

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

**ITEM D.**

The Waynesboro Area Board of School Directors met in special session on Wednesday, June 6, 2012 in the auditorium at the Waynesboro Area Senior High School, 550 E. Second Street, Waynesboro, PA. The meeting was called to order at 7:00 p.m.

**INVOCATION/PLEDGE OF ALLEGIANCE**

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

**ROLL CALL**

Present were: Ashley Newcomer; Firmadge Crutchfield; Billie Finn; Chris Lind; Bonnie Bachtell; Leland Lemley; Rita Daywalt; Ed Wilson; Dr. Sherian Diller, Assistant Superintendent; Bob Walker, Business Administrator; James Flower, Solicitor; Ruth Berger; Dwight Needham, Maintenance Supervisor; Roger Lange, Supervisor of Technology; Stephanie Harbaugh, Record Herald; Brian Hall, Public Opinion; Jennifer Lee, WHAG TV; and those individuals listed on the attached sign-in sheet.

Sherry Cline arrived at 7:10 p.m.

**APPROVAL OF AGENDA**

Mr. Wilson requested removing Alternative Education as Item G. and replacing it with the Student Information System. On a Lemley/Lind motion and unanimous voice vote, the board approved the agenda.

**APPROVAL OF MINUTES**

On a Bachtell/Crutchfield motion and unanimous voice vote the board approved the minutes of May 29, 2012.

**CONTRACT NEGOTIATIONS**

Ms. Daywalt and Mr. Lemley gave a PowerPoint presentation outlining two proposals given to the WAEA that came out of the negotiations with Dr. Gary Miller.

- A 2.5 percent raise for 2012-13 and 2 percent employee contribution to health insurance with a deductible of \$1,200 per person or \$2,400 per family.
- A 2.25 percent raise for 2012-13 and no employee contribution to health insurance with a deductible of \$1,200 per person or \$2,400 per family.

It was noted that both proposals would ensure pay raises would be funded through changes to the existing health care plan.

**PUBLIC COMMENT**

Richard Aughinbaugh, Landis Avenue, Waynesboro, long-time resident and taxpayer, mentioned he has a great-grandson who attends Hooverville Elementary and feels the teachers are outstanding. His grandson is receiving a far better education than he. Mr. Aughinbaugh supports the board in their stance against what he believes are, unreasonable, unacceptable and unaffordable constant demands of the teachers' union.

Tom Thorsen, Fairchild Avenue, Hagerstown, MD, although he is not a resident, according to Article 6, # D can speak with approval of the school board. Mr. Wilson asked the board for their approval which was given. He thanked the school board and the teachers for the hard work on the negotiations. Mr. Thorsen believes the teachers do a very good job, but he fully supports the Board in Waynesboro on putting their foot down on unjust raises as compared to other industries in the area.

Beth Coleman, teacher in the district, stated the teachers have been without a contract for several years and steps should be included. Ms. Coleman appreciated the compromise from the board, but felt it was not negotiated with the teachers' union and should be negotiated.

Mike Engle, Washington Township rebutted each of the points made on the presentation by Ms. Daywalt and Mr. Lemley. One point he wanted to clarify was the proposal he believed the association left with from negotiations with Dr. Miller was not the one presented. The proposal was a high deductible, 0 percent premium share, and 2.5 percent salary increase. Dr. Miller sent an e-mail listing what had been agreed to, which mistakenly listed 2.5 salary and 2 percent premium share. Board voted this down and came back with two proposals which he believes were not negotiated. Mr. Engle asked to go back to the bargaining table and try to reach an agreement.

Jessica Bryan, Gehr Road, Waynesboro answered Mr. Crutchfield's question as to whether the association's membership took a vote on the two proposals offered by the school board. Mrs. Bryan said the association unanimously voted to reject the offers and go back to the bargaining table, but clarified that it was a stand-up vote, not a paper vote which is the standard procedure.

Kenneth E. Taylor, Forest Hill Road, Waynesboro suggested the school board publish the salaries with the fringe benefit package so all taxpayers can see whether they should give the teachers more money.

Mr. Wilson asked for order.

Eric Griffith, Jackson Avenue, Waynesboro, expressed his concern that not all board members were present at graduation and that students have not been mentioned. Mr. Wilson felt this was off topic and ended public comment.

### **STUDENT INFORMATION SYSTEM**

Dr. Diller shared information regarding Sapphire, a new student information system ,she would like the district to purchase, to replace the one we are currently using. Sapphire has an up-front cost of \$27,100.00. The new proposal will be a one-year contract that is renewable each year.

On a Crutchfield/Bachtell motion and roll called listed, the board approved the following:

#### **Purchase of the Sapphire student information system**

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

NAY: None

### **PERSONNEL**

Dr. Diller proposed the following re-organization of the district's administration:

- Mrs. Kim Calimer from Assistant Principal, Middle School to Principal, Hooverville Elementary
- Mrs. Barbara Martin from Assistant Principal, Fairview Elementary to Principal, Mowrey Elementary
- Mr. Brian Richter from Principal, Middle School to Associate Principal, Waynesboro Area Senior High School
- Ms. Stephanie States from Assistant Principal, Waynesboro Area Senior High School to Supervisor of Special Education
- Dr. Rita Sterner-Hine from Principal, Hooverville Elementary to Principal, Summitview Elementary
- Mrs. Sherri Sullivan from Supervisor of Special Education to Director of Special Education/Federal Programs
- Mr. Aaron Taylor from Principal, Summitview Elementary to Principal, Middle School

Mr. Chris Dennis, Principal, Waynesboro Area Senior High and Mrs. Dianne Eberhardt, Principal, Fairview Elementary remain unchanged. This re-organization eliminates the stipends for the Director of Elementary Education and Director of Professional Personnel.

On a Crutchfield/Daywalt motion and roll called listed, the board approved the following:

**The Re-organization of the Administrative Staff**

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

**OTHER BUSINESS**

None

**ADJOURNMENT**

Mr. Wilson said the Board will go into executive session and will not reconvene. On a Lemley/Crutchfield motion and unanimous voice vote, the board adjourned at 8:30 p.m.

/s/ Edward Wilson, President

SIGNED

/s/ Ashley Newcomer, Secretary