

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

April 12, 2010

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Monday, April 12, 2010, in the District Office Board Room. Dr. Henry Donahue, Board Vice President, called the meeting to order at 7:02 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. Chris Morelli
Mrs. Ellen Sheffey

Excused:

Dr. William Parrish
Mr. Charles Stover

Superintendent:

Dr. Linda Brewer

Secretary:

Mr. Stephen Rineer

Solicitor:

Brian F. Jackson

Student Representative:

Ms. Shruti Shah

Press:

Mr. Drew J. Weidman THE SUN
Mr. Dan Miller THE PATRIOT NEWS

Representatives of the Administrative Staff: Mr. Dan Tredinnick, Dr. Bernie Kepler, Mr. Ed Consalo, Mr. David Yarian, Mr. Joe McFarland, Mr. Sam Elias, and Mr. Al Harding.

Representatives of the Staff and Community: Bruce Hancock, Allison N. Rogers, Brenda S. Rogers, Sue Tezak, Alan Tezak, Ashley A. Flood, Glenn Rowe, Glen DeWillie, Michaela DeWillie, Rebecca Masters, Rebecca Lengerich, Heidi Eby, Bunny

Hottenstein, Cindy Hertz, Cindy Lynch, R. Scott Stephens, Peggy Stephens, Cathy Ferster, Lynn D. Shirk, and Sharon Cin.

Dr. Donahue: Dr. Parrish and Mr. Stover are both excused from tonight's meeting.

1.03 Flag Salute

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

REVIEW AND APPROVAL OF MINUTES

2.01 Approval of March 22, 2010 School Board Meeting Minutes

A motion was made by Mrs. Chabal and seconded by Mrs. Sheffey to approve the minutes of the March 22, 2010 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 prior to this meeting to discuss employment issues. We've referred to this in the past as matters of personnel.

Dr. Brewer: This is where you skip ahead.

Dr. Donahue: Yes. So, we're going to skip ahead to Unfinished Business. Is there any unfinished business?

Heidi Eby: That was quick; I didn't think it was that quick. The Hershey High School Ice Hockey club was asked to speak tonight under "unfinished business" with regards to issues that were brought to the your attention at the March 22nd School Board. The week after that school Board meeting, several members of the Hockey Club and Dr. Brewer Dr. Kepler and Mr. Murphy met at the District office. On behalf of the hockey club, I would like to thank them for the opportunity to discuss with them how we can strengthen our club's recognition and visibility as is demonstrated to the other sports teams in our school District.

Some things came up in our discussion that we would like to clarify from the previous

Board meeting:

- 1) The incident involving a student hockey player and a teacher is not being further discussed publicly by the Hockey Club. Although that incident is what precipitated the club's coming forward with various issues and concerns, it is our hope that the administrators and the Board are appropriately handling that issue as necessary. The Hockey Club's involvement was to highlight, in our opinion, what was a flawed process of investigation and its impact on a student and an athletic team. Although the hockey club believes that incident to be unfortunate and questionably handled, it is the club's intent to move forward in addressing the broader issues affecting the hockey club. I would like to add, that as parents, some of us may still have individual opinions about this issue and may choose to speak as a parent of a child in the District. But it is no longer a hockey club issue.
- 2) Secondly, it was not the Hockey Club's intent, nor any individual's intent, to only highlight what the administration does not or has not done for the club. The intent of the previous comments was to give specific examples of the ongoing negative attitude and/or inconsistent treatment by some in the District. The Hockey Club was not stating a pros or cons list. The club acknowledges support from the administration in several ways: \$1,200 towards the \$10,000 league fees each year to field 3 teams, fan bus transportation to/from some Philly-area hockey games, the Bears Cup on display in the trophy case, to mention a few. While some of these things are not consistent year-to-year, we hope they will be, and the club does not want to give the impression that we have not received *any* support, nor that their support is not appreciated.

The results of the Hockey Club's meeting culminated in discussing several areas which both parties agreed would help break down the negative tone and sentiment that still exists in the District, particularly in the athletic community, about our hockey players. This should not be a PIAA vs. Club Sport argument. We understand that differences exist simply because we are a club sport. However, all players of any sport are athletes and should be treated and recognized as such.

It is the Hockey Club's hope that we will continue to have periodic discussions with administrators, especially if expectations set forth in this meeting do not materialize, remain consistent, and/or negative behaviors and actions by staff members continue to exist. The club appreciates the time spent and the willingness to work with us to assure a positive experience for the members of the hockey club.

Again, we thank Dr. Brewer initiating a meeting with us in such a timely manner.

Thank you.

Dr. Donahue: Thank you, Heidi. Any comments from the Board?

3.02 Recognition of Scott Stephens

Dr. Donahue: Tonight we have a special guest that we're going to recognize, Mr. Scott Stephens, Mr. Rineer?

Mr. Rineer: Thank you very much, Mr. Vice President. It gives me great personal pleasure to recognize Mr. Stephens. Scott Stephens assumed leadership of the Derry Township Tax Collection Association on August 18, 1997 and recently retired in February 2010. Previously, he had been a Navy pilot and he had also worked for several local banks. The Tax Collection Association has been without a manager for an extended period of time before Scott was hired, and by his efforts, the operations were streamlined and made more efficient. He was highly regarded as a fair, professional, and honest leader and respected by all he came in contact with. We have been fortunate in having a person of his character, ability, and leadership serve the District as well as the Derry Township community for so long and so well. I would like to recognize Scott who is here.

Dr. Brewer: Mr. Vice President, we have a certificate of appreciation we would like you to award to Mr. Stephens and perhaps, Mr. Tredinnick, if we could have a picture? Maybe you could tell us what your plans are? We want to live vicariously.

Mr. Stephens: I don't think you want to live vicariously with what's going on now. There's a list on the refrigerator. I did take a little vacation after I retired [not audible].

Dr. Brewer: That's wonderful.

Mr. Stephens: Other than that, I'm just going to do things around, relax for a while.

Dr. Brewer: Good for you. We are going to miss you very much in this role. Thank you very much.

Mr. Stephens: Thank you. It's been a pleasure working with the administration and Steve and Sherri in the Business Office, especially and the Board members in the past that we worked with. I'm sure Chuck and Mrs. Sheffey will continue that same thing with our new leaders.

Dr. Brewer: Mr. Stover very much regretted that he could not be here tonight. He wanted to personally thank you.

Mr. Stephens: Thank you.

Dr. Brewer: Thank you very much.

3.03 Recognition of Citizens (Agenda Items)

Dr. Brewer: Point of order, Mr. Vice President? I'm wondering if some people are planning to speak on new business, non-agenda items, if we might want to afford them the same opportunities we did for our hockey parents. Otherwise, they will need to sit through, I'm sure, an exciting presentation.

Dr. Donahue: I understand and that's fine with me if no other Board members have objections? Okay, so if there's anybody that would like to speak about just about anything, please come to the microphone, and state your name and address. Also, I should say, are there a lot of people that want to speak tonight, can I have a show of hands? If it's on a [not audible] topic, I would ask that maybe you hold the combined talking period to 5 to 10 minutes. However, some of you might want to have your names read into the record supporting whatever somebody said before you or disagreeing with what somebody said before you. If that's the case, say I am so-and-so from so-and-so and I agree with this and your name will be in the record. The record will reflect how many people are supporting a particular issue.

Michaela DeWillie: I'm here because I'd like to address what I saw in the newspaper that indoor track team was considering being cut from our athletic department. I'm not really good at speaking so I'm just going to read what I have to cover it.

I want to urge you not to eliminate the Indoor Track team as a way to help fix the budget. While I understand that the need to thin our budget is important, I do not think that eliminating the Indoor Track team is the best way to do that.

The Indoor Track team has consistently been growing since it started as an official team and now allows 60 to 80 of our students every year to participate in a sport. Indoor Track is one of the few sports at our high school that does not cut students from the team, and thus allows any student to be a student athlete. The importance of the student athlete concept cannot be underestimated. As teenagers wrestle with being accepted and growing confident in their skills, having a sport with such large participation provides a constructive environment for that development to occur while reinforcing the value of fair competition and exposing our youth to a life sport.

It seems to me that cutting an entire team is a quick fix solution to the athletic budget problem that hurts a large number of students. Can't we trim travel for each of the athletics teams, or decrease assistant coaching positions across all sports as a way to trim the budget? What about asking parents to drive athletes to weekend competitions to decrease travel costs? I believe that cutting costs across all the athletic teams is a better way to trim the budget than to eliminate an entire team, especially with such a large number of students participating on that team. Given the minimal expenses for equipment, no additional facility costs, and the large number of students involved, the cost per student for the Indoor Track Team must be one of the very lowest of any of the teams we have at the high school. Perhaps it is time for those participating in the more expense intensive sports offered at our school to share in the costs. I believe that

would be a more fair solution to our athletic budget woes than to eliminate our Indoor Track team.

