

WARREN COUNTY SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
SPECIAL MEETING MINUTES

WEDNESDAY JUNE 8, 2011

1. Opening Activities

1.1 Call to Order

The special meeting of the Warren County School District Board of School Directors was called to order by Mr. Stewart, President, at 7:03 p.m. in the auditorium of Warren Area High School, 345 East Fifth Avenue, Warren, Pennsylvania.

1.2 Pledge of Allegiance

Mr. Stewart led the Pledge of Allegiance to the American flag.

1.3 Roll Call

Mrs. Kimberly Angove
Mr. John Grant
Mr. Thomas Knapp
Mr. Jeff Lockett
Ms. Mary Anne Paris

Mr. Arthur Stewart
Mr. John Werner
Dr. Paul Yourchisin
Mrs. Donna Zariczny

Others Present:

Dr. Robert Terrill, Superintendent; Mrs. Amanda Hetrick, Director of Secondary Education; Dr. Norbert Kennerknecht, Director of Buildings & Grounds Services; Mrs. Amy Stewart, Director of Instructional Technology/Communications; Mrs. Diane Martin, Director of Special Education; Mrs. Ruth Huck, Board Secretary; Mr. Brian Ferry, Times Observer; Mr. Michael Kiehl, Transportation/Purchasing Manager; Mr. Brian Collopy, Technology Coordinator; Mr. Paul Giannini, Technology/Information Systems Specialist; Mr. James Miller, Supervisor of District-Wide Athletics & Co-Curricular Activities; Mrs. Suzanne Turner, Human Resource Supervisor; Mr. Paul Leach, Technician; and approximately 140 unidentified members of the audience.

1.4 Mission Statement - Dr. Yourchisin

The mission of the Warren County School District, where today's student is our future, is to equip all students with the educational skills necessary to achieve their unique personal potential.

- 1.5 Reading of the WCSD/PSBA Standards for Effective School Governance and Code of Conduct - Mr. Knapp

To promote student growth and achievement, an effective school board...

Governs through policy by: a) Seeking input from stakeholders and following an established procedure for consideration. b) Regularly reviewing and as necessary, revising and adopting board policy.

- 1.6 Public Comment

Gene Wilston	Sugar Grove, PA	Mr. Wilston spoke regarding the budget and the key items for balancing the budget, a four-day school week and teacher pay freezes to help retain more teachers. Another concern is that the Board will change in November and the issue of building renovation and QZAB monies kept or lost will impact the budget for the future.
Kathy Mizak	Russell, PA	Gave her time to Mr. Wilston to speak.
Lynn Schultz	Sheffield, PA	Ms. Schultz spoke regarding BWMS language arts program that allowed 63 special needs students to make adequate yearly progress, and if money is put back into the budget, that the program be reinstated so that the students will continue to make progress.
Ann Quiggle	Warren, PA	Ms. Quiggle gave her time to Ms. Schultz to continue.
Rochell Schrieber	Russell, PA	Mrs. Schrieber has four children in the Warren County School District. She is concerned that her special needs student will suffer during the long winter breaks and asked if her child's special needs services will be provided during the break. She is concerned that special needs children will regress because of this decision. She advocated for the four-day school week.
Jodi Bower	Youngsville, PA	Ms. Bower is concerned about 30 students in the classroom. The rooms are too small. She wants the staff at central office to be cut and not just a few. She stated teachers should have a retirement package and keep the younger teachers. Children should come first.
Bobby Bower	Youngsville	Mr. Bower is a 7 th grade students at Youngsville Elementary Middle School. He stated that there are several teachers who have received the Golden Apple Awards, his science teacher is the best, and he wants to

		keep them. He asked if the Board was adhering to its mission.
Alex Johnson	Youngsville, PA	Mr. Johnson stated he is a 7 th grade student at Youngsville Elementary Middle School and he does not want his teachers to be displaced. They have helped them make AYP. He asked that the Board keep these teachers.
Christopher Johnson	Youngsville, PA	Mr. Johnson is an 8 th grade student at Youngsville Elementary Middle School. He said he has the best teachers. He asked the Board to give the older teachers an incentive to retire and keep the young teachers.
Kellie Johnson	Youngsville, PA	Ms. Johnson has four students at Youngsville Elementary Middle School. She does not want to lose teachers. She stated that education must come before the sports. She feels teachers should consider a pay freeze, so that some teachers' jobs can be saved.
Jacob Gorton	Sheffield, PA	Mr. Gorton thanked everyone who supports keeping all schools open. He mentioned that at another meeting many people spoke regarding sports and were criticized. He feels these same students are concerned for academics and teachers keeping their jobs, and that both sports and academics have an impact on students.
Jeanne Straight	Sugar Grove, PA	Ms. Straight does not like the proposed schedule for school. She feels it will be too warm at the end of the year for finals and she asked that the four-day school week be considered.
Shannon Wolfer	Sugar Grove, PA	Ms. Wolford has a concern for the school calendar. She is willing to contribute more to keep all the schools open.
Shane Stanley	Russell, PA	Mr. Stanley is in favor of a four-day school week, and he does not want consolidation.
Elizabeth Reynolds	Sugar Grove, PA	Ms. Reynolds is in favor of the four-day school week.

