

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

The April 18, 2011, Board Meeting of the Southern Columbia Area School District Board of Directors convened in the High School Library at 7:32 p.m. with President Michael Yeager in charge of the meeting.

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

BOARD MEMBERS

Jennifer Oiler	Paul Starr	Timothy Vought (<i>Absent</i>)
Charles Porter	Richard Steele	Michael Yeager
Eric Stahley(<i>via teleconference</i>)	David Stellfox (<i>Absent</i>)	John Yocum

OTHERS PRESENT

Charles Reh, Superintendent; Daniel Rodgers, Business Manager; Tresa Britch, Board Secretary; Richard J. Roberts, Solicitor; Joseph Shirvinski, James Becker, Brenda Monick, Robert Mehalick, Administrators; Timothy George, Supervisor of Buildings and Grounds; district residents and members of the media.

AGENDA HEARING PERIOD

President Yeager announced that all items on the agenda would be action items. District resident, Florey Guarno, asked if all of the individuals who were retiring would be eligible for the early out. Mr. Reh replied affirmatively, with the exception of one. Mr. Guarno also asked if a new Assistant Athletic Director was being hired or if the job description was just being revised. President Yeager replied that Mr. Sharrow's contract ends June 30th and it will be discussed.

SUPERINTENDENT'S REPORT

- 1.) He announced that Mrs. Monick would be distributing the in-service schedule for April 20th and 21st.
- 2.) Mr. Gengler, President of the teachers' Association sent an e-mail to all of the teachers who take the district's health insurance. He asked them hypothetically if they would be willing to leave the CStrust if they would receive a ten percent reduction in cost. He noted that the Board members received a copy of the e-mail.

ITEMS – FISCAL

On a motion by Porter and second by Stahley, a contract with BSI Corporate Benefits, LLC (per Exhibit A) was presented for approval. Prior to voting, Mr. Steele stated that he has been giving this issue a whole lot of thought. He noted that his concern was that if they enter into this agreement in this upcoming budget, the district would need to come up with roughly \$30,000 and there would be no chance of savings over that period of time, and it would not work without the support of the unions. He noted that it was a difficult decision for him based on some of the issues. Mr. Porter stated that BSI was going to charge 1.5 percent in administrative fees up until the time the district would make a decision, if Mr. DaRe could provide at least \$100,000 in savings, and would charge 3.0 percent after that. He noted that BSI's administrative fees would be rolled into the premium, as are the IU's fees. Mr. DaRe informed Mr. Porter that his 1.5 percent would equal roughly \$15.36 per contract per member per month. The 3.0 percent fee

Board Meeting Minutes

April 18, 2011

Page 2

would be roughly \$29.00. The IU's cost is \$55.00. He noted that there would be quite a bit of savings. He stated that the teachers have not heard the presentations that the Board has heard. He also noted that there will be a projected 15 percent increase in the IU's rates and that is artificial, because they are using approximately \$3 million from their fund balance. He stated that the increase would have probably been 25 percent. He stated that they could possibly be looking at huge increases next year with the IU. Mr. Porter stated that Mr. DaRe did not want to go over the Union Representative's head and talk to the union members. Mr. Rodgers stated that he asked Mr. DaRe if he would be willing to come in on an Act 80 or in-service day to address the union members. Mr. DaRe indicated that he would prefer to address the union members after he was on board, rather than come in ahead of time. Ms. Oiler asked for clarification that BSI would charge 1.5 percent as long as the district remained with the Trust. Mr. Porter stated that Mr. DaRe would charge 1.5 percent until he comes up with a guaranteed savings of \$100,000 or more. Ms. Oiler stated that during that period the 1.5 percent would be an additional fee over and above the fees already in place with no chance of cost savings. Mr. Rodgers stated that the fee would only go to 3.0 percent if the district implemented the new policies and would leave the Trust. He added that if Mr. DaRe was their consultant and they remained with the Trust, the fee would be 1.5 percent. Mr. Rodgers stated that the district would still be incurring cost from Mr. DaRe between the time he brings a plan to the table and the time it is implemented. President Yeager stated that Mr. DaRe could bring a plan to the table, but if its not accepted, the district still has to pay. Mr. Stahley stated that he feels it would be a short term cost but a long term gain. By roll call vote the motion carried; 4-No, 3-Yes (Porter, Stahley and Starr voted Yes).

SUPERINTENDENT'S REPORT *(continued)*

3.) Mr. Becker reported that students entered the Economics PA Entrepreneurship Challenge. As a school they placed first. Two teams placed in the top four. The third place team consisting of Molly Van Wieren, Garret Sosnoski, Rebecca Bryden and Nick Tyson presented a restaurant plan for a Pizzeria, which revolved around four different areas of the world. The fourth place team of Katie Dunkelberger, Jon Harlow and Anthony Chiavaroli presented a plan for a bakery. Mrs. Force was their advisor.

