

**WAYNESBORO AREA SCHOOL DISTRICT**  
**Waynesboro, PA 17268**

The Waynesboro Area Board of School Directors met on Tuesday, March 10, 2015, in the board room, 210 Clayton Avenue, Waynesboro, PA. The meeting was called to order at 7:30 p.m. by President Lind.

**PLEDGE OF ALLEGIANCE**

Mr. Lind began the meeting with the pledge to the flag.

**ROLL CALL**

Present were: Rita Daywalt (by video phone)/Billie Finn/Lee Lemley/Ashley Newcomer/Ed Wilson/Bonnie Bachtell/Sherry Cline/Firmadge Crutchfield/Chris Lind.

Also present were: Dr. Sherian Diller, Superintendent; Dr. Wendy Royer, Assistant Superintendent; Thomas Dick, Business Administrator; Richard Galtman, Solicitor (by phone); Ruth Berger, recording secretary; Jen Fitch, The Herald Mail; and Zach Glenn, The Record Herald.

**APPROVAL OF AGENDA**

On a Wilson/Bachtell motion and unanimous voice vote, the Board of School Directors approved the agenda.

**APPROVAL OF MINUTES**

On a Bachtell/Lemley motion and unanimous voice vote, with Newcomer and Wilson abstaining due to absence on February 24<sup>th</sup>, the Board of School Directors approved the minutes of February 24, 2015.

**PUBLIC COMMENT**

Lynn Teach, Catoctin Drive, Waynesboro – Asked the board to consider sending Joy El Ministries' brochures home with all students. Release time teaches kindness, respect, conflict resolution, etc. and Ms. Teach would like the students to have equal access to the brochures.

Larry Haugh, Anthony Highway, Waynesboro – Requests equal access to the Bible Release brochures. Believes students who attend Bible Release become better students.

Greg Stains, Orlando Circle, Waynesboro – Requests equal access to the Bible Release brochures. Asked the board to consider putting this on an agenda and have more discussion regarding equal access.

Laurie Thomas, Shank Hess Road, Waynesboro – The Bible Release program is valuable to all. Joy El Ministries has been around for 48 years and is committed to making the lives of students better.

**BUSINESS**

**Discuss/Act on Assistant Superintendent Contract**

On December 9, 2014, the Board of School Directors extended Dr. Royer's current contract as Assistant Superintendent for two additional years. The administration asked the board to rescind this action and approve Dr. Royer's appointment as Assistant Superintendent for a new five-year contract, effective August 1, 2015, at a salary of \$119,850 for the 2015-2016 school year.

The Board of School Directors rescinded the Board's action taken at its December 9, 2014 meeting (extending Dr. Royer's current agreement as Assistant Superintendent for two (2) additional years) and approved Dr. Royer's election as Assistant Superintendent for a new term of five (5) years to be effective August 1, 2015, and at a salary of \$119,850.

YEA: Daywalt/Lemley/Newcomer/Wilson/Bachtell/Lind

NAY: Finn/Cline/Crutchfield

**Discuss/Act on Personnel Items**

On a Bachtell/Daywalt motion and roll call listed, the Board of School Directors approved the following:

**Retirement – Professional Staff**

Virginia S. Parks, Grade 3, Summitview Elementary School, retirement with 17 years of service, effective January 17, 2016. Retirement Payment = \$3,297.99.

**Resignations – Support Staff**

Wendy B. Tresselt, Teacher Assistant, Summitview Elementary School, effective June 11, 2015.

Tyler C. Stake, Delivery driver, effective March 13, 2015.55

**Requests for Leave**

Lauara A. Rooney, Intervention Specialist/Reading, Hooverville Elementary School, Intermittent Family Medical Leave, effective intermittently from February 11, 2015 through June 12, 2015.

Virginia S. Parks, Grade 3, Summitview Elementary, Medical Leave extension, effective December 3, 2014 through April 7, 2015. Return to Work Date – Approximately April 8, 2015.

Amanda L. Upham, English Language Arts, Waynesboro Area Middle School, Child Bearing/Family Medical Leave, effective May 1, 2015 through June 12, 2015. Return to Work Date – Beginning of the 2015-2016 school year.

Tiffany R. Geesaman, School Nurse, Waynesboro Area Senior High School and Hooverville Elementary School, Child Bearing/Family Medical Leave, effective May 6, 2015 through June 12, 2015. Return to Work Date – Beginning of the 2015-2016 school year.

