

November 12, 2018

The combined work session/board meeting of the Berwick Area School Board was held on Monday, November 12, 2018, in the Line Street Administrative Office. The meeting was called to order at 7:07 p.m. by President, Mrs. Susy Wiegand.

PRESENT: Mrs. Susy Wiegand, Mr. Donald Butz, Mr. Larry Clausen, Mr. Keith Hess, Mrs. Maryann Kovalewski, Mr. Daniel McGann, Mrs. Christy Monico, Mr. Jon Morell
Mrs. Sandra Slavick

ABSENT: None

Also **PRESENT:** Mr. Wayne Brookhart, Attorney Bull, Ms. Renee Gomez, Mr. Steven Christian, Mr. Robert Croop, Mr. Benton Culver, Mrs. Pamela Hegland, Mrs. Janet Kovach, Mrs. Wendy Kupsy, Ms. Amy Melchiorre, Mr. Gregory Michael, Mr. Randy Peters, Mr. Christopher Rivera, Mr. David Robbins, Mr. Patrick Sharkey, Ms. Lori Frey, Mr. Matthew Shrader, Mr. Larry Massina, Ms. Susan Swartz, students, tax payers

Recognition: Veterans

Lord's Prayer

Flag Salute

Recognition/Presentation:

STEM Competition - Took 2nd Place at the Bloomsburg Fair's STEM Competition.

It was done and put together with the Central Susquehanna Foundation, Columbia Montour Chamber of Commerce, Martz Technology and Bloomsburg University. They got together and made this STEM Competition where 1st, 2nd and 3rd places would receive grant money. We won 2nd place and got a check for \$5,000 towards our STEM program. Theme of this year's competition - Energy and efficiency in the community. Megan Dalo, Hanako Ferro, Kaleb Gearing, Jarret Groshek, Kyler Hower, Griffin Keller, Ryan Kishbaugh, Jason Lin, Kayla McCreary, Matison McIntyre, Henry Novicki, Aubree Strachko. Teacher - Matthew Shrader.

Reading of the Minutes:

On motion of Maryann Kovalewski, seconded by Keith Hess, we dispense with the reading of the minutes of the previous meeting on October 8, 2018, as everyone had received copies prior to the meeting. Motion carried. All members voting "Aye". "Nay" - none and no abstentions.

Business Manager's Report

Financial Report; Treasurer's report: Approval

On motion of Daniel McGann, seconded by Christy Monico and Keith Hess, we approve the financial report and the treasurer's report as presented. Motion carried. All members voting "Aye". "Nay" - None and no abstentions.

Budgetary Transfers: Approval Pages 32-37

On motion of Keith Hess, seconded by Jon Morell and Daniel McGann, we accept the budgetary transfers as presented. Motion carried. All members voting “Aye”. “Nay” - None and no abstentions.

Presentation of Bills: Approval

On motion of Maryann Kovalewski, seconded by Keith Hess, we pay the bills as listed.

ROLL CALL VOTE: “Ayes” – Jon Morell, Keith Hess, Maryann Kovalewski,
Donald Butz, Larry Clausen, Sandra Slavick,
Daniel McGann, Christy Monico, Susy Wiegand
“Nays” – None
“Abstaining” – None

Motion carried.

Business – Renee Gomez

- Request from one of our transportation provider’s (FishingCreek) to allow the Superintendent, on a temporary basis, to determine if an individual could be hired in between board meetings if they have their clearances. The letter from FishingCreek was given to the Board. It is due to the necessity to hire individuals in a timely fashion and to be able to service the district and the students. If you want to move forward, you would need a motion.
Wayne Brookhart - There are districts that do this with teaching positions before the start of the school year. I am not requesting this. This came from Mr. Bennett. I think it is to improve his operation in terms of timeliness and getting people hired quickly when he needs them. It is really a Board decision.
Keith Hess - In light of the Crestwood incidence, is this a good idea?
Wayne Brookhart - No. I am not requesting it, primarily because of that. I don’t have any protection without Board approval. I also don’t want to see us not have bus drivers for events.
Jon Morell - Can it be a temporary approval until the Board meeting?
Renee Gomez - The unfortunate aspect is, if someone is hired based off of Mr. Brookhart’s recommendation and then it comes to the Board and there is something that you don’t like and you would make the decision then to not hire that individual, they have already been employed.
Jon Morell - If it is a probationary period within the 90 days of a probationary period, you can let them go with no repercussions.
Renee Gomez - I think you would have to have something drawn up legally between the district and the transportation carrier that there are provisions in that matter. I don’t know if that would be possible.
Attorney Bull - It can be done if they agree.
Wayne Brookhart - We are not requesting it. It is coming from FishingCreek. It is your call.
Christy Monico - Have you ever gotten a call from them in between board meetings and say we really need them?

Wayne Brookhart - No. It's not unreasonable. I understand what they deal with. Bus drivers are difficult. The schedule is hard. You have to be available in the morning, early dismissals. I think they are all challenged. This is one we don't use as often. They are not one of our primary carriers. They try to accommodate us when we need them and probably struggle to get people at times and that is why they are making the request.

Keith Hess - They could be working with kids that shouldn't be for 2-3 weeks possibly.

Wayne Brookhart - We do plan to check the clearances.

Keith Hess - But until you get them.

Wayne Brookhart - We aren't going to put anyone out there without clearances.

Jon Morell - Mr. Brookhart would have the clearances, he would make it temporary.

Wayne Brookhart - You aren't checking the clearances now. We are checking them.

Keith Hess - I just want to make sure we are covered.

Christy Monico - We are in contact quite a bit. If you actually needed us to say yes, we could do that. It doesn't have to be at a board meeting, correct?

Wayne Brookhart - Legal hiring needs to be at a board meeting.

Jon Morell - I think there needs to be some type of stipulation that it is temporary, a probationary period until the full Board meets.

Wayne Brookhart - We meet every 30 days. I would counter with, what is the point to even doing it? It's not 30 school days. It's no more than 20-23 school days, so why even do this. I am fine with saying no. Stick with our procedures. Stick with what we do.

Sandra Slavick - They have substitutes.