I've heard others say, "Well just make it a club sport," but the reality is that many of the indoor meets do not allow teams that are not school teams to participate. So without an indoor track team, our kids would lose the opportunity to compete. These indoor track meets are especially important for our most talented athletes because college coaches looking at runners often use the indoor track results as the way they evaluate kids since they often need to make decisions before the spring track season ever starts.

In addition, without Indoor Track, our athletes, especially the girls, have limited opportunities for athletics in the winter. The basketball program cannot handle having 60 -80 athletes like the track team has, and, let's face it, the girls don't really have the choice of being part of the wrestling team. Let's not get rid of an athletic team that gives so many a chance to participate. I'm convinced that small budget cuts across each of the sports at our school could accomplish the savings we need without eliminating a team as valuable to so many of our students as the Indoor Track Team.

Dr. Donahue: Thank you very much. Maybe you'd like to hand that to Mr. Rineer and he'll make sure it accurately is reflected in the minutes.

Cindy Lynch: I have some basic points that I did put into a letter that I'd be happy to hand over then. I was very concerned when I saw the comments Mr. Elias made as reported in the paper in regard to indoor track. I sincerely hope that his quotes were taken out of context as I find it hard to believe that a sport that allows between 60 and 70 students - both male and female- to participate, without tryouts or "cuts" would be eliminated without much more discussion than it being "The first and easiest decision" in Mr. Elias' opinion.

I would hope as Board members you would also consider the fact that you would place girls – without any basketball or swimming talents - in the position of having no sport to take part in during the winter season. Sadly, wrestling would be the closest as far as cardiovascular skills, and I really don't think you want to see that.

I also have to question the \$19,000 price tag, as I have attended indoor meets and have seen the event prices posted and cannot imagine the team costs that much. A breakdown of all sports and their per capita per athlete that participates might be a fair way to look at cutting the athletics budget.

Lastly, I have heard that there are safety concerns because of running in the halls. This may have to stop, but then I feel that the gym space available to the District will then need to be shared differently - and that a varsity co-ed sport with 60 -70 members would have more leverage to use space say twice a week, than a JV, freshman, middle school or recreational team.

Thank you for your consideration. I look forward to a more open discussion of this matter rather than a flat out statement from the athletic director.

Dr. Donahue: Thank you very much. Any other track issues?

Glen DeWillie: I just want to second the motion. The other thing I'd say to, one small consideration is the [not audible] across a lot of places to actually try and help subsidize this too with funds out of our own pockets. Having moved around in the Army for 26 years, I've seen a lot of communities and I've seen many ways of doing things. One of the ways that Fairfax County is handling this, a place that I lived with a very robust and challenging sports and academic program/system was to share that cost across every parent. It's \$100 no matter what sport your son or daughter participates in, but you pay that as a fee as a matter of allowing that opportunity to exist as an extracurricular for your son or daughter. I think that's another reasonable means to generate some revenue. I know it's tough. The tax base may not get it anymore. So, we ought to look for other creative ways to possibly solve that or address that problem. I just ask for your consideration in doing that. Thanks.

Dr. Donahue: Thank you very much.

Rebecca Lengerich: I don't want to say anything more, I'm here for indoor track as well.

Dr. Donahue: Thank you very much for being brief. Any more supporters of indoor track? Okay, other non-indoor track issues, please?

Donna Brown: I am here as current president of the Hershey High School Girls Soccer Booster Team along with several of the other parents and athletes as well. We are here to show our support for the usage of the beautiful new turf fields that have been built behind the high school. We've heard since that there have been complaints about the sound and the usage of that and we think it's being used extremely well and in a very considerate manner. I have a petition to present to Dr. Brewer that's been signed by over 100 soccer families just to say that we are in support of this and we find it really hard to even begin to understand the complaint, but we're trying to say that if there is a complaint, we want you as a Board to know that there are plenty of other people in the school District that fully support the usage of the field. I'll just read what was on the petition:

We are in support of keeping music and announcement at the new turf fields on the Derry Township campus for games. While we understand that the fields are in close proximity to homes, there have been numerous tests done to see if the announcements and music are at a level that is disturbing to these homes, and the conclusion is there is not. Also the night games are concluded by 9:00 p.m. To this point, there has not even been a game any other time besides 3:45 which is done by 5:30. We feel that the music played before games is at an acceptable level and that there are minimal announcements are critical to the game.

We would like to show our support for our teams and the use of our wonderful athletic fields.

Thank you.

Dr. Donahue: Thank you very much. Would anybody else like to speak to the field usage issue?

Sharon Cin: I'd like to concur with Donna's remarks and in addition to complimenting the Board and the administration for the use of this beautiful venue, what I have seen, personally, is the incredible interaction amongst students from different sports now that the track and field and the turf fields and such are within walking distance of each other. It just has built such wonderful camaraderie.

Just briefly, during soccer which is a 90 minute game, I just did a little calculation, there is usually a range of 10 to 20 substitutions per game and I think we all realize that soccer is usually not a high scoring game, but I used a 4 to 6 goal per game for my calculation and a liberal calculation for the total amount of time in which the announcer is speaking is 5 minutes. Again, that is through a 90 minute game, plus a 10 minute intermission.

I'd also like to bring up the safety aspect of having an announcer. There's a safety aspect for the students, especially when traffic is really running heavy on 322 and it can sometimes be difficult for the students to hear the coaches and for the folks subbing in and out to hear correctly. That could cause a problem with [not audible], but more importantly, there could be safety issues among the students themselves. So I just ask that you keep that in mind.

One last thing, the announcements garner a wonderful way for many of our more senior citizens to watch the games of their children and their grandchildren despite, perhaps, some hearing loss. Just some thoughts. Thank you.

Dr. Donahue: Thank you. Anyone else?

Glenn Rowe: Let me describe to you where my house is. It's directly across from the tennis courts on Homestead and Areba. At 10:00 at night, the lights from the tennis courts they shine in my house. The football field? They shine in my house. I hear the music playing. The same with the baseball. I can hear the music playing, especially during the summer because it's 10:00 at night. But you know what? I love it. It's one of the main reasons I moved down there because it's a vibrant community. It's a healthy community. It says a lot about the passion that the parents and the kids put into their sports. I just need to hear that noise. I used to live out in the country and I would prefer that. I love living downtown where all the action is. Quite frankly, I was surprised that people were complaining about the lights and the noise, because I doubt if anybody in this room experiences the noise and lights like where I live. And, in fact, I've even

encouraged the School Board that they should look at having evening soccer games, because I think it would increase attendance. I think it would be good for the school, the families, and the community.

Dr. Donahue: Thank you very much. Anybody else on the soccer field issue? Please be brief unless you're contradicting something that's been said previously.

Rebecca Masters: Not contradicting. I'm the incoming president of the Boys' Soccer Team Booster Association and I would like to add my strong support of the full field usage. I think the noise is of minimal impact, particularly since I live on Maple Avenue and I can hear Hershey Park and I can hear the music from the concerts. So, I think it's a small imposition noise wise and light wise and I would certainly add my strong support to this issue.

Dr. Donahue: Thank you.

Brenda Rogers: I am here to support the full usage of the field.

Dr. Donahue: Thank you very much.

Terry Weaver: I would also like to say that we along E. Chocolate Avenue and we have the lights and the traffic and also hear the band in the summer and we welcome it. I would echo Glenn Rowe's comments and also add that the public announcements system and the music has added a lot to energize the team itself. I think it boosts their morale and their confidence. My daughter has said, wow, I can't believe I just heard my name. So, I'm in support of the music and the announcements. I think it is minimal. Thank you.

Dr. Donahue: Thank you very much.

Alyssa Voelmie: I support the turf field.

Dr. Donahue: Thank you.

Shannon Mulvey: I support the fields.

Dr. Donahue: Thank you.

Ali Rogers: I also support the usage of turf fields.

Dr. Donahue: Thank you.

Caroline Brown: I am here as the captain of the soccer team to show our whole team support of the usage of the field.

Dr. Donahue: Thank you very much. Any other soccer issues? Any other items?

Jeff Rosensteel: I'm the soccer coach. We just had a game and just got off the bus. I'm in full support of it as well. It's a great venue and it's exciting for the kids, it really is, if you're able to come out and supports us, we'd appreciate it. Thank you.

Dr. Donahue: Thank you very much. Anybody else want to speak on anything on the agenda or off the agenda?

Female Voice: I would just like to say that I have a decibel/loudness comparison chart that could be used to compare the noise levels if you'd be . . .

Dr. Donahue: You can give that to Mr. Rineer.

