

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

May 2, 2012

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Wednesday, May 2, 2012, in the High School LGI room. Mrs. Ellen Sheffey, Board President, called the meeting to order at 5:13 p.m.

1.02 Roll Call

Directors Present: Mr. Christopher Barrett
Dr. Donna Cronin
Dr. Henry Donahue
Mr. John Gräb
Mr. Bruce Hancock
Mr. Christopher Morelli
Mrs. Maryellen Sheehan
Mrs. Ellen Sheffey

Superintendent: Dr. Richard Faidley

Secretary: Mr. Stephen Rineer

Solicitor: Mr. Brian Jackson

Student Representative: Mr. Zachary Cole
Mr. Stephen Haverstick

Press: Mr. Dave Buffington THE SUN

Representatives of the Administrative Staff: Mr. Dan Tredinnick, Dr. Bernie Kepler, Mr. Joseph McFarland, and Mr. Ed Consalo.

Representatives of the Staff and Community: Brian Shiflett, Iris Iozzia, Margaret Kreher, Cathy J. Franklin, Anne Reeves, Denise Oggero, Megan G. Hulse, Janet Duck, Christine Drexler, Judy Haverstick, Sarah Haverstick, Mary

Dewey, Anne Newman, Priscilla Stoner, Janice E. Mark, Andrea Abruzzo, Bill Parrish, Ed Uravic, Heidi Eby, Greg Neuhauser, Julie A. Neal, Dana Rae Brouillette, Kirk S. Franklin, Jill S. Troutman, Patty Seeley, Diane Leonard, Carol Clark, B. Clark, Diane Cerminara, Pegg R., Julie Moore, Sara Dieffenbach, Christopher Bushman, Dina Angello, Beth Herman

Mrs. Sheffey: Mr. Gräb will be joining us a few minutes late.

1.03 Flag Salute

Dr. Donahue led those gathered in the Salute to the American Flag.

INFORMATION AND PROPOSALS

2.01 Announcement of Special Meeting

Mrs. Sheffey: The Sunshine Act and School Code set forth procedures by which the District may call a special meeting. Under the Sunshine Act, special meetings are defined as those meetings that are scheduled after a public agency's regular schedule of meetings have been established. As you may know, we had a regular meeting of the full Board on April 23 and we will have a regular meeting on May 14. Under our policy and under School Code, the President of the Board may call a special meeting at any time.

In this instance, I called a special meeting to elect an individual to fill the vacant School Director position. As such, the calling of this meeting is proper.

2.02 Reading of Notice of Public Meeting

Mrs. Sheffey: The meeting was published in the Patriot-News on Friday, April 27. The notice was also displayed on our website. The notice said:

The Board of School Directors of Derry Township School District will hold a special meeting on Wednesday, May 2, 2012 from 5:00 p.m. to 7:00 p.m. in the Hershey High School LGI room. The purpose of the meeting is to fill the vacant School Director position.

2.03 Announcement of Executive Session

Mrs. Sheffey: I would like to announce that we met in Executive Session prior to this meeting to discuss employment issues.

Mrs. Sheffey: We are going to change the order of the agenda. The next agenda item is supposed to be public comment. We are first going to have our candidates speak and then we will have public comment. So we are now on Agenda Item 2.05, are we there? Sorry to have changed it on you Dan.

Mr. Tredinnick: That's okay, I will adjust.

Mrs. Sheffey: Okay.

2.05 Announcement of Business of Meeting

Mrs. Sheffey: On April 19, 2012, Dr. MaryBeth Hagan resigned her position as School Director and the Board accepted Dr. Hagan's resignation on April 23. Pursuant to Section 315 of School Code, the Board has commenced the process of filling the vacant School Director position. On April 24, the School District that any constituent interested in being considered to fill the opening send a resume along with responses to Board's questionnaire to the District no later than May 1, 2012.

In response to this request, the District has received resumes and questionnaire responses from five constituents interested in the position. Candidates who submitted resumes and questionnaire responses were asked to attend today's special meeting to present a three minute oral summary of their qualifications based on Question 1 of the questionnaire. The Board also may question each candidate.

Upon conclusion of the presentations, the Board will elect one candidate to serve as School Director until the reorganization meeting of December 2013. The term of School Director elected to fill this vacancy is established by the School Code.

2.06 Introduction of School Director Applicants

Mrs. Sheffey: We will now begin candidate presentations. The candidates will present in alphabetical order. As mentioned earlier, each candidate's oral presentation will be limited to three minutes, and we must strictly enforce this to ensure ample time for all our candidates and to allow questions from any Board members. So we'll start with Dr. Brian Anderson. Is Dr. Anderson here? Has anybody heard from him? Okay. We will move on to Mr. Gregory Neuhauser.