Board verbalizes ok, sticking with the past procedures.

- CEP update for August and September regarding the cafeteria. An important piece to highlight for the month of October. October of last year, we had approximately 35,000 lunches that were sold in the cafeteria. This year there are 42,700 lunches. The student participation has increased. There are several types of reimbursement that we receive. Federal is the largest of the reimbursements. In the National School Lunch Program, there were three different variations on how you would receive your percentage reimbursement. Last year for example, the students that were identified as free, the reimbursement percentage was about 65%. 7.5% for reduced students and 28% for students that were full pay. Now that we are on CEP, we are locked into a set figure. The positive piece to this is because we are locked in at the CEP percentage of 76.22% for those students that are identified as free and then 23.78 % for those paid students. We are actually increasing our federal reimbursement rate, just for the month of October, by almost \$29,000 because of student participation and because we have been eligible for this national program which then locks us in at a higher reimbursement percentage based off the student population, based off the poverty in the district. That is additional revenues that are being received that we assumed would be cut because we are offering free lunches across the board. It's trending to be positive and have positive results. The students are taking advantage of it also. Breakfast is up 75% in the district.

Sandra Slavick - That means they are more attentive and ready for school.

Renee Gomez - And the positive results in our testing.

Jon Morell - So, this is going to offset what we thought was going to cost?

Renee Gomez - I think it is going to be an extreme positive.

Superintendent's Report – Wayne Brookhart

- We were on an in-service schedule today. We will also have half days on Wednesday, November 21st and Friday, December 21st.
- The fall sports schedule is complete. Winter sports practices will start on Friday, November 16th.
- We have a request from Elementary Coding Club.

Randy Peters - We have at West Berwick alone 80 students that have signed up to be part of an after school coding club. It was something we started at Orange Street with ten students. We started it before school. Every year the interest has increased. Because what is being taught during the day, students are really excited about technology and they can't get enough of it. We want to do even more in depth. The code club offers them twice a month after school. They are there for 1-1/2 hours and they learn how to code a computer. They are doing 3D printing. They are doing a lot of advanced technology things for elementary. We would like to see it become a paid position for some of the advisors. Heather Bartholomew, our technology teacher at West Berwick has been doing this voluntarily for the last 3-4 years and we have other teachers now who are volunteering their time as well. We would like to consider giving them a stipend and hopefully increasing the numbers. We have 40 students that are in it now because of the volunteers we have now. We could double that to 80 at West Berwick Elementary School with the proper number of people. It is amazing what they are doing. Seeing what the high schools are doing here, we want to be able to prepare our students so they can continue doing that and even more.

Wayne Brookhart - You are looking at about a \$600 stipend request?

Randy Peters - Something like that would be great up to 5.

Wayne Brookhart - 20:1 student ratio.

Randy Peters - Yes a 20:1 student ratio would be great. We would need at least three now. We only invited 40 out of 80 students because of the personnel that we had available.

Wayne Brookhart - It would be a \$3,000 investment if you would have five at \$600 apiece. Salem. I think you will probably be here next.

AA-1 On a motion of Keith Hess, seconded by Maryann Kovalewski, we approve a stipend of \$600 for the Coding Club advisors up to five advisors. The ratio will be 20 students: one advisor.

Daniel McGann - Is this an approval for all the schools or is it just West Berwick?

Sandra Slavick - West Berwick for now.

Wayne Brookhart - I think it starts at West Berwick because we haven't started to look at other schools. I wouldn't be surprised if comes to you later. Anything else we will have to come back to the Board for approval.

Motion carried. All members voting "Aye." "Nay"- none and no abstentions.

- We have a request from the Columbia County Christian School regarding transportation. Columbia County Christian School does not fall within the 10 mile radius of the outer borders of the Berwick Area School District. At its closest, it is in the 12-13 miles range. We are under no obligation to transport students to Columbia County Christian School. There have 11 Berwick Area students that go

there. They did meet with us. They did made a request that we break from protocol and go away from the School Code. We did talk to Central Columbia on what the logistics would be. One of the thoughts was we would take kids there and they would take them to Columbia County Christian School and that would provide the transportation. At one time they did have transportation and they moved away from it because of the costs. They didn't have enough to pay for the full bus. They came totally in good faith and were very respectful of the Board and the position you are in because they know you don't have to do this. The problem that we feel that we would run into, I am going to defer to Attorney Bull, is that once we go outside the school code and fulfill this type of request you are going to have probably other requests. It could get out of control with other schools. There may be some unintended consequences. Nothing against Columbia County Christian, the leaders are great people. I want you to know the whole picture. I am not asking you to take action. I just wanted you to be aware. I wanted Attorney Bull to be aware so if there was any discussion. If you would like to look at this at a later date, we can certainly do that. They are not asking for you to start tomorrow. They just want it on the table.

- The Senior Citizen Thanksgiving Dinner will be held Thursday, November 15th at 4:30 p.m. at the High School.
- The assessment of the Moxie Plant was completed and released by Luzerne County. The district would gain approximately \$457,000 in property tax revenue from the site, provided this is the final approved assessed value which is not the case yet. Moxie will have to determine what their strategy is going to be and the Commissioners are going to have to determine what the actual dollar figure is. We are hoping for a higher assessment but \$457,000 is what we don't get now. Hopefully, it will get on the tax rolls soon. I don't have an exact date until we hear back from Moxie. Right now they are in a delay of 35 days. It's some good news for us financially.
- Our Annual Financial Report is here and is on our website. We are still in very stable solid financial condition although things tighten up every year. That is what is happening with public schools. We haven't had a tax increase in 12 years or so. We will have to get into some budget committee meetings to see where that is going. It is tighter than it used to be. We have had some revenue reductions by providing lowering the millage that was fairly significant up to six figures in revenue for two years now as well as exoneration a couple of years ago and elimination of the nuisance tax. Good things, great public relations responsible in many ways but also it is money. It's not there anymore. You will have to make some decisions on how you want to move forward. Things aren't bad but is definitely tighter than it was.
- Our reorganization meeting will be held here on December 3, 2018 at 7:00 p.m. The Vo-Tech will hold a public session for all Board members at 6:00 p.m. at CMVT on December 4, 2018. They will give a presentation on the possible renovation project that they are going to be putting out to you on the 4th. I anticipate them doing it that night. The 3rd is when we reorganize and choose

officers and your President will establish committee memberships and establish your calendar for the next year.

