

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

November 29, 2011

OPENING ITEMS

1.01 Call to Order

A meeting of the Board of School Directors, Derry Township School District was held on Tuesday, November 29, 2011, in the High School LGI room. Dr. Henry Donahue, Board President, called the meeting to order at 7:05 p.m.

1.02 Roll Call

Directors Present: Mrs. Beulah Chabal
Dr. Donna Cronin
Dr. Henry Donahue
Mr. John Gräb
Mr. Christopher Morelli
Dr. William Parrish (Late Arrival)
Mrs. Ellen Sheffey
Mr. Charles Stover

Excused: Dr. Mary Beth Hagan

Superintendent: Dr. Richard Faidley

Secretary: Mr. Stephen Rineer

Solicitor: Mr. Brian Jackson (Not Present)

Student Representative: Mr. Zachary Cole
Mr. Stephen Haverstick

Press: Ms. Amanda Kahl THE SUN
Mr. Mark Shade PATRIOT-NEWS

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

Representatives of the Staff and Community: Bruce Hancock, Heidi Eby, Brian Shiflett, Maryellen Sheehan, Judy Haverstick, Megan G. Hulse, Thomas Tice, Teresa Umberger, Annmarie Schupper, Javier E. Banchs.

Dr. Donahue: Dr. Hagan has an excused absence and I believe Dr. Parrish is here and will join us momentarily.

1.03 Flag Salute

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

APPROVAL OF MINUTES

2.01 Approval of November 14, 2011 School Board Meeting Minutes

A motion was made by Mrs. Chabal and seconded by Mrs. Sheffey to approve the minutes of the November 14, 2011 School Board meeting. All Board members present signified by a Yes vote.

MOTION CARRIED

INFORMATION AND PROPOSALS

3.01 Announcement of Executive Session

Dr. Donahue: I'd like to announce that the Board met in Executive Session prior to this meeting to discuss employment issues and consultation with attorney or other professional advisors regarding potential litigation and matters that must be conducted in private to protect a lawful privilege or confidentiality.

3.02 Recognition of Citizens (Agenda Items)

Brian Shiflett: More of a request than a question or a comment, but when you get to Agenda Item 5.07 – Personnel General, I would ask that the Administration not simply ask for the approval of the recommendation, but to provide the room some comment as far as the following things: for example, what is the rationale for the Act 93 transfers that are being recommended here? Some questions that came in my mind were - it looks we're splitting a current AD's job in half trying to half AD/half Assistant Principal. What happens to the 50% of the AD's responsibilities? Are they going to be delegated to a new staff member? An existing staff member? How's that going to work? What's the plan? Will the

AD's salary fit within that proposed schedule? Basically, anything else to help us understand the rationale behind these moves. Thank you very much.

Dr. Donahue: Dr. Faidley, would you be prepared later on to address that?

Dr. Faidley: Yes, I can speak to all those things, yes.

Dr. Donahue: Okay great. Thanks. Anybody else?

3.03 Student Representatives' Report

Mr. Cole/Mr. Haverstick: Thank you Mr. President. Last Wednesday, Hershey Middle School students celebrated an astonishing achievement in conjunction with their Thanksgiving Day activities. The students collected a school record 8,422 items for their annual food drive. Although the weather did not cooperate for the Turkey Trot, the students gathered in the gym for music, dodge ball, and a turkey fashion show. It was a great segue into that holiday break for them.

At the high school, Wednesday also marked the return of the second wave of students from the Hearts for Ecuador missions trip. I know Dr. Cronin had mentioned that maybe some of the students might come in and share their experience, so that's something to look forward to.

On Black Friday, members of the orchestra left for a four day trip to Disney World. The group played in a concert at the Waterside Stage in Downtown Disney yesterday and, of course, they were able to enjoy all the theme parks before returning this morning. I was actually in contact with a number of the students while they were down there and they were raving about their best field trip ever and how dreams really do come true in Disney. Of course, it's only fitting that they came home on this gloomy day here in Hershey – snap back to reality for them.

Lastly, the National Honor Society induction ceremony will take place this Thursday as new members will be inducted in the Daniel E. Lewis chapter as a recognition of their character, scholarship, leadership, and service.

As many of you know, the senior students are required to complete some type of senior project, which is just a culminating event for them in order to graduate. I've been talking to a lot of our fellow seniors to see what they're doing. I've gotten some really unique responses; I'll just read through a few quickly here:

We have a student who is writing a film that will be screened here at the school. The proceeds for the film will be going to a charity.