Lynn Shirk: As a member of the high school Foreign Language Department and a member of the community, I would to address the Board regarding the proposed phasing out of the entire German program. Before this goes into effect, I would strongly urge the Board to reconsider its position.

While the German enrollment at the middle school level may be low, I can assure you that the high school program is alive and well. Mrs. Collins currently has 103 students in her high school German classes and there are 123 students signed up for German next year in the high school for the 2010-2011 school year. The possible phasing out of the middle school German should not dictate curricular changes at the high school level in my opinion.

- German is the 2nd most commonly used scientific language in the world.
- German has the largest number of native speakers in the European Union.
- Germany is the world's largest exporter.
- Direct investment by Germany in the U.S. is over ten billion dollars.

German is obviously a very important foreign language. Please do not eliminate a third of our foreign language program without input from the Foreign Language Department and also the community.

Thank you.

Dr. Donahue: Thank you very much. Would you like to give that comment to Mr. Rineer? Anybody else?

Mr. Morelli: Dr. Brewer, can you answer a couple of questions? Have the school formally ever been notified by the Police about the noise coming from our fields? I mean, we started using them last fall. We started using them this spring.

Dr. Brewer: Not to my knowledge.

Mr. Morelli: The Police or the Township?

Dr. Brewer: Not to my knowledge. We actually had Mr. Small, Ed Small, come over and evaluation. He is the, what's his title Ed?

Mr. Consalo: He's the Zoning Commissioner. The Zoning Officer for the Township.

Dr. Brewer: One evening, Ed and he actually when everything was in full tilt were looking at the sound and lights and also we did do a sound study where we actually looked at decibels.

Mr. Consalo: To add into that, we did a sound study in the parking lots and at the time the sound that we had playing was quieter than it was when the cars went by. When the cars went by, they were actually louder. We have decibels on that. We also, Mr. Small asked if he could come out and we turned on everything for him to show him how it was. He saw where the lights were aimed down, they're not aimed down in that area and if you look at all the lights that are around the area, that's over 40 feet for athletic fields, these are the only ones that are designed to shoot down. This is the new way they're doing because there is a cover over the top of it, so they are designed to aim down. If you go on a cool night, you can see the beams shooting down.

Mr. Morelli: I'd like to second some of Mr. Rowe's comments. I've lived in this Township my whole life. The pool has been there since the early 60s or middle 60s. In the summer when everyone's window's open, that place is blaring. We somehow managed to get past that. We also have the baseball fields at Memorial. Again, those things are an institution. They are just part of this community. I'll tell you, having personally run the youth football league in town the last 4 or 5 years. I gave it up a couple years ago. I was always pleased [not audible] and I probably have to apologize Mr. Rowe, but we never got one complaint for lights. Lights were typically on until 10:00 at night once they games were over and once everyone was done cleaning up and I would be walking down the tennis court road usually about 9:45. Never got a complaint from residents, never got a complaint from the School District, the exception of Ed every now and then saying we're ruining his grass. I, again, just think it's such a part of the fabric of this community and this District. I spent the last couple of Saturdays watching the lacrosse teams, the soccer teams, and incidentally, the girls' soccer team and girls' lacrosse teams, they are scoring machines. It's just a thrill to be out there. Like someone said, having kids play sports activities, having parents out there supporting them, having some soda, having some hot dogs, that's what it's all about. That is literally, no pun intended, that's music to my ears, and I will support that 1,000%. I took a walk over to the library, again, my analysis is just as scientific as probably some of the folks that are complaining. At half time of, I believe, the girls soccer game, so I could hear the music, and I could barely hear the music for the generator in the parking lot of the library. So, I don't think there's an issue and I think it's time to put this thing to bed. Thank you.

Mr. Consalo: Can I make one other statement. Three weeks ago, on a Monday morning at 1:30 in the morning, I was here for a fire call. It was a false alarm, actually,

but I had to come. At that time, I saw lights on, which I thought was the baseball field. I went over there and they were playing basketball in the Plaza Field at 1:30 in the morning with the lights on. I called the Police to let them know it was not us. They did not get one complaint at 1:30 in the morning, they were playing basketball with the lights on and nobody called.

Dr. Donahue: Any other Board members?

Dr. Cronin: I just want to make one comment, because I'm in full support of using the fields fully. My kids play sports and I like having use of the turf fields rather than going to the stadium, but in all due respect for folks that are on the other side, that do not have kids playing sports, and their perception is that it's too loud is that I just hope that, I believe I asked before and I forget what the answer was Ed, one question was, yes we're all for the use of the sports and night games and the announcements, but there was a recommendation to have the speakers just go the other way. I forget why it couldn't. The picture was sent to my house and my son who is on the soccer team looked at it and said, well why doesn't the sound just go the other way? I said, I don't remember why. He certainly supports using the fields, because he uses it for soccer and lacrosse, but he asked that question and I couldn't remember why we just couldn't face them the other way so we didn't have the perception of people in the community that thought it was too loud, because we want everyone to be happy. We want the athletes to be happy and we want our community to be happy.

Mr. Consalo: We looked at all the directions they go. With facing the other way, for instance, the soccer field, you would get a ricochet off of the walls.

Dr. Cronin: Even at low decibels?

Mr. Consalo: Yes. At low decibels. It's still close. If you went west, like you went towards 322, you would do the same thing off that retention wall. We asked them about that and why we couldn't do that way, because it shoots down on an angle and it will give a ricochet back and you'll get an echo sound. We asked the professionals which was the best way.

Dr. Cronin: But it was never tried, it was just their expert opinion. We never actually tried to see how it would be.

Mr. Consalo: They designed it. We looked at different ways and that was the way . . .

Dr. Brewer: These are laws of psychics. You know what we're going to do overall is, as you know, Board members, we did get another letter from some of our neighbors and it had some specific suggestions and we have sat down and looked at them one by one and are going to bring that back to General Services and are going to invite those people in so that we can tell them what our findings are. The bottom line will be that most certainly we can't direct the lights or the sound in any other manner and we do

want to, as Dr. Cronin is saying, we do want to work with them to a point, but I am grateful to hear the other side, because we haven't.

Terry Weaver: Excuse me. Wouldn't there be a reasonable . . . When we made the decision to move in town, a lot of these circumstances are preexisting. The fields are there, the teams exist, the lights are there for baseball and football and most, I know in my mind, I have a legal background, there is a reasonable expectation of noise when you choose to live close to a school property and school grounds and in many ways welcome that. So, I just wanted to raise that as part of trying to find common ground with lowering the volume, but also offering having these amenities for the teams, because it is difficult to hear the announcements if there would not be an announcement system.

Dr. Brewer: I think that Sam, who is here tonight, would tell you of his efforts to be responsive to the concerns. I think that we have made as many reasonable accommodations as we can.

Ms. Weaver: So, I think that an expectation does exist for the residents that live on the perimeter of the school grounds currently. Thank you.

Dr. Donahue: Thanks. Any other comments from Board members?

3.04 Student Representatives' Report

Ms. Shah: Chris apologizes that he couldn't be here tonight, but he has a program at the theater. However, we do have few things to bring the Board up to date on. We did have our Dance Marathon a few weeks ago and we were able to raise about \$5,500 this year. We hope to learn from this and hopefully be a little more successful in the years to come. Another thing that's going on, actually later this week, is an exchange day that a few of the high school students have going on with the Milton Hershey School kids and through it we hope to gain a new perspective of their school and bring back new ideas to support our school and to have, hopefully, an increased involvement between our two school groups. As far as middle states accreditation is concerned, it's been announced and promoted heavily throughout the high school. I know that a lot of students are eagerly awaiting to show their support for the accreditation. That's all we have.

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

3.05 Standing Committee Report

Finance Standing Committee

Mrs. Sheffey: Yes, I do. We met today and we're kind of tying up some loose ends for the preliminary budget. The first item we discussed has to do with the effects of the bond amounts on our debt service. I think you all know that we will be voting on Phase 1 of our Master Plan. There are several add alternates, so we thought it would be useful to have levels of funding to help guide our decision making for the add alternate bids. So, Mr. Verdelli came in and he gave us estimates if we were to have an \$8 million, \$9 million, or \$10 million borrowing level. If we were to have an \$8 million borrowing level, we would be able to actually reduce our debt service payment for next year by about \$93,000. A \$9 million dollar borrowing would reduce it by about \$50,000, and the \$10 million borrowing would reduce it about \$10,000. So, we're going to keep that in mind when we vote on our bids for Phase 1.

