

February 10, 2020

The combined work session/board meeting of the Berwick Area School Board was held on Monday, February 10, 2020, in the Line Street Administrative Office. The meeting was called to order at 7:10 p.m. by President, Mrs. Susy Wiegand.

PRESENT: Mrs. Susy Wiegand, Mr. Keith Hess, Ms. Carol Bodwalk, Mrs. Maryann Kovalewski, Mr. Jon Morell, Mrs. Brenda Post, Mr. Ronald Robsock, Mrs. Sandra Slavick

ABSENT: Mr. Joseph DeMelfi

Also **PRESENT:** Mr. Wayne Brookhart, Ms. Renee Gomez, Attorney Bull, Mr. Robert Croop, Mr. Benton Culver, Mrs. Pamela Hegland, Mrs. Janet Kovach, Mrs. Wendy Kupsy, Mrs. Jennifer McHale, Mr. Gregory Michael, Ms. Amy Melchiorre, Mr. Joseph "Bo" Orlando, Mr. Patrick Sharkey, Ms. Jill Shipman, Mr. Nick Pajovich, Mrs. Tanya Cleaver, Mr. Mark Spaid, Ms. Leoma Bankes, Ms. Lori Frey, Ms. Susan Swartz, tax payers

Lord's Prayer

Flag Salute

Nick Pajovich, Chief Executive Officer for the Berwick YMCA, publicly thanked the Berwick Area School District and School Board. He presented a lock set from the door of the original Berwick High School. BHS is on the knob.

Reading of the Minutes:

On motion of Keith Hess, seconded by Maryann Kovalewski and Jon Morell, we dispense with the reading of the minutes of the previous meeting on January 13, 2020 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:

On motion of Keith Hess, seconded by Jon Morell, 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

On motion of Keith Hess, seconded by Jon Morell, we approve the budgetary transfers as presented, pages 25-27. Motion carried. All members voting "Aye". "Nay" - None and no abstentions.

Presentation of the Bills:

On motion of Keith Hess, seconded by Ronald Robsock, we pay the bills as listed.

ROLL CALL VOTE: “Ayes” – Carol Bodwalk, Sandra Slavick, Maryann Kovalowski, Ronald Robsock, Brenda Post, Keith Hess, Jon Morell, Susy Wiegand
 “Nays” – None
 “Abstaining” – None

Motion carried.

Business: Renee Gomez

- We issued the RFP for Food Services that is required by PDE. Monday was the second run date, as we are required to run three ads a week apart. In the near future, we will be having different food service vendors come into the facilities and submit proposals for your further consideration, probably about April.
- In addition, I just want to make an announcement that the tax collector for Hollenback Township has resigned her position as of December 31, 2019. Her name was Julie Hart. Her replacement is Barbie Smith. She is the new Hollenback Township tax collector.
- Adjustment to the policy for retirement compensation for support employees. This is for support employees only. That is an agenda item. When we get to that item, let me know if you have any questions.

Superintendent’s Report: Wayne Brookhart

- The Governor delivered his budget address last week. The focus of his budget as it relates to public school funding is an overhaul of charter school legislation, which is more than 20 years old. The Governor claims his proposal will save traditional public schools more than \$280 million through a revised payment formula.
- Charter School Legislation is over 20 years old. It goes back to 1997. Charter Schools are approved by local school boards. If they are turned down, there is an appeal board in Harrisburg for the charter schools. We did have an application back in 2007/2008, which we rejected and it didn’t make it through the appeal process so we do not have that brick and mortar charter.
- Cyber Charters are approved at the State level. We have no jurisdiction over those. Those are the ones that are really, I think, under fire by the Superintendents. The only brick and mortar charter in this region is Bear Creek up in Wilkes Barre. That is the focus of the Governor’s efforts, over the next few months, on behalf of public schools.
- Our spring musical on the weekend of the 20th of March is more than half sold out for the weekend. We are going to run a lot of our ads with WHLM. They give us ads for putting our football games on the radio. We will run them over the next two weeks. All purchases are online.
- Nationwide teacher shortage are being felt in all content areas, but most commonly in math or science. The Press Enterprise had a very informative story today regarding the challenges facing the Pennsylvania State College System and its new Chancellor. The State College System is down, significantly out of teacher certifications that are granted. They are looking at some wholesale changes.
- The Athletic Committee and Administration continue to discuss our Conference Affiliation. Berwick was a Charter Member of the Academic Coalition of the Heartland, which consisted of 25 schools in a Central Susquehanna Partnership and a Lycoming