We have a student who is [not audible] lacrosse heads and proceeds from that will be going to a foundation called Headstrong, which is a “lacrosse-based” cancer foundation.

The current drum major who is writing a drum major manual for future drum majors so that they can provide more effective leadership.

We have a student who is conducting a major food drive here in the community.

Stephen is working for a foundation called Top Soccer. He’s in the process of restoring a soccer field.

We have a student who is producing a mural in conjunction with pediatric patients from Penn State Hershey Medical Center. The mural itself will appear at the Ronald McDonald House.

I, personally, am working at the Southeast Lancaster Health Clinic translating their website right now into Spanish and working with high risk [not audible] patients from the Latino community there.

That’s just kind of an idea of what’s going on – kind of the unsung heroes here of Hershey High School working on their senior projects right now.

As you know, Stephen and I have started this whole [not audible] called the Pulse of the Student Body so right now students, of course, returned today from their five day break refreshed and ready to go so that was great, but we’re certainly looking forward to the winter break soon to come.

We have acceptance letters that have come in already for a lot of students – that’s really exciting to see where some students are going to college, certainly relieving to know that you’re in at least somewhere.

Students, kindergarten through 6th grade right now are preparing and doing whatever they can to ensure that parent/teacher conferences next week are favorable. That concludes our report.

Dr. Donahue: Thank you. I wouldn’t have thought a manual for drum major could be beat, but it apparently was.

3.04 Recognition of Outgoing School Board Members

Dr. Faidley: Mr. President thank you. This is both a sad moment, but also one to celebrate. I want to use the time that I allocated to my Superintendent’s report at this moment to share some information with the Board and with the community members present this evening.

Historians believe the first school board in this country was formed in 1721 in Boston. The town's citizens were so overwhelmed with the Massachusetts laws governing literacy and compulsory schooling that they decided to delegate oversight of local schools to lay citizens.

Although – contrary to popular belief - Mrs. Chabal, Mr. Stover and Dr. Parrish were not a part of that first school board 290 years ago, I venture a guess there have been times in their eight years of service when they may have felt it has been that long. If the mandates of the early 1700s were so demanding then, imagine what is expected of a school board member in this day and age. School directors are asked to spend more of their personal time on school-related activities. According to the National School Boards Association, the average school board member spend sixteen hours or more a month volunteering to address school board business. And I know the members that we're recognizing this evening probably go above and beyond that amount of time.

Long hours and hard decisions are most definitely the order of the day for a school board member. The demands of the job – a non-paying job at that – are incredible. Board members are asked to understand economics, curriculum, policy, planning, budgeting, civics, transportation, management, law and leadership. And they're asked to do all these things in and outside of their normal work day and/or other responsibilities.

Schools drive communities. And our School Board members steer our schools and our communities. This trio of outgoing Board members has exemplified leadership and dedication, giving unselfishly to this community and its students. Their efforts, along with those of their fellow Board members, reflect their dedication to giving our children the opportunity to gain knowledge through the best educational system possible.

Although I have only had the honor, and I do say honor, of working alongside them for the last few months, I can personally attest to their dedication. Each has been invaluable to me in my transition to this job and to this community. So Beulah, Chuck, Bill - I want to thank you personally for the support you have offered me, the service that you have given to this community, and most importantly the decisions that you have helped guide to shape what others can only wish to have and that is an excelling School District. I speak for all Derry Township School District residents, employees and students in extending great appreciation for all you have done to make this an extraordinary learning environment. Your wisdom and your counsel will be missed and we have big shoes to fill.

So as we celebrate, I want to speak a little bit about what I'm going to give as a gift in your departure from the School Board and share a little bit of information. I don't think I could do it justice to all of the committees and all of the things that you have done over the last eight years, but I'll try to do it some justice.

The Pennsylvania School Board Association – we are going to be giving you this evening a Certificate of Appreciation for eight years of service and that will go to Beulah, Bill, and Chuck for their time on the Board. But a special gift so that they can reminisce and relive their glory days as Presidents on the Board, they are also going to receive a gavel so that they can hit it on the table and the wood block and stop their meetings wherever they may be.

Beulah served as President during the 2008-2009 year. Bill served as President in 2005-2006 and 2009-2010. If I misdate any of these things, please correct me publicly for the record. Chuck served as President from 2006-2008.

