

WYOMISSING AREA SCHOOL DISTRICT 2010-4189

Minutes September 27, 2010

The regular meeting of the Board of School Directors convened at 7:03 p.m. in the All-purpose Room of the Wyomissing Hills Elementary Center with Mrs. Davis, Board President, presiding.

PLEDGE OF ALLEGIANCE

Following the pledge of allegiance, Mrs. Davis asked if anyone would be recording the meeting. No one indicated the intent to record.

Board Members Present: Mrs. Bamberger, Mrs. Davis, Mr. Fitzgerald, Mrs. Helm, Mr. Larkin, Mr. Painter, Mr. Portner, and Mrs. Sakmann.

Board Member Absent: Mrs. Seltzer

Administrative Staff Present: Mr. Krem, Dr. Pulkowski, Mrs. Mason, Mr. Babb, Mr. Fries, Ms. Garman, Mr. Griscom, Mrs. Morett, Mr. Roberts, and Dr. Speace.

Attendees: Mr. Brian Boland, Kozloff Stoudt; Mr. Darrin Youker, Reading Eagle, and Shelley Filer, recording secretary. Audience sign-in sheet included as part of these official minutes.

MEETING ANNOUNCEMENTS

Following the roll call by the Board secretary, Mrs. Davis welcomed everyone and thanked Mr. Roberts and his staff for opening his building for the meeting. She noted that the Board met in executive session prior to the meeting to discuss personnel and no action was taken.

The following October meeting schedule and location were announced.

- Committee of the Whole – Tuesday, October 12, 2010, 6:00 p.m.
 - School Board Meeting – Monday, October 25, 2010, 7:00 p.m.
- Listed meetings will be held in the Community Board Room of the Jr./Sr. High School.

Committee meetings are being scheduled. Dates will be published in the newspaper and on the District web site. Meetings will be held in the Community Board Room.

RECOGNITION

Mrs. Davis commented on the recent newspaper article highlighting the District's SAT scores. She commended the Jr./Sr. High School administration, faculty, and staff for their roles in preparing students that enable them to achieve these high scores. She also thanked Kim Lally and the guidance staff for managing their caseloads while being understaffed by one counselor.

STUDENT RECOGNITION – NATIONAL AWARD WINNER

Dr. Speace recognized Bethany Feinauer, a senior at Berks Career & Technology Center East who placed first in the interview competition of the national Health Occupation Students of America Conference in Orlando, FL. Mrs. Davis read a proclamation that is part of these

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official minutes.

PRESENTATIONS

2010 PSSA RESULTS

Mrs. Melissa Kreps reviewed the 2010 PSSA results. Wyomissing Hills and West Reading Elementary Centers made AYP. The JSHS is making progress in School Improvement.

Mrs. Davis asked about the decline in writing scores at the fifth grade level. Dr. Pulkowski responded that the expectations have changed for the Grade 5 and 6 tests. We are redesigning the writing program at that level, the details of which will be shared by the English Department at the October Board meeting. She said it is also important to note that scores in reading and math at the elementary have improved in part due to the implementation of a consistent program. As the reading program is in its first year of implementation at Grade 5, she expects to see improvement at that level next year as well. She also expects to see an increase in science scores as grades 4-6 are in their third year of the Science It's Elementary program and K-3 are starting the program this school year.

ADMINISTRATIVE EVALUATION PROGRAM

Mr. Richard Capraro briefly reviewed the four-step module program called Total Rewards Plan (The fourth module, Benefits, is not being considered by the District). He specifically focused on the Position module and its connection to the success of the overall plan. He provided detail on the nine tasks involved in the module and noted that the difference in cost between the three options relates to the number of those tasks that are included in each option. He stated that option #3 is the least desirable because it is an "arms length" approach. When the three modules (Position, Performance, and Compensation) are aligned, the program maintains itself. The position descriptions need to be linked to the goals of the District.

Mrs. Bamberger asked if the cost was based on number of administrators or an hourly rate. Mr. Capraro responded that it is based on the number of positions. He also said as promised to Mr. Krem, he would be the project manager of the District's plan.

Mrs. Helm asked if we could substitute a task in one option for another. He said the options could be modified. He based the parameters of each option on what he felt the Board requested. He tries to offer flexibility to be fiscally responsible.

PUBLIC COMMENT

Mr. Bill Murray asked as a means of clarification if the Board had received a proposal from Capraro Associates outlining the costs of the project. Mrs. Davis responded they had.

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Mr. Murray also asked if consideration was given to hire more experienced consultants to review the curriculum in view of the daily rate being approved for Mrs. Kreps. Mr. Krem responded that the daily rate was based on her salary last year per diem. He also asked for clarification that there were no other costs associated with her hiring such as expenses, benefits, etc. Mr. Krem said there was not. He also asked about how payment was being handled and whether this should have been put out for bid. Mr. Murray stated that he hoped community members who recognize a need the school district has, given budget constraints, would find a way to help the District by another means than being a paid consultant.

