

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

The Waynesboro Area Board of School Directors held its regular meeting on Tuesday, November 16, 2010, in the board room, 210 Clayton Avenue, Waynesboro, PA. The meeting was called to order at 7:00 PM, by president Wilson.

**INVOCATION/PLEDGE OF ALLEGIANCE**

Mr. Wilson called for a moment of silent prayer and then led the pledge to the flag.

**ROLL CALL**

Present were: Firmadge Crutchfield, Pat Heefner, Bonnie Bachtell, Leland Lemley, Billie Finn, Marilyn Smith, Chris Lind, Edward Wilson, and student representatives Tyler Bowders and Eric Wengert. Sherry Cline was absent. Others present were: James Robertson, superintendent; Evan Williams, assistant superintendent; Bobbi Trostle, recording secretary; James Flower, Jr., solicitor; Stephanie Harbaugh, Record Herald; Richard Belisle, Herald Mail; and those individuals listed on the attached sign-in sheet. Caroline Dean was absent.

**APPROVAL OF AGENDA**

On a Smith/Crutchfield motion and unanimous voice vote, the board approved the agenda.

**APPROVAL OF MINUTES: November 9, 2010**

On a Bachtell/Lind motion and unanimous voice vote, the board approved the November 9, 2010 minutes, with the following correction: On Page 7, under *Student Adjudication*, Mr. Lind's name should be deleted from the YEA vote. He was not present at the hearing.

**COMMUNICATIONS**

There were no communications.

**COMMITTEE REPORTS**

Mrs. Smith reported there was a bomb threat at the Franklin Learning Center over the weekend. School was delayed on Monday. Nothing was found.

Mr. Robertson reported that the House passed the pension reform bill. Districts are waiting on information.

Eric Wengert reported that on October 26, the Wayarian Chapter of the National English Honor Society inducted 19 new members. Under student direction of Brian Kane (senior), the High School tutoring program resumed for the year. This program matches students in need of additional help with another student who is willing to provide aid and help outside the classroom.

Tyler Bowders reported that on November 15, the Young Humanitarians will conduct a fundraiser to benefit the Smile Train organization, which uses funds to help provide surgeries for children in impoverished countries who are affected by cleft palates. Funds will be raised thru a "Guess the Smile Contest" in which students will have the opportunity to guess the smile of a teacher or administrator. On November 17, Student Council will host an after-school ice cream social in honor of Teacher Appreciation Week. On November 19, members of FBLA will travel to Washington, DC, to attend the annual FBLA National Conference.

**INITIAL PUBLIC COMMENT**

Barry McNew, Industrial Arts teacher at the Middle School, who is retiring, thanked board members for their support over the last 13-1/2 years. He said the Middle School program is the best in Franklin, Fulton, and Adams Counties. He thanked Mr. Robertson for being the first superintendent to visit his classroom in his 45 years of teaching. He presented board members, Mr. Robertson, Mr. Williams, and Mrs. Trostle with French bread cutting boards, which Middle School students made in woodshop.

Vicki Huff, Support Staff Association President, requested an executive session with the board to discuss a personnel and (possibly) a litigation issue. Mr. Lemley said he wanted to have it in public. Mr. Flower said it was hard to advise since he didn't know what the issue was about. Mr. Flower and Ms. Huff then left the meeting to discuss the issue in private.

Nancy Helman said she is still seeking information from the Middle School music department. She objects to the music that is being taught because it is in another language and she doesn't recognize the songs.

Mr. Flower explained in general terms that Ms. Huff could proceed in open session if particular names were not mentioned due to confidentiality of employment. Mr. Lemley said if someone is making a complaint against him, he wants the names and situation out in public. He said he has a right to challenge his accusers. Ms. Huff said she would not mention names in public session. Mr. Flower reminded him that it violates privileges of employment. Mr. Lemley said he understands there is "a letter floating out there". Again, Ms. Huff requested an executive session. Mr. Lemley said he wanted to discuss in open session. Ms. Huff again said she would not mention names in public and would talk generally. She said he was more professional than that. Mr. Lemley replied, "I don't know about that". Mr. Flower then suggested Ms. Huff correspond directly with administration. Mr. Wilson said the board can't hear oral complaints regarding personnel or general administrative matters and directed the matter to administration.