Dr. Neuhauser: Thank you Madam Chairman and members of the Board for the opportunity to speak to you this evening. I'm a recent transplant to the District having moved with my family here two and a half years ago, and we did so

because, primarily, because of the excellent reputation of the schools in Derry Township and thus far we have not been disappointed.

I think, quite frankly, and I know I'm not telling you anything that you don't know, but I think that we're at a crossroads in public education. We're at a critical juncture. Many of our neighboring districts are retrenching and cutting back severely the services and programs available to our students. We're going to have to face those same questions. I'm sure you face them already, but it's not going to get much better until it perhaps gets worse.

What does that mean for the District? Well long term it certainly means that we've got to make some hard choices about what direction the District will go. I don't want to see major cutbacks. I'm sure no one else does either, but by the same token, I think we're required to make certain hard choices, and I'd like to be a part of that conversation.

I think I have the background and the training and the analysis to be able to analyze issues to come before the Board. I think I have a perspective as a parent of a student in the District that perhaps some others don't have. I'm not suggesting that I would always favor increased programs or increased services, that's not my agenda and that's not my point for raising it. But I do so simply to suggest that it's going to require some difficult choices to meet, not only our obligations, but our goals and our aspirations. I think those people who know me know that I have the serious demeanor and the ability to critically analyze issues fairly and competently when they are presented.

I offer myself as a candidate to you tonight as someone who has not come before the Board previously, but perhaps can bring a fresh approach a fresh look at the critical issues that the Board will be facing. I'd be happy to entertain any questions that you may have.

Mrs. Sheffey: Thank you Dr. Neuhauser. Do any Board members have questions? Okay, thank you. Dr. Anne Elizabeth Newman.

Dr. Newman: Good evening. I am Anne Newman. I want to thank the Board for giving me the opportunity to apply for the open position of Derry Township Board of School Directors. I believe I have the qualifications and the background to fill this position, and I certainly have the time and energy to do so.

Most of my career was spent in manufacturing management. At my last position at Cummins Engine Company, I was Department Director at the corporate level. I had a staff of professional and technical people reporting to me and a budget of about – budgets about \$1.4 million dollars. The work of our department was to go into the Cummins community and change the culture worldwide. We were trying to achieve consistency of operations and to break down the silos of

functions in the company. We were able to do this and established standards of functional excellence for the company.

Throughout my career I have been invited to serve on Boards in academic and professional organizations. The latest of these was – one of the latest – was the Ohio State University Alumni Advisory Association. I served on that Board for six years. We met twice a year with the President of the University to tackle problems that were facing the academic community at Ohio State.

Another Board that I served on was the Waycross Center Board of Directors. I was elected to this position. The Waycross Center was/is an Episcopal camp and conference center with a \$2 million budget. When I joined this Board it was fairly dysfunctional, because there had been a turnover of administrators for the Board. We were able to, excuse me, we were able change this Board by hiring a new administrator for the camp and conference center and also to change the focus of the Board that had been dealing with day to day operations of this center, which is really not a appropriate thing for the Board to do. We were actually able to change this Board without alienating any of the people who had been helping with this Board over the years.

I had served on the executive committee of both the Boards of the Ohio State University Board and the Waycross Board, and I feel that this gives me some very good experience for serving on the Board here at Hershey.

I want to thank you again for giving me the opportunity to talk to you this evening and if you have any questions, I would be glad to answer them.

Mrs. Sheffey: Thank you Dr. Newman. Dr. Cronin?

Dr. Cronin: Not a question, but could you comment briefly on your role as a citizen advisor here with the District?

Dr. Newman: Yes. I had asked to be a citizen advisor on the Policy Committee. This is an area that has been of great interest to me. I have done this kind of work in my work with General Electric and also with Cummins and also other organizations. I feel that I like to deal with the detail of policy. I like to review it. It's sometimes a thankless job, but I seem to thrive on it.

Dr. Cronin: Thank you.

Mrs. Sheffey: Thank you. Any other Board member? Okay, thank you Dr., Mrs., no it is Dr. Newman. Excuse me.

Dr. Newman: Yes.

Mrs. Sheffey: Okay. Dr. William Parrish.

Dr. Parrish: Thank you Mrs. Sheffey. My name is Dr. Bill Parrish, and I will address the question asked and that is what is our qualifications for this office.

