

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

The Waynesboro Area Board of School Directors met on Tuesday, March 24, 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: Firmadge Crutchfield/Rita Daywalt (by video phone)/Billie Finn/Lee Lemley/Ashley Newcomer/Bonnie Bachtell/Sherry Cline (by phone/computer)/ 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.

Ed Wilson was absent.

APPROVAL OF AGENDA

On a Bachtell/Lemley motion and unanimous voice vote, the Board of School Directors approved the agenda with the following addition:

#12 – Discuss/Act on Addendum to Lincoln Learning Network, Pennsylvania Intermediate Unit Network and District WAN Agreement.

APPROVAL OF MINUTES

On a Newcomer/Daywalt motion and unanimous voice vote, the Board of School Directors approved the minutes of March 10, 2015.

PUBLIC COMMENT

Pat Heefner, Washington Township, Waynesboro expressed concern about the Common Core and the over use of standardized tests.

PRESENTATION – PROPOSED 2015-2016 GENERAL OPERATING BUDGET

Tom Dick presented an overview of the Preliminary General Operating Budget for 2015-2016.

- Highlighted the budget process and timeline.
- Provided Real Estate Assessment and tax information.

Summary of Revenues

Local Revenue	\$28,398,535
State Revenue	\$22,023,091
Federal Revenue	\$ 1,121,941
Total Revenue	\$51,543,567

- ✓ Includes real estate revenue increase
- ✓ No increase in real estate tax rate

- ✓ Commonwealth Budget increase
- ✓ No increase in Federal Grants from previous year

Summary of Expenditures

Salaries and Benefits	\$33,877,624
General Operating	\$13,048,394
Debt Service/Transfers	\$ 4,617,549
Total Expenditures	\$51,543,567

- ✓ Increase in salaries per contract
- ✓ Includes four new teaching positions
- ✓ Increase PSERS retirement contributions – 25.84%
- ✓ Blue Cross medical insurance fund level reduced to actual cost
- ✓ Increase in FCCTC tuition
- ✓ Debt Service principal payments actual cost plus \$700,000

Expenditure Increases

PSERS Increases	\$458,967
FCCTC	\$ 71,366
Social Services Counselor	\$ 80,898
Alternative Education	\$ 97,103
Police Officer position	\$ 61,623
Special Education	\$ 88,167
Principal Services	\$ 93,460
Teacher Positions (3)	\$226,516
Debt Service Amount	<u>\$700,000</u>
Total	\$1,637,068

Summary Revenue and Expenditures

Total Revenues	\$51,543,567
Total Expenditures	\$51,543,567
Budget Shortfall	<u>\$ 0</u>

Three-year budget projections were provided:

- 1st Projection with no tax increase
- 2nd Projection includes a one mill tax increase in 2015-16

BUSINESS

Discuss/Act on Personnel Items

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

Retirement – Administrative Staff

Kimberly A. Calimer, Principal, Hooverville Elementary School, retirement with 16 years of service, effective June 30, 2015.

Resignation – Professional Staff

Stephanie A. Stahl, School Counselor, Waynesboro Area Senior High School, effective June 30, 2015.

Resignations – Long-Term Substitute Staff

Alicia L. Shemon, Special Education/Learning Support LTS, Summitview Elementary School, effective March 20, 2015.

Resignation – GED Staff

Dennis E. Hoffman, GED Teacher, effective May 20, 2015.

Resignations – Support Staff

Heidi M. Martin, Server, Fairview Elementary School, effective March 16, 2015.

Linda L. Rowe, Cleaner, Fairview Elementary School, effective March 27, 2015.

Requests for Leave

Judy J. Lippy, Grade 3, Fairview Elementary School, Child Bearing/Family Medical Leave Extension, effective May 11, 2015 through March 30 2015. Return to Work Date – March 31, 2015.

Emily M. Lego, Grade 5, Mowrey Elementary School, Child Bearing/Family Medical Leave, effective May 11, 2015 through June 15, 2015. Return to Work Date – At the beginning of the 2015-2016 school year.

