

WAYNESBORO AREA SCHOOL DISTRICT
Waynesboro, PA 17268

Item D.

The Waynesboro Area Board of School Directors held its regular meeting on Tuesday, June 12, 2012 in the board room, 210 Clayton Avenue, Waynesboro, PA 17268. The meeting was called to order at 7:00 p.m. by Vice-President Chris Lind.

INVOCATION/PLEDGE OF ALLEGIANCE

Mr. Lind called for a moment of silence and led the pledge to the flag.

ROLL CALL

Board Members present: Rita Daywalt/ Ashley Newcomer/ Billie Finn/ Sherry Cline/ Chris Lind/ Bonnie Bachtell and Leland Lemley.

Also present were: Dr. Sherian Diller, Assistant Superintendent; James Flower, Solicitor; Joyce Caiati, recording secretary; Dwight Needham, Maintenance Supervisor; Roger Lange, Supervisor of Technology; Stephanie Harbaugh, Record Herald; Jennifer Fitch, Herald Mail; and those individuals listed on the attached sign-in sheet.

Mr. Crutchfield arrived at 7:03 p.m.

APPROVAL OF AGENDA

On a Lemley/Bachtell motion and unanimous voice vote, the board approved the agenda with the following change: Mr. Walker requested that a *Real Estate Tax Universal Installment Payment Plan Resolution* be added to the agenda as Item F.7.

APPROVAL OF MINUTES

On a Bachtell/Crutchfield motion and unanimous voice vote, the board approved the minutes of June 6, 2012.

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

NAY: None

ABSENT: Wilson

PUBLIC COMMENT

Harry Morningstar and Dr. Lyon Loftus presented a proposal for the board's consideration. There is a project involving CFAR (Community, Friends, Fun and Running) that is being developed through a \$5,000.00 grant from Summit Endowment, for a one mile trail from Renfrew to Memorial Park. Mr. Crutchfield expressed concern regarding unanswered questions about details which involve easement, lighting, school district liability, and insurance. Ms. Daywalt wanted to know whose responsibility it would be to maintain the trail, i.e., weeding, mulching, and general maintenance, as well as who would be the responsible party after the expiration of the grant. At this time, the board would like assurance of the school district's role

of responsibility to this project. A detailed proposal from CFAR is to be presented to the board at a meeting to be scheduled by Dr. Sherian Diller, and board members to determine if this project can go further. Mr. Crutchfield will work with CFAR on the proposal.

ALTERNATIVE EDUCATION

Dr. Diller presented an overview draft of an Alternative Education Proposal dated June 12, 2012. Board members were very encouraged with Dr. Diller's proposal. The overview is as follows:

Waynesboro Placements with Manito 2011-2012 school year (estimated)

• Browns Mill Center (+15 slots)	\$283,435
• Alternative High School (15 slots)	60,615
• HOPE Classroom (15 slots)	<u>130,000</u>
Total	\$474,050

Proposal:

• Browns Mill Center (7 slots)	\$ 90,000
• Bring Alternative H.S. Back to WASD (Part-Time High School teacher becomes Full-Time)	26,881
• 2 HOPE Classrooms (30 slots)	266,000
• Add Alternative Ed Liaisons/Social Work	<u>17,000</u>
	\$399,881

	474,050
•	<u>399,881</u>
	74,169 savings

One-time expenditures:

- Remodel second HOPE classroom (approximately \$50,000)
- Purchase 30 computers (approximately \$21,000)

Contracted Social Worker becomes District employee:

- 11 years in District experience
- Will do HOPE classroom and district social work
- Liaison between school and outside agencies
- Oversee attendance needs
- Arrange community services
- Keeps all previous duties and HOPE classroom
- Certification in Crisis and Suicide Prevention, SAP

Benefits to having Alternative H.S. in WASD

- Available for all students needing service
- Eliminates transportation for students who must travel to Chambersburg
- Increase school attendance
- Increase transition services
- District Social Worker will work with teachers and help parents and students access Social Services

DISCUSS/ACT ON TEXTBOOK ADOPTION

Dr. Diller stated that the board can act on this item at the June 29, 2012 meeting.