We are also going to be sharing this evening clocks for them so that they can keep track of all of the time that they will have to fill not doing their School Board duties, but knowing these individuals in the short time that I've been here, knowing their character, knowing their dedication to this community, I think that they will continue to have a positive influence in all aspects of what we do in our community and in our School District. They are tremendous individuals and I respect them greatly. At this time, before I start to cry, which I don't do publicly, that was humor, I would like to have them – actually I'll come to them and hand over their gavels and clocks this evening. I think that those of us who are here, I think these individuals deserve a standing ovation for their service to this community.

Dr. Donahue: Thank you Richard. I think all the Board members will have some choice words during the Board reports for the departing members, so we'll move on.

3.05 Standing Committee Report

Dr. Donahue: Today the Joint General Services/Finance Standing Committee met. Mr. Gräb and Mr. Stover, do you have a report?

Mr. Stover: We do.

Mr. Gräb: We do. Thank you Mr. President. We did have three presentations today. The first one came from the SchraderGroup as we've been talking about the past two or three years. We are into Phase 2 of additions and renovations to the middle school and the SchraderGroup gave us a preliminary footprint of what they would visualize we could do with the middle school. With the addition of four new pod areas and an auxiliary gym area and a relocation of the administrative offices closer to the main parent drop off entrance for the students. They also gave us a projected timeline and if we would like to have this building ready for the 2014 school year, we're starting to get into a small time warp here. I think going forward we might have a resolution at the next meeting or the meeting after that authorizing the SchraderGroup to proceed with a more detailed and finite drawing as to what we can do and expect at the middle school.

They were also kind enough to give us some preliminary numbers involving the renovations, classroom and administrative offices, new construction, and auxiliary gym new construction and it's broken down here very nicely. I will give you, and this is a preliminary and I emphasize the term preliminary, number of approximately \$15,746,000 and change for the proposed renovations and additions to the middle school. We still have some time as to what we would like to add and what we would not like to add.

The second presentation we had was from Dr. Faidley and he gave us a brief synopsis of why we're looking at a pod-type construction at the middle school. Year and years and years ago before I was on that School Board in Boston, Bill, I went to what was called a junior high school. In junior high school I attended, the students were homogenously grouped – that means all the bright ones were in one group, the middle ones were in another group, and I and the rest of the below average students were in a third group. The new middle school concept attempts to group students heterogeneously and has a mix of abilities throughout a team. A team usually consists of approximately four classrooms of 25 students apiece or 100 students in a team. They have core teachers in math, science, English, and social studies. There are almost like a concept of a school within a school. Being only 100 students being taught by four different core subject teachers, the ability for each teacher to learn each student's name is greatly enhanced. If a particular student is having a difficulty with something, there is always one of those four members of the core team or perhaps a member of the encore team that he can approach for assistance. The pod area not only provides for each of those four core subjects, but also provides what's classified as a team area in case all 100 students would like to gather in a large group area. This process of middle school "schools within a school" has been going on since the early 1960s. We attempt to do this concept at our existing middle school, but we need to remember our existing middle school was at one time a high school and it was retrofitted to become a middle school. We are doing our best with what we have presently to incorporate the middle school concept into team areas; however with the proposed addition of those four pod areas will greatly enhance our ability to address the quality of education that we provide the students of Derry Township in our middle school.

The last thing we dealt with today was how we're going to pay for all this and Chuck it's all yours.

Mr. Stover: Thank you Mr. Gräb. We had a presentation from Lou Verdelli. At the last meeting he presented us a method of borrowing \$20 million and we had some more ideas on how to do that – mainly we're thinking of splitting it. Instead of borrowing \$20 million next year, we would borrow \$10 million the end of 2012 and then we would do another issue sometime in 2013 for \$10 million. I would emphasize that the \$20 million is just a figure, although the number we got today was \$15.7. We're going to be doing roof replacement – replacement or repair? Replacement on the high school and the middle school so we're confident that

the \$20 million will be enough, but I am also confident that that figure will probably go down. The advantage of borrowing the \$10 million in 2012 will give this Board time to evaluate whether they need the full \$10 million in 2013, so it gives us some really good options.