The second thing we discussed were the maximum allowable index since Act 1, what we could have raised our taxes by versus what we actually did raise our taxes. What we found out is in the last four years since Act 1 has been in effect, we have never raised our taxes to the maximum allowable rate. In 2006, we could have raised taxes 3.9%, we raised them 2.98%. In 2007-2008, 3.4%, we raised it 3.2%. In 2008-2009, 4.4% we could have raised it, we raised it 2.99%. Last year, obviously, we could have raised it 4.1% and we did not raise it at all. The cumulative effect of that is lost revenue to the District of about \$2 million dollars a year had we raised it to the maximum amount, we would have \$2 million dollars more this year. But then we talked about how we raised taxes for what we needed. We were doing the financially responsible thing. We should not have raised it to the maximum amount. We did the right amount, but it did have a long term consequence. John, was there anything to add on that?

Mr. Gräb: No, I think you basically summed it up. What we do need to realize is that once we pass that up, we've passed it up. Act 1 does not give us the opportunity to come back later on and make up the difference. It takes "X" number of dollars out of our income stream going forward year after year.

Mrs. Sheffey: Thank you. Then, we reviewed the expenditure status for next year's budget. We reviewed the approved cuts which had to do with the co-op cut from one full time equivalent to half time and then the multi year phase out of the German program and then the limited service contract cuts that include the indoor track. We reviewed that. We also reviewed additional budget cut recommendations totaling about \$36,000. They mainly were, every building level came back with additional cuts, mainly to their textbooks and supply line items, some transportation cuts, and some building and ground additional cuts, again totaling up to about \$36,000. We talked about some additional staffing considerations – mainly what it would take to enforce our current class size cap. At the elementary level, if we were to enforce our current class size cap, we could reduce one section in Grade 1 and one section in Grade 4 for a total savings of approximately \$110,000, and then high school, we could also cut half of the social

studies position. None of these positions would be a reduction in a person, it's the reduction of a vacant position and the social studies position would save us about \$38,000. In special education we discussed bringing 3 of our Special Ed students who are currently served through the IU, bringing them back to the District and it would have a savings of approximately \$150,000 for the School District.

We also got an update on our pay forward issues. It's similar to what we've seen before. I believe that's all of our expenditure reviews that we did. Then we took one last look at our revenue – what's the status. Mr. Rineer gave us an update on EIT and originally he was tracking it to come in at 93% of our current budget estimate. The good news is that it's going to come in at 96% of our budget estimate. It's still \$90,000 below budget, but better than what we had anticipated. We took a look at real estate. We looked at any projects that are coming on line that could increase our real estate total estimated value and the new rehab hospital is hopefully coming next year which will increase the assessed value by about \$14 million, but that's, of course, being offset by some property tax appeals that are happening and we could lose close to \$2 million dollars if those appeals are not settled in our favor.

The last thing we talked about was a PSERS resolution. We had a, has the whole Board seen the PSERS resolution?

Dr. Brewer: They have.

Mrs. Sheffey: We have some minor revisions to that. We're going to talk about short term and long term solutions and when we talk about a long term solution we're going to specify a defined contribution plan versus the current defined benefit plan. There will be some minor changes to that and then we should hopefully have it to the full Board by our next meeting. I believe that is everything, but please help me if I've missed something.

Dr. Donahue: I just had a question for Lin. I'm wondering if in the past has the administration ever had to recommend either these deep budgetary cuts or these precise budgetary cuts from all the way from class size to programs, all of which are very painful and we've got some feedback today on how actually painful these might be if we actually approve these cuts. But, I'm curious as to some history.

Dr. Brewer: I've been here 11 years and what we're doing with this year's budget is unprecedented. It is in response to what's happening in the economy. The whole story, which was kind of a preview for two weeks, is our flat revenues and the looming PSERS crisis. You will see with the, I wouldn't even call them deep cuts, I mean, if you put this in the context of what is happening to some of our neighbors where staff members are losing jobs, there is not one of our staff members who is losing a contracted position. There are some losses of limited service contracts. I would like to correct the record, somebody said that the indoor track was a \$19,000 expenditure. No. It was like \$1,900. It was within a larger package of \$19,000 worth of limited service contracts overall.

Mrs. Sheffey: It's actually \$4,100.

Dr. Brewer: Is it \$4,100? Excuse me. But, in any case, I'd also like to respond regarding the German. I'm sorry Ms. Shirk, I don't believe she's here anymore. But, we have gotten direction from you, from the Finance Committee again today and a show of hands, and that was based, that informal direction from you, which is informal until you pass the preliminary budget was based on the middle school program which feeds the high school program. This is a phase out program that will not be fully phased out until about 2019 in that anybody that is currently taking German will get to continue to take German. Any foreign language teacher that is currently employed by us continues to be employed by us. There will be a whole process of curriculum review where foreign language will start to give a lot of input into the restructured program, but certainly, Spanish and French will continue. As a part of that restructuring and Joe will be at the forefront of that, we'll be looking at other solutions as well. Somebody had asked about Latin, and as you know, you can't even find a person certified in Latin, but that will be a whole process that we look at. First step is just not bringing anyone 5th graders coming into 6th grade next year into the program. That's what's going on. I would like to point out too that we are still quite blessed in this School District. You look at our facilities, you look at class size issues, and through the foresight that you've had, and we are still doing quite well. I'd like to put that in context of where we've had to make some cuts to try to get to a balanced budget, and I mean balanced, with still looking at a 2.9% tax increase. These are hard times. We as school personnel need to understand what's going on in the larger society and do our best to be responsive and that has been your charge to us and that's what we're doing.

Dr. Donahue: Do any Board members have questions for Mrs. Sheffey regarding the Finance Report?

3.06 Presentation - Capital Maintenance, Growth, and Improvements Budget Presentation

Dr. Brewer: This is not a particularly long presentation, but it's an important one in that as we crescendo toward the 2010-2011 Preliminary Budget presentation at our next Board meeting, we are going to discuss the proposed Capital Maintenance and Growth Plan. If you'll remember at our last meeting, we presented the staffing recommendations related to that preliminary budget, which is where we began to discuss some of the cuts that we just talked about.

As you know, three years ago, for the 2007-2008 budget, we articulated a separate capital improvement plan. Tonight, for the 4th time, we are going to discuss this plan within the context of the overall budget.

We continue to focus on preserving, protecting, improving our taxpayers' investments in our buildings as they age and our fields as they increase in age and usage.

The General Services Standing Committee, in concert with the Finance Standing Committee, has continuously discussed the District's Master Plan not only to sustain programs but also to protect the District's financial health by anticipating and planning for big ticket items that occur in the capital plan.

So, you know that we maintain 11 fields and tennis courts on 114 acre campus. In addition, we provide support for Founders Field which is 400,000 square feet. Having completed the two multi-purpose fields with synthetic surface last fall, we now have a long term solution to provide for all our field needs for the next 20 plus years. This long-term solution was financed, if you'll remember, through a very favorable refinancing opportunity of 3.49% resulting in no increased expenditures to fund that project. And we were able to then delete some significant maintenance issues that you otherwise would have seen in the capital plan.

The high school is now 230,000 square feet, having added 30,000 feet of square footage over two years ago. The middle school is 170,000 square feet, having added 13,000 square feet in 2002. Housing two elementary schools under one roof, the Primary and Intermediate buildings have 143,000 square feet. The ECC, which was completed in 2002 has 72,000 square feet.

In addition to these instructional buildings, the District office has 14,000 square feet, the maintenance building and Granada gym each have 30,000 square feet. In total, 702,000 square feet of buildings on 114 acre campus. It is a big undertaking and requires not only its own budget and its own focus, but for us to be very vigilant in a budgeting process where if these facilities are not maintained and improved, we could have some budget expenditures that we have not been anticipating.

You've seen this slide before, but I wanted to reference it for context. Knowing that over 4 years ago, in spring of 2006, the General Services and Finance Committee worked to identify and fund a capital improvement and growth plan. Two years ago, you approved a capital reserve policy which designated funds for the capital plan going forward. To ensure the fiscal discipline that allotted monies for maintaining our building and grounds, we established that fund. Now each year, we reconcile the previous budget when the local auditors come in to make a presentation to you and we place any fund balances above the 8% in the general fund into designated reserves and the capital reserve fund that we're talking about tonight. By being so disciplined and being able to replenish, up to this point, the capital reserve, we have been able to maintain a healthy balance in that fund, but I would hasten to add that we do not expect this trend to continue for 2010-2011. In the fall, again, we will update the plan and reconcile the budget and go forward as we do each year.

Let's talk for a moment about how we fund the capital projects that you're about to see. I will list and talk to you about them in a moment and while Steve is talking to you about how we fund it, Joe is going to disperse the actual spreadsheet. Steve?