TILE AT FAIRVIEW ELEMENTARY SCHOOL

On a Lemley/Crutchfield motion and roll call listed, the board approved COSTARS for tile replacement as follows:

Fairview Elementary School 3 Pods, 18 Classrooms	Tile	18,006 sq. ft.	35,831.00
	Base	2,520 linear ft.	<u>3,780.00</u>
			39,611.00
Waynesboro Area Middle School 14 Classrooms	Tile	11,726 sq. ft.	23,334.00
	Base	1,680 linear ft.	<u>2,520.00</u>
			25,854.00
Summitview Elementary School 1 Pod, 6 Classrooms	Tile	7,212 sq. ft.	14,351.00
	Base	840 linear ft.	<u>1,260.00</u>
			15,611.00

DISCUSS/ACT ON CHORAL TRIP REQUEST

On a Bachtell/Cline motion and roll call listed the board approved a choral trip December 30, 2012 through January 6, 2013 for a 8 days/7 nights cruise with Royal Caribbean to Port Canaveral, Florida; Nassau and Coco Cay Bahamas. Mrs. Cline asked if a background check is requested for school volunteers; Dr. Diller stated that this needs to be done. Mrs. Cline also wanted to know if any educational credits would be obtained for students taking this trip; Mr. Griffith, Director of Vocal Music stated he did not know the answer to that, but it is an educational trip.

YEA: Daywalt/Newcomer/Crutchfield/Finn/Cline/Lind/Bachtell/Lemley
NAY: None
ABSENT: Wilson

DISCUSS/ACT ON PERSONNEL ITEMS

On a Bachtell/Cline motion and roll call listed the following items were approved, with the exception of the **Appointment-Summer School Personnel, Physical Education Teacher**. This item was pulled and Dr. Diller will analyze this position and bring the information back to the board at the June 29, 2012 meeting.

Retirement Payment and Resignations – Professional Staff

Todd E. Toth, Science Teacher, Waynesboro Area Senior High School, effective: August 17, 2012. Retirement with 35 years of service, retirement payment to be calculated at a later date.

Ronald P. Von Rembow, Art, Waynesboro Area Middle School, effective: June 6, 2012. Retirement with 35 years of service at WASD. Retirement payment to be determined.

Retirement Payment – Coaching Staff

Richard E. Hetzer, Head Coach – Girls Soccer, Waynesboro Area Senior High School, effective: May 18, 2012.

Lori S. Brooks, Head Coach – Volleyball, 7th Grade and Waynesboro Area Senior High School, effective: May 25, 2012.

Personnel Transfers – Professional Staff

Susan H. Mason, from Mathematics, Waynesboro Area Middle School, Salary: \$59,775.00, to Grade 6, Summitview Elementary, \$59,775.00, effective: August 21, 2012, replacing an open position due to an internal transfer.

Jana L. Eskridge, from Mathematics, Waynesboro Area Senior High School, Salary: \$48,222.00 to Mathematics, Waynesboro Area Middle School, Salary: \$48,222.00, effective: August 21, 2012, replacing Susan Mason's contract position.

Tiffany A. Corl, from Language Arts, Waynesboro Area Middle School, Salary: \$42,511.00, to Grade 1, Mowrey Elementary School, Salary: \$42,511.00, effective: August 21, 2012, new position.

Heather M. Gaylor, from Grade 6, Fairview Elementary School, Salary: \$60,258.00, to Language Arts, Waynesboro Area Middle School, Salary: \$60,258.00, effective: August 21, 2012, replacing Tiffany Corl who is transferring.

Appointments – Professional Staff

Judy J. Trout, Grade 6, Fairview Elementary School, Salary: Bachelors, Step 1 - \$42,511.00, effective: August 21, 2012. Reason: Replacing Heather Gaylor who is transferring to the Waynesboro Area Middle School.

Appointments – Professional Staff (Continued)

Stephanie R. Nunemaker, Grade 6 – Long-Term Substitute, Fairview Elementary School, Salary: Masters +36, Step 1 – Substitute Daily Rate, effective: August 27, 2012 – December 7, 2012, based on satisfactory performance. Reason: Long-Term Substitute for Cala High who will be on an Unpaid Education Leave.

Alison N. Minnich, Special Education – Long-Term Substitute, Summitview Elementary School, Salary: Bachelors, Step 1 – Substitute Daily Rate, effective: August 21, 2012 – November 9, 2012, based on satisfactory performance. Reason: Long-Term Substitute for Emily Cordell who will be on a Child Bearing/Family Medical Leave.