- Audits for selected Booster Clubs are complete and they are in draft form. They are still marked draft but I am going to tell you some of the things that are in it. The one that has brought on most discussion publicly and is the most interest at this point is the 12th Man Club audit. That is here. There are several things that I would like to call to your attention and I am not saying as we do this that the 12th Man Club is unique. Some of the things that you are going to find, we found out in all four of the clubs to a lesser extent. I believe they all raise less money. There is a notation of 18 checks without the required two signatures. There were 71 deposits, 22 of which did not have enough detailed documentation to clearly relate to a fund raising activity provided by the Board. Deposits and disbursements listed on the check register have been reconciled with the bank statements with the exception of 20 that have been outstanding and four voided. That could be just a matter of timing. There were three start up expenditures that did not have supporting documentation. There were five for coaches that did not include numerical supporting documentation. My assumption is it is probably the volunteers that the club pays. Is that correct?

Renee Gomez - Right, how they made the determination as to how much they would get paid. Was it hourly? Is it a stipend?

Wayne Brookhart - No business plan was submitted for 2017-2018, which was the year that was actually audited. There was one that was submitted for the current year that we are in now 2018-2019. There was also, two of the 177 disbursements was with the purchase of alcohol. Both we determined was with the golf outing. The second one was vodka possibly for jello shots at the golf tournament. That is the summary of what I have seen.

Renee Gomez - The audit year was 2017-2018. So, as a reminder in the late fall in November/December of 2017 is when the Board then decided to fully implement the fact that they were going to be audited. Therefore, at the beginning of 2017-2018, none of these clubs had not provided their budget or their expenditures for the previous year. That was not customary per our own policy that was in place but that is what you are seeing. We strengthened our policy so then for the following year they did submit their business plan, their expenditures. The difference is, we made a change in the policy mid-year, so you can't go back to July and recognize them as a booster and say all the documentation was submitted for July 1st because that was not something that was being enforced. But at the end of the year, they all did submit. Really then the focus would be on the actual transaction testing.

Wayne Brookhart - This is a public document and you as a Board have to determine what level you think these things are serious.

Christy Monico - May I ask a question? 22 out of 71 checks be donations?

Wayne Brookhart - Could they be? I am going to be looking for Ms. Gomez. She works with the auditors. Is that a possibility for the deposits? I was not terribly concerned about the deposits.

Christy Monico - A lot of the clubs take donations from people. It doesn't have to be for a specific fund raiser.

Renee Gomez - Several of the expenditures did not have the supporting documentation, an example would be food for players at Jingle Hall the day before the game. So, there have been several of them; I believe there were about eight occurrences. I am not familiar of course without documentation. I can't say was it food that was purchased or was it a donation. I am not sure of the nature of the club as to how they provide to make that determination. Then, we have a couple items for pizza for film night. There was no supporting documentation, only one signature on the check, I can say in regards to a donation that was made, there was a letter that was provided so it meets the compliance as being the backup documentation. Possible questions could arise as to the nature of the expense. What was the necessity of it?

Maryann Kovalewski - What was that donation?

Renee Gomez - The one donation was Tim Hutton Asamata LC Food and Drinks for players. That is how it was listed on the register.

Christy Monico - So, he was the one who ran your program for five years. The one who did your weekend food program. They give donations so the kids get Gatorade, snacks, stuff for the clubs and those donations go back out to your kids for your weekend food.

Renee Gomez - And scholarship money would be the other one. Basically, there is no documentation that would say that; for example, that this is the number of students that would be awarded a scholarship based off this value maybe two scholarships of \$250 or how the determination was made. That is what I would consider as a backup type of expenditures that they wrote a check out for x amount of dollars.

Christy Monico - I assume that went through the Health and Wellness Fund because we were already set up.

Maryann Kovalewski - So, that's through the Health and Wellness Fund. So, that was not actually to feed the football team? So, that was to feed the kids not the football team?

Renee Gomez - No, scholarship money is separate.

Maryann Kovalewski - I mean the \$500.

Larry Clausen - That was for the football team. That was listed for paying for the football team.

Renee Gomez - There were 22 noted items that did not have supporting documentation for expenditures. Scholarship money was several of them and then you have for different camps, pizza and food for players at Jingle Hall. All separate items that add up to 22.

- We have been informed from the pending President of the Pennsylvania Heartland Athletic Conference that there is strong support for us should we have a positive vote to join the conference. I heard from Jim Becker; he was the Principal at Southern Columbia. He followed up with an email Thursday or Friday. I talked with him today. In order to be included in the 2020 schedule, we would need that vote at this evening's meeting because Wednesday is their executive council