County Partnership. That goes back to 2006. Since then, Montgomery, Sullivan County, Benton, Millville and Muncy left the Heartland. South Williamsport will leave in the next cycle. Williamsport is a partial member. Central Mountain was added a few years ago. All schools in the CSIU are now in P-HAC Athletics with the exception of Berwick, Line Mountain, Benton and Millville.

Public Comment on Agenda Items:

Tanya Cleaver - Clarification of the wording for EC-1. If this is approved, does that mean we move forward as a booster club and are able to fundraise?

Susy Wiegand - Yes. We apologize for not approving it the last time. We went ahead and allowed the group to move forward because we needed to move forward. It was our fault because we needed to go over our policy itself, not necessarily yours. We went with a revision. Everything is good now.

Wayne Brookhart - I would not read anything into the wording.

General:

Approve Items G-1 through G-3 With One Motion

G-1 Approval of the revision to Policy # 549 Retirement Compensation. (enc.)

G-2 Approval of the Radiological Emergency Response Plan. (Copy is available for review.)

G-3 Approval of the revision to Policy 915 School-Related Organizations. (enc.)

On motion of Keith Hess, seconded by Maryann Kovalewski, we approve G-1 through G-3 With One Motion. Motion carried. All members voting "Aye". "Nay" - None and no abstentions.

Budget & Finance:

BF-1 Approval of the Central Susquehanna Intermediate Unit General Operating Budget for the 2020-2021 school term. Berwick Area School District's estimated share is \$21,072. (enc.) (ROLL CALL VOTE)

Ronald Robsock - How many schools are in this IU?

Wayne Brookhart - Seventeen.

Ronald Robsock - It that on the higher end?

Wayne Brookhart and Susy Wiegand - No, that's very low.

Wayne Brookhart - We use to pay over a million dollars.

Ronald Robsock - Why has it decreased so much?

Wayne Brookhart - Mrs. Kupsky brought a lot back.

Sandra Slavick - Took over our classes and services, like occupational therapy, physical therapy and speech therapy.

Wayne Brookhart - The IU does a nice job but you have to pay a lot of the costs and travel.

We've got twice the staff for the same amount of money.

On motion of Keith Hess, seconded by Jon Morell, we approve the Central Susquehanna Intermediate Unit General Operating Budget for the 2020-2021 school term. Berwick Area School District's estimated share is \$21,072.

ROLL CALL VOTE: "Ayes" – Sandra Slavick, Maryann Kovalewski, Ronald Robsock, Brenda Post, Keith Hess, Jon Morell, Carol Bodwalk, Susy Wiegand

"Nays" – None

"Abstaining" – None

Motion carried.

Extra Curricular:

EC-1 Approval to establish the Constitution/Bylaws and Business Plan for a Berwick Football Champions Club. (enc.)

On motion of Maryann Kovalewski, seconded by Keith Hess, we establish the Constitution/Bylaws and Business Plan for a Berwick Football Champions Club. Motion carried. All members voting "Aye". "Nay" - None and no abstentions. Susy Wiegand - Thank you for creating this group.

Personnel:

P-1 Approval to accept with regret the retirement of the following personnel: (enc.)

Sallie Drumheller, effective at the end of the 2019-2020 school year
Julia Lynn, effective at the end of the 2019-2020 school year
Diane Wasser, effective at the end of the 2019-2020 school year
Kelly Novak, effective at the end of the 2019-2020 school year
Penny Pardoe, effective at the end of the 2019-2020 school year
Joanne Guenther, effective July 8, 2020
Robert Bond, effective at the end of the 2019-2020 school year
Pamela Bujno, effective July 30, 2020
Elizabeth Nastelli, effective July 31, 2020

On motion of Ronald Robsock, seconded by Maryann Kovalewski, we accept with regret the retirement of the above listed personnel. Motion carried. All members voting "Aye". "Nay" - None and no abstentions.