COMMITTEE REPORTS

Curriculum, Instruction & Technology – John Yocum, Chairperson, reported that the first meeting was on March 21st. They discussed how the district would be spending more time on PVAAS results. They will be establishing group teams to look at instruction and group and individual achievement in order to increase scores. They had an extensive discussion regarding the weighting of dual enrollment/college course grades. Weighted grading is currently 1.06 for core subjects and 1.04 for non-core subjects. After a spirited discussion the majority of those present recommended to the Board a credit of 1.06 for all dual enrollment; the same as AP courses. The Committee also met prior to the regular Board meeting. The entire meeting was taken up by a discussion regarding performance enhancement data. The district is currently using Performance Tracker, which costs about \$3,000 per year. Mrs. Monick showed the committee a presentation on Pearson Inform, which would provide a lot more information to teachers and administrators than Performance Tracker. The software and training cost the district \$20,182.50 and was already in the budget and would be paid for by Federal grants. In future years, it will cost \$1.10 per student, which will save about 50 percent over the current software. Mrs. Monick noted that Performance Tracker has not been as effective, because the product has undergone different owners and publishers. Teachers find it very cumbersome and it does not store local

Board Meeting Minutes

April 18, 2011

Page 3

data. The new software will store the entire data for a student's career in the district. The software will also work within the Power Teacher grade book. The district received a \$4,700 reduction in cost because it is already using Power School. Mrs. Monick distributed a copy of the professional development schedule for the upcoming Act 80 and in-service days.

Negotiations and Personnel – Charlie Porter, Chairperson, reported that they have had no negotiations, but he pointed out that there has been a change to the contract through the Memorandum of Agreement. He noted that it did not go through the committee. It was a result of direct negotiations with the superintendent and Mr. Gengler and the PSEA representative.

Transportation Services – Jennifer Oiler reported that they had a brief meeting. They discussed Bus Tracks and are looking at some continued training on the GPS units. The GPS units are in some of the buses and are doing some of the recording. There was a brief discussion regarding route options for next year. They will be revising some routes to make them more efficient. The committee decided to change all their future meetings to begin at 7:00 p.m.

PSBA Liaison – Rick Steele reported that PSBA activity is currently focused on a variety of legislative action going on in Harrisburg. The highlight is Senate Bill 911, which would eliminate all Act 1 exceptions. A few companion type bills are also being introduced in the House. In addition, there are a total of eighteen different Senate bills that are all related in some way to education. They include things such as alternative certification pathways for principals and teachers, changing minimum thresholds for competitive bidding, and suspending certain non-essential reports to PDE under certain circumstances. There is a Senate bill that would require a two-thirds vote to raise property taxes. One bill would allow furloughing of professional employees for economic reasons. Another bill would expand the advertising menu of options for public notice other than newspapers. In the House, there are an additional four bills currently in the House Education Committee. They include a bill requiring a school term to begin after Labor Day. There is also a bill that would allow senior citizens who reside in the school district and volunteer in the district to receive a property tax credit in exchange for their services. Mr. Steele stated that PSBA is tracking what is going on throughout the state regarding wage freezes among school districts.

TREASURER'S REPORTS

On a motion by Yocum and second by Porter, the Treasurer's Reports were presented for approval. The motion carried by unanimous affirmative voice vote.

MINUTES AND INVOICES

On a motion by Starr and second by Yocum, the minutes of March 14 (as revised) and March 21, 2011, were presented for approval. The motion carried by unanimous affirmative voice vote.

On a motion by Steele and second by Starr, General Fund invoices in the amount of \$580,232.00, Capital Reserve Fund invoices in the amount of \$1,179.00, Athletic Fund invoices in the amount of \$17,732.03 and 2011 Capital Projects Fund invoices in the amount of \$1,496,843.60 were presented for approval. Prior to voting, Mr. Porter stated that when they hired The Architectural Studio, they weren't told that they didn't have the expertise to handle certain architectural duties. They hired another architect for the track. The Architectural Studio is still getting their percentage, and the district is paying another architect, plus whenever they have expenses, The Architectural Studio adds on ten percent. Ms. Oiler stated that she would like to have more information before voting on the invoice. Mr. Steele agreed.

Board Meeting Minutes

April 18, 2011

Page 4

On a motion by Porter and second by Oiler, to amend the motion on the floor and pull the invoice for The Architectural Studio in the amount of \$1,415.85 from the 2011 Capital Project Fund was presented for approval. By roll call vote, the motion carried; 4-Yes, 2-No (Steele and Yeager voted No).