The thing that I want to emphasize is a lot of people have asked me and I'm sure other Board members have been asked: is this going to impact our taxes? The good news here is that the way Mr. Verdelli structured this, our debt stays the same. Therefore, a tax increase should not be necessary for the construction of the building. The only downside I see to this is that the debt remains steady, but it stays the same all the way until 2027. I've asked Mr. Verdelli to come back to us and give us an example knowing that there's probably going to be some additional growth during that time – that there will be additional needs – what it would look like if we needed to borrow an additional \$10 million in 2016. The idea is that we have some call dates on some of our other bond issues that we would be able to refinance and be able to have additional money available and no necessarily have to raise taxes. That's the important part that I'm worried about. In the three construction projects that we've done since I've been on the Board, we've never necessarily had to raise taxes. We've always been able to refinance and that's what I would like this Board to attempt to do in the future. So we're trying to at least look at a plan that will show this Board how that can be done.

Again, this is very very preliminary, but I think we're ahead of the game from a financial perspective now. It's really figuring out what our needs are, but the object here is that we have the basic structure for the financing.

Dr. Donahue: Thank you Chuck. Are there any questions for Chuck or John? The Policy Standing Committee met on November 16. Mrs. Sheffey, do you have a report?

Mrs. Sheffey: I do. We actually had a very large agenda. We reviewed 20 policies – mainly because we hadn't met in a while. More than half of them were really procedural and administrative changes, so I'll start with them and get to the other lengthier policies last.

The first ones have to do with Act 24 – that was a requirement from the State that says all of our candidates are going to be subject to another background check. We had to change all of our employment policies to include that new background check and then we also had to adjust our Conduct and Discipline procedures if they were to be in violation. Our current staff are also going to have to agree to that new background check, and if it turns out that they have a problem, then we had to update our Conduct and Discipline policies as well.

We also reviewed two policies the State made changes, but we had already been following this in practice. The first has to do with our annual financial report. The

State just said it has to be done annually. We already do it annually, so we're adjusting our policy to our practice and State requirement.

The other had to do with financing that by December 31 we would submit our audit. We already do that, so we're just adjusting, again, our policy to our practice and the state mandate.

We've adjusted our policy for possession of asthma inhalers to include Epi pens – that's based on the number of students we have who have Epi pens. This is also based on recommendation from PSBA.

Admission of students – A current policy was in line with the State and it said that we could only accept 1st graders through the first two weeks of school, but we have the discretion to accept them later. We just adjusted our policy so that we will accept 1st graders at any time. We're not limiting them to the first two weeks after the start of school.

Another very minor – we just had to change a citation in our policy pertaining to property, safety. I'm not going to bother you with that one.

Emergency preparedness – the State now requires, but, again, this is another one where our practice is already in place. The State requires that we submit a memorandum of understanding or have a memorandum of understanding with the State Police. We already have that, but we're putting in policy that we will do that. It also says that every two years that memorandum of understanding will be updated. We do that annually, so we already exceed what the state requirements are.

A new policy for student/teacher interns – we never had a policy. We've just used PSBA recommendations, but it's also been our practice, so we'll have a new policy for student interns.

Homebound instruction – we haven't made any changes, but we looked at it with the understanding that there will be potential changes through our online academy. Right now students receive services at home and it's very limited, but if we have an online academy, then they could be receiving it every day. We haven't made any changes yet, because we have to work that out with CAOLA.

Student rights and surveys – this policy we're going to adjust in conjunction with the Commercial Partnership and Sponsorship Policy, which I'll get to later. I have it out of order, sorry.

The bulk of our discussion had to do with our weapons policy. We had a couple of parents approach us recently about a weapons policy and saying that it was a zero tolerance policy. It's not really a zero tolerance policy, because zero tolerance would say that the kids would be suspended regardless of intent and

that's not the way our policy is written. The way it is written is a discipline was required and that's not mandated by the State. We are proposing a change to our policy to allow the Superintendent to recommend no discipline. If a student brings a camp knife to school unintentionally and we know there was no intent to use it, then the Superintendent would have the discretion to recommend no discipline. We will add a note to the student's file saying that it was unintentional and there was no intent to harm, and, therefore, no discipline was required.

We also realized that part of the problem with our policy is our parents aren't informed and our student body doesn't understand this policy. We are going to include information in our parent handbook that details the definition of a weapon and the State mandated response. For those of you who aren't aware of our policy, the State requires that we report all weapon possessions to the Police and also to the State. The good news is that when we report it to the State it is not student specific – there's a student number, there's no name associated with it, so it's anonymous in that sense, but we must report it to the State.

