

SCHOOL DISTRICT OF LANCASTER SCHOOL BOARD
Lancaster, Pennsylvania

Regular Meeting
April 17, 2012

The School District of Lancaster School Board held a regular meeting on Tuesday, April 17, 2012 at 7:00 p.m. at J.P. McCaskey High School, Lancaster, Pennsylvania. Attendance of the Board was as follows:

Mr. Richard Caplan, President
Mr. Randolph Carney
Mr. Charles Crystle, Jr.
Mr. Paul Culbreth
Mrs. Jennifer Desmarais
Mrs. Stacey Marten
Mr. Harvey Miller
Mrs. Linda Troublefield Owens
Ms. Candace Roper

Officers: Mr. Pedro Rivera, Superintendent
Mr. Matt Przywara, Treasurer
Mrs. Colleen Marshall, Secretary

Legal Counsel: Mr. Robert Frankhouser, Solicitor

4/17/2012: CALL TO ORDER: The meeting was called to order at 7:06 p.m. by President Caplan. Roll call was answered by: *Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

A moment of silence was observed in memory of Mary Jane Papadell Mentz, a former employee of the District.

President Caplan announced the Board of School Directors met in Executive Session on April 17, 2012 for the purpose of discussing strategies related to collective bargaining.

4/17/2012: ADDENDUMS AND CORRECTIONS: Following a motion by Director Crystle and seconded by Director Owens, Consent Agenda Item No. 9. E., Presentation and Ratification of Collective Bargaining Agreement between the Board of Directors and Lancaster Education Association was approved to be removed from the agenda as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

4/17/2012: APPROVAL OF AGENDA: Following a motion by Director Owens and seconded by Director Miller the amended agenda was approved as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

4/17/2012: NEW BUSINESS:

Jake Moore presented on the McCaskey Student Senate's initiative to encourage McCaskey students to register to vote. Together with Director Roper, students, parents and teachers, they were able to register a total of 120 voters not including students who were previously registered in government classes. The students thanked the teachers,

CALL TO ORDER

**ADDENDUMS AND
CORRECTIONS**

**APPROVAL OF
AGENDA**

NEW BUSINESS

parents and community members who assisted in this great endeavor!

A. Student Voice: Students Making a Difference Presentation. McCaskey students in the government classes of Mr. Justin Reese and Mr. Christopher Keeler gave a PowerPoint presentation on Student Voice: Students Making a Difference. The presentation included a video made by the students, a list of goals, topics of discussion as well as a list of special guests who have visited their classrooms including Superintendent Rivera and Director Crystle. Superintendent Rivera informed the students that he has had conversations with Secretary Tomalis and he is considering a time to meet with the students.

4/17/2012: PUBLIC COMMENTS REGARDING AGENDA ITEMS:

Beverly Richardson, Waterford Court, stated that she did not see the perfect attendance policy as an agenda item. She had asked the Superintendent to respond to her within five business days regarding her questions on a perfect attendance policy. She felt the meeting minutes from March were incorrect as they did not include her comments to the School Board Member about texting during the meeting and the Board Members holding each other accountable. She asked that the Solicitor respond to her regarding her comments pertaining to anger management for the Board President. Superintendent Rivera responded to her question regarding the perfect attendance matter stating that everyone agreed that perfect attendance is a great accomplishment. However, in creating a formal award, there is a risk of excluding students who have serious disabilities, students who may have a serious illness or students who may be excluded from activities due to disease or a contagious illness and therefore a formal perfect attendance award is not being recommended. However, a letter from the Superintendent or Administration is an option to congratulate the students on perfect attendance from grades K-12.

4/17/2012: SUPERINTENDENT'S REPORT:

Monday, May 7 kicks off Teacher Appreciation Week. This is a perfect opportunity to recognize our many educators who dedicate their career to serving students. In addition to being instructors, our teachers are role models, confidants, counselors, and supporters. Students rely on these individuals to guide them through their learning process.

Last week at the Committee of the Whole Meeting, we recognized the McCaskey Music Department for their presentation of "Into the Woods." The talents of our students exceeded the typical expectations of a high school musical. We commend everyone who was involved, both on stage and behind the scenes, to pull off this stellar performance.

The remaining dedication/ribbon cutting ceremonies for our Phase I construction schools are as follows:

- Ross Elementary: Wednesday, April 25 at 10:00 a.m.
- Wharton Elementary: Friday, April 27 at 2:00 p.m.
- Washington Elementary: Friday, May 25 at 1:45 p.m.

