

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

The Waynesboro Area Board of School Directors held its regular meeting on Tuesday, January 11, 2011, 220 Fairview Avenue, Waynesboro, PA. The meeting was called to order at 7:05 p.m. by Mr. Wilson.

**INVOCATION/PLEDGE OF ALLEGIANCE**

Mr. Lind said a prayer and then led the pledge to the flag.

**ROLL CALL**

Present were: Billie Finn, Firmadge Crutchfield, Bonnie Bachtell, Chris Lind, Sherry Cline, Edward Wilson. Others present were: James Robertson, superintendent; Evan Williams, assistant superintendent; Caroline Dean, business administrator; Joyce Caiati, recording secretary; James Flower, Jr., solicitor; Jennifer Fitch, Herald Mail; Stephanie Harbaugh, Record Herald; and those individuals listed on the attached sign-in sheet.

**APPROVAL OF AGENDA**

Mr. Wilson handed each board member and administration a revised agenda. On a Finn/Lind motion, and roll call listed, the board approved the agenda as presented by Mr. Wilson.

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

NAY: None

ABSENT: Smith/Lemley/Heefner

**APPROVAL OF MINUTES**

On a Bachtell/Finn motion and roll call listed, the board approved the minutes of December 7, 2010.

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

NAY: None

ABSENT: Smith/Lemley/Heefner

**INITIAL PUBLIC COMMENT**

Jessica Bryan, who has a Bachelor's degree in Early Childhood Education and a Master's in Special Education addressed the board. Jessica stated she is a 7<sup>th</sup> grade special education teacher at Middle School and teachers have been in negotiations for 12 months. She asked the board to quit stalling and negotiate a fair contract.

Mr. Lind answered that the board is not stalling negotiations. The board is trying to provide a fair and equitable contract for teachers. Mr. Lind is concerned about the funds needed due to state funds being cut.

Barbara Blubaugh, who has a Bachelor's degree in Early Childhood and a Master's Equivalency Plus, is a gifted support teacher at Fairview and Mowrey. She asked the board to please try to stop stalling and negotiate a fair contract.

Brian Toro, a Waynesboro resident for 25 years with three children at Fairview stated that teachers do an excellent job. Mr. Toro feels that the teachers deserve to be treated and bargained with fairly.

Ruth Frech, who has a Bachelor's degree in Elementary Education and is a 6<sup>th</sup> grade teacher at Fairview, is requesting the board to enter into negotiations with the attitude that the teachers deserve something given the loyalty and length of time that some teachers have been with the district.

Karen Krugle, who has a Bachelor's degree in Early Childhood Elementary Education and a Master's Equivalency in Education, is a 1<sup>st</sup> grade teacher at Fairview. Karen loves teaching, children, and Fairview and would like to see a fair negotiation process.

Michael Condo, a resident of Waynesboro, has a 1<sup>st</sup> grade student at Fairview. He is new to the area and wanted the board to know he is very happy with his child's education. He asked the board to make a fair contract.

Mark Klink, who has a degree in Elementary Education and a Master's degree, is a teacher at Fairview. Mr. Klink would like to see movement in negotiations and for the board provide an equitable contract as quickly as possible.

Mr. Wilson told the public that he wanted to end public comment due to a full agenda and inclement weather. He stated that if anyone had anything other than the topic of negotiations to speak about it would be permitted.

Laura Rush, a Waynesboro resident, who has children that attend Fairview Elementary stated that she is very happy with the education her children receive. Teachers are caring and compassionate. She asked the board move forward in negotiations.

Mr. Wilson stopped Ms. Rush from speaking at the mention of negotiations and stated she addressed the board under false pretenses.

Chris Lind stated that he will not be bullied and any board member can make a motion to end public comment.

### **OLD BUSINESS**

On a Lind/Finn motion and roll call listed, the 2009-2010 Audit Report was tabled. The board would like Smith Elliott Kearns and Company come back so that the board can ask questions relative to the Audit Report.

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

### **COMMITTEE REPORTS**

Mrs. Finn reported that the Budget Committee met on January 7, 2011. The committee discussed how to fill the hole of revenue lost since there will be no stimulus money.

