

February 25, 2019

The combined work session/board meeting of the Berwick Area School Board was held on Monday, February 25, 2019, in the Line Street Administrative Office. The meeting was called to order at 7:02 p.m. by President, Mr. Donald Butz.

PRESENT: Mr. Donald Butz, Mrs. Susy Wiegand, 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, Mr. Gregory Michael, Mr. Randy Peters, Mr. Christopher Rivera, Mr. David Robbins, Mr. Patrick Sharkey, Mr. Frank Sheptock, Ms. Susan Swartz, Coach Curtin, Coach Warner, Coach Dipippa, Coach Scholla, Bette Gray, Ronald Robsock, Bruce Michael, Lisa Levan, Frank Levan, Henry Novicki, Jason Warner, Gary Pinterich, Gene Prebola, Malcom Plevyak, Donna Novicki, students, tax payers

Lord's Prayer

Flag Salute

Wayne Brookhart – Read Board Policy #903 Public Participation in Board Meetings

Reading of the Minutes:

On motion of Daniel McGann, seconded by Susy Wiegand, we dispense with the reading of the minutes of the previous meeting on January 14, 2019, 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: Approval

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

Recognition: Student Recognitions (Certificate given to each member)

Rifle: Coach Curtin - Hunter Bobersky (shot his 5,000th point this season)

Girls Volleyball: Coach Warner - Glorimar Guzman, Catherine Spencer

Girls Soccer: Coach Dipippa and Coach Scholla - Amber Koshinski, Emily Ouimet, Katy Starr, Kayla Fernandez, Emma Colone, Sarina Definnis, Renny Murphy, Abbie Seely, Dia Cruz

Field Hockey: Athletic Director Frank Sheptock - Hailey Stein

Golf: Athletic Director Frank Sheptock - Zach Evans

Football: Coach Sheptock - Jarret Groshek, Eric Montes, Owen Shoemaker, Michael Zalutko, Sullivan Slabinsky, Jake Seely, Teagan Wilk, Mason Laubach

Treasurer's report: Approval

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

Budgetary Transfers: Approval Pages 24-26

On motion of Keith Hess, seconded by 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" – Susy Wiegand, Daniel McGann, Maryann Kovalewski, Christy Monico, Sandra Slavick, Keith Hess, Larry Clausen, Jon Morell, Donald Butz

"Nays" – None

"Abstaining" – None

Motion carried.

Business – Renee Gomez

- Band uniforms and the request to do the fund raiser: I spoke with our auditors regarding the end of the year total value for the uniforms. The reproduction cost was the amount that I stated \$42,500. \$22,814 was put on our financials as of 6/30/2018. I know the question came up regarding doing an accelerated depreciation. The auditors do not recommend that. It would just be adjusted on our entity wide financials and our AFR at the end of this present school year when we close out our financials. We can notate that information, that change in our uniforms and what was happening with them because we were purchasing new uniforms in the new school year and all that can be discussed in the management discussion analysis that the district provides which is in our overall financials. So at the present time, the request is still out there from the band boosters if they would be able to move forward regarding that fundraiser so it is something to consider.
- 12th Man account: the statement was provided in your packets regarding the account being closed. A grand total of \$13,196 was sent to the Foundation, which was confirmed through the Foundation and their statements that they received that for the scholarships to close out the account.

Superintendent's Report – Wayne Brookhart

- We now have missed seven days due to weather conditions. We have five added to the end of the school year. Graduation is tentatively scheduled for June 7. We have always tried to protect that date and not move it back. We have been able to do that every year

since I have been here, the last twelve years except I think one we had to adjust. Hopefully, we can stay with what we did. We have April 18th, 19th and 22nd currently scheduled as days off for the students. We'll need to discuss some options tonight or in March. The options we really have are taking April 18th and 22nd or adding to the end of the year or we have the option of Act 80 days which we did last year. We don't need a discussion tonight. I just wanted to put it out there so you are aware of the fact. At the next meeting, we will need to tell the community what we plan to do. We don't know what the rest of the winter and spring holds.

Jon Morell - Delay it and see what the next three weeks hold.

Wayne Brookhart - March meeting?

Board verbalized - Yes.

- Governor Wolf is proposing a significant increase in education funding. Part of that proposal would include raising the minimum teacher salary to \$45,000 a year. We would receive an increase of approximately \$268,000 under his proposal to move everyone up to \$45,000 or more. Some details are pending such as who pays the PSERS, the pension on that, Social Security and Medicare and what happens to the rest of the scale. We don't have a lot of details with Governor Wolf's proposal. I wanted to put that out there and the Budget Committee obviously should be aware. We are also seeing proposals of additional funding not only to be basic education funding but also special education.
- We have two policies for consideration tonight.