Mr. Mike Mitchell questioned where the payment for the curriculum review was coming from given the fact that there was to be a reduction in administrative costs. He felt that the money being paid for the curriculum review should cover other costs for students such as the repair of the training sled. Mrs. Davis replied that this money was coming from the savings through attrition. Mrs. Helm stated this review has no budgetary impact.

Mr. Murray echoed Mr. Mitchell's comment that to the taxpayer the savings through attrition are not being realized because the money is being spent on something else that was not originally budgeted.

ROUTINE APPROVALS

MEETING MINUTES

Upon a motion by Mr. Portner, second by Mr. Painter, the Board approved the following minutes:

- August 9, 2010 Committee of the Whole Meeting
- August 23, 2010, Regular Business Meeting

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, and Davis.

Absent: Seltzer

Nays: None. Motion carried.

TREASURER'S REPORT

Upon a motion by Mrs. Sakmann, second by Mr. Painter, the Treasurer's Report was accepted as presented.

Mr. Fitzgerald asked for clarification of the \$24,000 of adjustments in service fees. Mrs. Mason responded that those were payments received from the Fulton Bank lock box that were not ours and had to be returned. They had to be listed on the report to reconcile with the bank

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statement.

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, and Davis.

Absent: Seltzer

Nays: None. Motion carried.

PAYMENT OF BILLS

Upon motion by Mr. Fitzgerald, second by Mr. Portner, payment of bills for the month of August 2010 were approved.

Mrs. Bamberger asked for and received clarification on a few items: Plato, Inc. is for special education software; Weidenhammer Systems is for the annual maintenance contract on the network; and athletic "other" is for payment to referees.

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, and Davis.

Absent: Seltzer

Nays: None. Motion carried.

**SUPERINTENDENT'S
REPORT**

**A. FINANCE/
FACILITIES**

Upon a motion by Mrs. Sakmann, and second by Mrs. Helm, the Board approved the Finance/Facilities agenda items as follows:

1. Approved donation from the Wyomissing Area Youth Football in the amount of \$1,122 to cover the cost of repairing the 7-man training sled.
2. Approved agreement with New Story, effective August 31, 2010 to June 6, 2011 for one elementary student, ID 204702 at a program cost of \$175 per day.
3. Approved service contract with David B. O'Rourke, M.D. for 2010-11 in the amount of \$1,500.
4. Approved tax collection agreement with Barbara Reeser and Fulton Bank.
Background information: This agreement deputizes Fulton Bank to collect on Barbara Reeser's behalf and establishes Ms. Reeser's rate at \$0.10 per bill for real estate taxes and \$0.10 per bill for per capita taxes.

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5. Approved the following bus driver list for 2010-11:

Driver	Mary Jo Hafer
Sub	Jeffrey Dohl
Sub	David Heim
Sub	Karl Koenig
Sub	Joseph Konnick
Sub	Lynn Lausch
Sub	Beth Mell
Sub	Richard Miller
Sub	Jeffrey Ott
Sub	Paul Waselewski
Sub	Cory Yost

Background information: An additional bus was needed to deal with overcrowding. The cost is approximately \$42,000.

6. Approved price increase for adult lunch from \$3.25 to \$3.30.
Background information: This change is based on PDE's guidelines regarding the highest student lunch price compared to the adult lunch price.
7. Approved response to the auditor general report for the years ended June 30, 2008, 2007, 2006 and 2005 (see attachment).
8. Accepted letter of approval from PDE for PlanCon part B, Schematic Design, for the West Reading Elementary Center.
Background information: Per PDE, this document must be entered into the School Board minutes.
9. Approved Melissa Kreps as a consultant to perform curriculum review at a daily rate of \$470 with total costs not to exceed \$30,000.
Background information: Mrs. Kreps will be hired as an outside consultant to review existing curriculum to identify strengths and weaknesses compared to testing data for the purpose of supporting building administrators and classroom teachers. Upon completion, she will make recommendations for adjustments to the curriculum to meet the needs of our current and future student population.

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Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, and Davis.

Absent: Seltzer

Nays: None. Motion carried.

A motion was made by Mr. Painter, second by Mr. Larkin to approve Capraro Associates, LLS to perform the services to set up the administrative evaluation process.

Performance Module: \$5,500

Compensation Module: \$1,960

Position Module: Opt. 1 (\$2,310); Opt. 2 (\$3,150); Opt. 3 (\$1,062)

Expenses not to exceed 10% of total professional fees

Having been previously informed about the Performance and Compensation Module, the Board began discussing the merits and costs of the three options of the Position Module.