Student artwork will be on display as part of the Lancaster ArtWalk beginning Friday, May 4 through Sunday, May 6. Stop by Millersville University's Ware Center, 42 North Prince Street, to show your support.

**NEW BUSINESS
(cont.)**

**PUBLIC COMMENTS
REGARDING
AGENDA ITEMS**

**SUPERINTENDENT'S
REPORT**

The District and Lighten Up Lancaster County are sponsoring “The Amazing Wellness Night” on Saturday, May 12 from 6:30 – 9:30 p.m. at Clipper Magazine Stadium. All students are invited to enjoy a baseball game and fireworks, receive health and wellness information, collect free prizes and participate in fun activities.

The Lancaster Foundation for Educational Enrichment’s “Are You Smarter than a SDoL 5th Grader?” event is scheduled for Friday, April 27 at 7:30 p.m. in the McCaskey East Auditorium. Twenty-four 5th grade students will be on stage to answer questions alongside the “celebrity” players. Please contact LFEE at 391-8660 for ticket information.

As a reminder, schools will be closed on Tuesday, April 24; however, offices will remain open.

4/17/2012: STUDENT BOARD REPRESENTATIVE REPORTS:

Mr. Kelly gave the following reports for Reynolds Middle School and Wheatland Middle School as well as J.P. McCaskey High School:

Reynolds

On March 17, the Reynolds Quiz Bowl Team competed at the Lancaster Lebanon quiz bowl tournament. They placed 17th out of 24 teams.

On March 28, 8 Reynolds students participated in the North Museum Science and Engineering Fair.

On April 4, the Reynolds faculty participated in an Easter egg hunt. The administration hid 60 eggs throughout the building; each with a prize inside. The goal was to build faculty morale and celebrate all of the hard work up to this point in the school year.

On April 12, Reynolds Middle School inducted 95 students into their chapter of the National Junior Honor Society. The event brought out many family members and friends to support the hard work and dedication of our student scholars.

Wheatland

On Friday, April 13, the 8th grade Tigers traveled to Washington DC for an educational field trip. These uniformed Wheatland students were well-behaved as they traveled from monument to monument. Groups were chaperoned by teachers, parents and Dr. Butterfield. Students visited the Martin Luther King Jr. Memorial, followed by WWII, Korea, Vietnam and Lincoln.

After lunch at the Lincoln, students split into interest groups with chaperones to visit various Smithsonian museums. There was not a single negative behavior reported as SDoL was represented extremely well by our students.

J.P. McCaskey High School

The McCaskey Musical was a huge success with over 1,600 people attending the musical over a three day period. On Saturday, there were approximately 50 students and parents who came out for tea time with the characters from the musical. The PMEA will be holding concerts during the upcoming week, including the Marine Core Band on Thursday and the All State Jazz Concert on Friday. The PSEA Science and Writing tests are taking place this week. The World Language Honor Society inducted 94 individuals

**SUPERINTENDENT’S
REPORT (cont.)**

**STUDENT BOARD
REPRESENTATIVE
REPORTS**

from within five different language societies. The Mock Trial Team placed second in the Mock Trial competition competing against 330 other teams. Mr. Evans gave the following reports for Hand Middle School and Lincoln Middle School as well as McCaskey East High School:

Hand

Hand middle school had its groundbreaking ceremony on April 2. Though the morning was breezy and cold, the students warmed the air with singing and playing from the band and orchestra. Dignitaries included Superintendent Rivera, Mayor Gray, and Representative Sturla.

Hand is proud to have 53 students on the honor roll and 13 students on the distinguished honor roll. All students and parents will be recognized at a breakfast in April hosted by Gear Up.

Hand students and teachers participated in RIF this month. All students were given books to support the love of reading.

Hand students participated in our building Challenge 24 competition. Five students were selected to represent Hand Middle School at the district Challenge 24 competition.

Lincoln

Lincoln held "Lincoln Idol" night on April 12. Over 40 students began this journey several weeks ago. The top three 6th, 7th and 8th grade finalists will move on to the live competition Thursday night. All proceeds will benefit our student ambassadors to Japan.

Lincoln will hold an Honor Roll Dinner on Wednesday, April 18. There will be 129 students being honored for making Honor Roll for the third marking period.

