public School Nursing from Mansfield University of Pennsylvania
	* <i>This individual is currently an employee and/or volunteer. Clearances are on file.</i>

Dr. Cronin moved the Board approve the personnel recommendations and was seconded by Dr. Hagan.

Dr. Kepler: Just a comment. You can see their not going far, most of them are [not audible] substitute list.

Dr. Parrish: Yes, you're right.

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Absent

Gräb – Yes

Hagan – Yes

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

DELEGATE REPORTS

6.01 Dauphin County Technical School Report

Mr. Gräb: Yes, the Dauphin County Technical School Joint Operating Committee will meet this coming Wednesday, March 10. At the following meeting, either Mr. Morelli or myself will give you a report.

Dr. Parrish: Excellent.

6.02 Derry Township Tax Collection Association Report

Mr. Stover: The Dauphin County Tax Committee will meet on March 17 and the local Tax Collection Association will meet on March 25th and we'll have a report after that.

Dr. Parrish: Thank you.

6.03 Harrisburg Area Community College Report

Dr. Donahue has an excused absence, so there is no report.

6.04 Capital Area Intermediate Unit Report

The February meeting was cancelled due to all that lovely weather that we had. I was actually quite surprised to note in our agenda tonight that our next Board meeting we'll be voting on the budget, so with any luck, I'll be able to come up to speed and have some information to share with my fellow Board members on what that entails.

Dr. Parrish: Thank you.

SPECIAL REPORTS

7.01 School and Community Information Report

Mr. Tredinnick: Thank you, Mr. President. We were talking a little bit earlier about parts of the various committees' report information already being covered and indeed, one of the things that I was going to mention to you here this evening has been discussed. But that's good, because they are all very positive things that deserve to be front and center both before this Board and the community.

Just to sort of recap, if you will indulge me for a minute, some of the outstanding things that happened just over this past weekend. Of course, we did have a very successful spring musical that occurred at the high school. The girls basketball team has now earned a spot to play in the PIAA state championship tournament. Both the boys and girls swimming and diving teams did very well as was mentioned at Districts with the boys taking 1st place, the girls taking 2nd place. Individual swimmers will be competing at the state level, I believe, a total of 29 students between those 2 teams are going to be swimming at the state level. We also had students who are participating at the Capital Area Science Fair. We pulled a double, if you will. The co-grand champions of that even which are from high schools all around the region were both from Hershey High School. The ice hockey team, I understand has won the Bears Cup again, and I am sure I have missed something. The memory team! The memory team captured the national championship. We had one young lady who was a participant on the team actually finish 4th in the nation. Hamisha Patel. She was the top rated female in the entire competition. All 3 individuals who beat her, she was only female in the final 7, so congratulations to her. We also had a student tie her own national record for memorizing names and faces, 159 of those. So, again, that's probably just scratching the surface. I'm sure I've overlooked someone's remarkable accomplishment, but that just gives you a sampling of the kind of things that are students are doing.

We also had an opportunity here at the District Office this past week to host some of our students whose art work you see displayed out in the hall. This is kind of a special opportunity, because these are students from multi-disability support class and our life skills class at the middle school, so Dr. Brewer asked that I show you some of the scenes from that little art show and reception that we had here, so again, if you would continue to indulge me for a second.

I will say that that was a very special treat for those us who get to work here in the District Office and not just the cookies you saw at the end, but for a lot of the folks who work in this particular office, we don't have the opportunity on a day to day basis to interact with the students and so it was very nice of them to share their art with us and also share some of their time. I encourage everyone on the way to take a look at some of the very talented young artists we have here in the District.

Dr. Parrish: Thank you very much.

7.02 Board Members' Report

Mr. Morelli: Just two comments. One, first of all, Mr. Waybill was very modest this evening when he talked about the play. He and the other folks in the play did an incredible job and I wish I looked that good in red.

Mr. Waybill: Thanks.

Mr. Morelli: The other thing is it's no secret and we can see by tonight that booster clubs raise a lot of money or have the potential for raising a lot of money. I know, and I think read in the paper a week ago, that someone on the West Shore stole a bunch of cash from these kids and their booster clubs. I'm hoping that we can sort of put some controls in place for whoever is in charge of these things to sort of keep an eye on that. Thank you.

Dr. Parrish: Thanks Chris. Any other comments?

7.03 Superintendent's Report

Dr. Brewer: I just want to point out that tonight was the last of the mini-budget presentations. You've now heard from the administrative team regarding their departments and their buildings. I hope you're as proud of them as I am. I think tonight was another example of how passionate they are about what they do and how they all get that everything we do is for kids and for the mission of this School District. I'm just so pleased that I have this wonderful team to work with.

So, what will happen is at the next meeting, I will do the staffing presentation with the help of my friends and then we will do the capital presentation and then we will do the preliminary budget. There is a lot of robust conversation that will happen in the Board room in the next couple of weeks and that will be a good healthy dialogue for us to have.

Dr. Parrish: Thank you.

7.04 Board President's Report

No report.

RECOGNITION OF CITIZENS (Non-Agenda Items)

8.01 Recognition of Citizens

None.

ADJOURNMENT

9.01 Adjournment

Dr. Parrish: The next public School Board meeting will be held Monday, March 22, starting at 7:00 p.m. in this room.

Dr. Cronin moved to adjourn, with a second by Mrs. Chabal and, approved by unanimous voice vote by all members. The meeting was adjourned at 8:37 p.m.

Dr. Parrish: Thank you everybody.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the March 22, 2010 meeting

Dr. William Parrish
President of the Board

LDM