Mrs. Cline arrived at 7:20 PM.

Mr. Lemley again said he wanted an open discussion. He said last week his daughter called and asked him to pick up his granddaughter because she was in severe pain. His granddaughter has been absent a number of days recently because of her half-brother's accident. He said the state law says that if a student is absent for ten days or more, they need a doctor's excuse. His granddaughter has a lot of severe allergies and has been absent for more than ten days. He told the employee he was picking up his granddaughter and was told she would have to have a doctor's excuse. He told the employee his daughter can't afford to pay \$25 each time she needs an excuse. The employee responded she understood because she pays that much for her daughter. He said this employee doesn't pay out \$200 per pay period. He said he didn't use any abusive language. He said he was only there as a grandparent picking up his granddaughter; this was a conversation to express his discontent. When his granddaughter arrived at the office, they left.

Ms. Huff said she has not received a formal letter, but would request the employee submit one. She said she received a concern through e-mail, but was not sent to anyone. Mr. Lemley said that Ms. Huff is the sister-in-law of Mr. Engle (WAEA) and that is why she is doing this. Ms. Huff told Mr. Lemley that was "totally inappropriate" and that support staff is not in negotiations. She said any concerns of support staff have always been taken through channels, which was done, and settled before coming to the board. This time, however, it could not be settled. Mr. Robertson said he talked with Ms. Huff on Monday, but was not aware of a letter. He said the employee is only seeking an apology from Mr. Lemley. Mr. Lemley replied, "it ain't happening".

**INITIAL PUBLIC COMMENT (Cont'd)**

Mrs. Heefner said there was a scheduled executive session following the meeting and suggested that Mr. Robertson share the information with the board then. Mr. Lind said he wanted to see the e-mail. Mr. Lemley requested again that it be discussed publicly, and not done in a closed setting. He said, "no one can discipline me". He was a grandparent picking up his grandchild. He said "board member" was never mentioned in discussion with the employee.

Mr. Crutchfield said the process should be: a letter of complaint filed; administration would read and determine if it is case law; and if it is within the scope of the board, then the administration can bring forward.

Mr. Wilson said it has to go through the proper channels. Ms. Huff said she would provide a written complaint and attach the e-mail to the complaint.

Kelly Ralls questioned the status of defibrillators (3) that need to be purchased for the district. On a Lemley/Lind motion and unanimous voice vote, the board approved the purchase of (3) defibrillators for the district.

**TEXTBOOKS/LEVELED READERS**

Mr. Williams presented the board with a list of textbooks/leveled readers needed in the district in the amount of \$52,317.00. Mrs. Cline suggested removing the Computer Apps (45?) books until the numbers can be firmed up. She also added that that she wants all textbooks inventoried every year by classroom teachers. Mr. Williams told her this practice is already in place.

On a Finn/Cline motion and roll call listed, the board approved the purchase of textbooks/leveled readers at the prices stated (list attached) or at a better price; remove the Computer Apps books from the list; have all textbooks inventoried every year by classroom teachers; and work on some mechanism from the teachers that will deal with shortages.

YEA: Crutchfield/Heefner/Bachtell/Lemley/Finn/Cline/Smith/Lind/Wilson  
NAY: None

**DISCUSSION ITEMS**

**Discuss Approval of Organizational Chart**

Mrs. Bachtell questioned why custodians are not being supervisors by their building principal. Mrs. Smith asked that this chart be reviewed by Administrative Council before voting.

On a Crutchfield/Cline motion and roll call listed, the board finalized the draft copy of the Organizational Chart in its current state.