My wife and I moved to Hershey in 1993. We've put three kids through the School District who have now branched out – one living in California, one living in Tucson, Arizona, and one living and actually taking their last final at Auburn University as we speak.

I served 8 ½ years on the Derry Township School Board. My first half year was as an appointment in 2003 and then we successfully ran and was elected on two occasions. I chose in 2011 to not seek a third term, but since that time I think there have been many changes in the District on my many levels that have peaked my interest and my concerns.

I currently sit as a member of Trustees at the Garrison Forrest School in Baltimore, Maryland, which is a private prep school. I serve as an educational advisor for Medtronic, Inc. and OsteoTech, Inc., lecturing and educating physicians internationally on the use of bone graft and surgical techniques.

The first 15 years that we lived in the Hershey community, I was a member of the [not audible] at Penn State University. I left Penn State University five years ago to go into private practice. I currently am the Chief of Orthopedic Surgery at Lancaster Regional Hospital in Lancaster, Pennsylvania.

During my time at Penn State University, I had the opportunity to work with students at many levels who are very active in the Pennsylvania Youth Apprenticeship Program and mentored high school students for several years as they shadowed physicians in the office. We also had the opportunity to participate in the education of medical students and the education and selection of both residents and medical students through my tenure there.

Certainly, the question becomes why am I throwing my name in the hat for this office at this point? I think that most of us who have served on a School Board will find that service on a public School Board is unlike any Board or any committee you've ever served on. The state School Code, the union contracts, teachers, service employees' contracts, etc., No Child Left Behind, the many mandates that really affect the way you can govern a School Board can't be understood and experienced unless you've been part of it. I think that with the growing crisis, both financially and on many other fronts, that are facing all school districts in this state, now is now the time to put somebody's who is green into a position having no experience in public school education. That's why I'm here today to offer my application and to ask for your consideration for this open position. Thank you. I'd be happy to answer any questions.

Mrs. Sheffey: Are there any Board member questions? Okay. Thank you Dr. Parrish. Mr. Brian Shiflett.

Mr. Shiflett: Good evening. To highlight the attributed I bring to the School Board, I'm going to go off resume and describe a School District project I worked on in Lowden County, Virginia, one of America's fastest growing counties.

Ten years ago, our subdivision had been assigned to three different elementary schools in the span of four years. There were seven elementary schools in our planning area and an eighth would be open in the following year. Our district had started the process of making a tenant zone adjustments, and I was quite familiar with the process from our last school move. Basically the district would make available all enrollment projections down to the neighborhood level and parents would fill up gymnasiums and public input sessions where the neighborhoods would show up in their uniquely colored shirts and folks would stand at the mic making a big fuss why their kids should not be sent to a different school and why it would be a better decision to reassign students from another neighborhood to the new schools.

Eventually the administration would make a recommendation to Board, complaints to the Board would follow, and eventually the Board would approve a plan that would make many people unhappy. The district's behavior was analogous to handing out rocks to the public. Many people would run around and smash things with them or worse yet, throw the rocks back at the district and the Board members.

What I envisioned was a machine that turned the rocks into something useful, so I took the time to learn from the district what they considered to be the most important attributes of a good attendance boundary plan, and I turned that into a modeling tool that would allow anybody to create a boundary plan using the district's data and see for themselves how well it fit the district's criteria. That was Step One – give the people the ability to create a viable solution and minimize the rock throwing.

The next step was to rally our subdivision to find out what most important to them. Well, most said they didn't want to move their child to yet another elementary school, they knew that even if the status quo remained, it would only be a matter of another year or two before a neighborhood was squeezed out of the school. From discussion I learned that what my community wanted more than the status quo was long term stability. They were willing to switch schools for a fourth time in exchange for a long term solution, but they didn't know how to achieve that goal.

We also observed that the best principals in the district were given the assignment of opening a new school and those high achievers were able to recruit an exceptional team of educators. We took the information and the

community input and created a [not audible] model moving our subdivision and a neighboring one to populate the new school, even though it wasn't close to our neighborhood. The plan forecasted the long term stability that people sought. My cohort and I went out and gained support for the plan from our community and then we took it to the administration who appreciated that the plan met their goals. The end result was that our plan became the basis for the administration's recommendation to the Board and the Board readily adopted it. The district went on to reuse my modeling tool for future re-zoning efforts.

Ten years later the district has grown from 36,000 to 66,000 students. My old planning area grew from 7 to 10 elementary schools and this fall marks the 10th consecutive that the neighborhoods I represented are sending their school to the same elementary school.