Amanda L. Duffey, ELA, Waynesboro Area Middle School, Child Bearing/Family Medical Leave, effective May 18, 2015 through June 15, 2015. Return to Work Date – At the beginning of the 2015-2016 school year.

Kristi R. Addleman Ritter, Librarian, Child Bearing/Family Medical Leave, effective June 3, 2015 through August 10, 2015. Return to Work Date – August 11, 2015.

Appointment – Support Staff

Pamela R. Mills, Server, Waynesboro Area Senior High School, effective March 11, 2015 – Salary/Hours/Days = \$8.11/4.0 hours/184 days. Reason: Replacing Jessica Saunders' position.

Appointment – GED Staff

Michelle M. Gilbert, Administrative Assistant, GED Program – Salary = \$10.00 per hour, as needed, effective March 26, 2015. Reason: Replacing Jessica McKinstry who resigned.

Appointments – Game Personnel

Erin J. Ellis, Game Personnel

John T. Burtner, Game Personnel

Stephanie L. Moisey, Game Personnel

Ryan Willard, Game Personnel

Appointment – Professional Substitute Staff

Katherine E. Campbell, Substitute Teacher

Appointments – Support Staff Substitute

Heather A. Rowe, Substitute Cleaner

Jordan L. Kauffman-Biller, Substitute Cleaner

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

ABSENT: Wilson

Discuss/Act on Memorandum of Understanding Between WASD and WABEC

A Memorandum of Understanding between the WASD and WABEC for the financing of the Stadium Turf Project has been prepared. WABEC is engaged in a capital campaign to raise the necessary funds to finance the turf field portion of the project. WABEC has secured a loan for the anticipated donations via Susquehanna Bank which is secured by WABEC's existing donations and future pledges to WABEC.

On a Bachtell/Lemley motion and roll call listed, the Board of School Directors approved the Memorandum of Understanding between WASD and WABEC for the financing of the turf field portion of the stadium project.

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

NAY: Crutchfield/Cline

ABSENT: Wilson

Discuss/Act on Stadium Synthetic Turf and Track Project

The Administration has received sealed bids for the installation of a synthetic turf field and replacement of the existing track surface in the stadium located at the Senior High School. A tabulation of the bids shows C. William Hetzer, Inc, 9401 Sharpsburg Pike, Hagerstown, MD as the low bidder for the project.

On a Daywalt/Bachtell motion and roll call listed, the Board of School Directors approved accepting the bid from C. William Hetzer, Inc. in the amount of \$1,699,870 for completion of the stadium turf and track project.

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

NAY: Crutchfield

ABSENT: Wilson

Discuss/Act on Alternates for Stadium Project

The Administration has reviewed alternates to the stadium turf and track project for possible completion. Additional items to be considered are listed below:

- Installation of additional restrooms on the home side of the field
- Expansion of the concession stand or construction of a new concession stand
- Paving of stone areas on the home side of the field around the bleachers and other buildings
- Relocation of the fence behind the home bleachers and removal of invasive trees
- Construction of maintenance pole building to house equipment removed from the stadium area

On a Lemley/Newcomer motion and roll call listed, the Board of School Directors approved the Administration's request to prepare specifications and solicit cost estimates for the alternates as listed.

YEA: Daywalt/Lemley/Newcomer/Bachtell/Lind

NAY: Crutchfield/Finn/Cline

ABSENT: Wilson

Discuss/Act on District Facilities Options

Information was presented on the District feasibility study. Options have been prepared which include expansion of the middle school or upgrades to the elementary schools. It will be necessary for the Board to approve an option and related budget for the Administration to move forward with the Plancon process and preparing financing options.

On a Bachtell/Lemley motion and roll call listed, the Board of School Directors approved Option 3 – a two-story, 24 classroom addition to the Middle School at an estimated cost of \$10.4 million, in order to move forward with the Plancon process and prepare financing options.

