

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

The Waynesboro Area Board of School Directors met on Tuesday, April 28, 2015, in the board room, 210 Clayton Avenue, Waynesboro, PA. The meeting was called to order at 7:00 p.m. by Vice President Newcomer.

**PLEDGE OF ALLEGIANCE**

Ms. Newcomer began the meeting with the pledge to the flag.

**ROLL CALL**

Present were: Bonnie Bachtell/Sherry Cline/Firmadge Crutchfield/Billie Finn (arrived at 7:25 p.m.)/Lee Lemley/Ed Wilson/Ashley Newcomer.

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

Rita Daywalt and Chris Lind were absent.

**APPROVAL OF AGENDA**

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

- Presentation of Act 34 Booklet
- School Bus Driver Acceptance

ABSENT: Daywalt/Finn/Lind

**APPROVAL OF MINUTES**

On a Wilson/Lemley motion and unanimous voice vote, the Board of School Directors approved the minutes of April 14, 2015.

ABSENT: Daywalt/Finn/Lind

**PUBLIC COMMENT**

Carol Ernewein, Waynesboro – Received a letter stating students would continue to be allowed to participate in both marching band and fall athletics as in past years. Ms. Ernewein thanked the administration and school board for this decision.

**PRESENTATION – ACT 34 BOOKLET**

Josh Bower presented a draft of the Act 34 Public Hearing booklet on the proposed construction of additions and alterations to the Waynesboro Area Middle School. The booklet is currently being reviewed by the Department of Education. The public hearing will be held on May 26, 2015 from 6:00 p.m. to 7:00 p.m. prior to the start of the regularly scheduled board meeting. The Act 34 Hearing will be advertised initially and the booklet will be available for public review on May 5, 2015.

## **BUSINESS**

### **Discuss/Act on Personnel**

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

#### **Retirement – Support Staff**

D. Keith Helm, Custodian, Waynesboro Area Senior High School, retirement with 5.5 years of service, effective May 1, 2015.

#### **Resignations – Support Staff**

Erin L. Kooser, Teacher Assistant, Hooverville Elementary School, effective April 30, 2015.

Stacy J. Brown, Back up Cook/Dishwasher, Hooverville Elementary School, effective April 27, 2015.

#### **Requests for Leave**

Erin L. Kooser, Teacher Assistant, Hooverville Elementary School, Medical Leave, effective April 13, 2015 through April 29, 2015.

Stephanie D. Behnke, Chemistry Teacher, Waynesboro Area Senior High School, Medical Leave, effective May 19, 2015 through June 15, 2015. Return to Work Date – At the beginning of the 2015-2016 school year.

Jennifer L. Bumbaugh, Special Education Teacher Assistant, Mowrey Elementary School, Medical Leave Extension, effective March 30, 2015 through June 8, 2015. Return to Work Date – At the beginning of the 2015-2016 school year.

#### **Transfer – Administrative Staff**

Allison N. Kopco from Assistant Principal, Waynesboro Area Middle School – Salary/Days = \$64,189.00/210 days to, Assistant Principal, Waynesboro Area Senior High School – Salary/Days = \$71,699.00/225 days, effective June 8, 2015. Reason: Replacing Diane McCallum who is transferring.

#### **Appointments – Summer School/Keystone Remediation**

<b><u>Teachers</u></b>		<b><u>Teacher Assistant</u></b>
Steve Lane	Mary Geesaman	Danielle McFerren
Daniel Craig	Laura Doty	
Mark Herb	Karen Mohny	
Sarah Hodge		

#### **Resignations – Coaching Staff**

Douglas G. Stuart, Head Varsity Softball Coach, effective April 21, 2015.

Crystal K. Kump, Assistant Varsity Softball Coach, effective April 21, 2015.

#### **Transfers – Coaching Staff**

Aaron R. Burke, from JV Softball Coach – Salary = Step 1 - \$3,080.00 (prorated) to Interim Head Varsity Softball Coach – Salary = Step 1 - \$5,133.00 (prorated), effective April 22, 2015. Reason: Replacing Douglas Stuart who resigned.