I take the time to learn the needs of the administration as well as the community. I facilitate communications and I work to build better solutions, and above all, the actions we take must serve the students well. Those guiding principles have served me well in the past, and I believe, will serve me well as a School Director in our District. Thank you for the opportunity to speak to you tonight.

Mrs. Sheffey: Thank you Mr. Shiflett. Are there any Board – Dr. Cronin?

Dr. Cronin: Just a question, could you also share with us your previous involvement with the School District as not only an attendee, but a citizen advisor?

Mr. Shiflett: I served on the District's Time Change Study Ad Hoc Committee, which basically had about a year's lifespan. It ended last year. Beginning this year, I'm now serving on the General Services Committee. I also like to attend Finance, Policy Committee meetings as I can. They're very interesting. I'm a geek, I'm sorry. I love that stuff.

Mrs. Sheffey: Are there any Board member – Mr. Morelli.

Mr. Morelli: Thanks for your comments, Brian, and thanks for volunteering your service. Just one quick question. Your answer to number 1, the role of a School Board member is that of a planner and policy maker and the implementation of that the educational programs and the conduct of the school is the legal responsibility of a superintendent. Where is planning end and the superintendent begin?

Mr. Shiflett: First of all, I want to thank the Policy Manual for letting me plagiarize most of those words straight from the District Policy. I did not make those words up, but I believe in them.

I will give you an example. I think our District Administration has a very full plate of work to do every year. As planners, they have to follow a lot of state guidelines for comprehensive planning. As Dr. Parrish mentioned, the challenges that face this District are unprecedented. Not just this District, but districts across the Commonwealth. Public education [not audible] from property tax reformers, legislators, charter cyber schools – if we don't plan to change the model of education in our District to be sustainable in the future, this District will become the school system of last resort for people in our community.

We need our District to have the vision – our School Board members to have the vision to plan for the future. We need the input from the Administration and the community to kind of understand what educational tools are available to help mold our District's curriculum in the future so we have an understanding – what can be achieved to maintain the standard of excellence, yet fit within a sustainable financial model. We do not want to continue to send our students to cyber schools. So I believe that School Board members have to take a lead role in making sure that the planning is being done. I don't think the Board members can do it by themselves. They have to solicit input, from not only the Administration, from the community, I think even professionals even outside the community to understand what's best to make this work in the future. I don't have all the answers; certainly I know that if we do nothing, the answer is going to be bad.

That's an example about how I think planning can really help ensure that we deliver to the community a successful public education model for the future. If we ask the Administration to do all that work themselves, they will never get it done, because they lack the – you know – we'd have to hire a bunch more administrators to get the work done. We need to go leverage other resources to help get that planning done with their input and with their cooperation. I think we're all in this together. Thank you.

Mr. Morelli: How do you suggest or, I guess not suggest, but how do you balance your planning efforts with implementation, because say everyone does the planning that you just spoke about – Board members, community folks, other professionals giving their time outside the community. At some point, those plans turn out to a project, which turns into an implementation, which goes back onto the District. So how do you balance it? One example is, say the community wants a lot of good information on a webpage, which is a great idea. How do you figure out how much to put on that webpage? Because if you put every document that somebody in the District saves, you're going to hire a team of web developers, and we want to get rid of web developers or administrators. So how do you balance that and how do you make the community understand that balance?

Mr. Shiflett: Absolutely. In this scenario, I think we're talking about perhaps a School Board which has a different set of priorities than maybe the

Administration has currently. The School Board has the function of the oversight of the Superintendent – really needs to sit down with the Superintendent openly where possible, balance those priorities. You as Board members and the Administration have to be ultimately on the same page. They realistically can come to you and say we don't have the bandwidth with our current staff to get that done. That then means and this is any [not audible] manager and a business. When your business sort of takes a change in direction, you have to sit down and understand how to balance priorities – what can we basically – what are we doing now that we can basically do away with, put lower on the priority, find processes to reduce the amount of time spent. If there is something that's extremely worthwhile that's worth pursuing, maybe you've got to fund it, but I tell you what – it's a lot easier to fund it when you've got the community behind you. If the community is not behind you, they're just going to throw rocks at you for spending more money, but clearly if you're going to invest in the District's future, you're going to have to have a plan, you're going to have to reset priorities with Administration – how can they get their job done exceptionally, meet expectations, deliver the education that they need to deliver and meet your priorities. Something's gotta give – either we need more funding or we've got to take things off their plate. That's your job to help Dr. Faidley.

Mrs. Sheffey: Any other questions? Okay. Thank you Mr. Shiflett.