Wendy Kupsky - They just need to be updated. We have had the policies but they need to be revised a little bit. Child Abuse which includes training of all personnel including custodial, teachers and cafeteria workers on the mandated reporter piece of it.

Wayne Brookhart - We have done that training and we probably should have done the update on the policy sooner but we have done the training.

Wendy Kupsky - We are not negligent on meeting the policy. The other policy is suicide prevention which we have a policy. It is just being updated. We have already addressed as well over the past several years of providing training to all of the staff, looking at the warning signs and being able to provide support for that. We have SAP teams at each of the grade levels.
- Mr. Croop has been meeting with the Local Advisory Committee (LAC) regarding the possible addition of two courses next year.

Robert Croop - We have two that are already up and running. Management accounting and we are looking to criminal justice next year. We just had a meeting with the LAC tonight. The open window with the CATS. I will have that done I believe by May 1st is the deadline and we will get that approved.
- Mr. Sheptock will provide a brief summary of the progress of our winter sports teams/individuals who are still competing.

Frank Sheptock - Girls basketball continues to play. They play tomorrow night at Pittston. Wrestling, we had JJ Snyder advance to the regional tournament. He came in second in the AAA wrestling tournament this past weekend. Our district swimmers will participate this weekend. We sent 24 to the qualifying times. Rifle and Bowling has made it as far as they can go. Their seasons have just ended. Spring sports practice begins on March 4th. Baseball, softball and boys volleyball have all been doing open gyms. We

hosted four PIAA games on Saturday. I met with Mr. Victor about continuing to host games for playoffs.

- Mrs. Bette Gray is here with a proposal for the district to consider.
Bette Gray - Kick the Sweet project. Designed to be able to kick a ton of sugar out of the Berwick community. 192,000 teaspoons of sugar I am hoping to kick. The campaign will be run from March 4th to May 4th. There will be a pre-weight/pre-survey, simple log, then a post-weight/post survey. For anyone interested, registration is from today until March 3rd. You can register by contacting Bette Grey or by cell phone. Bette will be at Beyond the Blend on Saturday, March 2nd from 10:00 a.m.-2:00 p.m. Berwick Hospital will be hosting a 9-noon event. The goal is to improve the health of the community and bring unity to the community. There are prizes associated with it. I got a grant from the Central Susquehanna Community Foundation.
Wendy Kupsky - Mike Bennett from our wellness committee is going to reach out.
Wayne Brookhart - Ok to proceed with the wellness community?
Board verbalized yes.
- Kindergarten registration will take place over the next few weeks. Our enrollment has been down fairly consistently. We are starting to look at graduating classes coming through all below 200 probably for the next several years. We have one relatively large class. That is the current sophomore class. We are looking at less than 200 probably for the next decade or so. We are seeing kindergarten generally come in at 210-230, by the time they are in high school, we send 40-45 to Vo-Tech each year. That is what leads to the graduating classes as they are. We are doing the things we need to do to adjust as our enrollment goes down.
- We are proposing a retirement incentive proposal for professional and support staff this evening.
- A report came out last week summarizing significant losses to the enrollment figures of universities in the PA State System. They are also proposing a retirement package at the State level to lower staffing costs to meet the decline in enrollment figures.
- We have been recipient of a request to involve ourselves more in the crossing guard selection and all the personnel actions that go with crossing guards. We do not employ crossing guards. They are not approved through the retirement system with the State. They are employed by the Borough. We have an agreement here with Salem with their police. All the crossing guards that you see at the Berwick schools are all hired by the borough. They are called by the borough. That agreement has always worked well but it does put quite a strain on them. They have not proposed to move the employees to us but they would rather have us involved in the selection and calling of some of the personnel actions that take so much time away from the people down at the borough hall. We would like to engage in some discussion with Chief Strish and possibly the Mayor and see if we can reach some kind of an agreement so it will take some of that burden off of them. They are very important to us. We need the crossing guards and I know it is a strain on them. Hopefully we can do something to work together and collaborate to make this work.

Public Comment on Agenda Items: None

General:

- G-1 Approval to change the District’s Group Term Life Insurance provider from Reliance Standard, administered by the Central Susquehanna Region School Employee’s Health and Welfare Trust, to Mutual of Omaha. (enc.)
(ROLL CALL VOTE)**

On motion of Keith Hess, seconded by Daniel McGann, we approve to change the District’s Group Term Life Insurance provider from Reliance Standard, administered by the Central Susquehanna Region School Employee’s Health and Welfare Trust, to Mutual of Omaha.