Mrs. Davis then asked for a motion to amend the previous motion to adopt Option 2. Mr. Painter motioned, seconded by Mrs. Sakmann. Mrs. Helm then asked for us to see if Mr. Capraro would provide Option 2 for the cost of Option 1. Mrs. Sakmann expressed concern that this would delay the project too long and Mr. Krem concurred that the delay would impact the time in which he would be able to evaluate whether the Act 93 group had met their goals. Upon the recommendation of Mr. Boland the motion stood to vote for Option 2.

Yeas: Larkin, Painter, Sakmann, and Davis.

Absent: Seltzer

Nays: Bamberger, Fitzgerald, Helm, and Portner. Motion defeated.

Further discussion ensued regarding giving Mr. Krem the authority to negotiate a better price versus the time delay in being able to start the project since the Position Module is the first stage of development.

A motion was made by Mr. Portner, second by Mrs. Sakmann to table the issue until the end of the meeting giving Mr. Krem the opportunity to try to contact Mr. Capraro.

Ayes: 8

Nays: 0. Motion carried.

Mr. Capraro did not respond to Mr. Krem's contact during the remainder of the meeting. Mr. Painter wanted to ensure that moving

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forward, the Board's decision did not delay the start of the project. Mr. Krem concurred. Upon a recommendation from Mr. Boland, Mr. Painter made a motion to approve the Performance and Compensation Modules with the Position Module to be negotiated by Mr. Krem and a cost not to exceed \$3,150, second by Mr. Larkin.

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, and Davis.

Absent: Seltzer

Nays: None. Motion carried.

**B. PERSONNEL/
POLICY**

A motion was made by Mr. Larkin and second by Mrs. Sakmann, to approve the Personnel and Policy agenda items.

1. RETIREMENTS/RESIGNATIONS/TERMINATIONS

a. Support Staff

- 1) **Karen Koppenhaver** full-time Special Education Instructional Aide at WHEC, resignation effective September 24, 2010.
- 2) **Joseph Shoumlisky**, full-time Custodian at the JSHS, resignation effective September 13, 2010.

2. LEAVES

a. Professional Staff

- 1) **Donna Fischer**, Elementary Teacher at WHEC, FMLA leave August 25 – September 7, 2010.
- 2) **Jessica Lengle**, Learning Support Teacher at WREC, FMLA/Child Rearing leave change effective date from on or about December 18, 2010, through the end of the 2010-11 school year to September 14, 2010, through the end of the 2010-11 school year.
- 3) **Brenda Phillips**, Secondary Teacher at the JSHS, an intermittent FMLA leave effective September 17, 2010, until a date to be determined.

b. Support Staff

- 1) **Dorothy Lefever**, full-time Special Education Instructional Aide at the JSHS, FMLA leave effective September 16, 2010 until a date to be determined.

3. APPOINTMENTS/TRANSFERS

a. Professional Staff

- 1) **Joseph Robinson**, Secondary French Teacher at the Jr./Sr. High School, at B, Step 1, \$40,720 pro-rated, effective September 27, 2010, pending receipt of necessary documentation.
Background Information: Mr. Robinson has a B.A. in

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French Language and Literature/English Language and Literature from SUNY Stony Brook and earned his post-baccalaureate certificate at Kutztown University. He student taught at Reading High School and worked as an Assistant to the President of Kutztown University. He is a recipient of the President's Education Award for Academic Excellence, the U.S. Congressional Recognition for Academic Excellence, and the Naomi Stampfer Award. He is a member of the Golden Key International Honor Society, the National Society of Collegiate Scholars, the Pennsylvania State Modern Languages Association, and the Online Translation Forum. He currently holds an emergency certificate from PDE, pending completion of six months service with the District, at which time he will receive his Level I Certificate in World Languages. Joseph is replacing Dana Quinlivan.

b. Start Date

- 1) **Teresa Wood**, Secondary Math Teacher at the Jr./Sr. High School, effective October 25, 2010.

Background Information: Ms. Wood's appointment with a date to be determined was approved at the September 13, 2010, School Board meeting.

- 2) **Barbara DeMoss**, transfer to Administrative Assistant to the Assistant Superintendent, effective October 1, 2010.

Background Information: Mrs. DeMoss's appointment with a date to be determined was approved at the August 23, 2010, School Board meeting.

c. Department Chair

- 1) **Tony Alvarez**, Special Education Department Chair effective date to be determined with a stipend of \$1,750 pro-rated.

Background Information: Mr. Alvarez will be replacing Andrew Hoffert when an effective date is determined.

d. Support Staff

- 1) **Kimberly Ann Tetley**, full-time 12 month Secretary to the Elementary Principal at WREC, \$17.00/hr., effective October 1, 2010, pending receipt of necessary documentation.