Wayne Brookhart - We are losing a lot of great people. We wish them the best in their retirement.

Approve Items P-2 through P-21 With One Motion

- P-2 Approval of Olivia Dawson as an exclusive district substitute teacher, pending receipt of appropriate paperwork. Compensation will be at the rate of \$20.00 per hour.**
- P-3 Approval to accept the resignation of Rachel Gaizick as assistant Junior High Soccer Coach. (enc.)**
- P-4 Approval for employee #209 to take unpaid days from February 6, 2020 through May 4, 2020. (enc.)**
- P-5 Approval to accept with regret the retirement of Sharon Demshock, effective at the end of the 2019-2020 school year. (enc.)**
- P-6 Approval of the list of spring coaches for the 2019-2020 sports season, pending receipt of approximate paperwork. The stipend will be paid consistent with the 2019-2020 budget. (enc.)**
- P-7 Approval to accept the resignation of Edward Gaizick as Head Junior High Soccer Coach, effective January 13, 2020. (enc.)**
- P-8 Approval of the resignation of Joyce Herring as substitute paraeducator, effective January 23, 2020. (enc.)**
- P-9 Approval for employee #381 to take an unpaid day on January 17, 2020 (enc.)**
- P-10 Approval of Sarah Murdock as long term substitute teacher effective January 27, 2020 through to a date to be determined. Compensation will be at the Bachelor's Step 1, \$39,837 prorated.**
- P-11 Approval to hire Randy Kukorlo as Junior High Soccer Coach, pending receipt of appropriate paperwork. Compensation will be at a stipend of \$2,000.**
- P-12 Approval to hire Bob Hess as Junior High Assistant Soccer Coach, pending receipt of appropriate paperwork. Compensation will be at a stipend of \$2,000.**
- P-13 Approval to hire Pamela Hegland as Director of Student Services, effective June 12, 2020. Compensation will be \$75,000 pro-rated.**
- P-14 Approval of the following staff as After School Tutors. Tutoring will run through April 20, 2020. Compensation will be at the instructional rate of \$26.00 per hour.**

Ashley Duksta

Lauren Blackburn

P-15 Approval of the following positions and stipends for the 2019-2020 Musical:

Rehearsal Pianist	\$2,000.00	Ariel Harro
Production Assistant	\$1,500.00	Mark Thatcher

P-16 Approval to add the following to the day to day substitute teacher list, pending receipt of appropriate paperwork. Compensation will be at the rate of \$15.71 per hour.

Pepin Klinger	Daniel Krouse	Claudia Anderson
Margaret Angell	David Webb	

P-17 Approval to hire Michael Bennett as Wellness Coordinator. Compensation will be at a stipend of \$4,500.**P-18 Approval for employee #2807 to take unpaid Family Medical Leave (FMLA) from February 13, 2020 through May 12, 2020.****P-19 Approval for employee #2807 to take unpaid days from May 13, 2020 to the end of the 2019-2020 school term. (enc.)****P-20 Approval for employee #480 to take unpaid days from February 18, 2020 through to the end of the 2019-2020 school term. (enc.)****~P-21 Approval of Chrysogonus Curry as volunteer football coach.**

On motion of Keith Hess, seconded by Maryann Kovalewski, we approve P-2 through P-21 With One Motion.

Ronald Robsock - P-13 job description of Mrs. Hegland?

Jon Morell - We approved that last month.

Board and Mr. Brookhart verbalized that it was approved last month.

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

Discussion Item:

- **2020-2021 school calendar**

Wayne Brookhart - First day of school is August 20th. Three in-service days before that.

Wendy Kupsky - We moved the one in-service day that was in November. We moved it to the first of the school year because we are going to have some staff development and school safety. We will still have the in-service day in October. The rest of the calendar is basically the same.

Reports:

Committee Reports:

Academic Affairs – Sandra Slavick

- We started meeting to discuss changes at the middle school to make it more conducive to an elementary schedule. We are going to the committee as a group. We will discuss other things at that point.

Athletic Committee – Ronald Robsock

- No meeting.