Mr. Wilson said the Academic Committee met and discussed block scheduling. Nothing definitive has been decided. There were discussions about extra credits, homework being done in the classroom, and movies.

The Building and Grounds Committee went through all the schools and discussed each school's needs. Fairview has several building issues that need to be addressed. All schools have needs, some require immediate attention and the board has to discuss where to get the money to have the work done.

Mr. Lind reported that the LIU is beginning to vote as a board, and ballots will be coming to board members in the mail, which need to be completed and returned to Mr. Robertson.

Mr. Wilson said that the board may be able to get volunteers to do some work for the district. An idea was suggested that in exchange for work being done, a sign be made for the contractor doing the work as a way of being recognized for their efforts.

Mr. Wilson presented a list of requests dated January 11, 2011. This list has been requested to be made part of the minutes as follows:

#### List of Requests January 11, 2011

4/13/10 I asked if warranties would reflect substantial completion dates and if subcontractors have different warranty periods regarding the High School renovation. Ms. Dean said she would research my question and return an answer. She further indicated that a meeting with the architects, construction manager, and school district was planned for April to discuss finalization of the punch list. I don't recall ever getting a report on these items.

6/2/10 A motion was made that all movies, commercial, and non-commercial must be approved by the superintendent, he will present a monthly report with justification for the showing of the movies. To date we have received nothing.

6/2/10 Mrs. Finn provided the administration with an analysis that she had done on districts that spent less, but have better test results and asked for their review and comments the next meeting, nothing yet.

6/15/10 Mrs. Smith asked Mike Embly for a 5 year plan on equipment replacement needs, we have received nothing.

6/15/10 Mr. Crutchfield asked how purchased orders are processed. Ms. Dean stated that Mr. Robertson and Mr. Williams review them and submit them to the Budget Committee for review; I do not believe the Budget Committee has ever been involved. Mr. Crutchfield indicated that there needs to be a process put in place on an ad hoc basis to stay ahead of the curve and monitor unspent funds. If one was established, I don't know of it.

7/16/10 Mrs. Finn requested how many teachers were rated unsatisfactory in any category. Nothing yet.

8/10/10 A motion was passed asking for a 2% reduction in personnel through attrition, nothing yet from the administration.

8/10/10 Mr. Crutchfield asked the administration to perform a quarterly reconciliation of open purchase orders and provide a report of the same to the board. This has not happened.

8/23/10 Ms. Dean was supposed to ask the insurance representative to be present at the next Board meeting to discuss the bleachers. He was not there and in fact told me that the administration informed him we did not want to see him.

8/23/10 Mrs. Heefner asked McClure to return to the Board when the project was completed. I assume the project is completed and no McClure.

8/17/10 Mrs. Finn requested prior year printouts for comparative purposes so she could assess where we stand on income for each category of revenue since Ms. Dean had stated that the new system could not provide this information. She has provided percentages, which is somewhat useful, but does not specifically address her question.

8/17/10 I requested information on the savings from the summer flex scheduling that Mr. Robertson approved. We have not received any data yet.

10/12/10 It was reported that there was a problem with the HVAC system on the Middle School and Summitview roofs. It was stated that these units were not replaced by McClure. We have not received any report on the condition or resolve of this issue. On 5/13/10 the board approved HVAC upgrades at Fairview, Summitview, and the Middle School. Why has this not been included in this upgrade, all board members believed these units were to be replaced?

10/19/10 We were informed of violations in the certifications of various teachers. Mr. Lemley repeated his request to receive a report on each teacher's certification. Nothing yet.

11/10/10 We were informed that McClure was to be finished by January, nothing yet.

11/10/10 Mrs. Cline asked the Administration to investigate using re-ink companies in place of purchasing new cartridges. No report yet.

11/19/10 The Board asked Mr. Robertson to check into the geothermal system at the High School to see if we have extra capacity. Nothing yet.

11/19/10 Mrs. Finn requested that the Berksquire Systems Group invoice for fire alarm work at the High School not be paid until warranty information could be reviewed. We haven't heard anything yet, was it paid?

The following I do not have dates for:

We asked for the Administration to develop a system in which student complaints to a teacher regarding bullying or harassment get reported to a central location (Principal) so that any patterns of problems can be identified and dealt with before anything severe happens.