Daniel McGann - The reason we are doing this is to get the exact same coverage for about \$4,000 a year less.

Renee Gomez - That is correct.

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

“Nays” – None

“Abstaining” – None

Motion carried.

Approve Items G-2 through G-19 With One Motion

- G-2 Approval to retain Brewer & Company, LLP as the independent auditors for the real estate tax of the district for the 2018 calendar year ending December 31, 2018. This audit will begin on approximately September 15, 2019 and will be reported no later than October 31, 2019. The total cost is not to exceed \$7,100. (enc.)**
- G-3 Approval for Robert Croop to electronically sign for grants with the Pennsylvania Department of Education (PDE), specifically the PA Smart Grant. (enc.)**
- G-4 Approval to accept a donation from Joseph and Ann DeMelfi in the amount of \$100 for the 2018-2019 Football banquet.**
- G-5 Approval to accept a donation from Linda Nagle in the amount of \$500 for the 2018-2019 Football banquet.**
- G-6 Approval to accept a donation from Ronald Robsock in the amount of \$2,000 for the 2018-2019 Football banquet.**
- G-7 Approval to accept a donation from Atlantic Broadband in the amount of \$350 for the 2018-2019 Football banquet.**

- G-8 Approval to accept a donation from an anonymous donor in the amount of \$1,330 for the 2018-2019 Football banquet.**
- G-9 Approval to accept a donation from an anonymous donor in the amount of \$500 for the 2018-2019 Football banquet.**
- G-10 Approval to accept a donation from Molly Kern in the amount of \$100 for the 2018-2019 Football banquet.**
- G-11 Approval to accept a \$200 donation from First Keystone Bank for Odyssey of the Mind.**
- G-12 Approval to accept \$100 from Thomas and Cynthia James for the High School Musical.**
- G-13 Approval to accept \$100 from Dalo's Inc. for the High School Musical.**
- G-14 Approval to accept \$100 from the Berwick YMCA for the High School Musical.**
- G-15 Approval to accept \$100 from Knorr Hauling Inc. for the High School Musical.**
- G-16 Approval to accept \$100 from First Columbia for the High School Musical.**
- G-17 Approval to accept \$100 from The Medicine Shoppe for the High School Musical.**
- G-18 Approval to accept \$100 from Martz Technologies for the High School Musical.**
- G-19 Approval of the first reading of the following policies:
(enc.)**
- | | |
|------------|---|
| 806 | Child Abuse |
| 819 | Suicide Awareness, Prevention and Response |

On a motion of Larry Clausen, seconded by Maryann Kovalewski, we approve Items G-2 through G-19 with one motion. Motion carried. All members voting "Aye." "Nay"- none and no abstentions.

Wayne Brookhart - Thanked all the donors.

Budget & Finance:

- BF-1 Approval of the Central Susquehanna Intermediate Unit General Operating Budget for the 2019-2020 school term. Berwick Area School District's estimated share is \$18,984. (enc.) (ROLL CALL VOTE)**

On a motion of Daniel McGann, seconded by Christy Monico and Keith Hess, we approve the Central Susquehanna Intermediate Unit General Operating Budget for the 2019-2020 school term. Berwick Area School District's estimated share is \$18,984.

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

Motion carried.

Wayne Brookhart - Over the last decade or so, we have reduced our commitment to the CSIU from nearly a million dollars down to about \$18,000. We have really streamlined our operations and still provided the same service for our students.

Daniel McGann - The amount is only charged if we use their services. We don't get charged if we don't use them.

Wayne Brookhart - That is one of the benefits of our IU. You pay for what you use.

Wayne Brookhart - Next month, we will have Vo-tech budget.

Transportation:

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

T-1 Approval of John Dougherty as bus driver for Fishing Creek Transportation for the remainder of the 2018-2019 school term.

T-2 Approval of John Talanca as bus driver for Bower Bus Company for the remainder of the 2018-2019 school term.

On a motion of Jon Morell, seconded by Daniel McGann, 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-16 With One Motion

P-1 Approval to hire Carina Arcentales as part-time paraeducator. Compensation will be at the rate of \$12.96 per hour and will be paid using Access funds. (enc.)

P-2 Approval to accept the resignation of Jamie Walker as exclusive district substitute teacher, effective February 1, 2019. (enc.)