The Lincoln Cluster will hold their first Community Yard Sale on Saturday, May 5. Wickersham, Burrowes, and Lincoln families will be involved in this community event.

McCaskey East High School

The Media Studies and Communications SLC at McCaskey East is developing a half hour student produced news "magazine" show. They are hosting a contest to name the new show. Friday, April 20 is Senior Community Day where Seniors go throughout the county and give back to the community. The Lancaster CTC program was at the campus today to present their cosmetology and specialized associated degree program.

4/17/2012: BOARD PRESIDENT COMMENDATION RECOGNITION

President Caplan read the following Commendation:

WHEREAS Mock Trial is a law competition in which students receive a fictional, 80-page court case for which they must research and present arguments for both sides before a panel of lawyers and a judge;

WHEREAS a team of McCaskey High School Students including, Amanda Lam, Sam Weaver, Candy Thomas, Zoe Turnpaugh, Bill Kelly, Tracey Nguyen, Therese Deslippe and Jake Moore along with their Teacher Coaches Keith Moody and Kevin Webster and the Attorney Advisors Kurt Shultz and Chris

**STUDENT BOARD
REPRESENTATIVE
REPORTS (cont.)**

**BOARD PRESIDENT
COMMENDATION
RECOGNITION**

Tallarico won the Regional Mock Trial Competition held in Harrisburg in March;

WHEREAS the Mock Trial Team placed second in the 29th Pennsylvania Bar Association Statewide High School Mock Trial Competition held on March 30 in Harrisburg;

WHEREAS the McCaskey Team has reached the State Finals before but not since the late 1990's;

Now, therefore, I, Richard L. Caplan, serving as Board President of The School District of Lancaster, do hereby wish to recognize the McCaskey Mock Trial Team, their Coaches and Attorney Advisors for their exceptional work in both the Regional and State competitions.

4/17/2012: KUDOS CARD RECOGNITION:

President Caplan presented Kudos Cards to Darlene Taylor, a District Parent, and Xavier Mendoza, a Burrowes Student. Ms. Darlene Taylor received an official commendation from the US Department of Education for her role in the Secretary's vision of parents becoming partners in learning. Ms. Taylor shared this vision at the National Alliance of Black School Educators conference this past fall. She was instrumental in planning focus groups where educators and parents discussed solutions to improve communication between home and school. She also worked diligently to ensure the parent forum had workshops to instruct and inform parents, parent liaisons and administrators of the specific needs of special education students. She facilitated several of the workshops and was well received by her audience. A special thank you to Ms. Taylor for her role in the District's Parent Advisory Committee and congratulations to her on her national recognition.

In the fall of 2011, Xavier Mendoza's 4th grade classroom at Burrowes Elementary wrote poetry inspired by a trip to the nearby Conestoga River. Xavier's poem was entered in the *River of Words* contest this past February and was selected as a 2012 River of Words Poetry Contest Grand Prize winner. Every year, in affiliation with the Library of Congress Center for the Book, River of Words sponsors a free international poetry and art contest on the theme of watersheds. Out of thousands of entries, Xavier's poem was one of the four Grand Prize winners in poetry. As a Grand Prize winner, Xavier and his family received an all-expense-paid trip to Washington, D.C., to attend the awards ceremony at the Library of Congress on April 23, 2012. His poem will be published in the 2012 *River of Words* anthology.

4/17/2012: CONSENT AGENDA: Director Marten made a motion to approve Consent Agenda Items A – D as follows (Item E was previously removed from the Agenda):

- A. Approval of Minutes:
 - March 20, 2012 Regular Meeting
- B. Personnel Recommendations
- C. New and Revised Board Policies (Second Readings):
 - 301 Creating a Position
 - 401 Creating a Position
 - 501 Creating a Position

KUDOS CARD RECOGNITION

CONSENT AGENDA

Minutes
Personnel
Recommendations
New and Revised Board
Policies

- 432 Working Periods
- 532 Working Periods
- 335 Family and Medical Leaves
- 435 Family and Medical Leaves
- 535 Family and Medical Leaves
- 620 Fund Balance
- D. Educational Excellence Contracts/Agreements:
 - 1. West African Music Assemblies/Performances – Not to Exceed \$4,800.00
- E. Presentation and Ratification of Collective Bargaining Agreement between the Board of Directors and Lancaster Education Association