meeting and they would need a letter of intent in order to get us in the next cycle. The schedule is done far in advance, especially for football. He did express to me today, that Southern would like to have Berwick on their schedule in football and he felt that us being in that league could certainly facilitate that. I talked to Mr. Sheptock on the phone. I don't want to say this out loud unless you agree. Mr. Sheptock said we want to play them too. The Wyoming Valley Conference schedule, you certainly can't make a conference decision based on one game. I am not proposing that. Mr. Sheptock's comment in return was we definitely would like to play Southern Columbia. One of the challenges we found as we talked is the Wyoming Valley Conference is mandated cross overs. Your non-league games, they make you play teams in many sports from the Lackawanna League and it really tightens up your schedule and only allowed us one free game which was Selinsgrove. We have been playing them forever. We always put the same week aside. It's usually fair week. We don't want to lose that one. Both coaches really want to play each other. They felt this move would help facilitate it. I would also like you to know we did not do the depth of research that we have done in the past with this. We did not have the decisions with a lot of people, coaches included, that we have done in the past. Mr. Sheptock and I support it. We think it is better, but we understand it is not a slam dunk. We definitely know there are arguments both ways. I can make a strong case to stay and a strong case to leave. Berwick's history is that we have bounced from league to league going all the way back to 1940's. We have been in the Valley Conference, Susquehanna Valley League Conference, Wyoming Valley Conference and Anthracite Valley Conference. Mr. Sheptock and I feel in the overall best interest in our programs, understanding that there may be some sports will like it and some sports won't like it. It's short term and it's a very short amount of time to make a decision on this but we have talked about it. It's not a new topic. Summary was given to the Board of all the schools in the Valley Conference and all the schools in the Heartland. There would be 20 in the Heartland. The reason Williamsport is in both is because Williamsport participates in the Heartland in everything except football and girls and boys basketball. I put them on both sides. The reason Berwick is in both is so you can see where we are in context depending on where we would go. Wilkes Barre Area is in the figure as the amount of the male enrollment. Female enrollment doesn't really vary a lot. It is the three year from grades 3-11 male enrollment in each of the schools. That is how the PIAA does it as of October 15th of the preceding year. It goes on two year cycles. In the Heartland, we would be the 5th largest school with Williamsport in the Valley Conference and the 9th largest school with Williamsport and then you get into how the divisions are going to be divided up. That can change in the Wyoming Valley Conference. It doesn't change an awful lot in the Heartland so far. They go straight enrollment with the exception of, if the district elects to play up or down. They consider that and whether to accommodate it or not. I am pretty certain that Southern has played up at least one division. I don't know if anyone has played down or not. I am going to ask you to vote on this tonight before you leave. I think it is time to do it.

Donald Butz - Does Southern play down?

Wayne Brookhart - I think in the past, they have been down and play up because of the strength of their football program.

Donald Butz - If we go to play them, we will play down.

Wayne Brookhart - No, this is what happens. You will be in a division with probably 6-7 teams. Southern, because of the strength of their program had an enrollment that would put them probably in Division III. They elect to be placed in Division II because they are with better teams. They wanted to play Mount Carmel and probably Shamokin because they are local. I think they did that this year too. I am not sure. I know historically they have elected to play up. You can't elect to play down unless someone wants to switch with you.

Jon Morell - So, there is the option of football being in the Heartland Conference but the rest of the sports staying in the Wyoming Valley Conference?

Wayne Brookhart, Larry Clausen, Sandra Slavick - No.

Wayne Brookhart - Williamsport is the only exception they made because they made that with the original charter. We are actually in the original charter because we are in Columbia County. We chose to be in the academic end of the Heartland but not the athletic. That was before I was here. We left that area years ago because of the point system coming in at the State Playoffs. That is my understanding and I think there was a perception that the competition was better.

Christy Monico - Can the Heartland accommodate all our sports?

Wayne Brookhart - The Heartland at this point cannot accommodate boys or girls volleyball. They do not have it.

Christy Monico - Where would our kids play?

Wayne Brookhart - We would look for an independent schedule.

Christy Monico - How would that work?

Sandra Slavick - The athletic director would find schools that they could play and work out a schedule.

Jon Morell - But then they wouldn't have a playoff would they?

Wayne Brookhart - Sure. The Schuylkill League has girls' volleyball in virtually every school. The boys' volleyball is a bigger challenge because the closest I know is District 11 to play. District 11 is in Allentown.

Donald Butz - I still don't know why they have to be in such a big hurry.

Wayne Brookhart and Jon Morell - It's a scheduling issue.

Donald Butz - The football schedule that we are playing next year looks good.

Jon Morell - The schedule is already out for Wyoming Valley for next year. That is the same reason we need to make a decision about Heartland because they want to get their schedule out.

Wayne Brookhart - This doesn't have anything to do with next year. It is for 2020. Next year's schedule will not change.

Maryann Kovalewski - I think I would like to hear from Mr. Clausen.

Sandra Slavick - What does the athletic committee say?

Larry Clausen - We talked about this. We brought it up in September's Board meeting that we were going to take a look at this. My problem with the whole thing is that I don't think all the coaches are aware of what this may do to their

programs as far as from the junior high level up. We knew volleyball was going to be an issue on both boys and girls. There are some holes in junior high sports in relative to the schedule of the time of the year. During basketball season that we know it now that there will be no junior high basketball because they play from October to December. I said in September that we were going to take our time to create and get the information to make an educated decision. I am not in favor of it right now just because of the fact that I at least want the coaches to be told or shown the schedules and how it works with their programs. What they may or may not get and what they might pick up. I don't think it is fair to them to say we are going to the Heartland. I am not saying that they can tell us what we should do but I think we owe them at least the information for their programs.

Maryann Kovalewski - Would they be willing to give us until the end of the month and then we could have a special meeting? That would give you time.

Jon Morell - We have a meeting December 3rd.

Wayne Brookhart - I can certainly make that request. That would give us a little time.

Larry Clausen - They don't need to know tonight.

Sandra Slavick - And then could we get the information from the meeting on Wednesday about the junior high sports?

Wayne Brookhart - I will ask them. They may say yes, they may say no. If they say no, then we are where we are. This is not a new topic. These decisions have been going on since 2010. We have talked about travel.

Jon Morell - I think the transportation costs were a minor increase if that.

Wayne Brookhart - They are a little higher in the Heartland at the varsity level but a little lower at the junior high because they play by area. It ends up being kind of a wash.

Larry Clausen - The travel over all in the Heartland in varsity sports is longer hours traveling back and forth than it would be in the Wyoming Valley Conference. I am not saying that is a bad thing. I want all the information presented before we go make a decision.

Wayne Brookhart - I appreciate that. I will defer to other Board members but I want remind you the Wyoming Valley Conference is now mandated that we go to Elk Lake, Montrose, Delaware Valley, Abington Heights and Valley View.

Sandra Slavick - Wow. Delaware Valley is really far.

Wayne Brookhart - I would take Shikellamy any time.

Jon Morell - Abington Heights is a trip too.

Wayne Brookhart - We are going to Abington Heights and Valley View just in football alone.

Christy Monico - I am not worried as much on how it is going to affect the coaches. I think they can adjust, but if it is going to adversely affect the kids then really that's what we are doing here. It's about the kids.