The original motion as amended passed by unanimous affirmative voice vote.

ITEMS – PERSONNEL

On a motion by Oiler and second by Starr, the following items were presented for approval:

- A. To accept the resignation for retirement of Judy Stine from the position of Third Grade Teacher effective June 9, 2011. Mrs. Stine has been with the district since January 1975.
- B. To accept the resignation for retirement of Kevin Jones from the position of secondary Social Studies Teacher effective June 9, 2011. Mr. Jones has been with the district since September 1981.
- C. To accept the resignation for retirement of Linda Runge from the position of Speech and Language Teacher effective June 9, 2011. Mrs. Runge has been with the district since August 1991.
- D. To accept the resignation for retirement of Linda Ciongoli from the position of Instructional Support Specialist effective December 8, 2011. Ms. Ciongoli has been with the district since August 1995.
- E. To accept the resignation for retirement of Brenda Campbell from the position of Elementary Librarian effective December 8, 2011. Mrs. Campbell has been with the district since August 1980.
- F. To accept the resignation of Dawn Kehs from the position of half-time Paraprofessional effective April 27, 2011. Ms. Kehs has been with the district since February 2010.
- G. FMLA Qualifying Leave for employee #1652AW effective May 6, 2011; not to exceed twelve weeks in the next 12-month period.
- H. FMLA Qualifying Leave for employee #1787ES effective on or about August 22, 2011, and conclude on or about October 28, 2012.
- I. To change the employment status of Joseph Smith, III, from Substitute Bus Driver to Regular Run Bus Driver effective April 19, 2011.
- J. The addition of the following individuals to the 2010-2011 Substitute List effective April 19, 2011 (pending completion of all employment requirements):
 - Diane M. Searfoss (Custodian)
 - Heidi B. Roadarmel (Bus/Van Driver)

Board Meeting Minutes

April 18, 2011

Page 5

The motion carried by unanimous affirmative voice vote.

On a motion by Steele and second by Starr, the revised Assistant Athletic Director Job Description (per Exhibit A-1) was presented for approval. Prior to voting Mr. Porter stated that he had some concerns. He stated that since they are discussing wage freezes and talking about not filling positions, instead of expanding the duties of the position, maybe they should consider eliminating the position. He stated that currently the Athletic Director only teaches four periods a day and has half of a day available. He has concerns that if they add duties to the position, it may take more money to fill it. Mr. Reh stated that if the position were opened, they may receive applicants that would take it for less. Mr. Porter stated that when they start talking about making academic cuts, and they know three years ago it was done with one Athletic Director without an assistant; maybe they ought to consider doing that before they revise the job description. He recommended that they have the discussion in either a Personnel or Finance Committee meeting, come up with a conclusion before they actually set the job description. President Yeager stated that three years ago the Athletic Director was full time and didn't do any teaching. He stated that they haven't added any duties; they only shifted them around. Mr. Steele stated that when he discussed it with the Activities Committee, he sensed that it was more of a clarification than addition of duties. Mr. Reh stated that he would recommend the Board approve the job description as recommended by Mr. Becker and the committee, and then continue further discussion on the position. By roll call vote, the motion carried; 5-Yes, 1-No (Porter voted No).

On a motion by Yocum and second by Steele to accept the resignation of Jennifer Oiler as a Central Susquehanna Intermediate Unit Board Representative effective April 18, 2011, was presented for approval. The motion carried by unanimous affirmative voice vote. *(Item L)*

After a brief discussion, it was determined that the CSIU Board Representative seat would remain open for the time being as no one in attendance was interested in serving on the CSIU Board.

ITEMS – POLICY AND PROGRAMS

On a motion by Porter and second by Yocum, the following items were presented for approval:

- A. Second reading and adoption of revised Policy 113.1 Behavior Management for Exceptional Students (per Exhibit B).
- B. 2011-2012 Southern Columbia Area Middle School Student Handbook (per Exhibit C) contingent upon changing the word "should" to "shall" in the second to last line of the Electronic Devices section.

The motion carried by unanimous affirmative voice vote.

On a motion by Starr and second by Steele, to approve the revised Athletic Handbook (per Exhibit D), was presented for approval. Prior to voting, Mr. Porter asked for some clarification from Mr. Becker. The motion carried by unanimous affirmative voice vote.

Board Meeting Minutes

April 18, 2011

Page 6

BOARD COMMENTS

President Yeager stated that they had discussed a long time ago, that extra-curricular activities require the same attendance and grade requirements as for athletics. He asked Mr. Becker if he had notified the students and parents of those students that would be going to the prom. Mr. Becker replied affirmatively.