Educational Excellence
 Contracts/Agreements

The motion was seconded by Director Roper and approved by the following vote: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

4/17/2012: EDUCATIONAL EXCELLENCE COMMITTEE: Director Marten made a motion to approve the Educational Excellence Committee Report as follows:

**EDUCATIONAL
 EXCELLENCE
 COMMITTEE**
 Minutes

- A. Approval of Minutes: April 3, 2012 Meeting

Director Crystle seconded the motion, and it was approved as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

4/17/2012: FINANCE AND OPERATIONS MANAGEMENT COMMITTEE REPORT: After a motion made by Director Roper and seconded by Director Culbreth, Items A – E of the Finance and Operations Management Committee Report were approved as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

**FINANCE AND
 OPERATIONS
 MANAGEMENT
 COMMITTEE**

- A. Approval of Minutes: April 4, 2012 Meeting
- B. Approval of Change Orders for Phase I Projects:
 - 1. Lincoln Middle School – (\$23,016.94)
 - 2. Carter and MacRae Administration – Not to Exceed \$1,357.00
 - 3. Hand Middle School – Not to Exceed \$110,957.88
 - 4. Rockland Center – Not to Exceed \$95,343.10
- C. Approval of PLANCON Part F – Fulton Elementary School
- D. Approval of Monthly Financial Reports
- E. Approval of 2012-2013 Lancaster-Lebanon IU 13 Proposed Budget
- F. Approval of 2012-2013 National School Boards Association Membership
- G. Motion to Accept the Donation by the Penn Manor School District of Three Used Modular Classrooms in an “as is” Condition with The School District of Lancaster Paying All Costs or Damages Associated with the Removal and Transportation of the Classrooms
- H. Approval of the Current Refunding Parameters Resolution for the GOB Series A of 2005 Bond Issues
- I. Motion to Authorize the Closing of all Citizens’ Bank Depository Accounts in the Name of The School District of Lancaster and Transfer the Remaining Funds into New Accounts with Metro Bank and the Pennsylvania School District Liquid Asset Fund

Minutes
 Change Orders
 PLANCON Part F
 Monthly Financial
 Reports
 IU 13 Proposed Budget
 NSBA Membership
 Modular Classrooms
 Bond Resolution
 Bank Depository
 Accounts

- J. Approval of Wheatland Middle School Roofing Bid
- K. Approval of Wheatland Middle School Asbestos Abatement Bid

Chief Financial and Operations Officer Matthew Przywara explained the purchase of three modular classrooms from Penn Manor School District will be very beneficial to the District at Wheatland Middle School and Martin Elementary School. The cost to purchase the classrooms new would be \$100,000 and even with the cost of transporting the classrooms to SDoL, the District will save approximately \$75,000.00. Superintendent Rivera commended Harry Snavelly, Director of Facilities and his staff in their efforts to make this happen.

After discussion amongst Board Members regarding the NSBA 2012-2013 Membership Renewal, a motion was made by Director Caplan and seconded by Director Marten to renew the NSBA membership. The motion was denied as follows: *Aye: Directors Caplan, Culbreth, Marten and Roper – 4; Nay: Directors Carney, Crystle, Desmarais, Miller and Owens – 5.*

After a motion made by Director Miller and seconded by Director Crystle, Item H, Approval of the Current Refunding Parameters Resolution for the GOB Series A of 2005 Bond Issues, of the Finance and Operations Management Committee Report was approved as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

After a motion made by Director Crystle and seconded by Director Owens, Items G, I, J and K of the Finance and Operations Management Committee Report were approved as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

4/17/2012: PLANNING AND SPECIAL PROJECTS COMMITTEE REPORT:

President Caplan withdrew this item from the Agenda as he is looking at forming a small task force of no more than three people to consider how to proceed with the issue of long term planning and report back to the Board with that information.

4/17/2012: PUBLIC ENGAGEMENT COMMITTEE REPORT: Director Crystle made a motion to approve the following agenda item from the Public Engagement Committee Report:

- A. Approval of Minutes: April 2, 2012 Meeting

The motion was seconded by Director Marten and approved as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

4/17/2012: DISCUSSION ITEMS: As a follow up to Mrs. Owens Public Engagement Committee Report and the new requirements for the school breakfast and lunch program, Director Crystle stated he would like to see a task force formed to look at the food system and to look at more nutritional meals using local food. Director Carney felt that before the Board creates a task force that the entire Board should listen to the presentation given by the Food Services Director, Mr. Jim Lewis. Superintendent Rivera stated that we are partnering with a local chef who is reviewing our menus and making recommendations and in addition, we have applied for a grant wherein our elementary schools would receive local fresh produce several times a week.