Wayne Brookhart - That is why it is a tough decision.

Christy Monico - So, if we aren't going to have a sport here we are going to have to do a lot of shuffling to figure out how we are going to get them games. Junior high might be affected. Now these kids aren't going to have an opportunity to start at

an earlier age. I really would like that information before we make an informed decision. I don't want to hurt the kids.

Wayne Brookhart - We don't either. Change is always hard.

Sandra Slavick - This meeting that they are going to have on Wednesday, could we possibly have a representative go to it and get information?

Wayne Brookhart - I would have to ask Mr. Becker. I talked to him right before the meeting to verify some things that I talked to you already. He understands we may be divided on these kinds of things.

Maryann Kovalewski - Mr. Brookhart, what would you like to see happen?

Wayne Brookhart - Coach Sheptock and I both believe we should join the Heartland. We think it is better. We are concerned with the Wilkes Barre Area situation. We took three fairly similar size schools and they have become a really large school and those similar size schools we played in a lot of sports. We are not concerned with the competition with Wilkes Barre area but it contracts the league itself. It pushes us down to 9th out of 15 schools. We are concerned on what that might be in our alignment. As much as I appreciate the fact that you want information, one of the reasons is I can't give it is I don't know how they are going to align the schools. They don't either.

Larry Clausen - I am not talking about the alignment.

Wayne Brookhart - We are worried about the alignment.

Larry Clausen - The alignment is going to be what it is, no matter which way we go. I want the information of the athletic teams from junior high to varsity to the coaches so they are aware of it.

Daniel McGann - Who has what and what and how many games we will have available to us.

Larry Clausen - Exactly. That is all I am asking.

Keith Hess - We want to make a safe landing for all of our sports.

Wayne Brookhart - Yes that would be important. Volleyball is our biggest concern.

Larry Clausen - In the Heartland, junior high field hockey is actually in the spring. That would be a benefit for that particular program but I don't know if there is junior high baseball. I don't know if there is junior high softball. Would we still continue to find games for them? The Heartland needs to provide us with what they have, then we can get that information to the coaches and let them give recommendations. I am not saying, staying in the Wyoming Conference is the best thing. I'm just saying I think we need more information to make the decision to move.

Jon Morell - Whose responsibility is it to get a schedule? Is it the AD's responsibility or the coach's responsibility?

Wayne Brookhart - It's the AD's. There is not going to be a schedule yet.

Jon Morell - Like volleyball?

Wayne Brookhart - That would be up to the AD. He would have to get on the phone and call around and look for teams. Mr. Warner is here. His wife does a wonderful job with our volleyball programs. She has turned the whole thing

around. We still don't have interest in the junior high level in boys' volleyball. The girls we do.

Jason Warner - I am telling you right now, if you leave District 2 for boys' volleyball, you can eliminate that program. No one is traveling to Allentown.

Maryann Kovalewski - If they are willing to provide us with that information and they say they will not give us until December 3rd, would it be possible to have a special meeting?

Wayne Brookhart - That is up to the availability of the Board. I cannot assure you that they will do that. If it doesn't come to a vote for a lack of a motion, then it goes away.

Larry Clausen - I think they will take us if and when we ever make that decision. That's my opinion. It's not about Southern. It's not about football. It has nothing to do with that.

Sandra Slavick - They want us bad.

Wayne Brookhart - I talked to a lot of their Superintendents the last time we discussed this, overall even the ones that are further away. The comment that I heard from two of them was, we are in Central Pennsylvania we are used to traveling. We travel all the time. I asked if they were concerned about coming to Berwick. They are like us. We are used to traveling. Doesn't matter what our league is, we are going to travel. The benefit there is some of your non-league mandated crossovers will probably be local schools.

Daniel McGann - What about the districts themselves? Do we have to get approvals for the districts?

Wayne Brookhart - We need to have District 2 to release us. It is generally a formality. I did talk to Mr. Zack about this previously. He is the director of the PIAA. He is also the former Superintendent at Shamokin. If not, we will play districts in District 2. That's not going to happen.

Jon Morell - What does that do to the Wyoming Valley Conference if we leave?

Larry Clausen - The answer to that question is the Wyoming Valley Conference, I don't think they know what they are going to do yet. They have changed the schedule with the merger of the three schools for next year. I don't think they have come to an agreement on alignment. I personally believe that they will go with two conferences, two divisions because if they go with three divisions of five. There are always going to be two or three teams that are going to be very unhappy. So, if they go with two divisions which will be the top team in Division 2 but that is unknown right now.

Wayne Brookhart - Just remember, I will close with this, if the Wyoming Valley Conference goes to two divisions in football and there are 15 football playing schools and we are 9th; we will be in the smaller division. I will stop. I do not have anything else to say. I want that on the record.

Public Comment on Agenda Items: None

General:**Approve Items G-1 through G-6 With One Motion**

- G-1 Approval of the resolution indicating that the Berwick Area School District will not raise the rate of any tax for the support of its public schools for the 2019-2020 fiscal year by more than the index established by the Department of Education for the district of 3.2%. (enc.)**
- G-2 Approval of the resolution for the Business Manager and the Secretary to the Business Manager to access the Berkheimer Client Portal in order to discern all costs versus revenues received. (enc.)**
- G-3 Approval to accept a \$1,500 grant from the Central Susquehanna Community Foundation for the Strengthening Families program for the 2018-2019 school year.**
- G-4 Approval to accept a grant in the amount of \$3,144.23 from Central Susquehanna Community Foundation for tourniquets for the 2018-2019 school year.**
- G-5 Approval to accept a grant in the amount of \$17,045 from the Central Susquehanna Community Foundation for Counseling Services in the 2018-2019 school year.**
- G-6 Approval to accept a grant in the amount of \$992.50 from the Central Susquehanna Community Foundation for Berwick Area High School Cross Country Team. This grant is funded from the Berwick Health and Wellness Fund Board/Staff Matching Program as a match of contribution received from Roger J. Davis.**

On a motion of Daniel McGann, seconded by Keith Hess, we approve Items G-1 through G-6 with one motion.