P-3 Approval to remove the following from payroll, as they no longer work for the district:

**Makayla Force
Madeline Hess
Emily Levan**

**Mitchell Martin
Kristopher Hock**

**Rebecca Decker
Hailey Stein**

- P-4 Approval for employee #751 to take unpaid days from February 27, 2019 through March 25, 2019. (enc.)**
- P-5 Approval to add Anthony Gresoi to the day to day substitute teacher list, pending receipt of appropriate paperwork. Compensation will be at the rate of \$12.10 per hour.**
- P-6 Approval of the list of spring coaches for the 2018-2019 sports season, pending receipt of appropriate paperwork. The stipend will be paid consistent with the 2018-2019 budget. (enc.)**
- P-7 Approval to accept with regret the retirement of the following personnel: (enc.)**
- Julie Hartenbach, effective at the end of the 2018-2019 school year
Laura Powell, effective at the end of the 2018-2019 school year**
- P-8 Approval of the following Odyssey of the Mind Regional coaches and judges for the 2018-2019 school term.**
- Coach: Anne Decker
Judges: Pavan Gadam, Dione Soboleski, Valerie Anderson
*Compensation for the above listed will be at a stipend of \$150.00 each.***
- Unpaid Positions:
Assistant Coaches: Jennifer Hestor, Emily Scranton**
- P-9 Approval of Shawn Sheptock as Volunteer Football Assistant for remainder of the 2018-19 school year.**
- P-10 Approval to hire Hayley Brown as part-time paraeducator. Compensation will be at the rate of \$13.36 per hour.**
- P-11 Approval to change the status of Kimberly Grasley from part-time paraeducator to substitute paraeducator, effective February 25, 2019. Compensation will be at the rate of \$8.72 per hour. (enc.)**
- P-12 Approval to hire Casey Davenport as maintenance worker, pending receipt of appropriate paperwork. Compensation will be at the rate of \$14.25 per hour.**
- P-13 Approval to accept the resignation of David Slavick as day to day substitute teacher, effective January 7, 2019. (enc.)**

- P-14 Approval to add Jillian Zanoline to the day to day substitute teacher list. Compensation will be at the rate of \$12.10 per hour.**
- P-15 Approval to accept the resignation of Thomas Gilroy as assistant Boys Basketball coach, effective immediately. (enc.)**
- P-16 Approval for employee #1013 to take intermittent Family Medical Leave (FMLA) from February 26, 2019 through to the remainder of the 2018-2019 school year. (enc.)**

On a motion of Keith Hess, seconded by Daniel McGann, we approve Items P-1 through P-16 with one motion. Motion carried. All members voting “Aye except Maryann Kovalewski on P-6.” “Nay”- none and Maryann Kovalewski abstained on P-6.

P-17 Approval of the following resolution for the Early Retirement Incentive Program for professional employees for the 2018-2019 school year.

Be it resolved that effective immediately, in addition to any retirement package included in the current collective bargaining agreement covering the Professional Employees of the Berwick Area School District, the Board shall establish the following Early Retirement Incentive Program effective for the 2018-2019 school year only:

Full time Professional Employees who are employed by the District and who will have reached the age of 55 years or will have attained twenty-five (25) or more years of credited teaching service so as to be eligible for early or normal retirement under the Public School Employees Retirement System (PSERS) at the time of their retirement, and who will have completed a minimum of 10 years of full-time service with the District at the time of their retirement, may by no later than March 12, 2019, submit a letter addressed to the Superintendent indicating that they irrevocably terminate their employment with the District as of the last day of the 2018-2019 school year (June 2019) and shall so retire thereafter so as to be eligible to receive the benefits set forth under this Incentive Program.

Specifically, eligible Professional Employees who timely submit their requests by March 12, 2019, irrevocably terminate their employment effective as of June 30, 2019 and actually retire thereafter shall be entitled to receive ½ of their incentive payment during the month of July 2019 and the remaining ½ by the first week of January 2020. The amount of each payment shall be \$19,500.00, into a 403b or 457 annuity plan.

The Board expressly reserves the right to rescind this Program should less than thirteen (13) eligible Professional Employees submit such requests under this Incentive Program. Should the District choose to rescind this Program on that basis, it shall do so by no later than March 18, 2019. In that event of a rescission by the Board, all Professional Employees who have submitted letters of retirement pursuant to this Program shall be given the opportunity to rescind their retirement letters without prejudice.

This Incentive Program will expire automatically at the conclusion of the 2018-2019 school year. At the conclusion of the Collective Bargaining Agreement between the Berwick Area School District and Berwick Area Education Association, August 14, 2020, retirement option one, the grandfathered option, will be eliminated from the next Collective Bargaining Agreement.

We hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Board at a meeting thereof duly and legally held on the 25th of February, 2019.