FINANCE AND OPERATIONS MANAGEMENT COMMITTEE

(cont.)

Wheatland Middle School Bids

PLANNING AND SPECIAL PROJECTS COMMITTEE

PUBLIC ENGAGEMENT COMMITTEE

DISCUSSION

4/17/2012: DISCUSSION/ACTION ITEMS:

A. Approval of Payments – Director Marten made a motion to approve all payments in Item 15.A with the exception of Invoice #00329884 for Franklin and Marshall College. The motion was seconded by Director Culbreth and approved by the following vote: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller, Owens and Roper – 9.*

Director Marten made a motion to approve Invoice #00329884 for Franklin and Marshall College. The motion was seconded by Director Miller and approved by the following vote: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller and Owens – 8; Recuse: Roper – 1.*

B. Approval of Judiciary Report – Director Marten made a motion to approve the Judiciary Report. The motion was seconded by President Caplan and approved as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Owens and Roper –8; Recuse: Miller – 1.*

REPRESENTATIVE REPORTS:

Lancaster Foundation for Educational Enrichment – Director Roper reported that the Foundation is changing its name to Lancaster Education Foundation and in addition, they have hired Shanon Solava-Reid as their new Executive Director. Currently there are 72 classrooms that have been adopted.

Lancaster Recreation Commission – Director Miller reported the Conestoga Pines pool will be open for the season as they received funding for repairs after the devastating floods from last year.

4/17/2012: OLD BUSINESS:

A. 2012-2013 Budget Discussion – There was lengthy discussion amongst the Board Members pertaining to the budget. Matthew Przywara, Chief Financial and Operations Manager, provided an overview of what the current scenarios are: tax increase totaling \$1,470,000 in additional funding, utilizing \$2,000,000 from the fund balance and a total of \$2,655,000 in reductions previously agreed upon by the Board. There was discussion regarding the full transfer of special education classes from IU13 to the District. Superintendent Rivera stated if the Board gives its approval for the transfer of these classes back to the District, this would give the Administration two full months to facilitate conversations with the Unions and employees. In addition, there was extensive discussion between the Board Members regarding the purchase of the Journeys Reading Curriculum. Superintendent Rivera stated that if the Board could make a decision on this item, it would be beneficial for the Administration so that if it is approved, the teachers' books could be purchased before they leave for the summer in order for them to plan and prepare during the summer months. Some additional potential items for revenue include incentives for the cyber school option, \$250,000 in funds from the bond refinancing and tuition programming to bring other students into the District. Director Roper stated the idea of teacher cuts bothers her and she would like to see suggestions on comparable administrative cuts, what the savings would be if the District did not provide the K-3 program, charging other entities for the use of our facilities and merchandising/naming rights. Director Desmarais recommended that the Vocational Educational budget not be reduced and Director Crystle stated he would like to see the Building Clerical Support

DISCUSSION/ACTION

Payments (Invoice Listings)

JUDICIARY REPORT

REPRESENTATIVE REPORTS

OLD BUSINESS

not be a reduction in the budget. Superintendent Rivera stated the Administration is looking at some other clerical options and will be prepared to discuss this item as well as the Vocational Educational Program at the Committee of the Whole Meeting in May.

President Caplan made a motion to approve the funding of the Journeys Literacy Curriculum. The motion was seconded by Director Marten and approved as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller and Roper –8; Recuse: Owens – 1.*

Director Marten made a motion to transfer in full the special education classes from the Intermediate Unit 13 back to the District. The motion was seconded by Director Desmarais and approved as follows: *Aye: Directors Caplan, Carney, Crystle, Culbreth, Desmarais, Marten, Miller and Roper –8; Recuse: Owens – 1.*

After discussion regarding the reduction of Clerical Staff, Superintendent Rivera stated that if the Board could provide some consensus around the clerical staff reductions, that would allow the administration to notify the staff rather than waiting until the end of May or beginning of June. Director Owens made a motion to table the discussion of clerical reductions at this time. The motion was seconded by Director Miller and approved as follows: *Aye: Directors Caplan, Carney, Desmarais, Marten, Miller, Owens and Roper –7; Recuse: Crystle and Culbreth – 2.*

Director Crystle stated he would like to have the Board target the end of May for final approval of the budget. Superintendent Rivera asked that at the minimum, if there are any personnel decisions the Board needs to make, that those decisions be made by the end of May in order for the appropriate staff to be notified.