So we're going to do a better job of informing our parents and our student body of our requirements and the definition of a weapon and the Superintendent will review with his staff the new recommendation that no discipline is necessary. I believe that covers everything on that policy.

The next policy is the Commercial Partnership and Sponsorship policy. This is a new policy and it was developed by our ad hoc advertising committee. They did an excellent job. I think they utilized policies from other school districts to draft this. I don't know if, Chris if you wanted to speak for a little bit or . . .

Mr. Morelli: No [not audible].

Mrs. Sheffey: Okay. I think what it does is it; I was counting on you Chris, now I have to review this. It provides the Board with the right to end any contract. If we have a sign and something happens with that company that we no longer support what that company represents, we can cancel their contracts. We have the right of refusal. All the proceeds from this will go to the District's general fund. I know there was some discussion if it's at an athletic field, would it go to the athletic department. The decision was no, it would go to the District's general fund.

Sorry, I should have been better prepared. How about I just give everybody a draft copy of this?

Dr. Donahue: In any case, the policies at some point will be . . .

Mrs. Sheffey: Well I'll get to that next. So you can all look at these and then, as I said, the student right and responsibilities survey policy will have to be revised to match some changes that are in this policy. The plan is that this will be

presented to the Board for a first reading at our January 9 meeting. So between now and January 9, I'll make sure you all get a draft copy of it. All of these, with the exception I think of the weapons, will be for a first reading on January 9 and the weapons – if our legal department has a chance to review it that will also be on the January 9 agenda for a first reading.

Dr. Faidley: I would add that legal has reviewed that and it will be on the January 9 meeting.

Mrs. Sheffey: So we will have 20 policies on the January 9 agenda. That's it.

Dr. Donahue: Great thanks. Are there any questions for Ellen?

UNFINISHED BUSINESS

4.01 Unfinished Business

None.

NEW BUSINESS

5.01 Approval of Finance Report for October 2011

Dr. Faidley: The Administration recommended the approval of the October 2011 Finance Report as listed.

1.	The Treasurer's Report for the month ending October 31, 2011 was summarized as follows:	
	• General Fund Revenues	\$2,557,673
	• General Fund Expenditures	3,948,880
	• Balance of Cash Plus Investments (Includes \$4,761,042 Capital Reserve)	32,833,754
2.	The listed schedule of investment transactions for the period beginning October 1, 2011 through October 31, 2011 had total interest earnings of \$5,434 comprised of the following:	
	• General Fund	50

	• Money Market	4,575
	• Capital Reserve	809
	• PA Local Government Investment Trust	0
	The average interest rate for October 2011 was .20%	
3.	The October 2011 expenditures for the paid bills for all funds totaled \$2,235,301 excluding net payroll, retirement contributions, and debt service.	
4.	The November 2011 expenditures for the unpaid bills for all funds totaled \$993,428.	
5.	The estimated expenditures of the General Fund for the month of November 2011 were in the following amounts:	
	• Operating Expenses	1,000,000
	• Utilities	147,000
	• Net Payroll (2 Pays)	1,325,000
	• Employer Provided Insurance	436,800
	• Payroll Deductions	620,000
	• Employer Payroll Taxes (FICA/RET)	148,000
	• Debt Service	<u>805,446</u>
	Total Estimated Expenditures	\$4,482,246

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

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hagan – Absent

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.02 Budget Transfers

Section 687 (d) of the Public School Code provides: The Board of School Directors shall have the power to authorize the transfer of any unencumbered balance, or any portion thereof, from one class of expenditures or item, to another, but such action shall be taken only during the last nine (9) months of the Fiscal Year."

The Administration recommended the Board authorize the November 2011 budget transfers.

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

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hagan – Absent

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.03 Requests for Payment - Construction Projects

The Administration recommended the approval of the following invoices as reviewed and approved by Mr. Consalo:

	Middle School Expansion:	
1.	ECI (General Contractor) Application No. 18	\$16,577.85
2.	Tanner Furniture Invoice No. 5943	1,490.40

Dr. Cronin moved the Board approve the payments and was seconded by Mrs. Sheffey.

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hagan – Absent

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.04 Approval of 2012 Township of Derry Tax Collection Association Budget

The Administration recommended the approval of the Township of Derry Tax Collection Association Budget for 2012. The proposed budget totals \$422,530 and represents a 2.1% decrease over the current budget of \$431,471. The School District's contribution toward this budget will be \$197,400.

Mrs. Chabal moved the Board approve the Tax Collection budget and was seconded by Mrs. Sheffey.