1.7 Report on Meeting with Senator Scarnati

Mr. Stewart reported on his meeting with Senator Scarnati and stated that Senator Scarnati was well informed of the plight of our school district and that of other rural school districts being hit hard in this economic crisis. The House and Senate are currently in negotiations, and if the strategy is successful, any money coming back

would go to Accountability Block grants. He was remarkably generous with his comment.

1.8 Report on Meeting with WCEA Negotiations Committee

Mr. Stewart, Mr. Knapp, and Mr. Grosch met with the WCEA officers for a third meeting this past week. The teachers presented a proposal for the Board to consider, and it is in the form of two documents.

There are two options - a three year plan and a five year plan. This would impact a possible forty teachers.

The second document shows a breakdown of teachers by color code.

- Yellow indicates teachers who can retire under the current contract without PSERS penalty. They must be 55 years old with 35 years of service; 60 years old with 30 years of service or 62 with one year of service.
- Purple indicates teachers who qualify for age but do not have years of service and, with a concession from the Warren County School District, could use sick days to buy health insurance. Currently 30 years of service is required to use sick days to buy health insurance.
- Blue indicates teachers who are not eligible until June 30, 2013.

The indicated savings is approximately \$3 million for this budget cycle.

The WCEA negotiations team indicated they were not interested in discussing a salary freeze or other concessions.

2. New Business

2.1 WCSD/WCEA Retirement Incentive

To Approve
WCSD/WCEA
Retirement
Incentive
Fails for
Lack of Second

MOTION: It was moved by Mrs. Angove that the Board of School Directors approves the WCEA retirement incentive.

The motion failed for lack of a second.

MOTION: It was moved by Ms. Paris and seconded Mr. Knapp that the Board of School Directors does not approve the WCEA retirement incentive.

MOTION TO TABLE: Mr. Lockett made a motion to table this item. The motion failed for lack of a second.

MOTION: It was moved by Ms. Paris and seconded Mr. Knapp that the Board of School Directors does not approve the WCEA retirement incentive.

Roll Call Vote:

Voting Yes: Mrs. Zariczny, Mrs. Angove, Mr. Grant, Mr. Knapp, Mr. Lockett, Ms. Paris, Mr. Stewart, Mr. Werner, Dr. Yourchisin

Voting No: Mrs. Angove

Abstaining: Mr. Lockett

The result of the vote: passes

Table Retirement
Incentive
Fails for
Lack of Second

Not to Approve
WCSD/WCEA
Retirement
Incentive
Passes
7-1-1

2.2 Furlough Report

Mrs. Stewart reported that the non-tenured teachers were sent letters of furlough, and the administration scheduled meetings to answer questions and concerns from those affected. Tenured teachers have been contacted if their positions are being impacted by the furloughs.

Tentative assignment letters are being prepared and are based on the preliminary budget.

Administration will be meeting with the Department of Labor and Industry to get information regarding resources they may have to help displaced employees get training or find employment after being displaced.

Support staff will receive furlough letters in the near future. Positions that will be eliminated have been identified, including seven and a half custodial positions, ten aides, and two maintenance positions. There will be a bumping process established for those displaced.

As of today the district is looking at 18.5 secondary cuts, 17 elementary cuts, 13 special education cuts, 2 professional development cuts, and 13 retirements that will not be filled for a total of 63.5 positions, all of which are based upon the preliminary budget.

2.3 Certificated Personnel Report

MOTION: It was moved by Mrs. Zariczny and seconded by Mrs. Angove that the Board of School Directors approves the Certificated Personnel Report.

FRIENDLY AMENDMENT: Mr. Lockett made a motion that the word mistakenly be taken out the supporting document and that it is submitted by administration. Mrs. Zariczny and Mrs. Angove agreed.

Certificated Personnel Report Approved 9-0-0
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Roll Call Vote:

Voting Yes: Mrs. Zariczny, Mrs. Angove, Mr. Grant, Mr. Knapp, Mr. Lockett, Ms. Paris, Mr. Stewart, Mr. Werner, Dr. Yourchisin

The result of the vote: passed unanimously.

2.4 Negotiations Committee request to the Board of School Directors

Mr. Stewart asked to bring to the Board this question, "If concessions were made by the teachers in the form of a salary freeze, would the savings yielded be used to rehire teachers that have been furloughed?"

Board members indicated they would be in favor of rehiring teachers.

Dr. Terrill and Mr. Werner will again try to meet with the support union regarding concessions.

2.5 Other

Mrs. Angove reported that she had done some research on the four-day school week and found that there is a district in Pennsylvania, the Southern Columbia School District, which implemented a four-day school week during January and February with a cost savings of about \$60,000. She wondered if Dr. Terrill could find out if the district is still using the four-day school week and how it has worked out for them.

Dr. Terrill stated that he had spoken to the superintendent of the district and would call him to find out the exact savings.

3. Closing Activities

3.1 Adjournment

MOTION: It was moved by Mr. Lockett and seconded Mrs. Angove that the meeting be adjourned.

The meeting adjourned at 8:45 p.m.

Respectfully Submitted,

Ruth A. Huck, Board Secretary