On a motion of Sandra Slavick, seconded by Maryann Kovalewski, we approve the above listed resolution for the Early Retirement Incentive Program for professional employees for the 2018-2019 school year.

Wayne Brookhart - The key from the position of the district is we are once again looking at reductions through attrition based upon this. We are also very much in need of the union's agreement to eliminate option 1 which they have indicated to me that they would do in the contract. It was something that was negotiated more than 25 years ago and at that time it was not seen as a fairly inconsequential benefit. It remains in the contract. We have done things to grandfather people and try to move it and change it so it wasn't so costly to the district. This would eliminate that option which we feel is beneficial and important.

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

"Nays" – None

"Abstaining" – None

Motion carried.

Wayne Brookhart - The second one would be a modification for support staff and it would be in an amount of \$11,000 with the same deadline.

Renee Gomez - And seven employees.

P-18 Approval of the following resolution for the Early Retirement Incentive Program for non-professional employees for the 2018-2019 school year.

Be it resolved that effective immediately, in addition to any retirement package included in Board Policy #549 covering the non-professional employees (specific positions listed below) of the Berwick Area School District, the Board shall establish the following Early Retirement Incentive Program effective for the 2018-2019 school year only:

Full time employees employed as Support Employees (Secretaries, Technology, Health Techs, Cafeteria, Custodial and Maintenance) who will have reached the age of 55 years or will have attained years of service so as to be eligible for early or normal retirement under the Public School Employees Retirement System (PSERS) at the time of their retirement, and who will have completed a minimum of 20 years of full-time service with the District at the time of their

retirement, may by no later than March 12, 2019, submit a letter addressed to the Superintendent indicating that they irrevocably terminate their employment with the District as of the last day of the 2018-2019 school year (June 2019) and shall so retire thereafter so as to be eligible to receive the benefits set forth under this Incentive Program.

Specifically, eligible Secretaries, Custodial staff and/or Maintenance staff who timely submit their requests by March 12, 2019, irrevocably terminate their employment effective as of June 30, 2019 and actually retire thereafter shall be entitled to receive a one-time incentive payment of \$11,000.00 to be deposited by the District into a 403b or 457 plan established by the District during the month of July 2019.

The Board expressly reserves the right to rescind this Program should less than seven (7) eligible Employees submit such requests under this Incentive Program. Should the District choose to rescind this Program on that basis, it shall do so by no later than March 18, 2019. In that event of a rescission by the Board, all Non-Professional Employees who have submitted letters of retirement pursuant to this Program shall be given the opportunity to rescind their retirement letters without prejudice.

This Incentive Program will expire automatically at the conclusion of the 2018-2019 school year.

We hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Board at a meeting thereof duly and legally held on the 25th of February, 2019.

On a motion of Daniel McGann, seconded by Keith Hess, we approve the above listed resolution for the Early Retirement Incentive Program for non-professional employees for the 2018-2019 school year.

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

"Nays" – None

"Abstaining" – None

Motion carried.

P-19 Approval of the modification of the initial resolution for the Early Retirement Incentive Program for administrative employees/Act 93 for the 2018-2019 school year.

Be it resolved that effective immediately, in addition to any retirement package included in Administrative Compensation Plan (Act 93 Plan) covering the administrative employees of the Berwick Area School District, the Board shall establish the following Early Retirement Incentive Program effective for the 2018-2019 school year only:

Full time Administrative employees employed by the District who will have reached the age of 55 years or will have attained years of service so as to be eligible for early or normal retirement

under the Public School Employees Retirement System (PSERS) at the time of their retirement, and who will have completed a minimum of 10 years of full-time service with the District at the time of their retirement, may by no later than March 12, 2019, submit a letter addressed to the Superintendent indicating that they irrevocably terminate their employment with the District as of the last day of 2019 (December 31, 2019) and shall so retire thereafter so as to be eligible to receive the benefits set forth under this Incentive Program.

Specifically, eligible Administrative employees who timely submit their requests by March 12, 2019, irrevocably terminate their employment effective as of December 31, 2019 and actually retire thereafter shall be entitled to receive a one-time incentive payment of \$39,000 to be deposited by the District into a 403(b) or 457 plan established by the District during the month of January 2020.

This Incentive Program will expire automatically at the conclusion of the 2018-2019 school year.

We hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Board at a meeting thereof duly and legally held on the 25th of February, 2019.

On a motion of Daniel McGann, seconded by Jon Morell, we approve the above listed resolution for the Early Retirement Incentive Program for administrative employees/Act 93 for the 2018-2019 school year.

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

Motion carried.