Mrs. Sheffey: I just would like to add that the portion that – well the budget overall went down. The portion being funded by the School District is going up by 8% and that's because last year we had a surplus and we used that surplus to decrease our portion of the payments. That surplus doesn't exist this year. There will be an 8% increase, but that equals \$15,000. Overall the budget went down, but our support for it will go up.

Dr. Donahue: Thank you Ellen. Any other discussion?

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hagan – Absent

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.05 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>	Oakmont Condo Association #1
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<i>Date/Time:</i>	January 18, 2012 6:30 p.m. to 9:00 p.m.
	January 25, 2012 (Snow Date) 6:30 p.m. to 9:00 p.m.
<i>Requested Facility:</i>	High School LGI
<i>Event:</i>	Annual Meeting
<i>Fee:</i>	As per Lease Agreement
<i>Group:</i>	Wilkes University
<i>Date/Time:</i>	Wednesdays January 25, 2012 - April 25, 2012
<i>Requested Facility:</i>	District Office Class Room
<i>Event:</i>	Wilkes University Off-Campus Graduate Course Instruction
<i>Fee:</i>	None
<i>Group:</i>	Music in the Park
<i>Date/Time:</i>	Saturdays May 5, 12, 19, and June 2, 2012 7:00 a.m. - 3:00 p.m.
<i>Requested Facility:</i>	Middle School Auditorium, Choir Room, Band Room, LGI
<i>Event:</i>	Music in the Parks Music Festivals
<i>Fee:</i>	As per Lease Agreement

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

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hagan – Absent

Morelli – Yes

Parrish – Yes

Sheffey – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

5.06 Personnel - Resignations

The Administration recommended the approval of the following resignations:

Limited Service Contracts:
Allessie, Gina Assistant Girls' Lacrosse Coach High School Reason: Personal Effective: 11/21/2011
Scola, John Assistant Girls' Lacrosse Coach High School Reason: Personal Effective: 11/21/2011
Scola, Tamsin Head Girls' Lacrosse Coach High School Reason: Personal Effective: 11/21/2011

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

Roll Call Vote:

Chabal – Yes

Cronin – Yes

Donahue – Yes

Gräb – Yes

Hagan – Absent

Morelli – No

Parrish – No

Sheffey – Yes

Stover - Yes

6 Yes, 2 No, 1 Absent

Dr. Donahue: Do you need to get a count on that or do you have it?

Mr. Rineer: No, I marked 7 yay, 1 opposed, Mr. Morelli.

Dr. Donahue: I think there was two opposed.

Mr. Rineer: Oh there were two? Okay. Then it would be 6 Yes, 2 Opposed.

MOTION CARRIED

5.07 Personnel - General

Dr. Faidley: Before I make the recommendation, I'd like to provide a little detail.

Dr. Donahue: Oh sure, I forgot about that that. Sorry.

Dr. Faidley: As was questioned earlier – as I came on board as the new Superintendent starting the contract in June, part of my first conversation with the Administrative team was to take a look at the existing organization and what our needs were. Speaking with the two Assistants to the Superintendents and the entire team on the Administrative staff – 20 plus Administrators, it became apparent that for the past several years there had been a request for additional assistance in terms of administration at the middle school. In conversations with the middle school principal, conversations with our Administrative team, the need was there. In looking at our existing personnel to provide opportunities for (1) utilizing existing expertise that we have on staff. I had a conversation with Sam Elias the Director of Athletics; his experiences in the past include roles as Assistant Principal, role as Principal, role as Assistant Principal/Athletic Director. His experiences in the athletic realm, in my conversations with him, he stepped up and said that he would be glad to assist and help in any way possible.

So the proposal that you see before tonight in that regard is a change in the Act 93 wording in which Mr. Elias will assume the duties part-time as the Assistant Principal supervising instructional staff, student discipline, and any of the needs that Mr. Murphy has at the high school. He will do those assignments in the morning. In the afternoon, he will continue to function in his capacity as Athletic Director. Obviously, those duties extend into the evening hours as he currently does. Previous experience and taking a look at what has been done in other areas in the nation, this is a common structure for utilizing the time more efficiently and providing services that are much needed in our District in the administrative realm.

In terms of the Assistant Principal and the assignment change for Ms. Wade at the high school. She currently is titled as a high school assistant principal. Adding the high school/middle school to the Act 93 terminology will permit her to serve in the function and capacity as a middle school assistant principal part-time.