Virginia S. Parks, Grade 3, Summitview Elementary School, unpaid leave of absence for personal reasons, effective August 17, 2015 through January 16, 2016.

Jennifer L. Bumbaugh, Special Education teacher Assistant, Mowrey Elementary School, Medical Leave, effective March 30, 2015 through April 17, 2015. Return to Work Date – April 20, 2015.

Cynthia D. Bakner, Teacher Assistant, Fairview Elementary School, Medical Leave, effective March 19, 2015 through April 17, 2015. Return to Work Date – April 20, 2015.

Mary L. Schultz, Server, Summitview Elementary School, Medical Leave, effective January 6, 2015 through April 2, 2015. Return to Work Date – April 3, 2015.

**Appointments – Support Staff**

Peggy M. Lind, Library Assistant, Long-term Substitute – Salary = \$9.43/hour, effective January 23, 2015 through March 31, 2015.

Appointments – Coaching Staff

Richard S. Duesler, Boys' Soccer Head Coach, Waynesboro Area Middle School, Salary = Step 1 - \$2,567.00, effective for the 2014/2015 school year.

Appointment – Support Staff Substitute

Wendy B. Tresselt, Substitute Teacher Assistant

YEA: Daywalt/Finn/Lemley/Newcomer/Wilson/Bachtell/Cline/Crutchfield

ABSTAINED: Lind

**Discuss/Act on School Bus Driver Acceptance**

The personnel listed below in the recommendation are qualified and certified by the Commonwealth of Pennsylvania as school bus drivers or van drivers/aides. These persons are employed by school bus contractors and/or WASD personnel and transporting Waynesboro Area School District students. The personnel listed below have submitted the necessary documents which have been verified by the personnel department.

**Van Driver/Aide:**

WASD – Darrell Wolford

Baer Buses – Robert Meier Jr.

On Newcomer/Daywalt motion and roll call listed, the Board of School Directors accepted the persons listed as van drivers/Aides employed by Waynesboro School District and Baer Buses. These persons will be transporting Waynesboro Area School District Students.

YEA: Daywalt/Finn/Lemley/Newcomer/Wilson/Bachtell/Cline/Crutchfield/Lind

**Discuss/Act on Revised School Calendar and 2015 Graduation Date**

The following revisions were made to the 2014-2015 School Calendar:

- March 16, 2015 – School is in Session (make-up for January 6, 2015)
- April 1, 2015 – Full Day of School
- April 2, 2015 – School is in Session Full Day (make-up for January 12, 2015)
- April 6, 2015 – School is in Session (make-up for January 21, 2015)
- June 4 & 5, 2015 – Change from half days to full days of school
- June 5, 2015 – Last Day of School
- June 5, 2015 - Graduation Date for Class of 2015
- June 8, 2015 – In-service Day\*
- June 9, 2015 – In-service Day\*
- June 10, 2015 – In-service Day\*
- June 11, 2015 – In-service Day\*
- June 12, 2015 - 187<sup>th</sup> Day

\*In-service will include the following:

- ✓ Safety Training
- ✓ Assessment Data Analysis
- ✓ Elementary/Middle School/High School Writing
- ✓ Elementary Science, Social Studies and Guided Reading
- ✓ Secondary Math
- ✓ Technology
- ✓ Project T.E.A.M.

*(other topics may be included)*

On a Newcomer/Bachtell motion and voice vote as listed, the Board of School Directors approved the revisions to the 2014-2015 School Calendar as listed.

YEA: Daywalt/Finn/Lemley/Newcomer/Bachtell/Crutchfield/Lind

NAY: Wilson/Cline

**Discuss/Act on Memorandum of Understanding Between WASD and WABEC/Stadium Synthetic Turf and Track Project**

On a Finn/Wilson motion and unanimous voice vote, these items were tabled until March 24, 2015 to allow for more discussion.

**Discuss/Act on Deputy Tax Collector Appointments**

The administration has reviewed information on Act 164 of 2014 which provides new requirements for elected or appointed municipal tax collectors. The Act requires that each tax collector appoint a deputy in reserve in case the tax collector becomes mentally incapacitated. The deputy tax collector will collect and settle taxes during any incapacitation of the tax collector. All of the WASD tax collectors have selected a deputy collector as listed below:

	<b><u>Tax Collector</u></b>	<b><u>Deputy Tax Collector</u></b>
Waynesboro Borough	Kara Geesaman	Todd Paul Rahn
Washington Township	Donald Ambrose	Pamela Sue Ambrose
Mont Alto Borough	Ronald Strite	Debbie Gift
Quincy Township	Debbie Gift	Ronald Strite
Guilford Township	Carol Wagaman	Kathy Frazer

On a Wilson/Bachtell motion and roll call listed, the Board of School Directors approved deputy collectors for the municipalities as listed.