Mr. Shiflett: Thanks for the opportunity.

Mrs. Sheffey: Has Dr. Anderson arrived? Okay. Then we will go back to agenda item 2.04.

2.04 Recognition of Citizens (Agenda Item)

Heidi Eby: I know you all know me. I'm speaking tonight as one of your most involved and committed citizens. Many of you have told me you respect me and quite a few of you have even sought out my opinion at times over the years. Tonight's appointment to the Board will resound within this community with a loud and clear message. By each of your votes tonight, you will make a statement about your commitment towards gaining the trust and serving the public who want a more transparent, open, and trustworthy Board and Administration.

Several of you sought my opinion on how to turn the public's negative perception around. You asked me how I thought you would gain the public's trust and help get everyone out of their respective corners and work together in the spirit of compromise towards a more cohesive working relationship for a better School District. You said, give us a little time, have a little faith, especially with a new Superintendent to add new perspective and leadership style. I've given you that time, and I'm frustrated. I've been willing to help be part of the solution and help

to create a positive better atmosphere. We can't afford to go backwards. Tonight's vote will be when your actions show me you've meant your words.

With all that being said, and with due respect to all of the applicants, I support and I hope you will, Brian Shiflett. He's one of the few that I can say has been to more meetings than me. We have been laughed at for being the two in the audience. We need someone to serve on the Board who already has the backing of the community and who has a working knowledge of the issues and challenges facing our District. Brian Shiflett is that candidate. Thank you.

Mrs. Sheffey: Thank you. Are there any other?

Ed Urvic: Good evening. My mother graduated from Hershey High School. I graduated from Hershey High School and some kind of miracle my daughter's graduating from Hershey High School in June and I want to take this opportunity to thank everyone in this room, including the people in the community for helping her make such a great accomplishment. She'll be going to college in the fall.

I'm here to support Brian Shiflett for School Board, and I'm asking you to seat him on the Board of School Directors. You may know that Brian has had an incredibly successful career in business, in the technology industry on a global level, running an organization that a business in the hundreds of millions of dollars. I know we all hate him for this, but he retired at a very early age and he's taken up a life of public service in another state and now we're fortunate to have him here. You all know about his participation in the School District so far, but the one thing I feel that he brings to the table more than anyone else perhaps, is his ability to work with different people with different views and get things done. To bring people together in his calm, business-like, tenacious way, to identify a problem and have a great discussion with the people he works with and the people in the community to actually produce a result that satisfies most of the people. That's something that is very important in governing as you know. It's something that particularly large groups of elected officials, like the School Board, have difficulty in. There's just a lot of people with a lot of different viewpoints. I think Brian would be a calming and productive influence on the Board bringing his experience and his temperament. Thanks for considering Brian Shiflett for School Board.

Mrs. Sheffey: Thank you.

Julie Tafuto: I'm also here to support Brian Shiflett. Based on his experience, his analytical approach, and his apparent desire to be part of the process. I hope you all sincerely consider Brian Shiflett for this position. Thank you.

Mrs. Sheffey: Thank you.

Mary Dewey: My husband Bill and I have three great daughters who all have gone through the Hershey School system. We feel very lucky and fortunate we've had such a great public school experience here. Our youngest is now a freshman in high school here and having a great year.

I have made a commitment to serve the School District through the Trojan Foundation Board. I was lucky enough to work with Dan for three to four years. Hopefully everybody in the room knows what the Trojan Foundation is and basically our goal was to help supplement funds for innovative and unique programs in the arts and athletics and academics that, unfortunately, can't be funded through the operating budget any longer. We did a very successful annual fundraiser, Taste of Hershey, which many of you probably have enjoyed.

This past fall, I decided I had done my time and that it was time for some new faces and a new perspective. I recruited someone else who I believed could make a great contribution. She has the same passions that I have for the School District; she's very committed to Hershey as a community. She has children who are in the School District, and I really believe that it's important in any organization to, sort of, turn things over from time to time, add some new faces and some new perspectives.

I, too, am here to support Brian. I've known Brian for a little more than two years. I really just met him through forums like this where we shared similar interests and similar goals for the School District. I think that Brian's personality speaks volumes to the task at hand here. He takes time to thoroughly research questions. He is responsive. He'll make an effort to learn about the issues before he will draw conclusions. I think he has a very objective way of bringing his responses when he is ready to deliver those. I think we heard several people mention that the change in culture is very important. I think we're ready for that. I think Brian is not afraid to challenge the status quo when that needs to happen. He is a consensus builder, which is very critical at this time, and I can't imagine anybody volunteering their time to come to meetings when there really is no great reward in that other than you have to have a passion for the work that lies ahead. I think he has the time. I know he has the knowledge base, and I would like to ask you for your support in giving Brian the opportunity that he deserves.