ROLL CALL VOTE: "Ayes" – Keith Hess, Maryann Kovalewski, Donald Butz,
Larry Clausen, Sandra Slavick, Daniel McGann,
Christy Monico, Jon Morell, Susy Wiegand

"Nays" – None

"Abstaining" – None

Motion carried.

Extra Curricular:

- EC-1 Approval of the Berwick Senior High School Activity Account Report and Awards Account Report from July 1, 2018 – September 30, 2018. (enc.)**

On a motion of Keith Hess, seconded by Maryann Kovalewski, we approve the Berwick Senior High School Activity Account Report and Awards Account Report from July 1, 2018 –

September 30, 2018. Motion carried. All members voting “Aye.” “Nay”- none and no abstentions.

Transportation:

Approve Items T-1 through T-2 With One Motion

- T-1 Approval of Angel Aten as school bus driver for John Bower Bus Company for the remainder of the 2018-2019 school term.**
- T-2 Approval of Shannon Johnson as van driver for Mr. John Gallagher for the remainder of the 2018-2019 school term.**

On a motion of Maryann Kovalewski, seconded by Keith Hess, we approve Items T-1 through T-2 with one motion. Motion carried. All members voting “Aye.” “Nay”- none and no abstentions.

Personnel:

Approve Items P-1 through P-6 With One Motion

- P-1 Approval of Brianna Lynn for the 21st Century After School Grant Program for the 2018-2019 school year from November 13, 2018 through June 11, 2019. Compensation will be at the rate of \$23.00 per hour.**
- P-2 Approval to add the following to the day to day substitute teacher list for the 2018-2019 school year. Compensation will be at the rate of \$12.10 per hour.**
- Gregory Fahrenbach Matthew Hess**
Michael Zeares (pending appropriate paperwork)
- P-3 Approval for employee #2051 to take unpaid days from October 15, 2018 through November 13, 2018. (enc.)**
- P-4 Approval for employee #2568 to take unpaid days from November 22, 2018 through January 16, 2019. (enc.)**
- P-5 Approval to hire Calvin Valeski as Technology Technician, effective December 3, 2018 pending receipt of appropriate paperwork. Compensation for this position will be \$30,000 prorated.**
- P-6 Approval of the following as After School Reading and Math Tutors. Tutoring will run from November 27, 2018 through April 11, 2019. Compensation will be at the instructional rate of \$25.00 per hour for teaching and the non-instructional rate of \$24.00 per hour for planning.**

Susan Eisenhauer	Andrea Zajac	Jennifer Craig
Michele Norce	Charles Cook	Elizabeth Nastelli
Karen Floryshak	Anne Decker	Angela Evina
Ethan Hoyt	Elizabeth Frye	Christina Zerbe
Ashton Duke	Scott Welliver	Stacey Ertwine
Jennifer Gonzales	April Patton	Amy Malin
Nichole Lear	Marina Davenport	Kelly Definnis

On a motion of Maryann Kovalewski, seconded by Keith Hess, we approve Items P-1 through P-6 with one motion. Motion carried. All members voting “Aye.” “Nay”- none and none abstaining.

Reports:

Committee Reports:

Academic Affairs – Maryann Kovalewski

- We will be meeting later this month.

Athletic Committee – Larry Clausen

- Met last week.
- 7th and 8th grade boys and girls basketball programs will be in the Anthracite League in Hazleton this season, which is an upgrade for both programs, given more games and more quality opponents. Our girls will not have to play on a Saturday or Sunday morning like 8:00 in the morning.
- We reviewed our athletic eligibility and our program is working very well. We only had one student athlete from the PIAA standard through the whole fall sports season which I think it proves that our program is working but we are going to have to reword some of the terminology in the policy. As we know, if a student athlete is failing two of the four core classes, they get a week of remediation to bring that up. What is happening is that during that week of remediation there are times the other two grades are falling which then in turn gives them another week of remediation. It’s like a perpetual wheel. We are not going to change anything for this year but it is something that we have to look at moving forward, but the good news is the program is working and catching a lot of kids. They are becoming more aware of it. We are getting great cooperation from the high school teachers. Ms. Scholla and Ms. Melchiorre are doing a great job coordinating everything.

Christy Monico - So they are going back and forth between their 2/4 core classes?

Larry Clausen - What is happening is they are failing 2 and then they are bringing those two up but while they are bringing those two up the other two drop.

Wayne Brookhart - We didn’t think of that when we wrote this.

Larry Clausen - So they found a loop hole.

Wayne Brookhart - We want to close it up for next year.

Budget Committee – Daniel McGann

- No meeting. We are coming to that time of the year that we will have to start having meetings.
- We are looking at a provision of life insurance for our employees and who the provider of that is. Ms. Gomez is in the midst of getting the information on that. We will let you know about that in the future.
- I saw this list, interest rates on our accounts, I have a question on it. On the bottom, it says interest rate for accounts from \$0-\$2 million should be 1%. I looked at the top there and 15 out of the 20 do not meet that criteria.

Renee Gomez - Because the money is not just sitting there. It is revolving. The money is constantly moving out of the account. When we cut checks for a board meeting, the money is inflated, ready to go to cut those checks but as those checks are cashed the balance is dropping down on those individual accounts.

Daniel McGann - I know that. It says on the bottom, if it is a positive balance of any amount you get 1% and 15 of them are not giving us 1%.

Keith Hess - I think it is a typo.

Renee Gomez - I can go back to the statement.

Daniel McGann - Check it again if you would please.

Buildings and Grounds Committee – Christy Monico

- Christy Monico - We went over projects: where we stand with Nescopeck, where we are at with Orange Street demo, the inside Nescopeck renovation, what we are doing at Salem, West Berwick, Middle School, High School, what we are doing with our athletic fields for softball and baseball.

CSIU – Daniel McGann

- The big news is the collective bargaining agreement between the Board of Directors and teachers, psychologist, social workers, home and school visitor organization was approved and it is from July 1, 2018 – June 30, 2023. It's a five year deal. In order to receive raises that were like in the 2.8-3% range, we bargained and made some concessions on health care for new members coming in. Both sides thought it was a pretty good deal.