The question that may be asked is why Ms. Wade was selected. In conversation with Ms. Wade, she has extensive experiences as an educator at the middle level. She is well read in theory and practice and will provide a wealth of knowledge to an Administrative team in dealing with many of the issues that we deal with our middle level students.

There is no increase in cost associated with this reorganization. The Administrative team is supportive and it is, in my opinion, the best use of the

existing personnel that we have in maximizing what they do on a daily basis. It will ultimately provide greater benefit to our students. That's kind of the background in terms of what is being recommended this evening.

Dr. Donahue: Great thank you Richard.

Dr. Faidley: The Administration recommended the approval of the following personnel as listed.

1.	The Administration recommended the approval of the following appointments:	
	Act 93:	
	The Administration recommended restructuring two positions of the Act 93 Agreement:	
	Director of Athletics/Assistant Principal High School Salary: Min. \$68,679 - Mid. \$85,850 - Max. \$103,020 Effective: 11/30/2011	
	Assistant Principal Middle/High School Salary: Min. \$64,638 - Mid. \$80,798 - Max. \$96,956 Effective: 11/30/2011	
	Transfer of Act 93:	
	Elias, Samuel * From: To: Effective:	Director of Athletics High School Director of Athletics/Assistant Principal High School 11/30/2011
	Wade, Laura * From: To: Effective:	Assistant Principal High School Assistant Principal Middle/High School 11/30/2011

	Classified:
	Cirillo, Althea * Substitute Secretary High School Salary: \$15.02 per hour Effective: 11/30/2011
*	This individual is currently an employee and/or volunteer. Clearances are on file.

Mr. Gräb moved the Board approve the personnel recommendations and was seconded by Mrs. Chabal.

Mrs. Chabal: I would just like to thank Dr. Faidley for utilizing our Administrators and building their capacity, building their abilities to grow professionally, and I deeply appreciate that you went and spoke with them and brought them on board and moved forward with this. I commend you for that and certainly am pleased to see these changes.

Dr. Donahue: Thank you Beulah. Any other discussion?

Roll Call Vote:

Chabal – Yes

Gräb – Yes

Parrish – Yes

Cronin – Yes

Hagan – Absent

Sheffey – Yes

Donahue – Yes

Morelli – Yes

Stover - Yes

8 Yes, 1 Absent

MOTION CARRIED

DELEGATES REPORTS

6.01 Dauphin County Technical School Report

Mr. Gräb: The Dauphin County Technical will be meeting on the 21st of December at which time we will reorganize and we'll give you a report briefly in January.

Dr. Donahue: Thanks John.

6.02 Harrisburg Area Community College Report

Dr. Cronin: The Harrisburg Area Community College has not convened yet and there will be a report as soon as they have a meeting.

Dr. Donahue: Okay thanks Donna.

6.03 Capital Area Intermediate Unit Report

Mrs. Chabal: First of all, it has been a real pleasure to serve on this Board as representative to the School District and I'm happy to report there was some deep concern about how the Capital Area Intermediate Unit might want to treat its CASA program. With much discussion, not only around the Board members, but also with the Administration and Superintendents, the Capital Area Intermediate Unit has decided that they will work the CASA program as it currently exists. They had made a different recommendation that was unsettling to many folks and so they were good listeners and have moved forward to look at how to approach and utilize CASA, which is a wonderful program, however, it's supposed to be a program that brings money into the IU and it does not do that. It actually loses money on a regular basis. It was a program that really needed to be adjusted, so I'm happy to report that they will look at utilizing other ways of bringing the CASA program up to speed and allowing it, or hopefully, making it a for profit entity the way it was supposed to be. That's it.

Dr. Donahue: Thanks Beulah.

6.04 Derry Township Tax Collection Association Report

Mr. Stover: The Derry Township Tax Collection Association met on November 17. The bulk of that meeting was really passing the budget, which we voted on tonight. We also got our audit report back for 2010, which was very clean. With that business taken care of, we will probably not be meeting in December and they will reorganize in January.

The Dauphin County Tax Collection Committee met on November 16. We approved Susquehanna Bank as our deposit bank. The Committee's website is now up on the IDCA website. This Committee also will not be meeting in December and will meet in January. That's the bulk of my report. Thank you.

Dr. Donahue: Thanks Chuck.