Wayne Brookhart - It is not always easy to put incentives out there like this. There are a lot of philosophical positions on this type of thing. We are a district that has reduced about 40 professional staff positions over the last decade or so. We have not raised taxes in 12-13 years. I think we have managed our finances well. We have built a new building, done lots of improvements around the district. We feel in the end this is going to be revenue beneficial to the district, even though it is a short term pay out through some of the attritional cuts right sizing ourselves. That is why we are putting that out there.

Daniel McGann - And there won't be any adverse impact on the education?

Wayne Brookhart - We have had a National Blue Ribbon School. We have had two AP awards from the College Board. We are one of the top 100 high schools in Pennsylvania. Our methods and procedures here withstood the test of time.

Reports:

Committee Reports:

Academic Affairs – Maryann Kovalewski

- No meeting because of the snow cancellation. We will be meeting next week.

Athletic Committee – Larry Clausen

- We did not meet in February.

Budget Committee – Keith Hess

- We met February 4th. We discussed the preliminary budget, discussed staffing which resulted in the proposal tonight. We discussed the group term life insurance which is G-1 on the agenda tonight. We are going to do a request for proposal for debt service to reduce our balloon payment coming up and to get the best deal for the district and the tax payers. Our next meeting right now is tentatively before the March 18th board meeting.

Buildings and Grounds Committee – Susy Wiegand

- We just met. We went through projects. We are moving forward with the Nescopeck Renovation. We are looking at the Gateway House. We have a capital project list. We try to prioritize. It looks like the middle school roof is number one. We went over all the buildings.

Jon Morell – I noticed some staking with flags on them at Orange Street.

Ben Culver - It is for grading in the beginning for erosion control.

Daniel McGann - Has the roofing efforts at Nescopeck had a positive effect. Is it done yet?

Ben Culver -Yes, we finished up December 15th. It was a very successful project.

Christopher Rivera - There is only one existing leak by a drain that wasn't actually part of the roofing project. It is our drain and we are going to get that buttoned up. It is not in a classroom. It is on a side closet.

Christy Monico - And you did it under budget?

Ben Culver - Correct.

CSIU – Daniel McGann

- General operating budget that was the only item of significance in January. The February meeting was cancelled because of the weather. There were only routine items and they will be handled by the Executive Committee of the Board down there.

Vo-tech – Keith Hess

There were two meetings since our last board meeting due to the weather. Those meetings we approved 2019-2020 school calendar. We have since passed the budget which is a net overall increase of 5%. Ours is 2.5% which brings us to \$1,855,000. Our contribution percentage for tuition is 26.755%. That is based on enrollment. Back in the January meeting, the JOC has been discussed widely, locally whether to go with the comprehensive model or the half day. The JOC took a vote to endorse the comprehensive model which is currently the model they had in place in the last 50 years. That vote did pass 10-1. The last meeting we had last week was we got some figures for the capital project. An email was sent by Keith Hess to the Berwick Area Board members from the Architect. Right now based upon the most current real estate tax market values, Berwick shared a project, any project that is taken on is 19.39%. It is less than what our tuition percentage is. Right now looking at option 1 is a little over 16.8 million, option 2 is 24 million, option 3 is 33.9 million and there is a hybrid option that they offered which reduces square footage and doesn't have the cohesion that some of the programs that they discussed

previously. That is 28.98 million. Also to let everyone know, that does not include any equipment. This is preliminary. At the JOC, we wanted to come up with a plan to see which option each district would support. We need to know that by the next JOC meeting, which is March 19th. I suggest that on the 18th we do the vote. That way, it gives everyone time to read over everything, ask any questions. Mr. Bacher and the Architect will be here at the March 18th meeting.

Maryann Kovalewski -They have established some new programs I believe over the course of a few years like Mechatronics.

Old Business: None

New Business:

On a motion of Daniel McGann, seconded by Susy Wiegand, we approve to change the March meeting from March 11th to March 18th at 7:00 p.m. at the Administrative Office, Line Street. Motion carried. All members voting “Aye.” “Nay”- none and no abstentions.

Wayne Brookhart - Many years ago we rented or one time got a deal for nothing. We had a very amicable agreement. Eventually we talked about taking over the field. We did purchase it. After we purchased the field from North Berwick Baseball Association, we bid out whether to turf it or sod it. The sod was \$900,000. The turf was \$1.3 million.

