

UNIONVILLE-CHADDS FORD SCHOOL DISTRICT
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SCHOOL BOARD MEETING
Minutes
June 19, 2006

The June meeting of the Unionville-Chadds Ford School Board was held on Monday, June 19, 2006 in the Unionville High School Large Group Instruction room. Mr. Baker, President, called the meeting to order at 7:39 p.m.

**CALL TO
ORDER**

The following members were present: Curt Baker, Kathleen Brown, Karen Halstead, Ed Murray, Dr. Corinne Sweeney, and Timotha Trigg. Also present were Dr. John Kenney, District Superintendent, Dr. Brenda O'Hern, Clif Beaver, Robert Cochran, Thomas Marinelli, Jim Fulginiti, Rich Hug, Dr. Andrew McLaughlin, Charlene Stone, Marie Wickersham, Jason Trigg, substitute student representative, community residents, members of the press, and Denise Miller, recording secretary.

**MEMBERS
PRESENT**

Mr. Baker requested that the group stand for the Pledge of Allegiance to the flag.

Mr. Baker stated that two of our Board members were in attendance via telephone this evening. Dr. Therese West and Mr. Bruce Swayze responded that they were able to hear the conversation via their phone connections. Mr. Baker stated that Mr. Swayze would join us and part from time to time during the evening. Mr. Baker commented that Board member Ed Wandersee had significant surgery last week and was unable to be present this evening.

He stated that the district was at its transition point this evening. The three agenda items below mark a significant transition for us. He commented regarding Dr. Kenney's announcement of his retirement from U-CF last month. This will be a significant loss for our school district and we are grateful for the things he has done over the last four years. The Board voted last month to accept Dr. Kenney's retirement, subject to the terms of his departure, and that has been concluded. The first motion is for the authorization for the Board President to sign the agreement between Dr. Kenney and the school district upon final approval of legal counsel. Mr. Baker commented that Dr. Kenney would continue as Superintendent until August 31, 2006.

**SUPER-
INTENDENT'S
RETIREMENT
AGREEMENT**

It was moved by Mr. Baker and seconded by Mrs. Halstead to authorize the Board President to sign the "Retirement Agreement" between Dr. John Kenney and the Unionville-Chadds Ford School District upon final approval of District legal counsel. A roll call vote was taken:

3.a.1

Mrs. Brown –	Yes	Dr. Sweeney -	Yes
Mrs. Halstead –	Yes	Mrs. Trigg -	Yes
Mr. Murray -	Yes	Dr. West -	Yes
Mr. Swayze –	Yes	Mr. Baker -	Yes

Motion carried (8-0).

It was moved by Mr. Baker and seconded by Mrs. Halstead to elect Sharon E. Parker as District Superintendent for a term of four years, beginning on September 1, 2006 and ending on August 31, 2010.

Mr. Baker reviewed Ms. Parker's background

- o Current Superintendent of the Wallingford-Swarthmore School District (the football team that he remembers when the U-CF stadium was filled with Strath-Haven football players, community and band members!)
- o Has undertaken some incredible challenges. Arrived in current position in 1999 under most difficult circumstances with a divided community and district with some problems
- o Has performed magnificently on a multitude of fronts both academically and in building widespread community support and consensus throughout her district. This is the strong suit she will bring to Unionville-Chadds Ford.
- o Prior positions as Director of Curriculum, Principal of Strath-Haven Middle School (three years), and began in 1979 as a language arts teacher.

A roll call vote was taken:

Mrs. Brown –	Yes	Dr. Sweeney -	Yes
Mrs. Halstead –	Yes	Mrs. Trigg -	No
Mr. Murray -	Yes	Dr. West -	Yes
Mr. Swayze –	Yes	Mr. Baker -	Yes

Motion carried (7-1).

**SUPER-
INTENDENT'S
ELECTION:
SHARON E.
PARKER**

Ms. Parker commented that she was here with great humility, delight, and excitement this evening. It has been a very exciting journey for her. She is a second-generation employee of the Wallingford-Swarthmore School District. She has grown up professionally there. Ms. Parker has always sensed that beyond the borders of Wallingford-Swarthmore there were wonderful children and people. She has never ventured beyond those borders but has now found another wonderful hyphenated school district at Unionville-Chadds Ford. It sounds right, feels right, and her goal will be to make it right for this community.