SPECIAL REPORTS

7.01 School Community Information Report

Mr. Tredinnick: This is the time where we take a moment to recognize our Students of the Month. Sophia Hu and Kegan Gerard have been selected as the November Students of the Month for Hershey High School. Their selection is based on high academic achievement and involvement in school and community services.

Sophia has received numerous academic achievement awards, including the Rochester Institute of Technology award for innovation and creation. She competes on the track and field team. She also participates in a variety of school activities that include the American Sign Language club, the High School Memory Team, and Nexus, which is the literary organization. After graduation from high school, she plans to study chemistry in college.

Kegan is the editor of the Hershey High School year book. He enjoys drawing and painted. Included in his studies is an internship at Energy Systems and Installation and he also is very active in other school activities as well.

Thank you.

7.02 Board Members' Report

Mr. Morelli: I just want to say a couple of words real quick as, I guess, a junior member of this Board. I'm also impressed with someone who will give their time in a volunteer capacity. I can't think of any better way to serve the community than to step up, use your professional skills, your academic skills, and one of the most important things is your precious time to serve your community for free. The three folks tonight, Chuck, Beulah, and Bill leaving after 8 years each on the Board. I remember running and talking with John and he said you'll learn a lot your first term and you really come in your own in your second term. I figured after the first week and the first meeting, it will be a miracle if I make it through the first term, but, nonetheless, I'm sure this community and District is a lot better for having the three of you on the Board.

Chuck, your philosophy with finance has taught me a ton. You and John have both taught me a lot. Most importantly, I think, down the line 5 and 10 years to not just look at what's in front of you today. Look at the impact in a lot of decisions, mostly in finance.

Bill, the way you methodically go through items that we're discussing and have in front of us and take the time to understand it and lead the Board through your process sometimes as you think out loud has been incredible help to me.

Beulah, the way you explain stuff to me. It's precious. Like the first time I asked you what time it is, you gave me the history of the watch. I can't appreciate more folks like the three of you helping someone like myself out. God bless you and, again, this District is better for your service. Thank you.

Dr. Donahue: Other Board member reports?

7.03 Superintendent's Report

Dr. Faidley: I made that earlier.

7.04 Board President's Report

Dr. Donahue: I'd like to say a few words about the outgoing members too. I didn't know Chuck before I got on the Board and the first meeting it was, boy, why is this guy so angry about everything. I came to learn rather quickly that it wasn't anger, it was a real extreme passion for what he does on this Board and I've learned a lot from him and I think he's going to be very much missed, especially his strong business acumen and the very professional demeanor that he brings to the Board, so thank you for your work Chuck.

Beulah, the first thing I thought about you was that you might be, I think as Chris was alluding to it, maybe more verbose than some other members of the Board, but I soon realized that this was part of your southern charm. When you start to listen to what Beulah says, she's very precise, very precise in her thinking process and really knows policy, knows the history of the Board and, if you listened, you learned a lot. I certainly learned a lot from Beulah in her thoroughness and thoughtfulness.

I think Bill is the reason I'm on the Board. We had an office next door to each other at the Medical Center for a long time. He just came in every day smiling and saying what a great time it was to be on the Board, how the citizens are thanking him all the time, building up his ego, and I said, boy, that's what I need. Where can I sign up? So Bill got me to join the Board. I think his very, sort of, common sense approach, very intellectual common sense approach to problems we face and decisions we have to make, and I think that's going to be definitely missed on our Board.

Finally, I'd like to welcome the two new Board members, Maryellen and Bruce. Welcome to the Board. You start next week, I guess, but don't worry; we usually meet every two weeks after that. I think we get a big break during Christmas. We really look forward to working with both of you and I think we're going to have

a really good next couple of years together. That's all I had to say. Thanks again to the Board members that are leaving.

RECOGNITION OF CITIZENS (Non-Agenda Items)

8.01 Recognition of Citizens (Agenda and Non-Agenda Items)

None.

9.01 Adjournment

Dr. Donahue: The next meeting is our reorganization meeting which will be held next Monday, December 5, 2011 in the High School LGI room at 6:00 p.m. rather than 7:00 p.m. The public School Board meeting will follow.

Dr. Parrish moved to adjourn, with a second by Mrs. Chabal and, approved by unanimous voice vote by all members. The meeting was adjourned at 8:11 p.m.

Respectfully submitted,

Stephen E. Rineer
Secretary to the Board
Approved at the December 5, 2011 meeting

Dr. Henry Donahue
President of the Board

LDM