We did turf the field. We replaced fencing and dug outs. We built a beautiful complex. It is one of the nicest in the State if not the nicest in the State. We followed that shortly thereafter with a concession stand and it also has storage to it. It cost us nearly \$400,000. In doing that, we knew we were creating equity between softball and baseball. An equity falls under Title IX which is federal legislation. We talked about going back 3,4, 5 years in varies committees, buildings and grounds, budget, public board meetings. At some point we knew that this was going to need to be addressed. Several years ago, the law in Title IX changed that the public schools needed to put a Title IX report on our website. A couple of days after that happened we received a letter from an attorney saying we are watching your Title IX compliance. We think it is not because of anything that Berwick had done but he was trolling web sites because of the new legislation but it certainly got our attention. Title IX doesn't necessarily say you need to be in compliance at every minute. It says you always need a plan to move towards it to have equity among your student body in the opportunities that are provided in athletics. That is where we got to where we are now. At the softball field, we put dug outs in, fencing, scoreboard, in-field was redone. The last piece of that was the concession stand, the restrooms, the storage area which they just don't have.

Benton Culver - Back in August, we did put this project out to bid. The bid came in at \$330,000 just to do the building at the softball field. I think the idea is a lot of people are stuck on \$150,000 number. It came in at \$330,000. We had 8 bids. None of the bids were local. After we presented this for bids, we got a call from the borough that they were going to hold our permits. They required land development, ADA pathway, ADA parking lot. There was a number of things they wanted to do. The problem is this is not what we had to pay for a building but architectural fees, engineering fees, attorney fees if it would be put in front of a zoning board. It's not that we want to take this project and say we don't want to do anything down there, but at this time we are dealing with situations we have not dealt with in the past. We have been given

the flexibility to do buildings down there and do dug-outs down there. Since then things have changed and presenting this opportunity at the baseball field. It's Title IX right away. Saves money. It is 100% safe.

Wayne Brookhart - You got the certification from the PIAA as well.

Benton Culver - Correct. I talked to the Associate Director of PIAA and was all in on this.

Thought it was a great idea. I talked to the head of softball at PIAA as well and agreed. I met with our Chapter President for District II at the field as well. I have done as much as I possibly can and communicated to as many people as I possibly could to ensure of doing the right thing for both the boys and the girls at this field. The biggest thing we are doing to the field is removing the mound. Moving the mound out and putting in a portable mound. The portable mound is going to be turf with a clay center. Kids are going to be throwing on clay in the bullpens. I don't want to change that, put them on turf in the fields. They will be throwing live on clay as well. Lines are going to be changed; painted on by a contractor. At the bases, there will be a 2"x2" post put into the ground. When softball is done, we take everything off and put a plug in with turf on top that goes even with the field. We bought a fence called Sport a Fence which is currently used in Division 1 Women's World Series, Junior Collegiate World Series, Pan American Games. It is 10 foot sections, 6 foot high with a safety rail on top of it. It's all connected on wheels, hook it up to our tractor and pull it off to the side of the field, pull it on the field for the game.

Wayne Brookhart - We do not plan to abandon the softball field.

Benton Culver - I plan on approaching that same way I did before like this year and years past. We are going to maintain it, line it and groom it. We are going to do everything that we have done in the past just as we would if the field were there. If they want to go down and practice, they can go down and practice. Junior High games will be there. It's still available. We are not getting rid of anything.

Wayne Brookhart - We are not doing this until after the season.

Benton Culver - Correct. I talked to the contractor and we are going to push everything off until May at this time. Depending on schedules with what we do with legion North Berwick ball. We are going to make sure we don't bother any other sports. It takes two weeks to do the field. We will be in and out and won't bother too many people. We want to make sure it doesn't interfere with too much.

Wayne Brookhart - We have also had discussions about lights there. We talked about it with buildings and grounds. It came up with the Athletic Committee at one point as well. We obviously will run into daylight issues with sports in the Spring and in the Fall that are outdoors. Lights have been discussed and they certainly solve a lot of problems. There is an expense involved. I think you can put lights there and the money that we are using to convert and still be lower than the number we spend down at the softball field if we went through for the full project. I don't know that for sure because we have not bid it out. I was here when we did light at Crispin and they cost \$239,000. That was about 10 years ago. If we did do that, we would have the best complex in Pennsylvania.

Jon Morell - We would have to open that for a community discussion because of the lights.

Wayne Brookhart - Maybe some ordinance issues we would need to deal with the borough. I think it is still a consideration.