4/17/2012: INFORMATION:

Four Day Work Weeks – Beginning the week of June 11th through the week of August 3rd, District buildings will be open to the public between the hours of 7:00 A.M. - 5:30 P.M., Mondays through Thursdays.

July Meetings – There will be no Committee Meetings, Committee of the Whole Meeting or Regular Board Meeting held in the month of July.

4/17/2012: PUBLIC COMMENTS:

Anna Smith, Springhouse Road, had concerns with the format of the budget meetings this year as she did not feel 40 minutes and breaking out into small groups was enough time to discuss a \$175M budget. In addition, she did not agree with the budget item being listed at the end of the Agenda. She had concerns with Board Members texting during a Board meeting, the snack bar being built by the community and not being used, she also asked where the administrative cuts are in the budget and not cutting janitors and secretaries.

Michael Fox, Harrisburg, Representative for AFSCME, thanked Board Members who recognized the importance of the employees in the buildings. He also reminded the Board Members that it was the AFSCME unit, including the building secretaries, who agreed to give up 1 year pay raise and voted to extend the contract by another year with another year of no pay raises. As a union they would have a problem with laying off employees and replacing them with volunteers as was mentioned earlier by one of the Board Members.

INFORMATION

PUBLIC COMMENTS

Lisa Eldridge, East Frederick Street, was previously a Class 3 Secretary and is now a Class 1 Clerk and is worried about her position; however, she is very concerned about the loss of Class 3 Secretaries in the buildings because they have large amounts of responsibilities and a lot of contact with the students.

Ethan Vaughn, South Lime Street, asked about re-election for Board Members, extra-curricular activities in the budget and why students are allowed to play derogatory and explicit language at events such as prom, valentine's parties, etc. Director Crystle stated that the election is 18 months from now and 4 seats will be available. Superintendent Rivera stated that we are not adding extra-curricular activities to the budget and he is not aware of any explicit music being played.

Barb Schmid, a K-3 coach, who was concerned about cutting the building secretaries and asked the Board Members to carefully consider this cut before making a final decision because of the huge impact the building secretaries have in the buildings. Director Crystle asked about the strategy of the District for the K-3 program and that the Administration present this information at the next Committee of the Whole Meeting. Superintendent Rivera stated that this item will be a new item of discussion and will take some time to review.

Don Slick, New Holland Avenue, stated he has attended school board conventions in the past and how excited he was when he came home from the conferences about some of the things he learned while there and felt that the Board was shortsighted on their NSBA membership vote.

Lucy Tiru, Reynolds Avenue, President of AFSCME, has been in the District for 33 years and remembers when the secretaries were so overwhelmed, deadlines were not being met and then the decision was made to provide support to the secretaries. One of the attendance clerks has 32 years in the District and would be losing her job. There are five employees who have 20+ years in the District and instead of giving them a watch for all of their years of service, the Board is considering approving the loss of their jobs.

Beverly Richardson, Waterford Court, congratulated Director Owens, Mrs. Tippett and Mrs. Smith for the Grandparent's Workshop. She felt it was a great event and filled with a lot of information. She had concerns with the Finance Meeting she attended with respect to Mr. Carney's request to have graduation added to the agenda and she felt Director Crystle was very rude to him. She also asked that at the graduation if the students could face the front so the public can see their faces instead of the side of their head. She was disappointed in the discussion at the Work Session regarding recognition for perfect attendance and that her twins were denied the recognition in 2009 and a letter was given to them the last day of school. She also had concerns with cutting positions at the high school of employees who have the best of repore with the students at J.P. She also feels the Board Members need to challenge President Caplan and Director Crystle and not allow them to dictate.

PUBLIC COMMENTS
(cont.)

4/17/2012: ADJOURNMENT: President Caplan adjourned the meeting at 9:29 p.m. on a motion by Director Miller, seconded by Director Roper.

ADJOURNMENT

Attest:

Colleen R. Marshall
Board Secretary