Mrs. Heefner said principals should take ownership of the building and the people that work under them. Mr. Needham should respect principals and visa-versa and everyone work together. She doesn't want to see principals out of the loop. The board should take their noses out of it and stop micro-managing.

YEA: Crutchfield/Lemley/Finn/Cline/Lind/Wilson  
NAY: Heefner/Bachtell/Smith

**RETIREMENT**  
**APPOINTMENT**

On a Smith/Bachtell motion and roll call listed, the board approved the following:

**Retirement**

Professional Staff

Barry E. McNew, Technology Education teacher, Middle School, effective January 31, 2010.  
Retirement with 13.5 years of service at WASD; retirement payment to be determined.

**Appointment**

Professional Staff

Alicia M. Myers, Mathematics – long-term substitute, High School, salary: Bachelor's, Step 1, effective December 8, 2010-January 21, 2011, based upon satisfactory performance. She is a long-term substitute for Karen Davis who will be on child bearing/family medical leave.

YEA: Crutchfield/Heefner/Bachtell/Lemley/Finn/Cline/Smith/Lind/Wilson

NAY: None

**FINANCIAL REPORTS**

**BILLS FOR PAYMENT**

**PURCHASE ORDER REQUISITIONS**

On a Crutchfield/Smith motion and roll call listed, the board approved the following:

Budgetary Transfers and Budget Income & Expense Accounts Summary-All Funds (copies attached)

General Fund Paid Bills in the amount of \$1,804,456.07

Capital Reserve Fund 1431 Bills in the amount of \$16,865.13

Debt Service Fund Bills in the amount of \$1,755,514.38

Purchase Order Requisitions in the amount of \$20,023.96

Mrs. Cline questioned the purchase of a MacBook Pro computer because of the price. Mr. Crutchfield wanted included in the above motion that after the approval to purchase this computer at tonight's meeting and the approval of the two last week, this will be the last purchase of computers until the Technology Committee can establish guidelines for future purchases. Mrs. Smith, who seconded the above motion, agreed.

YEA: Crutchfield/Heefner/Bachtell/Lemley/Finn/Cline/Smith/Lind/Wilson

NAY: None

**TAX EXEMPTIONS**

On a Lind/Bachtell motion and roll call listed, the board approved and accepted the following:

2010/2011 Per Capita Tax Exemptions: 21 in the amount of \$210.00

Delinquent Per Capita Tax Exemptions:

2006	-	1	\$11.00
2007	-	2	\$24.75
2008	-	1	\$11.00
2009	-	<u>1</u>	<u>\$11.00</u>
		5	\$57.75

2010/2011 Occupation Tax Exemptions: 46 in the amount of \$1,395.00

Delinquent Occupation Tax Exemptions:

2006	-	1	\$33.00
2007	-	2	\$49.50
2008	-	1	\$33.00
2009	-	<u>1</u>	<u>\$33.00</u>
		5	\$148.50

2010 Interim #3 Real Estate Tax Exemption in the amount of \$351.50

2010/2011 Occupation Tax Additions: 4 in the amount of \$75.00

2010/2011 Delinquent Tax Additions:

Occupation	-	20	\$495.00
Per Capita	-	4	\$ 44.00

YEA: Crutchfield/Heefner/Bachtell/Lemley/Finn/Cline/Smith/Lind/Wilson  
NAY: None

**INFORMATION ITEMS**

Central Office/Building Reports were included in the board's packet.

Mr. Robertson recognized Mrs. Sharon Martin, Special Ed. teacher at the Middle School, who was named one of Shippensburg University Study Council's Outstanding Teachers of the Year during an October 20 luncheon.

**BOARD MEMBER COMMENTS**

The second board meeting in December has been cancelled.

**EXECUTIVE SESSION**

Board president, Mr. Wilson, called for an executive session following the meeting to discuss a personnel issue.

**ADJOURNMENT**

The meeting was adjourned at 9:00 PM.

/s/ Edward Wilson, President                      SIGNED                      /s/ Patricia F. Heefner, Secretary  
*Approved December 7, 2010*