Public Comment:

Bruce Michael - Vice President Berwick Little League (statement was read)

“The Berwick Area Little League knows you have some decisions to make regarding the Berwick High School Baseball and Berwick High School Softball programs for both junior and senior high. Although the Little League Board has varying opinions in the direction being taken, the 18 of us remain united and undivided about helping the school district and its players as much as possible to meet schedules, particularly in the Junior High schedule. Although we have an inter-league program consisting of 12 or 13 teams, we feel confident that with two fields we should be able to assist you should you encounter a backup in scheduling due to weather or other unseen conflicts. Most of the young, both past and present, in the Junior and Senior Program have come through the Berwick Area Little League. We feel compelled to help them along their way. All we ask is what you list our fields as potential playing fields on your facilities insurance as you have in the past. This helps cover your players during time of use. We thank you for your time, and we respectfully ask that this statement be entered into tonight’s minutes.”

Wayne Brookhart - Thank you. We really appreciate your support. We always attempted to open our doors to a youth group that wants to use our facility and we always appreciate when that is returned. That is greatly appreciated.

Lisa Levan - Questioned how the district was going to handle the baseball practices.

Frank Sheptock - The only team other than the boys varsity that would place there would be softball. The only way that they would be able to practice would be after the game. When you look at the schedule that only happens twice in the season when the softball has a game and the boys have a game the next day. It wasn’t an everyday problem. It would be an ongoing issue until the daylight became not a problem.

Wayne Brookhart - The baseball team also has the option of practicing at several places for everything except live batting practice. Coach Pinterich, is that correct? You can in field, you can throw. You can do anything at Crispin. You can do it out at Salem. You play on turf. Those are turf fields.

Coach Pinterich - You can do it in the parking lots.

Wayne Brookhart - Mr. Sheptock, you said twice that this would be a conflict? We are not doing this until after the season. It will not be this year and we may have the lights to solve that problem but we don’t know that. It certainly is a topic for discussion.

Wayne Brookhart - You have had discussions with Coach Pinterich?

Frank Sheptock - Yes. Talked to the baseball and softball coaches and trying to be creative with practice time.

Christy Monico - Mr. Culver, can you get some estimates on lighting by May just to see where we stand at?

Benton Culver - Absolutely.

Frank Levan - Questions about the building for the girls softball field and the roll away field.

Benton Culver - Size, a little over 1,000 square feet. Wood framing, metal siding. ADA requires a pathway from the building to the parking lot. There are two bathrooms, concession area, and mechanical and storage area. The price came from eight bids that we put out for bidding as required by law. The fence is looking to go on the side of the baseball field where we will pull that off on the right hand side of the grass. I have spoken with all PIAA members and that is legal to do. On the field and off the field. As far as sporting events, I do not ask any students to

help with this at all. Some of the coaches are fantastic and offer to help and we appreciate it but I would never make a change and ask the student athletes to help us do anything. Absolutely not. Henry Novicki - Questions about college teams coming in to use the field and the plugs in the field. Comment of turf vs. grass fields.

Wayne Brookhart - We would love to rent to college teams as long as they don't take the place of the time that our teams want.

Benton Culver - College teams use that type of mound right now.

Wayne Brookhart - We had the assistant executive director of the PIAA come in and authorize the field. That makes me feel confident.

Jason Warner - Talked about Title IX, lights and practice times.

Gary Pinterich - Questions about the portable fence and the permanent fence.

Gene Prebola - Questions about marking of the turf field and making modification to the girls' field for the boys to be able to use it. .

Malcom Plevyak - Talked about the Moxie Freedom Plant, the pig farm and sewage system.

Wayne Brookhart - We did do water testing at Salem, at the Middle and High School and we have not found any change in our water since you first made the claim. I do smell it when I come in here in the morning. I am not going to deny that. I have not had complaints during the day from anyone in the district and I have not for several years. If the Board chooses to enter into this, that is fine. There is an expense to that. We are not seeing a detrimental impact on the school district. We have chosen not to enter into litigation unless we find an impact on our kids. We are not seeing that. We are going to do lead testing now because of the State. If anybody with the Board has a path that they want to go with this, I just wanted to make sure that information is out there. We know there is an expense involved with this and for us to take on that cost we would have to see something detrimental to the district and right now we don't have anything.

Donna Novicki – Title IX varsity baseball and softball

Wayne Brookhart - It applies to students, college athletes, high school and sexual harassment. It covers participants and facilities. It's huge. I can't cover everything. We do not believe that the junior high softball will be out of compliance with Title IX. The movement for Title IX is moving the girls' softball to the North Berwick Complex. That is the equity. Both boys and girls will have access to that. We have already upgraded the softball field.

Summarization of Executive Session:

Wayne Brookhart - Three personnel issues and one contract negotiation.

On a motion of Keith Hess, seconded by Maryann Kovalewski we adjourn the meeting. Motion carried. All members voting "Aye." "Nay"- none and no abstentions.

Meeting adjourned at 8:20 p.m.

Janet K. Kovach, Secretary to the Board