She has great respect for Dr. Kenney and has known him through the Study Council meetings. Ms. Parker stated that she was holding an 1832 student textbook in her hands. Whenever she thinks the challenges of the day have never been challenges anywhere before, she recognizes that children were learning, teachers were teaching, and administrators were doing the best they could in 1832. This book contained lessons in reading, spelling, etc. and there was one book for every child who asked to learn. Ms. Parker thanked everyone for the opportunity to come here and meet children not from 1832 but our wonderful children from 2006 and the future. She thanked everyone for the opportunity and stated that she is Sharon and her door is open.

Dr. West stated that there had been some concerns over the process of getting to where we are now. She shared her own personal views and commented that it was great that Sharon has decided to take this position. Dr. West could not be happier.

As everyone in the room knows, the debate has been whether the search for a new Superintendent would best be done by a traditional approach with an outside organization and a national search vs. a targeted search (with Dr. John Baillie, Chester County Intermediate Unit). He was asked to locate for us in a confidential manner people who are known commodities, excellent in their field, have done a good job and would do a good job for us. Dr. West wanted to share her thoughts regarding the plusses and minuses on both sides.

Some of the concern from people has been the thinking that they should slow down and do a more methodical search since there may be someone out there beyond the borders of Pennsylvania. While this may be true, Dr. West stated that in her opinion you wouldn't know those people until they were here (from their resume, CD, etc.) whereas with a targeted search, we do know a little more about them (i.e. some inside information). Regarding the concern to slow down, it presumes that doing a slow search is doing a better search.

**SUPER-
INTENDENT'S
ELECTION:
SHARON E.
PARKER
(Continued)**

She always held fast that if we had to choose between a least bad candidate with a targeted search she would have felt otherwise about the traditional approach. Dr. West thinks Sharon is a fabulous fit for Unionville-Chadds Ford; otherwise, she would not be supporting her.

Her other thinking about the process was that if we had more choices, it wouldn't necessarily give us a better outcome. She read a book recently, *The Paradox of Choice* (Barry Schwartz), which stated that having more choices does not necessarily give you a better outcome. She referred to an analogy with wallpaper choices (too many) where you actually slow down the process and don't see what is right in front of you. If they were to have abandoned the process upon which they proceeded, they would have lost Sharon and that is why she decided to do so. Dr. West stated that she has been listening to the constructive comments that have been expressed.

Mrs. Halstead stated that this process has been exciting after having gone through the process several times previously. She is so glad that Dr. Kenney and Ms. Parker have worked together, which is a good thing, and he knows the school district will be in good hands. Mrs. Halstead is delighted to welcome her, and we will see her around the community.

Mr. Swayze commented that he votes with every confidence and great pleasure in favor of Ms. Sharon Parker. She is a leader, a consensus builder, and has a very strong sense of where we want to take the curriculum.

It was moved by Mr. Baker and seconded by Dr. Sweeney to approve the Employment Agreement of this date between the District and Sharon E. Parker. Mr. Baker commented that the Board had met in Executive Session to hold a final review of Ms. Parker's Employment Agreement prior to this evening's meeting. A roll call vote was taken:

A roll call vote was taken:

Mrs. Brown –	Yes	Dr. Sweeney -	Yes
Mrs. Halstead –	Yes	Mrs. Trigg -	No
Mr. Murray -	Yes	Dr. West -	Yes
Mr. Swayze –	Yes	Mr. Baker -	Yes

Motion carried (7-1).

**SUPER-
INTENDENT'S
ELECTION:
SHARON E.
PARKER
(Continued)**

Mr. Baker commented regarding a quote from Winston Churchill:

*Every day you may make progress
Each step may be fruitful yet there will stretch out
before you an ever lengthening, ever ascending,
ever improving path
You know you will never get to the end of the journey
but this so far from discouraging only adds
to the joy and glory to come.*

Mr. Swayze departed from the meeting temporarily at 8:00 p.m.