Bobby L. Davis from Assistant JV Softball Coach – Salary = Step 1 - \$2,638.00 (prorated) to Interim Assistant Varsity Softball Coach – Salary = Step 1 - \$2,931.00 (prorated), effective April 22, 2015.  
Reason: Replacing Crystal Kump who resigned.

Appointments – Coaching Staff

Justin E. Moose, Interim Head JV Softball Coach – Salary = Step 1 - \$3,080.00 (prorated), effective April 22, 2015. Reason: Replacing Aaron Burke who transferred to Varsity.

Sara A. Moose, Interim Assistant JV Softball Coach – Salary = Step 1 - \$2,310.00 (prorated), effective April 22, 2015. Reason: Replacing Bobby Davis who transferred to Varsity.

Transfers – Support Staff

Kimberly S. Smith from Server, Hooverville Elementary School – Salary/Hours/Days = \$8.27/4 hours /181 days to Cashier, Hooverville Elementary School – Salary/Hours/Days = \$8.47/4 hours/181 days, effective April 29, 2015.

Kimberly M. Crow from Server, Waynesboro Area Middle School – Salary/Hours/Days = \$8.27/4 hours /181 days, to Cashier, Waynesboro Area Middle School – Salary/Hours/Days = \$8.47/4 hours/181 days, effective April 29, 2015.

Appointments – Support Staff

Susan M. Kendall, Long-term Substitute Teacher Assistant and Lunch Monitor, Waynesboro Area Senior High School – Salary/Hours = \$9.43/3.5 hours, effective April 13, 2015 through June 8, 2015.

Ashley N. Carney, Long-term Substitute Teacher Assistant, Waynesboro Area Middle School – Salary/Hours = \$9.43/5.5 hours, effective April 27, 2015 through June 8, 2015.

Appointments – Professional Substitute Staff

Ryan D. Kaiser, Substitute Teacher

Kara M. Myers, Substitute Teacher

Dawn L. Clevenger, Substitute Teacher

Jordan D. Jenkins, Substitute Teacher (pending receipt of Act 168 forms)

Appointments – Support Substitute Staff

Joyce A. Humphries, Substitute Cleaner

Jordan D. Jenkins, Substitute Teacher Assistant (pending receipt of Act 168 forms)

Adam C. Haines, Substitute Cleaner

Appointments – Professional Staff

Kylie N. Shaul, School Counselor, Waynesboro Area Senior High School – Salary = Masters, Step 1 - \$47,711.00, effective August 17, 2015, pending receipt of PA certificate and official transcripts.  
Reason: Replacing Stephanie Stahl who is resigning.

Jennifer R. Isaac, Biology, Waynesboro Area Senior High School – Salary = Bachelors, Step 1 - \$44,442.00, effective August 17, 2015. Reason: Replacing Gregory Shuman who is retiring.

Nicole N. Dayhoff, School Psychologist – Salary/Days = \$53,000.00/210 days, effective August 17, 2015, pending receipt of PA certificate and official transcripts. Reason: Replacing Marilyn Zak who is retiring.

Sarah E. Everett, Librarian, Waynesboro Area Senior High School – Salary = Masters, Step 1 - \$47,711.00, effective August 17, 2015, pending receipt of Act 168 release forms.