YEA: Daywalt/Lemley/Newcomer/Bachtell/Lind

NAY: Crutchfield/Finn/Cline

ABSENT: Wilson

Discuss/Act on Financial Reports and Bills for Payment

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

- Budget Income and Expense Summary
- Budgetary Transfer
- General Fund paid bills in the amount of \$1,037,213.28
- Capital Reserve paid bills in the amount of \$2,964.48
- Cafeteria Fund paid bills in the amount of \$76,823.31
- Purchase Order Requisitions in the amount of \$10,977.54

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

ABSENT: Wilson

Discuss/Act on Tax Exemptions

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

- Per Capita Tax Exemptions – 2014/2015 in the amount of \$1,040.00.
- Delinquent Per Capita Tax Exemptions – 2014/2015 in the amount of \$220.00.
- Occupation Tax Exemptions – 2014/2015 in the amount of \$3,060.00.
- Delinquent Occupation Tax Exemptions – 2014/2015 in the amount of \$676.50.

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

ABSENT: Wilson

Discuss/Act on 1st Reading of Policies

On a Newcomer/Daywalt motion and roll call listed, the Board of School Directors approved the 1st reading of the following policies with changes at listed:

- #301 – Creating a Position
- #302 – Employment of Superintendent/Assistant Superintendent
- #304 – Employment of District Staff
- #304.1 – Nepotism
- #305 – Employment of Substitutes
- #306 – Employment of Summer School Staff
- #307 – Student Teachers/Interns
- #308 – Employment Contract/Board Resolution
- #309 – Assignment and Transfer
- #310 – Abolishing a Position
- #311 – Suspensions/Furloughs

Page 2, Paragraph 2 – Delete the following sentence: *Support employees shall be suspended and reinstated in accordance with the procedure established in the collective bargaining agreement.*

Page 2, Last Sentence – Delete, *Noncertificated administrative and support employees may be entitled to a Local Agency Law hearing prior to suspension, at the employee's request.*

- #312 – Performance Assessment of Superintendent/Assistant Superintendent
- #313 – Evaluation of Employees
- #314 – Physical Examination
- #314.1 – HIV Infection
- #317 – Conduct/Disciplinary Procedures
- #318 – Penalties for Tardiness
- #319 – Outside Activities
- #320 – Freedom of Speech in Non-school Settings (*correct typographical error*)
- #321 – Political Activities

Page 1, Paragraph 1 – Delete from the second sentence: *when performing assigned duties.*

- #322 – Gifts
- #323 – Tobacco (*language will be added regarding e-cigarettes*)
- #324 – Personnel Files
- #326 – Complaint Process

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

NAY: Cline

ABSENT: Wilson

Discuss/Act on Naming Rights

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

Naming Right	Organization
Softball Field Scoreboard	Susquehanna Bank

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

ABSENT: Wilson

Discuss/Act on Special Education Plan

The Special Education Plan was provided for review and approval. The plan is effective July 1, 2015 through June 30, 2018 and must be put on public review for 30 days prior to submission to the state by May 1, 2015.

On a Daywalt/Lemley motion and roll call listed, the Board of School Directors approved the Special Education Plan as presented.

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

ABSENT: Wilson

Discuss/Act on Addendum to Lincoln Learning Network, Pennsylvania Intermediate Unit Network and District WAN Agreement

On a Bachtell/Daywalt motion and roll call listed, the Board of School Directors approved an Internet subscription upgrade to 150 Mbps, effective July 1, 2015.

YEA: Daywalt/Lemley/Newcomer/Bachtell/Lind

NAY: Crutchfield/Finn/Cline

ABSENT: Wilson

INFORMATION ITEMS

- Cancer Auction Donations – An 8 x 10 shed built by Technology Education classes will be donated to the Cancer Auction, as well as an oak rocking chair made by one of the students.

BOARD MEMBER COMMENTS

- Franklin Learning Center Budget will be voted on this week. The budget shows a 1% increase over last year's budget.

ADJOURNMENT

On a Lemley/Bachtell motion, the meeting adjourned at 9:14 p.m.

SIGNED

Chris Lind, President

Bonnie Bachtell, Secretary