Keith Knauss, East Marlborough Township resident, requested that the School Board provide the financial details of Dr. Kenney's financial agreement and Ms. Parker's employment agreement to him. Mr. Baker responded in the affirmative when in an appropriate setting.

Mr. Baker stated that four years ago, Unionville-Chadds Ford entered into an Employment Agreement with Dr. Kenney that included certain employment obligations. It was a nice piece of work in finding a conclusion that enabled us to fulfill our obligations in a way that was suitable to him and to us. We did not pay anything beyond our obligations.

Mr. Knauss asked whether there was a fifth year paid out as salary even though Dr. Kenney would not be here. Mr. Baker commented that the reason for not engaging in detail is that there are certain obligations to Dr. Kenney of things that were earned but that is in a way that is favorable both to him and to the District. To indicate that would mean we would have to go into details rather than speak in generalities. In response to Mr. Knauss's question regarding whether the agreement would be available tomorrow morning for the public, Mr. Baker responded that he needed to verify with counsel that it would be acceptable but the terms and conditions would be available, provided there were no objections by counsel.

Mr. Baker commented regarding the terms and conditions of Ms. Parker's employment agreement. He stated that Ms. Parker was aware that we would make that available. Her base salary is \$185,000, which is consistent with the current market for Chester County. Other terms are consistent with normal practice in this area for Superintendents. The District has traditionally not paid above or below market, and we are at market level.

Mr. Baker stated that this portion of the agenda was really intended to be for comments.

**SUPER-
INTENDENT'S
ELECTION:
SHARON E.
PARKER
(Continued)**

**RESIDENTS'
COMMENTS**

**RESIDENTS'
COMMENTS
(Continued)**

Katy Donovan, East Marlborough Township resident, stated that whether it would be this year or next year at the end of Dr. Kenney's tenure, it sounds like the Board did a wonderful job in selecting our new Superintendent. We have a lot to which we can look forward.

Judy McClaskey, Birmingham Township resident, commented that at the last get together of questions and answers regarding the new Superintendent and the search, there was a common thread as to whether our input was really going to be validated. You are not hearing in general from the taxpayers, parents and community as to why this was happening so fast without more involvement. She commented that we may have the most wonderful person here, which she hopes we do, but the way it has gone about has validated the Climate Study.

Mr. Baker thanked everyone for their comments and discussed the following items of interest:

1. Process – As we discussed, there were really three steps:
 - a. Introduction of candidates and preliminary conversation
 - b. Three candidates were asked to continue conversation out of the initial group.
 - c. We then went out to the community and asked questions of what was wanted in our next Superintendent (character) and what we hoped he/she would accomplish under the new Superintendent's leadership over the next three to five years.

Each candidate received the Organizational Climate Assessment and graphs and narratives from that work. Included in there were handwritten notes collected at meetings that were held (all of the community handwritten notes, e-mails and other submissions that took place). The candidates were asked to respond to two questions:

1. Taking into account what you know about the Unionville-Chadds Ford School District with the specific consideration of the Organizational Climate Assessment and the employee/community input materials provided to you, please explain why you are well suited to serve as our Superintendent.
2. Knowing what you now know about Unionville-Chadds Ford, please provide insight into your goals and activities during the first 100 days as Superintendent.

Sharon Parker has agreed to having her responses being shared publicly.

Mr. Baker hopes you will begin to understand that the voices were heard and we did listen. Some people will never agree but he is hopeful that this process will provide some insight.

**RESIDENTS'
COMMENTS
(Continued)**

Keith Knauss commented that the Board did a reasonable job of collecting data after the search process was well along. The weak spot was relying specifically on John Baillie as the sole judge/filter of who may have been a good person to bring in to the search. He thinks he is a great I.U. Director but is not sure what his credentials are in finding a new Superintendent. The public was cut out of giving any input to Dr. Baillie. In looking at a targeted search, he does not see any reason why we could not have done that search with John Baillie and done a nationwide search at the same time to obtain other candidates. That is where in the process he feels the Board lost the confidence of a number of residents, teachers, and parents.