Staffing Reassignments

<b>Name</b>	<b><i>Assignment 2014-2015</i></b>	<b><i>Assignment 2015-2016</i></b>
Stephanie Moisey	FV Grade 2	FV Grade 4
Alicia Shea	FV Grade 4	FV Grade K
Kathryn Koons	FV Grade 4	FV Grade 5
Yvonne Yoder	FV Grade 6	SV Grade 6
Allison Steigerwalt	FV Grade 6	FV Grade 2
Heather Sprengle	FV Grade K	FV Grade 3
Elaina Matthews	HV Grade 1	HV Grade 2
Erin Callahan	HV Grade 2	HV Grade 1
Sara Yost	MW Grade 1	MW Grade 3
Brenda Gsell	MW Grade 3	MW Grade 4
Heather Mellott	MW Grade K	MW Grade 2
Emalie Lalcha	SV Grade 1	SV Grade K
Conner McFarland	SV Grade 5	SV Grade 3
Stuart Lego	SV Grade K	MW Grade K
Erin Ellis	WASHS German	WASHS/WAMS German
Tricia Fleming	WASHS/WAMS Biology/Chemistry	WASHS Biology/Chemistry
Kelly Dietrich	WASHS/WAMS Spanish	WASHS Spanish
Matthew Bosso	WASHS/WAMS Phys Ed	WASHS Phys Ed
Diane McCallum	WASHS Assistant Principal	WAMS Assistant Principal
Kristi Addleman Ritter	WASHS/WAMS Librarian	Mowrey Librarian
Catherine Beatty	Summitview Librarian	WAMS/Hooverville Librarian
Stacy Snowberger	Hooverville/Fairview Librarian	Summitview Librarian

YEA: Bachtell/Cline/Crutchfield/Lemley/Wilson

ABSTAINED: Newcomer

ABSENT: Daywalt/Finn/Lind

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

The personnel listed below in the recommendation is qualified and certified by the Commonwealth of Pennsylvania as a school bus driver or van driver/aide. This person is employed by a school bus contractor and/or WASD personnel and transporting Waynesboro Area School District students. The personnel listed below has submitted the necessary documents which have been verified by the personnel department.

**Bus Driver:**

Dan Baer – Baer Buses

On a Crutchfield/Cline motion and roll call listed, the Board of School Directors accepted the persons listed as a Bus Driver employed by Baer Buses. This person will be transporting Waynesboro Area School District Students.

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

ABSENT: Daywalt/Finn/Lind

**Discuss/Act on Textbook Adoption**

On a Bachtell/Cline motion and roll call listed, the Board of School Directors approved the purchase of new textbooks as listed, following a two-week review period.

Level	Course	Name of Text	Publisher	Edition	Rationale
Grade 11	English/Honors English	The Rule of Three	R. R. Donnelley & Sons	2014	Increase selection for student choice within ELA theme.
		The Young Elites	Penguin Group	2014	
		The Here and Now	Delacorte Press	2014	
		The Vault of Dreamers	Roaring Brook Press	2014	
		The Freedom Summer	Scholastic Press	2014	
		We Were Liars	Delecorte Press	2014	
		The Color of Water	Riverhead Books	1996	Replacement text
Grade 12	Modern Literature	Quarantine the Loners	Egmont USA	2012	New elective course
		Rot & Ruin	Simon & Schuster	2010	
		Uglies	Scholastic	2005	
		Steelheart	Ember	2013	
		Virals	Penguin Group	2010	
		Fablehaven	Aladdin	2006	
		Legend	Penguin Group	2011	
		Delirium	Harper	2011	
		The Devil in the White City	Vintage Books	2003	
		Miss Peregrine's Home for Peculiar Children	Ransom Riggs	2011	
		Glory O'Brien	Little, Brown Books for Young Reader	2014	
Grade 12	American Literature	The Norton Anthology of American Literature	W. W. Norton & Co.	2013	New elective course

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

ABSENT: Daywalt/Finn/Lind

**Discuss/Act on 2015-2016 Franklin County Career & Technology Center Budget**

The Administration has received the 2015-16 FCCTC budget. The budget shows a 2.29% increase over the prior year budget. The largest area of increase is in Instructional Programs.

On a Lemley/Bachtell motion and roll call listed, the Board of School Directors approved the 2015-16 FCCTC budget as presented.