We have received no information how and when we will get an assessment of energy savings from McClure, this needs to be on the front burner at all times so we can reap the benefits.

Ms. Dean was supposed to get us information on when the warranty expired on the geothermal system so we could tap into it for Summitview and the Middle School, nothing.

Academically, what about the development of a summer reading list, what about multiplication and division being taught, what about "extra credits", homework being done in the class, these were questions asked and no follow up.

We do not get regular reports on litigations or due process hearings, unless we specifically ask.

We did not institute a dress code, but asked for special attention to a student and teachers attire, has this been done?

We have asked for a current list of students per class.

We have had several issues with certain busses and have not received follow up reports as to how these situations were handled.

In closing, this list will be added in its entirety to the Board minutes and all of these questions will be answered completely at the February 8<sup>th</sup> meeting. For the record from this point on, the Administration will report to the Board any questions or reports that the Board or members have asked for in a complete and timely manner. It is a belief of the majority of the Board that the Board has not received the full cooperation from the Administration, this ideology will change, this Board has the resolve to give the students the best education possible, to be prudent with the taxpayers' money and be fair to all employees of WASD, but this Board expects, and if need be demands, cooperation by the Administration so that we can do the job that we were elected to do.  
Ed Wilson, Board President

### **DISCUSS FAIRVIEW ELEMENTARY FACILITY NEEDS**

Mr. Wilson said members of the board toured Fairview Elementary this evening and he encouraged discussion on the facility needs. Mrs. Finn said that she would like to see a list of all the needs throughout the district showing priority and pricing. Mrs. Finn does not have a feel where most serious issues lie. Mr. Wilson stated that he felt after looking at all the schools, the biggest need is the Fairview roof and carpeting. These items can be put out to bid in the spring so that work can be done in the summer. Mr. Wilson would like a cost of replacing carpet with tile. There was a discussion about water at Fairview. Caroline reminded the Board that three quotes from three different companies have to be obtained.

Mr. Lemley arrived at 7:45 p.m.

**DISCUSS 2010-2011 FINAL TRANSPORTATION CONTRACTS**

Ms. Dean presented an analysis of the transportation contracts for 2010/2011 school year, reflecting annual mileage, number of students, and new designations of schools for special education a non-public students. There was a discussion and the board went into executive session at 8:00 p.m. to discuss the transportation contracts.

The board returned from executive session at 8:55 p.m.

**DISCUSS REQUEST TO HOLD PMEA REGION V STATE CHORUS IN 2012**

On a Bachtell/Lind motion and roll call listed the board approved the request for the Waynesboro Area Senior High School to host the PMEA Region V State Chorus. Mrs. Bachtell stated that it is an honor for the District to be chosen; facilities were not adequate before to hold this chorus. Mr. Lind said it was a great opportunity for the District.

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

**DISCUSS REVISED FIFTH SUPPLEMENTAL AGREEMENT**

The Revised Fifth Supplemental Agreement was presented for board approval by Ms. Dean. This Agreement requests the parties to agree to change the name of the Chambersburg Area Wage Tax Bureau to Franklin County Area Tax Board and accept the additional members as listed into board membership.

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

**DISCUSS 2011-2012 BUDGET RESOLUTION**

Ms. Dean presented the 2011-2012 Budget Resolution. After much discussion, this item was tabled.

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

**RESIGNATIONS/ REQUEST FOR LEAVE, APPOINTMENTS**

On a Lind/Finn motion and roll call listed the board approved the following:

**Resignations**

**Support Staff**

Theresa L. Coyne, Cashier at Fairview Elementary, Effective January 5, 2011

Shawn P. Brewer, Night Custodian at WASHS, Effective December 16,2010

**Request for Leave**

Susan M. Martin, Reading Teacher at Fairview Elementary requesting an extension of her Medical Leave beginning December 15, 2010 – January 7, 2011. Susan will return to work on January 10, 2011

Christine M. O’Toole, Cashier at Summitview Elementary, requesting a Medical Leave beginning on December 6, 2010 – January 31, 2011. Christine will return to work on February 1, 2011

Laura A. Rooney, Grade 6 Teacher at Fairview Elementary, requesting an extension of her Medical Leave beginning January 3, 2011 – February 15, 2011. Laura will return to work on February 16, 2011

Phyllis A. Witter, Grade 3 Teacher at Hooverville Elementary, requesting a Medical Leave beginning January 24, 2011 – March 2011. Phyllis will return to work on March 7, 2011.