Mr. Rineer: As you can see for the 2009-2010 budget, the beginning balance in the capital reserve fund was all but \$4 million dollars. We had a capital expenditures budget of \$506,458 dollars, we put in a general fund transfer for that entire amount to keep the continuity of the capital reserve fund, and we'll have some investment earnings, not much, \$30,000 for the year. We expect to end the 2009-2010 budget with an ending balance somewhere in the neighborhood of \$4 million dollars. We might have slightly more than that because we are trying to, our capital expenditures budget appeared to be less costly than those capital expenditures there. We may have about \$250,000 of expenditures that we end of up financing with bonds. There was \$250,000 that was budgeted for parking lot improvements and we may very well be spending bond money for that. So, in other words the ending balance could be about \$4,250,000 and that would carry over to the 2010-2011 year. Right now, we have capital expenditures budgeted at \$957,000 for 2010-2011. You will note that we do not have any general fund transfer. We have the dollars here for capital purposes. We know that the 2010-2011 year is going to be a very very difficult year and so therefore we are not anticipating any general fund transfer over to the capital reserve fund. We have the dollars there to be used for capital purposes and we believe that we should be using those for capital purposes for 2010-2011 and, therefore, reduce the impact on the general fund budget.

Dr. Brewer: The spreadsheet that has been distributed actually shows a total of \$272,000, not the \$506,000 you see up there. That is related to the fact that last year we did the pay forward also, and I believe it was buses and technology that we paid forward. So, I don't want it to look like we spent a quarter of a million and suddenly we're up to a million next year. It was related to pay forward whereas the pay forwards that we're looking at this year are mostly out of the general rather than this.

Mr. Rineer: That's correct.

Dr. Brewer: Now, I want to take just a few moments to show you the specifics of the 2010-2011 plan. First you see for the elementary school that we are looking to put a permanent entrance sign up front and upgrade some other signage, and upgrade the sound system internally, and as is our traditional maintenance, replace some carpeting in the elementary school. In the middle school, you see the mobile trailer lease. This is in, not only next year, but the year after that, and it's related to needing to temporarily move Family Consumer Science while we're under construction with the expansion of the cafeteria in the middle school. In the high school, the first two are typical kinds of maintenance things that we do with the bathroom flooring and the carpet. The cages in the basement is related to needing to organize the athletic equipment, mostly for safety, but also to protect the equipment. Then, something that is new is replacement of the stage curtain which is starting to become very frayed and has been there for quite a while.

Building and grounds – floor scrubber and carpenter van – what I will say with the carpenter van is that we have gotten some input from General Services, particularly from one of our citizen's advisors that we may be able to do better than \$20,000 for the

carpenter van, particularly if we find one that meets our needs that is a low mileage used van. If that is the case, we had a late request from Food Services for a van as well. Sometimes there are some unintended consequences of success, and if you'll remember, you funded a couple big storage freezers for them and they are literally moving 1,000 pounds of food a day. It saved them a lot of money, but they're trying to do that on by either Greg coming in early in the morning and borrows a van from Building and Grounds or he actually takes it himself, or we try to put some on the Gator, that, and also the fact that he does 3 days a week vending for Hershey Christian School, has made him want to buy one. He does have some money in an account that we could consider doing that. So, we kept the budget at \$20,000 and if we could get two instead of one, we're looking at that. One of the things we did out of that discussion because he had money in the Food Service account, about, what Steve \$200,000? We actually asked him to use some of that money to replace these two items that you see – the boiler and the steam kettles. The budget came down \$65,000 because we'll have a transfer from Food Service to this account to pay for those two items. We didn't ask him to pay for the serving line and the cafeteria tables, because we didn't want him to deplete his account completely, but we keep our eye on that.

Technology – the infrastructure upgrades are typical and one of the larger items in the budget. It's just extremely important to have a system that is reliable and is fast if we're expecting our faculty to infuse technology.

Then, of course, the buses which you've already approved, because we need to have them ready to go, is a typical expenditure.

Just for a moment I'd like to have you look at what's anticipated for 2011-2011 and if you look at that column, you see that the amount anticipated for 2011-2012 with the items that are listed there is another million dollars. You'll recall from what Steve said that if we don't replenish the capital fund, we go from essentially \$4 million to \$3 million. Then, if we don't replenish it again in 2011-2012, we go from \$3 million to \$2 million, so that it would be completely depleted by 2013-2014. Our hope, of course, is that the economy comes back and revenues improve and we can get back to what we've been used to doing which is having some monies that we can put into that fund. But, I just want to keep that at eye level for you. I want to call your attention to the fact that of that \$1 million dollars, 76% of it really is designated for buses and technology infrastructure upgrades, except for one new item that General Services talked about a week ago which is redoing the tennis courts.

In regard to the tennis courts, we have been repairing the cracks every spring; what happens is we get expansion cracks and they're getting wider and they're getting deeper and our tennis coach, along with our AD is saying it's getting to the point where it's not really safe and it's not good for competition, because the cracks cause the ball to go the wrong way. So, we took a look at what it would cost to completely redo the tennis courts and that's the amount of money it would be. Now, of course, we would bid that and depending on what the bid atmosphere would be, perhaps we could get it lower than \$158,000, but it's going to be substantial. One of the questions that came up at

the General Services meeting is whether or not this particular expenditure should be placed in the bond knowing that that would be a long term debt, if you'll remember, it's a 15 year debt which then people who use the tennis courts beyond the next couple years would also be a part of paying for the tennis courts. Our tennis courts are very heavily used, not only by our kids, but by the community. So, that's a consideration, but as Ellen was telling you, I think the key is going to be where do the bids come in? Because, if the bids, in fact, come in at 15%-20% lower in this market, this will be a consideration, but we just want you to keep it at eye level. It's not a decision that you have to make right now, but you certainly will need to make it when we accept the bids and then we know the scope of the projects.

That's the end of this particular presentation. You've heard about staffing which is fully 2/3 of the budget. You've heard now about the capital which is a million dollar budget that has got its own budget funding mechanism and then in two weeks, we'll be discussion the preliminary budget. Any questions?

Mrs. Chabal: Dr. Brewer, in relationship to the trailer lease, is that strictly the rental fee?

Dr. Brewer: Yes. That price includes the air conditioning. We would put in the handicap accessible and the kind of set up and as part of Schraeder Group coming in, they would tie in the electricity. What am I missing?

Mr. Consalo: The contract allows for them to have electricity, the water and the fire alarm panel [not audible] outside the building close to the trailer. We will do the connection of the, the [not audible] to the trailer ourselves. There is a \$7,000 fee for them to do the set up. It does come equipped with air conditioning that we will hook up the power for. They also wanted \$7,500 to put a ramp tied in to the building, we will do that ourselves. We will save quite a bit of money by doing it that way.

Mrs. Chabal: Because this is Family Consumer Science building, if you will, I'm assuming they will still have the same needs as any other classroom in our facility so will the students also have any needs that we will need to, is this like a two year agreement or three year agreement?

Dr. Brewer: Yes.

Mrs. Chabal: There will be somewhat of an outlay and it will just connect to that, what you mentioned, and the unit itself is has the ability to have water and do we need to run water lines or do we have to break ground on anything unusual as far as utilities are concerned?

Mr. Consalo: They're going to come outside the building close to the trailer. We'll do the final connection which will be like from here to the wall. All the equipment that you see in the Family Consumer Science in the cooking stage, they are disassembling that – saving it. We are going to install it on the trailer. We're getting a blank trailer. It's an

empty trailer. We're going to put it back in similar to what it is now. We'll be using all the cabinetry and the kitchen equipment and putting it right inside the trailer.

Mrs. Chabal: So, that's a fairly, other than some of the soft costs of connecting this, would you guess about what other annual costs would be there for those two years?

Mr. Consalo: I don't see where you have any other costs, because electricity, we're taking one building to another building, so that way the water is pretty much the same that you have. Once we have it all set up, I don't think there would be any more costs except for the monthly fee and this is the cheapest of . . .

Mrs. Chabal: Okay. I thought that that fee was rather reasonable, I just was not aware of what other things we may be responsible for, so thank you very much.

Dr. Donahue: Are there other questions for Dr. Brewer?

Dr. Brewer: I would like to say how instrumental Ed was in developing this. He meets with each principal, each director, and he really really does a nice job for us in getting this ready. I also want to thank General Services who gives great oversight to this process and very beneficial with their feedback.

UNFINISHED BUSINESS

4.01 Unfinished Business

Dr. Donahue: I don't believe there is any unfinished business. The only unfinished business was the ice hockey issue and we've discussed that.