YEA: Finn/Lemley/Newcomer/Wilson/Bachtell/Cline/Crutchfield

NAY: Daywalt/Lind

**Discuss/Act on Establishing a District Ebay Account**

The Administration is interested in establishing a District Ebay Account for use in selling obsolete equipment that is no longer being used. This would include technology equipment, furniture, and maintenance equipment. The account would only be accessible to the Business Administrator,

Assistant to the Business Administrator and the Director of Technology. All items for sale would be pre-approved by the Board prior to posting.

On a Newcomer/Bachtell motion and roll call listed, the Board of School Directors approved the establishment of a District Ebay Account to be used for disposing of obsolete items in the District.

YEA: Daywalt/Finn/Lemley/Newcomer/Wilson/Bachtell/Cline/Crutchfield/Lind

**Discuss/Act on Purchase Order Requisitions**

On a Bachtell/Wilson motion and roll call listed, the Board of School Directors approved purchase order requisitions in the amount of \$76,528.56.

YEA: Daywalt/Finn/Lemley/Newcomer/Wilson/Bachtell/Cline/Crutchfield/Lind

**Discuss/Act on 3rd Reading of Policies**

On a Wilson/Lemley motion and roll call listed, the Board of School Directors approved the following policies:

- #213 – Assessment of Student Progress
- #214 – Class Rank
- #216 – Student Records
- #216.1 – Supplemental Discipline Records
- #217 – Graduation Requirements
- #218 – Student Discipline
- #218.1 – Weapons
- #218.2 – Terroristic Threats
- #219 – Student Complaint Process
- #220 – Student Expression/Distribution and Posting of Materials
- #221 – Dress and Grooming
- #223 – Use of Bicycles and Motor Vehicles
- #224 – Care of School Property
- #226 – Searches
- #227 – Controlled Substances/Paraphernalia
- #228 – Student Government
- #229 – Student Fundraising
- #230 – Public Performances by Students
- #231 – Social Events, Class Trips and Overnight Trips
- #232 – Student Involvement in Decision-making
- #233 – Suspension and Expulsion
- #234 – Pregnant/Parenting/Married Students
- #235 – Student Rights/Surveys
- #236 – Student Assistance Program
- #239 – Foreign Exchange Students
- #247 – Hazing
- #248 – Unlawful Harassment

#250 – Student Recruitment  
#806 – Child Abuse

YEA: Daywalt/Finn/Lemley/Newcomer/Wilson/Bachtell/Lind

NAY: Cline/Crutchfield

**Discuss/Act on Source 4 Teachers Agreement**

Source4Teachers is looking to partner with Cumberland and Franklin counties to provide the school districts: recruiting, hiring, credentialing, background check, train, discipline, evaluate and manage Substitute Teachers. The superintendents' of Cumberland and Franklin counties evaluated three other companies that provide these services and Source4Teachers quickly became the leader.

Due to higher PSSERS costs, the Affordable Care Act, Act 168 and other costs, many school districts in Pennsylvania are looking at these contracted options. In addition to these cost saving measures these contracted agencies can hire retired teachers, which in turn increase the pool of Substitute teachers available.

A Crutchfield/Bachtell motion initiated discussion of the agreement. Information was provided regarding substitute teachers, costs, uncovered absences, benefits and disadvantages. The Board of Directors expressed concern about signing a 5-year agreement, and questioned the prompt payment discount pricing.

On a Bachtell/Daywalt motion and roll call listed, the Board of School Directors approved entering an agreement with Source 4 Teachers for the 2015-2016 school year.

YEA: Finn/Lemley/Newcomer/Wilson/Bachtell/Cline/Crutchfield/Lind

ABSTAINED: Daywalt (couldn't hear)

**INFORMATION ITEMS**

- Asset Building Luncheon – March 31, 2015 at the Waynesboro Country Club. Board members invited to attend.
- Curriculum Corner – monthly newsletter
- February 13, 2015 – Shared feedback from the in-service

**BOARD MEMBER COMMENTS**

- Inquired about results from the Budget Committee meeting

**EXECUTIVE SESSION/ADJOURNMENT**

The meeting adjourned at 8:25 p.m. with the Board of School Directors going into Executive Session.

SIGNED

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Chris Lind, President

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Bonnie Bachtell, Secretary