Mrs. Sheffey: Thank you.

Anne Reeves: Good evening. We have four kids in the Hershey School system. My oldest is a sophomore in college. My youngest is in 6th grade. I think I'm the oldest 6th grade mom there is. Thanks for allowing us to speak tonight. We appreciate it. I also hope that you listen to what people are saying. It's one thing to let us come up here, ask us to come to the meetings and speak, but we also need you to listen to us too.

I know when there's an opening on any kind of Board, what makes the most sense to maybe the people on the Board is to put someone on there who has had experience, who's done it. But we need more than a placeholder this time. You do have another candidate, Brian Shiflett, who has not been on the Board, but he knows more about Board policy than probably anybody else. The e-mails I get from him amaze me how detailed they are. His budget work – I don't even know he takes the notes he takes at these meetings. It's like he must be a stenographer in a different life. He knows a lot and he would bring such a great perspective as other people said. He delivers without emotion, even when tempers are running high or people are excited about things, he remains calm. I think that's something we really need. As Mr. Morelli said last week, it takes a lot of time to be a School Board member and he was talking about housewives and retirees doing it. Well Brian isn't a housewife, but he's a retiree and he has the time. He can do it.

So what I ask you to do is not just put a placeholder in place. I mean, there's a lot more time left in this vacancy. It's not just a couple months. There's a lot coming up that the Board has to do as you all know – a lot of very important decisions to make and he'd be a great person. I hope you consider his [not audible]. Thank you.

Diane Leonard: I just come before you and ask you to make this decision based on two prongs and I think Mr. Morelli hit on that at the last Board meeting – that we need to have somebody in the Board position who has the time to commit. We have a lot of issues before us as a Board. We have a lot of Board culture to address. I think having someone in that capacity who has time to devote to that position would be key. The other thing that I think you need to ask yourselves is who has demonstrated a commitment? Who, perhaps, has run? Who currently is involved at the Board level? Who is involved within the School District presently? I think that speaks volumes to the level of commitment that they have for the District. Thank you.

Mrs. Sheffey: Thank you.

Jill Troutman: I live and work in the community and I want to speak to Brian's personality. Brian's past history, which he didn't mention previously, was that he was a Boy Scout leader, and Brian, himself, is truly a Boy Scout. He follows the law to the letter of the law. He is trustworthy. You can count on him being there for you. He is helpful. He will look things up for you. He is a loyal, not a backstabber. He will work with you. He will stand by your side. He is thrifty. He knows how to look at the dollar and manage it in the best way possible. He's a savvy businessman. Not to mention that he's brave, clean, and reverent as well. His personality is one that is very easy, likeable. He'll be there for you. He will work by your sides and he will work hard for you. I want to highly recommend that you consider him for the next position. Thank you.

Mrs. Sheffey: Are there any other citizen comments?

Julie Neal: My name of Julie Neal, as most of you know, as I am a very regular attendee of these School Board meetings. Ladies and gentlemen of the Board, I come here tonight in support of Brian Shiflett for School Director, but it is a heavy heart that I do this, for it is my opinion that this decision has already been made. I am quite certain that the phone calls and behind closed door strategy meetings have already occurred so that a cohesive and unified Board is present to the public.

For those who come tonight to support Brian Shiflett, please do not walk away from tonight's meeting discouraged if my prediction comes true. Walk away with eyes wide open to how things operate. We, in my opinion, have a Board majority who believes that the community voice is heard in the voting booths, and now they should be left to the job that they can do – to support Administration and follow the recommendations of professionals and that being good Boardsmen and having good Boardsmanship means you should be unified and not ask too many questions, and do not micromanage or perceive to be decisive or confrontational in any way. Even if engaging in open dialogue might lead to better outcomes and better community support. If you do not agree with this philosophy and are unhappy with the voting tonight, I encourage you to pay close attention to who is voting, because next year there will be four open seats and then we can be heard again in the voting booths.

Mrs. Sheffey: Thank you.

Donna Rae Brouillette: I would like to thank the Board for your time and dedication to this ever important job. I am here to voice my support of Brian Shiflett to be appointed to the School Board. I would like to give you two reasons I see makes him uniquely qualified to fill this position. Number 1, Brian stood for election this past year and narrowly lost. Had only six votes shifted in his favor, he would have won a position. Number 2, as you know, this position requires a high level of commitment, which Brian has demonstrated by his willingness to run last year and asking to be appointed to this vacancy now.