NEW BUSINESS

5.01 Anticipated Agenda Items for the April 26, 2010 Public Meeting

The following items will be on the agenda for the April 26, 2010 Public Board Meeting:

1.	Approval of April 12, 2010 Board Minutes
2.	Standing Committee Report - Joint Finance/General Services
3.	Presentation: <ul style="list-style-type: none">• Proposed Preliminary Budget
4.	Approval of March 2010 Finance Report (Mr. Rineer)
5.	Budget Transfers (Mr. Rineer)

6.	Requests for Payment (Mr. Rineer)
7.	PSERS Resolution
8.	Weapons Policy Waiver - Middle School Civil War Day (Dr. Brewer)
9.	2010-2011 Dauphin County Technical School Proposed Budget (Mr. Rineer, Mr. Gräb, Mr. Morelli)
10.	Approval of 2010-2011 Bids
11.	Requests for the Use of Facilities (Mr. Elias)
12.	Personnel
13.	Students of the Month (Mr. Tredinnick)
14.	Announcement of Staff Development Conferences

5.02 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 Football Association
<i>Date/Time:</i>	April 28, 2010 5:30 p.m. - 7:30 p.m.
<i>Requested Facility:</i>	Middle School Cafeteria
<i>Event:</i>	Parent Meeting for Hershey Youth Football Association Cheerleading Program
<i>Fee:</i>	None
<i>Group:</i>	Wilkes University
<i>Date/Time:</i>	July 6 - July 22, 2010 Monday, Tuesday, Wednesday, Thursday 8:00 a.m. - 4:00 p.m.
<i>Requested Facility:</i>	District Office Meeting Room
<i>Event:</i>	Graduate Courses for the Summer 2010 Semester
<i>Fee:</i>	None
<i>Group:</i>	Township of Derry Parks & Recreation Department
<i>Date/Time:</i>	August 30, 2010 to June 7, 2011 6:30 - 9:00 a.m.

	3:00 - 6:00 p.m.
<i>Requested Facility:</i>	Primary Elementary Cafeteria, Gym, Multipurpose Room
<i>Event:</i>	Kid's Club Program
<i>Fee:</i>	None

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

Roll Call Vote:

Chabal – Yes

Gräb – Yes

Parrish – Absent

Cronin – Yes

Hagan – Yes

Sheffey – Yes

Donahue – Yes

Morelli – Yes

Stover - Absent

7 Yes, 2 Absent

MOTION CARRIED

5.03 Personnel – Resignations

The Administration recommended the approval of the resignations listed:

Limited Service Contracts:
Lechleitner, Deborah Head Varsity Fall Cheerleading Coach High School Reason: Personal Effective: 03/30/2010 (retroactive)
Head Varsity Winter Cheerleading Coach High School Reason: Personal Effective: 03/30/2010 (retroactive)
Head Fall Cheerleading Coach Middle School Reason: Personal Effective: 03/30/2010 (retroactive)
Head Winter Cheerleading Coach Middle School Reason: Personal Effective: 03/30/2010 (retroactive)
Robino, Laura

Varsity Assistant Girls' Lacrosse Coach High School Reason: Personal Effective: 03/24/2010 (retroactive)

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

Roll Call Vote:

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

7 Yes, 2 Absent

MOTION CARRIED

5.04 Personnel – General

1.	The Administration recommended the approval of the following appointments:
	Professional:
	Blackburn, Paul (replacing Allen Fricke) Health/PE Teacher High School Professional Masters, Step 18 Salary: \$69,283.75 Effective: 08/23/2010 (pending receipt of Act 34 and 151 clearance)
	Blackburn, Tara (replacing Jane Zimmerman) School Nurse High School Professional Bachelors, Step 13 Salary: \$59,616.25 Effective: 08/23/2010 (pending receipt of Act 34 and 151 clearance)
	Heineman, Mila (replacing Susan Curry) Speech and Language Pathologist District-wide Temporary Professional Masters, Step 5 Salary: \$48,337.50 Effective: 08/23/2010
	Classified:

<p>Crum, Maureen Substitute General Food Service Worker District-wide Salary: \$9.01 per hour Effective: 04/13/2010</p>
<p>Grecia, Joseph J. Substitute Bus Driver District-wide Salary: \$14.14 per hour Effective: 04/12/2010 (pending receipt of Act 151 clearance) (retroactive)</p>
<p>Jaeger, Barbara * Substitute Teachers' Aide District-wide Salary: \$10.34 per hour Effective: 04/13/2010</p>
<p>Mahraj, Heather Substitute Library Aide District-wide Salary: \$10.34 per hour Effective: 04/13/2010</p>
<p>Plott, Kelli (replacing Katie Ellingson) Teachers' Aide Elementary School Level B: 6.0 hours per day Salary: \$11.70 per hour Effective: 04/19/2010 (pending receipt of Act 151 clearance)</p>
<p>Russell, Paula J. Substitute Bus Driver District-wide Salary: \$14.14 per hour Effective: 04/13/2010 (pending receipt of Act 151 clearance)</p>
<p>Russell, William Substitute Bus Driver District-wide Salary: \$14.14 per hour Effective: 04/13/2010 (pending receipt of Act 151 clearance)</p>
<p>Wetzel, Philip (for David Wertley) Temporary/Substitute HVAC Tech/Plumber District-wide 8 hours per day, 3 days per week Salary: \$22.74 per hour without benefits Effective: 04/13/2010 (pending Act 34, 151, and 114 clearances)</p>
<p>Transfer of Classified Staff:</p>

	<p>Zimmerman, Margaret *</p> <p>From: Substitute General Food Service Worker</p> <p>District-wide</p> <p>To: General Food Service Worker (reinstated to position)</p> <p>High School</p> <p>Level A: 4.0 hours per day</p> <p>Salary: \$10.38 per hour</p> <p>Effective: 04/13/2010</p>
	Limited Service Contracts:
	<p>Blackburn, Paul *</p> <p>Head Varsity Boys' Basketball Coach</p> <p>High School</p> <p>Level I, Group B, Step 22</p> <p>Salary: \$6,253</p> <p>Effective: 11/19/2010</p>
	<p>Seymour, Tara *</p> <p>Varsity Assistant Girls' Lacrosse Coach</p> <p>High School</p> <p>Level II, Group D, Step 7</p> <p>Salary: \$2,157</p> <p>Effective: 04/13/2010</p>
2.	The Administration recommended the approval of the following requests in accordance with the District Policies 435 & 439:
	<p>Reinert, Emily</p> <p>English Teacher</p> <p>High School</p> <p>Paid/Unpaid Childbearing/rearing Leave</p> <p>Effective: On or about 06/10/2010 through 01/14/2011</p>
	<p>Vachon, Gail</p> <p>Kindergarten Teacher</p> <p>Early Childhood Center</p> <p>Paid/Unpaid Childbearing/rearing Leave</p> <p>Effective: On or about 07/26/2010 through 11/24/2010</p>
3.	The Administration recommended the approval of the Limited Service Contract List for the 2010 Summer School Staff, contingent upon enrollment, as attached:
4.	The Administration recommended the approval of the following additions to the 2009-2010 Substitute Teacher List:
	<p>Feher, Michael</p> <p>B.S. in Music Education from Lebanon Valley College</p>
	<p>Socie, Victoria</p> <p>B.A. in Political Science Education from Dickinson College with Family/Consumer Science K-12 certification from Millersville University</p>

	Thompson, Stephen B.A. in History with Social Studies certification from Messiah College
	* <i>This individual is currently an employee and/or volunteer. Clearances are on file.</i>

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

Roll Call Vote:		
Chabal – Yes	Gräb – Yes	Parrish – Absent
Cronin – Yes	Hagan – Yes	Sheffey – Yes
Donahue –Yes	Morelli – Yes	Stover - Absent

7 Yes, 2 Absent

MOTION CARRIED

DELEGATE REPORTS

6.01 Dauphin County Technical School Report

Mr. Gräb: Yes. The Dauphin County Technical School will be meeting this Wednesday, April 15. This is the April meeting where the entire Board is invited to the joint Board meeting at 7:00. We will be voting on the budget for the upcoming year. I am assuming that everyone has received a copy of that budget in the mail and had an opportunity to peruse it. If you have any questions, either Mr. Morelli or myself will be able to answer them for you. If not, I would encourage you to attend the meeting and vote for the budget and if you're unable to attend the meeting, you will be getting a mail ballot that I would strongly urge you to vote yes on the mail ballot. That's it. Thank you.

6.02 Derry Township Tax Collection Association Report

Mrs. Sheffey: No report. Our next meeting is April 22.

6.03 Harrisburg Area Community College Report

Nothing to report.

6.04 Capital Area Intermediate Unit Report

Mrs. Chabal. The next meeting is also on April 22.

SPECIAL REPORTS

7.01 Announcement of Staff Development Conferences

Kathy Marschka Pennsylvania School Librarians Conference State College, PA April 16 - 17, 2010 Expenses: \$330.00

Colette Silvestri Pennsylvania Association of Gifted Education Conference Mars, PA April 23 - 24, 2010 Expenses: \$375.00

7.02 School and Community Information Report

Mr. Tredinnick: Thank you, Mr. Vice President. I just want to take moment to note that art students have had a number of their works displayed in several venues around the community. Most recently we had some of our elementary artists who are quite talented in fact, far more talented than the stick figures I can scrawl, had their work displayed locally here at the Cocoa Beanery. Currently 10 of our high school students are having their art displayed as part of a Central Pennsylvania student artwork at the Susquehanna Art Museum in Harrisburg.