Budget Committee – Keith Hess

- We just met prior to this meeting. We are doing preliminary budget talks. We talked with regards to staffing and coaches stipends.
- Discussed where our substitute staffing was at this point.
- Capital projects.
- The next meeting will be right before our next board meeting in March. We will meet outside of the Committee of the Whole because we need to get the budget done. We will have separate meetings for the next couple of months.

Buildings and Grounds Committee – Jon Morell

- Benton Culver - We discussed future capital projects. Crispin Field was a big thing on the list regarding the ADA bleacher modifications. We also discussed some projects in buildings at the high school and middle school. Salem as well. Talked about some current issues we are facing as far as Salem. We had a controller go down and a water heater. Typical maintenance. There were emergency repairs that we are working on now. Things that we want to budget coming up. Small projects maintenance we will do throughout Salem playground. High school improvement project. Things that we will do with our staff.

Jon Morell - We talked about taking care of the tennis courts. We talked a little bit, and we have to get some numbers, but we talked about doing the whole Crispin project, new turf, bleachers, the field house and the wall all as one major project so we could just get it done between seasons. When?

Benton Culver - I planned to get a bid out in June and depending on the season, then start in November with a finished date in May/June so the football team would have access.

CSIU – Susy Wiegand

- I am the new member for the CSIU. I went to the first meeting. They had a presentation and we are at the head of the game. We have been doing the café with the special needs. They are just starting that in the Selinsgrove School District. We are always ahead. My term is expiring and I just got in. By April, they want for us to have a motion for myself to be the sending person.

On motion of Keith Hess, seconded by Maryann Kovalewski, we approve Mrs. Susy Wiegand as the CSIU Representative from the Berwick Area School District until June 30, 2023. Motion carried. All members voting “Aye”. “Nay” - None and no abstentions.

Vo-Tech – Keith Hess

- We met last month and discussed our options on the Benton's proposed changes for the Articles of Agreement. However, upon further review, we figured it best that we just hire a new solicitor, Ben Pratt, at the last meeting. We are going to have him come in and talk to us. We changed the meeting from the 18th to the 19th to fit his schedule. We are going to go over what their proposed changes and the questions we have before so we can know a plan going forward. We started advertising for the new Director's position. The biggish problem outside the building project is finding an HVAC teacher down there. I want to send a thank you to Mrs. Post and Ms. Bodwalk for going to the new board member orientation night a couple weeks ago.

Brenda Post - It was impressive.

Carol Bodwalk - It was.

Keith Hess - The next meeting will be February 19th instead of the 18th.

Maryann Kovalewski - I can't make that day since they moved the date.

Sandra Slavick - I can make it.

Old Business:

Maryann Kovalewski - We in the past have talked about the lights on at night at West Berwick Elementary School. It's a sensor situation. The sensor lights go on with any little movement. The problem is, whenever I drive by there at night and the lights are on at the back of the building. Maybe the sensors are faulty and I'm wondering if we could have the contractor come in and take a look to make sure those sensors are indeed working properly? The lights being on would be expensive.

Benton Culver - We are aware of the issue. There are a couple of things that we are looking at. As far as the building goes with staff and custodians, we staff that building up until 11pm. Our second shift maintenance is sometimes staffed up until midnight/1am; it's not often. We do staff usually up until 11pm. Along with that, the staff at West Berwick has access to the building. I'm working with Mr. Christian to give me swipe locks to make sure people aren't coming in and out of the building at all hours. I am first making sure it is not our own people doing it. I will have an update for you by the next meeting. Before occurring costs with Mariano, we want to make sure we are covering all bases before calling them, making sure it is not our own people doing it.

Jon Morell - Is there a sensitivity setting on those?

Benton Culver - Yes, there is. It is all through a control board. Depends on what area of the building you are at. It will be addressed.

New Business: None**Public Comment:**

Leoma Bankes - Incident at the West Berwick Elementary School.

Wayne Brookhart - Decision by Friday.

Mark Spaid - Comment in 30 seconds.

Summarization of Executive Session:

Susy Wiegand - Meeting was held prior to the meeting. Personnel issue and contract negotiations.

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 7:40 p.m.

Janet K. Kovach, Secretary to the Board