Background Information: Mrs. Tetley is filling the vacancy created by the transfer of Barbara DeMoss to

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Administrative Assistant to the Assistant Superintendent.

- 2) **Michael Hawkins**, transfer from full-time Custodian (second shift) at WREC to full-time Custodian (first shift) at the JSHS with no change in hourly rate or number of hours worked, effective September 28, 2010.

Background Information: Mr. Hawkins is replacing Ann Atkins.

- 3) **Dennis Keglovics**, transfer from full-time Custodian (floater) to full-time Custodian (second shift) at WHEC, effective September 28, 2010.

Background Information: Mr. Keglovics is replacing Joseph Shoumlisky.

e. Supplemental Staff

Activities:

- 1) **Ray Warmkessel**, Sr. High Drama Technical Co-Director, 8 points, \$676.00, effective the 2010-11 school year.

Fall Athletics:

- 2) **Amy Miller-Cush**, Jr. High Assistant Girls' Volleyball Coach, 14.6 points, \$1,234, effective the 2010-11 school year.
- 3) **Laura Koch**, Assistant Coach Junior High Girls' Field Hockey, change from 18.5 points, \$1,563 to 15.4 points, \$1,301.

Background Information: Ms. Koch's appointment at the August 9, 2010, Board meeting reflected an incorrect amount of points based on incorrect years of experience.

f. Support Teachers for the 2010-11 school year:

<u>Support Teacher</u>	<u>Inductee</u>	<u>Assignment</u>	<u>Stipend</u>
Maria Gernert	Joseph Robinson	Secondary French	\$500

4. ADDITIONAL HOURS/CHANGE IN HOURS

a. Professional Staff

- 1) **Mary Hollinger**, School Nurse at WHEC, administration of flu shots to District employees and families, at an amount not to exceed 6 hours, at the current work outside of contract rate on a date to be determined.

b. Support Staff

- 1) The following Special Education Instructional Aides, 6 hours at their approved hourly rate to attend CPR-

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First Aid Heartsaver training at the Reading Hospital and Medical Center on October 11, 2010:

Scott Gehman (JSHS)

Kathleen Rohm (WHEC)

Corrine Suloff (WREC)

5. NON-SUPERVISORY PERSONNEL GROUP – Salary increases of 2.75 percent as per list included in Board packet, retroactive to August 1, 2010.
6. VOLUNTEER COACH
 - a. Fall Sports
 - 1) **Stephanie Buynovsky** – girls’ volleyball
7. DELETIONS TO THE DISTRICT SUBSTITUTE LIST
8. DISTRICT SUBSTITUTE LIST (attached to agenda)
9. ADDITIONS/DELETIONS TO THE DISTRICT VOLUNTEER LIST (attached to agenda)

Yeas: Bamberger, Fitzgerald, Helm, Larkin, Painter, Portner, Sakmann, and Davis.

Absent: Seltzer

Nays: None. Motion carried.

OLD BUSINESS

Mr. Fitzgerald announced that there would be a Technology Committee meeting on October 4, 2010 at 3:30 p.m.

Mrs. Davis announced that there would be a support staff negotiations meeting on October 7, 2010.

NEW BUSINESS

Mrs. Davis informed the Board that we are investigating adjusting the timeline for when members receive their packets and also migrating to electronic packets.

Mrs. Bamberger expressed the desire of the ad hoc Economic Development Committee to explore hiring someone to handle fundraising and grant writing for the district. She asked Mr. Painter as chair of the personnel committee to open that for discussion at the Board level.

Mrs. Bamberger also asked to have the policy committee review the

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electronic devices policy to see if it needs to be updated.

PUBLIC COMMENT

No comments.

**HEARING FROM
WAEA**

Mr. Brian Ackerman shared the following accomplishments of faculty and students:

- Grades 5 & 6 student participation in the Phillies Be a Phanatic About Reading program
- Grade 6 participation in Snickers Candy Bar – Feed America campaign to Bar Hunger
- Nina Cardi – 3rd place finish in the Reading Public Library annual poetry contest
- High school art club created 19 portraits for children in Haiti
- Laura Zamerini’s tour of Turkey studying the history, art and culture
- Mike Miller – Learn and Serve America project to create a mosaic mural in cafeteria of Millmont Elementary
- Michael Farrara/Wyo students – Reading Phillies “Phan-Cam” department
- Various certifications and degrees received by faculty.

PUBLIC COMMENT

Mrs. Annemarie Melcher voiced concern about the overcrowding on bus #3. Mr. Krem offered to talk with her following the meeting.

ADJOURNMENT

A motion was made by Mr. Larkin, seconded by Mr. Fitzgerald to adjourn at 8:26 p.m.

Corinne D. Mason
Board Secretary