I also wanted to bring to your attention and the community's attention several weeks ago, you had authorized the staff with moving forward with finding a way to accommodate those who wished to utilized the new all weather track which is currently gated. You had authorized a process by which those who wanted to utilize that track as compared to the cinder track which isn't gated and is available for anyone's access when there aren't school events. That process is now in place. Those folks who are interested in setting up an appointment to get their pass card is a photo ID card that Mr. Consalo was kind enough to bring an example of here this evening. We are requiring a \$20 deposit at the time the card is issued. It is fully refundable at any time that you would turn your card back in, so that system that you had asked the staff to move forward with is now in place and, in fact, those folks who are interested should contact the Buildings and Grounds office to get their card.

Dr. Donahue: Dan, is there a plan to make that information available to people?

Mr. Tredinnick: It is indeed. It is posted on our website currently and it will also be included in the next issue of Trojan Quest newsletter.

Dr. Donahue: Great. Thanks.

Mrs. Chabal: May I ask an additional question about the athletic card. I don't know exactly what you're calling it. Would it be possible to put a sign of some kind on the fence, some way that if someone walks up that they can then go to the proper place to make application for the card.

Mr. Consalo: Yes, we can make that arrangement.

Mrs. Chabal: I think that would be beneficial. They may not think to look on the website, but if there is some kind of signage there pointing them in the right direction so that they can do that, that would be great. Thank you.

Mr. Consalo: That might be a week or two, but we'll have that up for you.

Mrs. Chabal: Okay, thank you.

7.03 Board Members' Report

None.

7.04 Superintendent's Report

Dr. Brewer: The only thing I would like to report is that we'll probably be announcing a special Board meeting. I need to hear from one more Board member but it looks like it's going to Wednesday, April 28. It will be a very short meeting, I assume, to accept bids. We don't know the time yet, but I'm pretty sure within the next 48 hours, we'll be formally announcing that and Steve will do the postings.

Dr. Donahue: Thank you.

7.05 Board President's Report

No report.

RECOGNITION OF CITIZENS (NON-AGENDA ITEMS)

8.01 Recognition of Citizens

Michaela DeWillie: Dr. Brewer, when you were going over the budget and you said that you're going to spend \$35,000 for cages to organize and protect athletic equipment, it kind of, in my heart doesn't make sense why you would cut a team, but you'd spend \$35,000 to house the equipment where maybe if you re-bid that, or, I don't know what the bidding process was, but maybe if you re-bid that, you might be able to not cut a

team. [Not audible], but maybe if it was [not audible]. I think maybe that might be a way to not cut a team.

Dr. Brewer: I'll look for Sam and Ed to help me with this, but actually the cages are quite large. It's important to remember a capital expenditure is a once and done thing, or arguably once and done, I mean you have to repaint and things like that, whereas a salary is an ongoing every year kind of thing. There is a difference between a once and done capital expenditure and salary. One of the things we have been charged to do correctly, I think, is look at where our largest part of our budget is, which is salaries. We were looking for a way to ensure that we were projecting jobs and protecting class size requirements first and then need to look from there. I think that further clarification, and I do think that Sam comments were taken out of context. He is here and I think he would probably welcome a chance to explain that. He's shaking his head, but before we get that, let's have Ed explain.

Mr. Consalo: On the cages, this is also for PE too, we've been written up twice now for the storage that we have in the gym for PE classes because you have to maintain three feet away from electrical panels. The next time we get written up, we'll be fined for that. What this will do will be eliminate some of the storage area, so if it's off season, they can move that downstairs and bring up the season that they're using for PE, because we do not have enough storage. By having the cages, we could lock up that area and make sure it's secure. So, it's not just athletics, it has a lot to do with PE too.

Dr. Brewer: That equipment is really expensive too.

Mr. Elias: That's not exactly what I meant. What I meant was, we have 26 programs. I was asked to look at cutting a program and when I evaluated the 26 programs, the one that shot out at me as I kept evaluating was the fact that indoor track wasn't part of playing teams, wasn't in the Mid Penn conference, it wasn't part of the other 25. That's what I meant. I'm not going to say the easiest, it was the most common sense one for me to suggest. It had nothing to do against our 60-80 kids. Kevin Stover and I have a very good relationship and we had a two hour conversation and it was very difficult to tell him, but it was something I was charged to do. It was a tough decision. I wish I wasn't asked to do that, because everything that we do is valuable. As you can imagine, I support all of that, and I'm very interested in finding ways to help everybody be happy.

Female Voice: Is there a reason why you were told to only cut a program . . .

Dr. Cronin: Can I make a comment, Hank? My recollection is that we simply wanted to cut costs in general. But, I believe that some of us, including myself, our sentiment was that I would rather not see a program cut, I'd rather see across the board reductions and that's just a philosophical difference. But, I don't remember what everyone said, but I remember I specially did not want a specific program cut, especially when it involves that many kids, but that is one method to do it philosophically, I specifically wanted to look at all positions or whatever that could cut a little bit everywhere and the big one that

I had said was limited service contracts, how many coaches do we have in every single sport. Is every single one needed? Some yes, maybe not. So, I wanted to just clarify that.

Mr. Elias: Donna and Chris and I had a dialogue about that and I gave also to the administration suggestions of coaching staff cuts that totaled about \$11,000-\$12,000. I did give those suggestions also that were across the board. I'm going to announce those sports.

Female Voice: It was the administration's decision to do one program?

Dr. Donahue: Ultimately, it will be the decision of this Board as to the final budget, so we take responsibility for the budget and recommendations that come from the administration.

Mrs. Sheffey: It's a preliminary budget.

Dr. Donahue: That's right.

Mrs. Sheffey: The full Board has to vote on the preliminary budget and then there will be a final budget.

Dr. Donahue: Thank you. Any other comments?

Becky Lengerich: I would just like to add one more and that is our biggest thing that . . . It's about indoor track, but it's a general comment. Dr. Brewer, the capital investments you say are one time, but for each of these kids going through the program, it's a one time investment in them. We are here because that's our greatest investment is in these kids. I really also agree looking at this list which I appreciate you handed out. I see quite a few things that I would be willing to put off in order to allow these athletes to have their year of track and the next year of track that they can continue.

Dr. Donahue: Thank you very much.

Dr. Cronin: Did we see the limited service? Is that coming to us? The cuts for limited service?

Dr. Donahue: We've already seen that.

Dr. Cronin: But they're – are there athletic ones? These are non-athletic, except for indoor track. Are there others? Maybe I haven't seen them yet.

Dr. Brewer: Every department in every building was asked to assist us in cutting expenditures. This is what we have cut from athletics.

Dr. Cronin: Just that? That's the only thing?

Dr. Brewer: That's correct.

Dr. Cronin: No limited service contracts?

Dr. Brewer: We talked about other things, but no. We did not go further into cutting in athletics.

Mr. Morelli: But didn't we talk about limited service? Donna had a suggestion about taking one or two or whatever cross programs. Wasn't that something that had to be tabled next year for negotiations?

Dr. Brewer: Oh, you mean . . .

Mr. Morelli: She's talking about literally taking them off of all limited service contracts where we were saying does every sport need whatever they need now, on average 4 coaches, could they get along with 3? I believe that was something that had to be discussed next year.

Dr. Brewer: I didn't hear it quite that way. What I heard was a part of the collective bargaining agreement is that we have literally, I think about three pages of limited service contracts in there from ski club advisor to slide show author, to all the music and so on. What we wanted to do is go in and evaluate the waiting of each of those and see if they even needed to remain in the contract. Although we're under no obligation to fill them, because they're there, but if we do fill them then we have to fill them at the wage that's in the contract. What we wanted to do was actually methodically look at whether or not some of the wages of those positions needed to be changed, including some of the coaches who are very low compared to the industry standard. Some things could actually go up, some things could go out, some things could require other adjustments, but that's a negotiation.

Dr. Kepler: I can jump in there too, Mr. Morelli and say that we did review that with Mr. Elias and his recommendation and I second that would be to cut staff across the board at all of our sporting teams puts us, in certain places, at risk for liability. You have various sports with a number of athletes, contact sport vs. non-contact sport. If we reduce our staffing on the practice field on the playing field, injury becomes a greater risk to us.