Given that this is normally an elected position, this appointment seems to be a logical choice. Thank you for your service and for considering my request.

Mrs. Sheffey: Thank you.

Kirk Franklin: I wanted to make sure that everybody – there was actually anything left to say about Brian Shiflett. My family and I moved to Hershey School District, Derry Township School District about six years ago when we moved to Pennsylvania – actively sought out a district – and this District is not where I actually work, but we actively sought out this District, because of the reputations of the School District. We have been pleased with the School District

– our children love it here. We think the School District provides a very good education. I'm very pleased with the people in the District – the Administration who report with our children, Ashlyn and Rachel, and are happy with that.

I met Brian several years ago when there was, I think a large, shall we say; let's use the word insurrection regarding what was perceived as block scheduling. One of the things that really impressed me about Brian that I don't know has been mentioned in detail is during that time that the community was really not comfortable and did not understand the proposal relating to block scheduling – there were a lot of people that were angry, confused, didn't understand what was going on, didn't understand what was being proposed. Brian was a very dispassionate and even handed disseminator of information. He didn't say, down with block scheduling or yay for block scheduling or anything like that. He basically told everybody who was interested – well this works in some school districts and these are the kinds of school districts that are interested in this kind of activity. It worked for them. Here are other school districts and it hasn't worked so well. He did his research. He didn't come out with a conclusion. He basically tried to provide the most information to everybody's who was interested without bias and without a political agenda. That's why I ask for you to support Brian Shiflett. Thank you.

Mrs. Sheffey: Thank you. Do we have any other citizen comments?

Dr. Cronin: Ellen, I have a comment to make. I don't know if I should do it as a citizen or if I can do it as a Board member.

Mrs. Sheffey: Is it about the candidates, because we'll have comments after.

Dr. Cronin: I want to add my comment. I need to – I have some comments that I need to share with the Board.

Mrs. Sheffey: About the candidates?

Dr. Cronin: Correct.

Mrs. Sheffey: We'll do – we'll actually have Mr. Jackson walk us through that process.

Dr. Cronin: I want to do that before we have any motions though. Before any motions are made.

Mrs. Sheffey: Okay.

Dr. Cronin: Thank you. Thank you to everyone who is here tonight. Thank you to all the candidates, because as many of you probably are well aware of this, oftentimes public service in any format is a thankless job, but it's also a critical

one. I've been on the Board for six years and many of you I've seen in the audience and some of you who are new, I think you for being here and being a part. I've worked with many of these Board members for a long time and some for a lesser time, but all I can say is that in the last 11 months, with Dr. Faidley as our new Superintendent, I've seen a lot of great changes. Prior to that, however, there were some very very dark days for some of you, for some of us, and certainly for me. Over the past couple months; I've been very very optimistic when I hear my fellow Board members say that they want a change. They want to move forward. They want a new direction. They want to make things more positive the way that Dr. Faidley has brought a positive regime to our District, which was the not the way it was before.

What I'm urging my fellow Board members to do is to consider the importance of moving forward, because some of the things that have happened in the past, prior to Dr. Faidley, were not very conducive to Boardmanship, a Board coming together, or a Board in any way being able to act. I have in my hands here four specific letters that were written to me in 2010 alone. I have others from as far back as 2006. These four were in fact written by one of our current candidates that's sitting out there. As President of the Board, Bill Parrish found a lot of time to write me personal letters that were degrading me and censuring me and also one in particular was to call me unfit to continue to serve as a committee member to the Board and removing me from all committee assignments effectively immediately. I feel very censured – I felt very censured at that time and the series of letters that have come to me basically said that I wasn't deserving to be a Board member if another Board member didn't want to hear what I had to say.

So I implore my fellow Board members to move in a new direction with a new candidate and not go backwards in time where any of us are made to feel like we're unfit to serve and are censured or governed or judged or valued by another Board member and that we really want to move forward. I want to value all of my Board members and I want them all to be valued by myself as well. I want to move forward and not let my collection of letters to grow or anyone else on this Committee. I trust in all of you wanting to move forward and not let the days of the previous Administration or previous Boards to in any way get in the way of what we have to do and that's a positive step towards us coming together. Thank you.

These are all – I'm sorry – these are all available for anyone to view. I didn't make copies, but I also have a file that was kept on me prior to becoming a Board member and later – during – being a Board member that was kept with the previous Board, and I have that available. Thank you.

Mrs. Sheffey: Dr. Cronin, thank you. Mr. Jackson, can you walk us through the nomination process?