Vo-tech – Keith Hess

- Presentation was given. Everyone has the email with all the handouts that was given to us since the last meeting. They will again meet with us next week for our last meeting prior to the reorganization on the 4th. That is when the report will be due and have a dollar amount attached to it.

Old Business: None

New Business:

Maryann Kovalewski - Based on concerns brought forth in the audit and a pattern of non-compliance dating back to 2001, motion to revoke the 12th Man Booster Club in accordance

with Board Policy # 915. Furthermore, in accordance with the Charter of the 12th Man Club their assets will be dissolved and given to the Berwick Football Program.

Donald Butz - Is that a motion? I will second it for discussion.

Christy Monico - I am not discussing. I think you have audits for how many more booster clubs? How many more booster clubs will be getting audited?

Wayne Brookhart - There are seven.

Maryann Kovalewski - Excuse me. I do have a question. Mrs. Monico, you came on the Board I believe in February 2017. Does that sound about right?

Christy Monico - That's about right.

Maryann Kovalewski - You would be well advised to abstain from any discussion and any vote pertaining to 12th Man Booster Club since your family's organization financially profits and your husband is an officer.

Christy Monico - What business? What business profits?

Maryann Kovalewski - Your family's organization. The 12th Man Booster Club.

Christy Monico - Who profits?

Maryann Kovalewski - There are a multitude of checks that have been issued to Jingle Hall.

Christy Monico - Who profits?

Maryann Kovalewski - Your family's organization.

Christy Monico - Who owns Jingle Hall?

Maryann Kovalewski - Who runs Jingle Hall?

Christy Monico - Who owns Jingle Hall?

Maryann Kovalewski - Who runs Jingle Hall?

Christy Monico - Mrs. Kovalewski, you are reaching. Jingle Hall is a non-profit organization and it does not matter who runs it. The only people that are benefiting from it is the town. That is it. So, why would I abstain from something that I have no benefit from? Why would I do that?

Maryann Kovalewski - For the purpose of appearances.

Christy Monico - Mrs. Kovalewski, do you get a pay check from your job? Do you vote on things?

Maryann Kovalewski - Mrs. Monico, I will continue with this and you.

Christy Monico - Mrs. Kovalewski, you have been going after this.

Wayne Brookhart - This is not supposed to be a conversation.

Maryann Kovalewski - I have made a motion and I will continue with my rationale at this point.

Christy Monico - Why don't we just take a vote?

Maryann Kovalewski - No, no this needs to be heard. We must respect our past, embrace our present and look forward optimistically to the future. We have a new coach and it is time for a new functioning in our booster organization. Again, because of concerns brought forth in the audit and numerous issues that seem to have gotten worse in the past six months but included but not limited to violations of the charter section 3, time and location of meetings will be sub-publicized. They have not been publicized with very few exceptions. This is actually encouraged, participation and new membership. Violation of school policy, they have violated the policy by not meeting regularly at the Middle School as directed to.

Christy Monico - Monthly.

Maryann Kovalewski - Subletting a shed which they used rent free without the district's knowledge in 2017 and possibly beyond. I am not through yet. This was not fair to other vendors. Not all fundraisers were approved in 2017. The give back night was not approved and

the golf tournament, we had to bring it up to get it approved the week before so it would be approved. Next, providing a sign and display space to a business without district approval or invoice. The district is in charge of any and all advertising in the spaces at Crispin Field. We have no idea how much you charged this business, how much they gave and the funds are supposed to go directly to the school district as the district coordinates all of these activities. This is not fair to the other vendors and any board member who knew about this and aided and abetted is violating district policy. Sloppy book keeping with late deposits going back 2017 and prior. Pattern of questionable fund raising practices that goes back to at least 2001 including charging the late Coach George Curry \$500 to display the State Championship sign that he won. He paid it the first year. In 2002, he was again asked for another \$500. At that time, he refused and submitted a letter and a memo to the school district expressing his concern about their practices. It is in the best interest of the program and the district in accordance with our policy to not recognize them for a pattern of non-compliance. To revoke them and furthermore their assets will be dissolved and given to the Berwick football program. The letter from Coach Curry is right here. In 2002, they were listed as being non-compliant. Again, unknown where meetings are held, no small games of chance license, questions about 50/50 raffles and game balls. Christy Monico - Mrs. Kovalewski, number one I cannot go back to 2002. Number two, I don't know why you are directing the questions to me about the 12th Man Club booster. I have not been to a meeting almost this entire year. You began it. You may direct questions to the 12th Man Club but as far as I'm concerned, no one is here to defend themselves.

Maryann Kovalewski - We have a motion and a second. Call the question.

Susy Wiegand - I would like to say a couple of words please. This is a direct conversation between two board members and I think this is not appropriate of what we are doing here. I understand the concerns of each side. Practices in the past yes, we have policies that we have to follow but I just feel that sometimes that we do things in a certain way and by steps. I know there has to be some type of corrective action. I think they did some mistakes and then maybe they should be put on some probation plan or improvement plan or something. They are not the only booster club. There are others that we are looking at as well. I don't want to signal just one for without seeing all of them.

Maryann Kovalewski - We have a motion and a second and the pattern of behavior is back to 2002 that they have not corrected. They were disbanded by Coach Curry. They came back under Coach Campbell and the same pattern of behavior continues.

Maryann Kovalewski - We have a motion and a second. Call the question.

Susy Wiegand - We would like to go into executive session.

Susan Schwartz - What is the reason?

Wayne Brookhart - Talking about an employee.

Susan Schwartz - A specific employee?

Wayne Brookhart - Yes. I just asked Attorney Bull.

Went into executive session at 8:23 p.m.

The meeting was called back to order at 8:36 p.m. by President, Mrs. Susy Wiegand.

Maryann Kovalewski - I called the question. The question was called. Please vote.

Donald Butz - There is no further discussion.

Susy Wiegand - There is no further discussion.

Christy Monico - I am going to make a statement for the public because of the accusations made by Mrs. Kovalewski.

Maryann Kovalewski - It was not an accusation.

Christy Monico - Because of the accusations.