Mr. Morelli: But much like we did on the academic side, we're not telling you, like on the academic side, we're saying look at your costs, try to reduce them without getting rid of staffing positions, look at them through retirements and try to reduce, not get rid of programs, but reduce cost for your programs without impacting the class size or the academics. Couldn't we do that the same way on the sports side with the charter being look at the cost across sports, but wait, it's a given, you need to staff whatever the sport is with a correct amount of coaches, so you don't approach that safety factor. You can field a team with the right amount of coaches. Go ahead, Donna.

Dr. Cronin: My question was we have guidelines in place for academics, what are the guidelines with athletics? How many coaches does make it safe and how many doesn't it? At what point is it not safe and we need to see those guidelines to find out, because we don't want it to be arbitrary, and I'm not saying that it is, but it certainly is inconsistent and there's certainly been some athletics have a much higher student/coach ratio. Can we see what the guidelines are that we're looking at and address that just like we do with academics? With academics, we have for every grade what the requirements is, because like I said, I think it would be much better for our students to cut across the board in small ways than get rid of an entire program. If there's 3 or 4 coaches and that's what's needed, fine. But, if there's 5 and only 4 are needed, then we need to look at that, but we don't have guidelines in front of us to know.

Mr. Elias: Donna, there are no such thing as guidelines. If I were to start a new program tomorrow, whatever it may be that we don't have, the first thing that we will do is we will check with what everybody else has done. When we check with the football program, for example, we are in line with what everybody that has a reasonable size that we have, the number of coaches is where we're looking. The same thing is for any sport. You asked me maybe 2 months ago, the 25 to 1 ratio, I contacted the national federation. There is no such ratio. There is no such guidelines. What they told me was that it's common sense of what you believe is safe in your own jurisdiction of your sport and your community. So, how many should we have as a wrestling staff, I would contact 20, 30, 40 schools that have wrestling of our size and I would check and see what their numbers are. It depends on the demand, really, of the community. If the community sees it as a value, then you might see one or two more coaches in a particular program then you might in another community. But for the most part, that's the kind of guideline that you see from one school district to another. I don't know if that answers your question or not.

Dr. Cronin: Somewhat. I would like for us to have some guidelines in place that are just like with academics. Whatever we base it on, whether we base it on the fact that the national federation says there are none or we say that it's based on what our like size schools in our area or across the state are doing, I think it would be good to see what they're doing and then determine our guidelines ourselves by what we think, what we can afford, and what is safe.

Mr. Elias: I think most of our staff that have been established long before I came here were established in those type of realms. For example, if I were to say that next year we're going to have 3 assistance coaches for football, and we find out that Lower Dauphin has 5, Palmyra has 5 and so on, there will be [tape ends] . . . safety and quality of the program. I'm not sure what else to tell you about the guidelines.

Dr. Cronin: Just some written guidelines, just to have something in writing that we can look at and discuss.

Dr. Donahue: Sam, I had a question. Just as the coach of a particular sport has discretion and a considerable input as to who he or she hires as an assistance, is it the same case with a number of individuals of individuals that coach might want to hire. In other words, some coach might think Team B can get along with 3 coaches and another coach might think Team B needs 4 coaches?

Mr. Elias: That's a philosophical question of the individual coach. I would say that our middle school football program, we have 3 football coaches and that's who we hire. If we hire anymore, the coach may want a volunteer coach who may be there at times or may not. The one thing that everything that everybody talks about, we could get volunteer individuals, our volunteer coaches don't coach Monday through Friday. They are there when it's convenient for them. They might be there on a Tuesday, they might be there on a Thursday. But, they're not there like our regular limited service contract staff members. They are there Monday through Saturday or whatever the sport may be. It could be Monday through Sunday. The volunteer coaches which we rely on in a lot of sports, they are there using their expertise, but they're not there all the time. I'll give you a very good example. We have two wrestling experts in the community – they're doctors, Dr. Goodspeed and Dr. Lynch have outstanding high school and college credentials. They come in periodically and help us out in the wrestling program, but they're not there Monday through Friday. They are listed as volunteer coaches and maybe some individuals might assume that they're there as much as our head coach or assistant. It's all relative in each sport and I certainly will take a hard look at every sport and give recommendations to the administration.

Dr. Donahue: Thank you.

Dr. Cronin: Thank you.

Mr. Morelli: This is more of a question probably for the Finance Committee, I was just wondering, say I was a parent and I know that this track program costs around \$4,000 a year. If I wanted to go out and get that money somehow, say, try and combine all these booster clubs, especially the bigger ones that can raise a ton of money and get them to donate \$4,000 to the Trojan Foundation. Could they earmark that for a certain sports program?

Mrs. Sheffey: I don't think so.

Dr. Brewer: No. Because the Trojan Foundation as a 401 (c) is charged with enhancements above and beyond what the School District can fund and it can't be a reoccurring expenditure. In other words, the Trojan Foundation can't have this expenditure that they're saddled with year after year after year. That's the difference between a one year and a salary.

Mr. Morelli: So, let me ask you this. Say Booster Club A or F wanted to give Steve Rineer the \$4,000. Would he take it and

Dr. Brewer: He'd take it in a heartbeat, but see here's the problem Chris, again, it's a reoccurring expenditure.

Mr. Morelli: They'd have to do it every year – with program sales or something like that.

Mr. Rineer: That really is the problem or the question is that you can fund it from an outside source one year. We bumped into that with the baseball association on lights. We were going to install the lights and they committed to pay a certain amount of dollars every year. That stopped about two years ago. They reached the end of their commitment. But that was a one time project, namely the lights. The baseball associate wanted to fund that program so they did, but there was a schedule that they were supposed to pay every year in June until that cost had been paid in total. But, they signed contracts for that. It would be very difficult for an outside organization like a booster club to commit to paying that cost year after year after year, because at that point you're relying on the viability of that organization. If they walk away from it, we end up having to bear the cost of the program or cancel it at that point.

Mr. Morelli: Some of these booster clubs are machines and they could do that if they're motivated and I've seen it where they're spending a lot of money and they're making a lot of money. I'd like to see them spend it on something important. Assuming they wanted to do that, I just wanted to know would there be a way that they could get that money to a limited service contract if they wanted to.

Dr. Cronin: Isn't that kind of the way the PTO subsidizes Gold and Star – a couple hundred dollars every year?

Mrs. Sheffey: But they don't subsidize a person. The PTO funds don't go towards a person's salary. They buy T-shirts, so . . .

Dr. Donahue: This is a very interesting topic. The philosophy of [not audible] is an interesting topic with a lot of interesting implications. I think that should be a topic of discussion at some point.

John Dunn: Very interesting conversation about the baseball program where there's a limited contract where right now, as a taxpayer in Derry Township, the baseball program is free and clear of paying for the cost of lights. In an audit that I recently did, I believe there are least 90 lights down on that complex that we as taxpayers to the School District are paying to fund a program that's not a part of the School District, but it's servicing the needs of baseball players. I really think that you need to address pay for play and also work out new arrangements with them that you control the electricity to those lights. Turn the lights off until they realize they have to pay to play rather than us as taxpayers having to pay for that. That services which is causing the consternation that we're all dealing with on increasing our millage.

The other thought I had is how large is the athletic budget? Sam, are you aware?

Mr. Elias: It's about \$400,000.

Mr. Dunn: \$400,000. And, my dear, how large is your program?

Female Voice: 60 to 70 kids.

Mr. Dunn: No, dollar wise.

Female Voice: \$4,100.

Mr. Dunn: \$4,000 and yours is \$400,000 so the thought of reducing everybody's cost by, someone do the math, by 1% would salvage this program so there would not be a sacrificial lamb at the expense of everybody else's success of continuing their efforts. 1/10th of a percent we're asking to cut back all the existing activities to salvage or continue this effort which, to me, seems to be a rounding error and I would strongly recommend the school Board to reconsider cancelling a program for \$4,000, especially with a budget that's \$50 million dollars. I think we can find \$4,000 somewhere. Thanks.

Alan Tezak: Very briefly. Just for the record to correct the gentleman's statement that came here previously regarding the lights. I think it would be gross negligence to fail to recognize the enormous improvements that were made to that field at no taxpayer expense whatsoever. They were all private funds that were raised that far exceed any annual costs for electricity for lights and will go forward for a number of years. So, if you want to cost benefit analysis, I'm sure somebody would be real happy to do that for you. Thank you.

Dr. Donahue: Thank you very much. I want to thank all the citizens for their comments. We really do listen and appreciate you coming here and staying through all the fine detail of the meeting.

ADJOURNMENT

9.01 Adjournment

Dr. Donahue: The next public school board meeting will be held Monday April 26, 2010 starting at 7 p.m. in the District office board room.

Mrs. Sheffey moved to adjourn, with a second by Mrs. Chabal and, approved by unanimous voice vote by all members. The meeting was adjourned at 9:36 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the April 26, 2010 meeting

Dr. William Parrish
President of the Board

LDM