Brian Jackson: I'd be happy to, Madam President. This will be similar to how we have conducted reorganization meetings. Board members can nominate any of our candidates here this evening – can nominate anyone this evening. A second is not required. At the close of nominations, we would do a voice vote where each Board member would reflect their preference for any of the candidates nominated. If a majority of Board members – five of the sitting Board – five of the eight – do in fact vote in favor of a single Board member, the process will be complete. The Board member will serve the remainder of the term.

If there are multiple nominations, we would select the two top vote getters among the eight voting Board members for a one to one run off. Of course, at the end of that election, there must be a majority – five votes for us to have an effective election of the next Board member.

If at any time there is not a majority or if there is a tie among vote getters, what the Board can do this evening would be to make a motion for a re-vote, sometimes with the benefit of seeing how everybody has voted, a re-vote may have some impact in breaking a log jam. That is the Board's prerogative. If that does not occur and the evening ends without five people having voted for the same candidate, we would be at a dead lock. There is not a need to table the discussion, in fact, we would leave here this evening without a particular Board member, I would remind you that we do have until, I believe, Friday, the 18th and you do have another public meeting. I'm sure it is everybody's hope that we resolve this this evening with five votes for one of our candidates, but you would be able to place this on the agenda on, perhaps the regular meeting of the 14th, or call another special meeting with notice if that did not occur this evening.

So the next step would be for Mrs. Sheffey to ask the Board members for any nominations for consideration on that vote.

Female Voice: Excuse me, can I just ask one question just for clarification?

Mrs. Sheffey: Yes.

Female Voice: At the last Board meeting, when we were told that this process was going to be taking place, we had two options: we could vote on a candidate or we could go back to the process of the candidate during the election process who had the next number of votes who would have been elected. If by chance there is a tie, can we as a Board opt to go back to that selection process of looking at the votes of the candidates who were not elected as potentially a way to break the tie?

Mr. Jackson: The Board can utilize whatever process it wishes to break a stalemate. At the end of the day though, there must be five people in support of a candidate, and if at a stalemate there was a motion based upon the results of the election to vote in favor of a particular candidate, that would be fine as long

as there are five people voting for that individual. It would be any nomination at all, as long as there's five people. So, yes, at the last Board meeting among the options that other Boards have used, because this is not defined by law, some have used the most recent general election, some have used the most primary election, anything is viable, but at the end of that process, there must be five people voting for that individual.

Female Voice: Thank you.

NEW BUSINESS

3.01 Election of School Director

Mrs. Sheffey: I will now accept nominations for the vacant position of School Director.

Dr. Donahue: I'd like to nominate Bill Parrish.

Mrs. Sheffey: Okay, thank you. Are there any other nominations? Mrs. Sheehan?

Mrs. Sheehan: I'd like to nominate Brian Shiflett.

Mrs. Sheffey: Okay. Are there any other nominations? Okay. So I now need a motion to close the nominations.

Dr. Donahue: So moved.

Male Voice: Second.

Mrs. Sheffey: Okay. I believe we need a roll call on that? Is that correct? Yes. Mr. Rineer, roll call to accept and close the nominations.

Roll Call Vote:

Barrett – Yes
Cronin – Yes
Donahue – Yes

Gräb – Yes
Hancock – Yes

Morelli – Yes
Sheehan – Yes
Sheffey - Yes

8 Yes

MOTION CARRIED

Mrs. Sheffey: Now we will have a roll call vote for the candidate. We have two candidates, Dr. Parrish and Mr. Shiflett. If I understand, your name will be called and you will state the candidate you support.

Roll Call Vote:

Barrett – Bill Parrish	Gräb – Brian Shiflett	Morelli – Dr. Parrish
Cronin – Brian Shiflett	Hancock – Dr. Parrish	Sheehan – Brian Shiflett
Donahue – Bill Parrish		Sheffey – Dr. Parrish

5 votes for Dr. Parrish, 3 votes for Brian Shiflett

Mrs. Sheffey: Congratulations Dr. Parrish. Thank you to all the candidates.

Dr Cronin: Who would like to see this? You would like to see this?

4.01 Adjournment

Mrs. Sheffey: The next public School Board meeting will be held Monday, May 14, 2012 starting at 7:00 p.m. in the High School LGI room.

Dr. Donahue moved to adjourn, with a second by Mr. Morelli and, approved by unanimous voice vote by all members.

The meeting was adjourned at 6:08 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the May 14, 2012 meeting

Mrs. Ellen Sheffey
President of the Board

LDM