Allison N. Butler, Grade 1 – Long-Term Substitute, Fairview Elementary School, Salary: Bachelors, Step 1 – Substitute Daily Rate, effective: August 21, 2012 – November 13, 2012, based on satisfactory performance. Reason: Long-Term Substitute for Rebecca Sullivan who will be on a Child Bearing/Family Medical Leave.

Emalie K. Laicha, Grade 1 – Long-Term Substitute, Summitview Elementary School, Salary: Bachelors, Step 1 – Substitute Daily Rate, effective: August 21, 2012 – December 13, 2012, based on satisfactory performance. Reason: Long-Term Substitute for Rebecca Robinson who will be on a Child/Bearing/Rearing/Family Medical Leave.

Joan M. Duffield, Extended Day Kindergarten/Reading – Long-Term Substitute, Mowrey Elementary School, Salary: Bachelors, Step 1 – Substitute Daily Rate, effective: September 6, 2012 – October 17, 2012, based upon satisfactory performance. Reason: Long-Term Substitute for Heather Mellott who will be on a Child Bearing Leave.

YEA: Daywalt/Newcomer/Crutchfield/Finn/Cline/Lind/Bachtell/Lemley
NAY: None
ABSENT: Wilson

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

Appointments – Summer School Personnel

Tina Gilbert, Plato Learning Program

Leslie Lininger, Teacher Assistant

Tracy Bonebrake-Miller and Adam Heefner, Physical Education (**Item Pulled**)
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Appointments – Summer School Personnel (Continued)

Tara Engle, Gregory Chandler, Doug Stuart, Driver's Education

Kimberly Flickinger – Language Arts and Social Studies

Bryan Flickinger – Science and Math

Above Summer School Personnel positions are at a rate of \$28.42 per hour.

Appointment - Support Staff

Jeanne M. Tracey, Server, Summitview Elementary School, effective: August 27, 2012, Salary: Range VII - \$8.11/hour. Replacing Amber Perez who is transferring.

Appointment – Coaching Staff

Nicole Tosten, Head Coach – Junior Varsity Field Hockey, Waynesboro Area Senior High School, effective: 2012/2013 school year, Salary: Step 1 - \$3,080.00. Replacing Kelle Blubaugh who resigned.

Appointments – Summer Maintenance

Zachary Glenn – Painter

Matthew Smith, Trevor Stover – Maintenance

Constance Simmers, Martha Walck, Linda Jones, Shannon Ripple, Janice Strait – Cleaners

These positions all will be at an hourly rate of \$7.25.

Appointment – Substitute

Marlene H. Black – Cafeteria/Teacher Assistant

DISCUSS/ACT ON PURCHASE ORDER REQUISITIONS

On a Lemley/Daywalt motion and roll call listed, the board approved purchase order requisitions in the amount of \$62,832.01, which included a handout in the amount of \$30,188.62 for a grand total of \$93,020.63. Mr. Walker requested the board give permission for the business office to generate and release purchase orders between now and June 29, 2012; permission was not granted.

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

NAY: None

ABSENT: Wilson

Dr. Diller presented a handout for use of fund balance, for technology purposes, in the amount of \$349,986.54. Mrs. Cline would like the Technology Committee to be a part of this decision.

Ms. Daywalt asked Mr. Lange if the district has technology that will support the new SIS system.

Mr. Lange responded that the network infrastructure is adequate. Mr. Lemley told Mr. Lange that the district does not have the flexibility to be wrong regarding the SIS system so he wants Mr. Lange to “know”, rather than “think” that the network infrastructure will work. Mr. Lange

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feels sure the infrastructure is not an issue. Mrs. Finn asked what will happen if it does not run on the same infrastructure and if it would be more prudent to wait and get the SIS system up and running and also make sure you have the entire infrastructure needed before money is spent on items that do not have the same need. The need is to be certain SIS works; district cannot have another failure. Mr. Lange will work on what the district has and feels that the infrastructure requirements are not that stringent. Mr. Lange said what makes the difference is the package that was offered. After a lengthy discussion regarding the SIS system, including the transfer of data, and the technology purchase requested, the board instructed Dr. Diller to schedule a Technology Committee Meeting so that the Technology Committee can make a decision regarding the fund balance request. This handout was tabled.

