

**SOUTHERN COLUMBIA AREA SCHOOL DISTRICT  
800 SOUTHERN DRIVE  
CATAWISSA, PA 17820**

The November 29, 2007, Special Board Meeting of the Southern Columbia Area School District Board of Directors convened in the High School Library at 7:00 p.m. with President Karl Meyer in charge of the meeting.

The Pledge of Allegiance was said by all. President Meyer welcomed everyone, followed by a roll call of Board Members.

**BOARD MEMBERS**

Timothy Benner (*Absent*)  
Elsie Bittner (*Absent*)  
Hugh Jones

Karl Meyer  
Charles Porter  
Ronald Savitski

Thomas Slusser  
Paul Starr  
Michael Yeager

**OTHERS PRESENT**

Charles Reh, Superintendent; Daniel Rodgers, Business Manager; Tresa Britch, Board Secretary; James Becker, Administrator; and a member of the media.

**AGENDA HEARING PERIOD**

President Meyer announced that an executive session would be held following the meeting to discuss personnel issues. He also announced that all items on the agenda would be considered action items.

**ITEMS – FISCAL**

On a motion by Slusser and second by Yeager, to rescind the bid award for disposal of the 1990 Chevrolet Sport Van to Coal Township Auto Sales as a result of an error in the bid tabulations was presented for approval. The motion carried by unanimous affirmative voice vote.

On a motion by Jones and second by Slusser, to award the bid for disposal of the 1990 Chevrolet Sport Van to Keystone Recycling was presented for approval (**Bid tabulations per Exhibit A**). The motion carried by unanimous affirmative voice vote.

**ITEMS – PERSONNEL**

On a motion by Slusser and second by Yeager to ratify the Collective Bargaining Agreement between the Southern Columbia Area School District and Southern Columbia Area Education Association effective July 1, 2007, through June 30, 2010, was presented for approval. Prior to voting, Mr. Porter gave a brief summary of the changes to the contract. He reported that in the first year, the contract represents a 4.13 percent increase, which equates to an average salary increase of \$2,003 per teacher. The second year is a 3.8 percent increase for an average of \$1,919 per teacher. The third year is a 3.75 percent increase for an average of \$1,966 per teacher. Over the life of the contract, it represents a 3.89 percent increase, which equates to \$1,962 per teacher per year. Under the expired contract, the average salary was \$48,503. The average salary under the new contract for the current year is \$50,506, \$52,425 for 2008-09 and \$54,391 for 2009-10. The starting salary under the expired contract was \$34,519. The starting salary under the new contract will be 35,901 for the current year, \$47,135 for 2008-09 and \$38,457 for 2009-10. Currently teachers are paid \$20 per hour for extra time. The rate will remain unchanged for the current year, but will go to \$21 for 2008-09 and \$22 for 2009-10. There is no change in

## Special Board Meeting Minutes

November 29, 2007

Page 2

---

health care. Personal leave days can now accumulate to six days. Credit reimbursement increased from 80 percent to 100 percent up to \$2,000 annually. Under retirement severance, employees who qualify would get a maximum of \$300 per month or \$3,600 annually for two years after they would retire under the old contract. The new contract extends that period to three years. A \$1,200 waiver will be offered to employees who wish to opt out of the health care benefit. He noted that early in negotiations, they discussed whether or not teachers should get paid for extra time when they attend field trips beyond their normal working hours. He noted that it became a non-issue thanks to Mr. Reh. He said to the teachers that the administration would not keep a clock on snow days, if the teachers would not keep a clock on field trips. He commended Mr. Reh for doing work behind the scenes. Mr. Yeager asked for an explanation of the changes to the step movement chart. Mr. Porter stated that he was concerned about the step matrix so he called Carl Beard. Mr. Beard said that it was past practice and that he was comfortable with the matrix. Mr. Rodgers explained that the step movement chart was compacted somewhat. The step chart affects first-year teachers. Basically, after the first year, a teacher moves one step annually. Mr. Rodgers added that an additional change to the contract was the additional working days for guidance counselors through the summer. They were increased from 10 to 20 days. Mr. Reh noted that under tuition reimbursement, teachers would now receive 50 percent reimbursement instead of 30 percent for their first 16 graduate credits up to \$2,000 annually. The motion carried by unanimous affirmative voice vote.

President Meyer thanked Mr. Porter, Mr. Slusser and the administrators for their work in the negotiations process. Mr. Reh agreed that both sides conducted themselves very professionally throughout the process. Mr. Porter noted that several things were worked out administratively.

On a motion by Slusser and second by Yeager to waive the April 15 deadline for submitting a resignation under Section 10.1.1 of the Collective Bargaining Agreement between the District and the Southern Columbia Area Education Association for Penny Fetterman due to urgent circumstances and to accept her resignation for retirement effective February 15, 2008. Mrs. Fetterman has been with the district since August 1971. Prior to voting, Mr. Porter asked if the administration has a plan to fill the position. Mr. Reh replied that if they cannot find a satisfactory replacement at this time, a substitute would be put in place through the end of the current year and they would advertise through the summer. Mr. Porter asked if the program should be changed and if the qualifications would be different. Mr. Reh stated that the qualifications need to be discussed with the principals. Mr. Porter recommended that Mr. Clippinger review the curriculum. The motion carried by unanimous affirmative voice vote.

### **BOARD COMMENTS**

Mr. Jones thanked President Meyer for doing an excellent job while serving on the board.

Mr. Becker distributed a handout concerning the status of the Driver Education program. Mr. Becker reported that Mr. Conner's schedule is very limited and matches up better with the juniors' schedules. A lot of the seniors are involved in co-op and are not available. Mr. Becker spoke to the students during lunch and he noted that they are aware of the importance of the course.

Mr. Becker asked for direction from the board, but his recommendation is to make Mr. Conner a full-time Driver Education teacher. He noted that it is a very important benefit for the community due to the savings in automobile insurance. Mr. Porter asked if it would be more economical to go through CSIU. He would like to know the financial options. He asked if any

**Special Board Meeting Minutes**

**November 29, 2007**

**Page 3**

---

teacher would be willing to do behind-the-wheel instruction for \$20 per hour. Mr. Becker replied that Mr. Conner is willing to do it. Mr. Porter asked if the board needed to authorize Mr. Conner to do so. Mr. Reh replied that the administration could approve Mr. Conner's extra time. President Meyer stated that the administration should still look into the services offered through CSIU.

**RECOGNITION OF THE PUBLIC**

**ADJOURNMENT**

On a motion by Jones and second by Slusser, the meeting was adjourned at 7:47 p.m. The motion carried by unanimous affirmative voice vote.

Respectfully Submitted,

Tresa J. Britch  
Board Secretary