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

ABSENT: Daywalt/Finn/Lind

**Discuss/Act on Auction of Surplus Items**

The district has accumulated items that are obsolete and items no longer being used in the district. These items include two forklifts that no longer work and parts are unavailable, sewing machines and tables, miscellaneous desks and chairs, a full size organ and other miscellaneous items. We would like to sell these items by use of an auction to be held June 17, 2015 at the Fairview Elementary School warehouse. We would use a local auctioneer to sell the items.

On a Wilson/Lemley motion and roll call listed, the Board of School Directors approved the disposal of unused items (excluding the sewing machines) through the use of an auction held at the Fairview Elementary School warehouse.

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

ABSENT: Daywalt/Lind

**Discuss/Act on Fairview Avenue Property**

On a Wilson/Lemley motion and roll call listed, the Board of School Directors requested the administration to solicit cost estimates to excavate, build a retaining wall and black top the property purchased at Fairview Avenue Elementary for additional parking.

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

ABSENT: Daywalt/Lind

**Discuss/Act on Blue Cross Cobra Rates**

On a Lemley/Bachtell motion and roll call listed, the Board of School Directors approved the Blue Cross Cobra rates for 2015-2016 as presented.

Cobra rates for 2015-2016:

CLASS	2014-2015	2015-2016	% INC.
Single	632.97	685.86	8.35%
Parent and Child	791.21	857.33	8.35%
Parent and Children	1012.77	1,097.39	8.35%
Individual/Spouse	1265.95	1,371.76	8.35%
Family	1582.44	1,714.68	8.35%
65 Special-Single	443.85	480.91	8.35%
65 Special-Individual/Spouse (both over 65)	887.70	961.82	8.35%

**PLEASE NOTE:** None of the above rates include the 2% administrative fee.

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

ABSENT: Daywalt/Lind

**Discuss/Act on Financial Reports**

On a Lemley/Bachtell motion and roll call listed, the Board of School Directors approved the Budget Income & Expense Accounts Summary for all funds and Budgetary Transfer as presented.

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

ABSENT: Daywalt/Lind

**Discuss/Act on Bills for Payment**

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

- General Fund paid bills in the amount of \$1,189,142.87
- Cafeteria Fund paid bills in the amount of \$81,678.69
- Purchase Order Requisitions in the amount of \$41,734.49

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

ABSENT: Daywalt/Lind

**Discuss/Act on Tax Exemptions**

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

- Per Capita Tax Exemptions – 2014/2015 in the amount of \$40.00.
- Occupation Tax Exemptions – 2014/2015 in the amount of \$120.00.

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

ABSENT: Daywalt/Lind

**Discuss/Act on 2<sup>nd</sup> Reading of Policies**

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

- #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
- #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
- #321 – Political Activities
- #322 – Gifts
- #323 – Tobacco/Electronic Vaporizing Nicotine Delivery System
- #324 – Personnel Files
- #326 – Complaint Process

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

NAY: Cline

ABSENT: Daywalt/Lind

### **Discuss/Act on Naming Rights**

An up-dated list of Naming Rights Opportunities was provided as a handout. The administration is seeking approval for a correction to the naming rights as approved on March 24, 2015.

Susquehanna Bank's naming right purchase was for the **Softball Field**, not the Softball Field Scoreboard.

On a Lemley/Bachtell motion and roll call listed, the Board of School Directors approved the correction to the naming rights as presented.

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

ABSENT: Daywalt/Lind

### **INFORMATION ITEMS**

- Construction has begun on the stadium.



**BOARD MEMBER COMMENTS**

None.

**EXECUTIVE SESSION**

The Board of School Directors went into Executive Session at 7:35 p.m. to discuss student discipline. The meeting reconvened at 8:00 p.m.

**STUDENT WAIVER**

On a Bachtell/Wilson motion and roll call listed, the Board of School Directors approved the waiver agreement of student #2014/15-3-7 as presented.

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

ABSENT: Daywalt/Lind

**ADJOURNMENT**

On a Lemley/Wilson motion, the meeting adjourned at 8:03 p.m.

SIGNED

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Chris Lind, President

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Bonnie Bachtell, Secretary