A motion by Mr. Crutchfield, seconded by Mrs. Cline, was made to accrue an expense, not to exceed \$350,000, against this year's fund balance, subject to approval for ratification by the Technology Committee at a date to be determined. Mr. Walker stated the auditor will be in tomorrow and he will ask if this is acceptable. Mr. Crutchfield said if it is not acceptable Mr. Walker should e-mail the board.

YEA: Daywalt/Newcomer/Crutchfield/Finn/Cline/Lind/Bachtell/Lemley
NAY: None
ABSENT: Wilson

REAL ESTATE TAX UNIVERSAL INSTALLMENT PAYMENT PLAN RESOLUTION

On a Lemley/Bachtell motion and roll call listed, the board approved the Real Estate Tax Universal Installment Payment Plan Resolution. This Resolution will provide an option for installment payment of real estate taxes for all taxpayers pursuant to the Taxpayer Relief Act, 53 P.S. § 6926.1502.

YEA: Daywalt/Newcomer/Crutchfield/Finn/Cline/Lind/Bachtell/Lemley
NAY: None
ABSENT: Wilson

INFORMATION ITEMS

Tenure

In accordance with Section 1108, Pennsylvania School Code, as amended, the following temporary professional employees have completed three years of satisfactory service in the public schools of the Waynesboro Area School District. They have earned tenure and shall be

provided a professional employee contract. On a Bachtell/Daywalt motion and roll call listed, the board approved the following employees for tenure:

John Burtner, English, Waynesboro Area Senior High School
 Angela Fuss, Health/Physical Education, Waynesboro Area Middle School
 Brandy Spielman, English, Waynesboro Area Middle School
 Wendy Kane, Grade 4, Fairview Elementary School
 Mark Klink, Grade 5, Fairview Elementary School
 Kristen Kopko, Kindergarten, Fairview Elementary School
 Mark Kreitzer, Emotional Support, Fairview Elementary School
 Catherine Byers, Grade 6, Mowrey Elementary School
 Brenda Gsell, Grade 5, Mowrey Elementary School
 Erica Namzek, Kindergarten, Summitview Elementary School

YEA: Daywalt/Newcomer/Crutchfield/Finn/Cline/Lind/Bachtell/Lemley
 NAY: None
 ABSENT: Wilson

Leaves of Absences

Wilma A. Bumbaugh, Teacher Assistant, Mowrey Elementary School, Medical Leave: May 24, 2012 – June 5, 2012; Return Date – Beginning of the 2012-2013 school year
 Heather D. Mellott, Extended Day Kindergarten/Reading, Mowrey Elementary School, Child Rearing/Family Medical Leave: September 6, 2012 – October 17, 2012; Return Date – October 18, 2012
 Rebecca L. Robinson, Grade 1, Summitview Elementary School, Child Bearing/Rearing/Family Medical Leave: August 21, 2012 – December 13, 2012

BOARD MEMBER COMMENTS

Mr. Lind showed a slide entitled Key Components of WAEA- WASD Bargaining June 11, 2012.

Salary

WASD Offer Via Mediation

No increases for 2010-11, 2011-12 year
 Choice 2.5% or 2.25% (2012-13)

Medical

High Deductible w/Speech
 \$1,200/\$2,400
 WASD can bid medical insurance
 Premium Share: 2% or 0% per salary choice

Dental/Vision

\$800/\$1,200/\$1,800

Coaching Advisors

No increase

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WAEA Counter Offer

No increases for 2010-11, 2011-12 year
 2.25% for 2012-13 year

High Deductible w/Speech

\$1,200/\$2,400

WAEA to choose Provider

Premium Share: 0% tied to 2.25% salary selection

\$800/\$1,200/\$1,800 (Board proposal in 2011)

No increase

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Department Heads

No increase

No increase

2.25% increase (board approved)

2 less days, 5 min. more/day

2 less days, 5 min/day removed (board approved)

Not required/employee option

Mandatory for new staff/current members

Rejected AGAIN by board

Mr. Walker stated that there is still some spending authority in the current year and requested the purchase of 47 cafeteria tables for Fairview, Summitview Elementary Schools and Waynesboro Area Middle School. Ms. Daywalt made a motion to encumber funds, not to exceed \$60,000, after approval from the Buildings and Grounds Committee, to purchase 47 cafeteria tables from COSTARS.

NAY: Finn/Cline

ABSENT: Wilson

Mr. Lind stated that the board will meet in executive session and will not be returning. Meeting was adjourned at 9:10 p.m.

/s/ Ashley Newcomer, Secretary