Mr. Porter asked Mr. Becker for clarification on fines for tobacco use. Mr. Porter stated that some districts are looking at increasing class sizes as a way to cut costs. He noted that with 800 square feet classrooms; it doesn't leave many options for increasing class sizes. He asked if they want to look at the possibility of making some larger classrooms through a change order. Mr. Reh stated that larger classrooms could be held in the auditorium or in the new expanded cafeteria area. Mrs. Monick stated that from a curriculum standpoint, larger class sizes are certainly not beneficial to better learning. Mr. Porter stated that he understands that. Mr. Becker stated that it would be difficult to differentiate with larger class sizes. Mr. Shirvinski stated that they are already doing smaller group instruction to meet students' needs, and therefore are running out of space in the elementary building.

Mr. Porter stated that the genesis of the Memorandum of Agreement was that Mr. Reh came to the Board and suggested that they look at increasing the health insurance payment for retired teachers from \$300 to \$500 as an incentive to incent teachers to retire. He stated that it was emphasized to them that the concern of the retirees was healthcare costs. He stated that the Memorandum of Agreement is a retirement incentive and not a healthcare incentive. He stated that under the current contract, the district pays \$300 toward a retirees' healthcare and the retiree pays the balance. The Memorandum of Agreement is not a health insurance payment; it is a retirement payment. It reads that the retirees must meet the eligibility requirements outlined in the Collective Bargaining Agreement, the district agrees to pay \$7,200 to each retiree into a 403.b account. Mr. Reh explained that it was the recommendation of the Labor Counsel to draw it up that way due to tax implications. It would have the same impact to the teachers. They would receive an additional \$200 per month. Mr. Porter stated that in the contract, it states that in order to get the \$300 payment per month, the employee cannot be covered or eligible to be covered by another medical plan. He noted that one employee is not covered under the district medical plan. By making it a retirement account and not a health insurance payment, it brought another employee into it who had already submitted his retirement. Mr. Porter stated that the teachers got word that they were doing this. He noted that they had given specific instructions as a Board to go back and ask the teachers what they could do with this kind of financial situation. The teachers got word they were working on this. He stated that if he were a teacher ready to retire, he certainly would not have handed in his letter knowing that the Board was going to draw up incentives. Mr. Reh stated that the incentive convinced anyone who was on the fence and it convinced one or two individuals who were not planning to retire to submit their letter of resignation, which is a financial benefit to the district. Mr. Porter stated that it was presented as a healthcare incentive and it turned into something else. He stated that by bringing that other individual in, they spent another \$7,200, and he said that he didn't know who would have retired anyway. Mr. Rodgers stated that he recalls speaking in executive session or at a committee meeting, that there was one person individually who was very important to this plan that didn't qualify for that healthcare option in the contract. At that point, they had stated that the cash value of the incentive was \$7,200 and they were to go back and make it either healthcare or \$7,200, which enticed one or two more people, which really made the plan beneficial. Mr. Porter stated that he doesn't know that. Mr. Rodgers stated that they know, in fact, the one that didn't qualify for the healthcare option wasn't going anywhere. She took the incentive and therefore the district

Board Meeting Minutes

April 18, 2011

Page 7

is saving \$70,000 per year. Mr. Rodgers stated that the spreadsheet that he put together, which they discussed in detail, was titled Teacher Retirement Incentive, and in the right-hand column it lists additional incentives; it doesn't list healthcare incentives. Mr. Porter stated that it wasn't pointed out to them that it was a retirement incentive. Mr. Rodgers stated that the premise of the committee was to save money, and the plan did save money.

RECOGNITION OF THE PUBLIC

District resident, Florey Guarno, asked for clarification that the Athletic Director only teaches four classes per day and gets a full salary, plus a salary for the Athletic Director. He asked if the district was paying him for two jobs that he is performing at the same time. President Yeager stated that some of the Athletic Director duties are after hours and on weekends.

District resident, Barbara Splitt, asked why they would be paying more money for the track if they signed a contract. Solicitor Roberts stated that they were not referring to the cost of the track; they were discussing architectural fees. He noted that the cost of the track is the contracted price. The contract with the architect allows the architect to hire certain other firms or individuals.

Mrs. Splitt asked if there were any safeguards put into the contract to protect the district. She referred to something that was dug up in error and the district had to pay for it. President Yeager stated that the contractors were given diagrams that were incorrect. Mrs. Splitt stated that concerned citizens should be allowed to speak without being shouted down, even if they keep bringing up the same concern.

ADJOURNMENT

On a motion by Oiler and second by Yocum, the meeting was adjourned at 9:32 p.m. The motion carried by unanimous affirmative voice vote.

Respectfully Submitted,

Tresa J. Britch
Board Secretary