Maryann Kovalewski - It was not an accusation.

Christy Monico - Because of the accusations made by Mrs. Kovalewski, I and my family personally benefit from a booster club. I am going to abstain from this vote but I want you to know that this is the most preposterous thing that could have come out of anyone at this table's mouth and we are done. So, go ahead and take your vote. We are going to take our vote.

Maryann Kovalewski - This was taken from the 12th Man Club. It is their numbers not mine so if you questions about their numbers?

Christy Monico - Did they say Mike Monico? Take your vote.

ROLL CALL VOTE: "Ayes" – Maryann Kovalewski, Donald Butz, Larry Clausen, Keith Hess

"Nays" – Sandra Slavick, Daniel McGann (this is the wrong time of the year to consider this. Consider this before the school year starts), Jon Morell,

"Abstaining" – Christy Monico, Susy Wiegand

Susy Wiegand - How many do we have yes's?

Donald Butz - 4.

Wayne Brookhart - 4-3-1 Janet? Is that correct?

Janet Kovach - Yes.

Wayne Brookhart - 4 yes's, 3 no's, and 1 abstain. You are a 12th Man Club member.

Susy Wiegand - Yes I am.

Wayne Brookhart - What is your position on 12th Man Club members voting.

Attorney Bull - We have a policy as far as Board members.

Maryann Kovalewski - As that being the case, then Mr. McGann and Mr. Morell can't either.

Attorney Bull - I don't know what that policy is, here as we speak. There is a policy for involvement I believe.

Wayne Brookhart - I don't think it is going to cover booster clubs though. It's going to cover personal gain, relatives and family members.

Maryann Kovalewski - So, if Mrs. Wiegand abstains it would be 4 - 3 - 2 abstentions. The motion carries.

Wayne Brookhart - So, we have to figure out what that means.

Maryann Kovalewski - The motion carries. It's the majority of yes's.

Larry Clausen - But it is not the majority of the Board.

Attorney Bull – Well, the majority of the Board voted so I think it would probably carry because it is 4 to 3 with 2 abstentions. You had a majority vote of the entire Board.

Maryann Kovalewski - Robert's Rules as long as there is a majority of the Board voting the motion carries.

Wayne Brookhart - Did you say you abstained? I didn't hear you. I heard us talking.

Susy Wiegand - I did because I have been in a membership of the Board; that is why.

Jon Morell - Is that what you are saying then, that if you are a member of the 12th Man you can't vote?

Maryann Kovalewski - There is past practice in which at times there were contracts going after churches or issues involving people's churches and people abstained because they were members of those churches and other organizations.

Wayne Brookhart - The vote is 4 - 3 with 2 abstentions. We will have to get back to you on what that means because I know with school code nor our policy is going to refer to this with resolving the booster club because I have read it. There are certain things we need a majority of all Board members. There are certain things you need a majority of those present. We are going to have to find out what that is because it is not going to be in the school code and it is not going to be in here. I don't know that answer.

Maryann Kovalewski - The only option is does anyone want to change their vote?

Wayne Brookhart - We can always take a motion and vote again if you would like to do that.

Maryann Kovalewski - I make a motion to vote again.

Donald Butz - I would like to find out what exactly what we just voted on before we do it again.

Maryann Kovalewski - We vote on basically dissolving the 12th Man.

Donald Butz - I know but if this means this vote is good or not.

Maryann Kovalewski - That is what we have to determine. If we refer to Robert's Rules.

Christy Monico - Is this the last thing we are doing this evening?

Larry Clausen - You have public comment.

Susy Wiegand - Summarizing executive session.

Maryann Kovalewski - I have Roberts Rules here.

Public Comment:

Jason Warner - Heartland vs. Wyoming Valley Conference.

Larry Massina - Are any other activity clubs booster organizations if discrepancies show up, are you going to do the same thing? You are going to throw them out?

Maryann Kovalewski - Yes, I will recommend the same thing. There are concerns with bookkeeping, there are concerns about alcohol purchases and there are concerns about startup money that has not been reconciled.

Donald Butz - My concern is they are blatantly trying to disobey the rules. We asked to have meetings in the school district.

Christy Monico - They did.

Jon Morell - It was defined as regular meetings.

Maryann Kovalewski - It's a matter of semantics. It's a question and answer session. It's not really a meeting because they are not going to take a vote.

Christy Monico - Can you please do what you are going to do so we can leave these poor people go home?

Donald Butz - I am ready to give a motion to adjourn if we are ready.

Maryann Kovalewski - We have to deal with this.

Christy Monico - I thought Mr. Brookhart said he was going to figure it out.

Wayne Brookhart - I will have to research this in the school code and policy about the amount of Board members that are needed to vote for the affirmative.

Summarization of Executive Session:

Susy Wiegand - We had an excessive session before our meeting. We discussed personnel and real estate.

Susy Wiegand - We are going to adjourn and do research on this.

Sandra Slavick - Is there a possibility of tabling it until the next meeting?

Maryann Kovalewski - We have already voted.

Wayne Brookhart - You already voted on. Anything you do now before the gavel goes you can still do if you want to undo anything, but as soon as the gavel is hit, that is it. As soon as you are adjourned, you are done. So, if you have any thoughts do it now.

Sandra Slavick - My thought would be, that we do our research and really look at the other clubs and their discrepancies.

Maryann Kovalewski - This is the most significant and that's why I am recommending it. If it were minor I would not take these lengths to bring it to the Board and if we did not have a pattern of behavior that goes back to 2001 and 2002 but now encompasses three different coaches. That is why I brought this to the Board.

Jon Morell - I can tell you with every audit, because I read through every one of them, every audit has the same thing. Checks that weren't double signed, reconciliations without back up.

Maryann Kovalewski - These were more significant. They are the only ones purchasing alcohol. If you refer to the Auditor General's Report, the Auditor General's say not a dime of public money should be spent on alcohol.

On a motion of Donald Butz, seconded by Larry Clausen we adjourn the meeting. Motion carried. All members voting "Aye." "Nay"- none and no abstentions.

Meeting adjourned at 8:55 p.m.

Janet K. Kovach, Secretary to the Board