**Appointments**

**Professional Staff**

Alicia M. Shea, Reading – Long-Term Substitute, Fairview Elementary, Bachelors, Step I – Substitute Daily Rate, Effective: December 15, 2010 – January 17, 2011, based upon satisfactory performance. Alicia is a Long-Term Substitute for Susan Martin who is on an approved Medical Leave

Jennifer M. Ross, Grade 3 – Long Term Substitute, Hooverville Elementary, Bachelors, Step 1 – Substitute Daily Rate, Effective January 24, 2011 – March 4, 2011, based on satisfactory performance. Jennifer is a Long-Term Substitute for Phyllis Witter who is on an approved Medical Leave

Richard D. Calhoun, Grade 6 – Long Term Substitute, Fairview Elementary, Bachelors, Step 1 – Substitute Daily Rate, Effective January 3, 2011 – February 15, 2011, based on satisfactory performance. Richard is a Long-Term Substitute for Laura Rooney who is on an approved Medical Leave

Ms. Finn would like the Board to be informed about Requests for Leave prior to the event.

**Substitutes – Professional Staff**

Max B. Jamelli – Elementary/Secondary  
Jamie R. Hicks – Secondary/Elementary  
Sheniqua L. Stoner – Secondary/Elementary  
Andrew L. Friedman – Secondary/Elementary

**Substitute – Support Staff**

John S. Schroyer – Crossing Guard/Custodian

Administrative Staff

Andrew D. Moats, Assistant Principal, WASHS, Long-Term Substitute, Effective: January 3, 2011, Salary: \$30.00 additional per diem. Andrew is a Long-Term Substitute for Stephanie States

Game Personnel

Vicki J. Huff, Game Personnel, WASHS  
Barbara G. Kriechbaum, WASHS  
Julie A. McAllister, WASHS  
Ashley E. Rock, WASHS  
Daryl A. Warrenfeltz, WASHS

The Board approved the above Game Personnel at a rate of \$7.25/hr.

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

**ACT ON ACCEPTANCE OF SCHOOL BUS DRIVERS**

On a Lind/Bachtell motion and roll call listed, the board approved the following bus drivers and aide.

Bus Drivers

Richard Leonardi – D & S Buses, Michael Finnegan – D & S Buses, Robert C. Moore – Baer Buses, Deena Reed – Baer Buses

Aide

Michael Finnegan – D & S Buses

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

**ACT ON APPROVAL OF PURCHASE ORDER REQUISITIONS**

On a Lind/Finn motion and roll call listed the board approved purchase order requisitions as submitted, with the exception of the following:

P.O. Requisition #1100595, Herre Brothers Inc., Materials to replace compressor at High School \$428.60, Labor for work completed as per invoice #18944 \$595.00 for a total of \$1,023.60.

P.O. #1100657, Wegener Media, Replacement E-Mac Computer for District \$2,400.00, Laptops for Learning Support Teachers at Mowrey and Summitview, \$5,912.00 for a total of \$8,312.00. The purchase orders for Wegener Media were tabled until such time as a decision is made for Apples or Macs at every level.

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



**SCHOOL DIRECTOR RECOGNITION MONTH**

Mr. Robertson distributed a certificate to each board member honoring them for their time and talents for the betterment of public education in our community.

**EXECUTIVE SESSION**

The Board went into executive session at 9:00 p.m. and returned at 10:30 p.m.

**PUBLIC COMMENT**

Mr. Wilson asked if anyone wanted to make a comment.

Nancy Helman addressed the board with concerns she had regarding the music program at the Middle School. Mr. Robertson told Ms. Helman that he would speak to her about the specifics of her concerns. He requested she provide examples of the music she finds offensive.

**ADJOURNMENT**

The meeting was adjourned at 10:41 p.m.

/s/ Edward Wilson, President

SIGNED

/s/ Patricia F. Heefner, Secretary

***APPROVED January 18 2011***