It was moved by Mr. Baker and seconded by Dr. Sweeney to approve the Minutes of the May 1, 2006 and the May 3, 2006 Budget Hearings (pp. 3.a.1-42) and the May 15, 2006 Regular Meeting (pp. 3.a.43-63).

**MINUTES
APPROVED**

Motion carried (7-0).

The following committee meeting minutes were reviewed:

1. Board Curriculum Committee – June 12, 2006 (pp. 3.b.1-29)

Mr. Baker requested that the secretary file the committee meeting minutes.

The following financial statements and reports were reviewed:

1. General Fund Treasurer's Report – May, 2006 (p. 3.b.1)
2. 2005-2006 GF Function Revenue Analysis with Details of 6100's and 7000's as of May, 2006 (p. 3.b.2)
3. 2005-2006 General Fund Function-Object Expenditure Analysis as of May, 2006 (pp. 3.b.3-5)
4. Category Expenditures Analysis – May, 2006 (p. 3.b.6)
5. Capital Projects Fund Report – May, 2006 (p. 3.b.7)
6. Outstanding Projects Summary – May, 2006 (p. 3.b.8)
7. Construction Project Reports – May, 2006
 - a. Unionville High School HVAC Project Budget Report (pp. 3.b.9-10)
8. Capital Reserve Fund Report – May, 2006 (p. 3.b.11)

**FINANCIAL
STATEMENTS**

Mr. Baker requested that the secretary file the financial statements and reports.

Financial Statements (Continued)

The following activity account report was reviewed:

1. U-CF School District Cafeteria Service Profit/Loss Statement – April & May, 2006 (pp. 3.c.1-2)

Mr. Baker requested that the secretary file the report.

It was moved by Mr. Murray and seconded by Mrs. Halstead to approve the Bill List for May 19, 2006 in the amount of \$1,500,506.27 (pp. 3.d.1-17).

Motion carried (7-0).

The Board proceeded ahead to agenda item five – Curriculum. Mr. Swayze rejoined the meeting at 8:10 p.m.

It was moved by Mrs. Brown and seconded by Dr. Sweeney to approve the Textbook Adoption List for the 2006-07 School Year as on the attachments (pp. 5.a.1-2). Mrs. Brown commented that the book for Honors Social Studies (Grade 10) was not available. Dr. O’Hern stated that she could not get into that today and may have something in August. She commented that we would have them here in time for school and she will send out information as soon as possible.

Motion carried (8-0).

It was moved by Mrs. Brown and seconded by Mrs. Halstead to approve the applications for Federal Programs Grant Funds as follows:

- a. Title II-a (Staff Development) - \$71,572
- b. Title V (Innovative Programs) - \$3,721

Mrs. Brown stated that these programs were explained at the June Work Session by Dr. O’Hern. Additional comments should be directed to her.

Motion carried (8-0).

The Board moved to agenda item 4 – Facilities.

Mr. Swayze verified that everyone had their materials in front of them for the Facilities items. Mr. Baker read the following agenda item.

It was moved by Mr. Baker and seconded by Mr. Swayze to approve the Contract with Tremco for the repair and replacement of roofing at Hillendale Elementary School in the total amount of \$112,368.97 as on the attachment (pp. 4.a.1-2).

**Routine
Business
(Continued)**

**BILLS
APPROVED**

CURRICULUM

**Textbooks
Approved
for 2006-2007**

**Federal
Program Grant
Applications**

FACILITIES:

**Roofing
Contract
Approved-
Hillendale
Elementary
3.a.8**

Mr. Swayze stated that this is important work that moves into part of what the Facilities Study told us was needed and it's very much in order that we get that under way.

Motion carried (8-0).

Mr. Baker read the following agenda item.

It was moved by Mr. Baker and seconded by Mrs. Trigg to approve the equipment purchase for the new serving lines in the Patton Middle School kitchen in the total amount of \$39,563.44 as on the attachment (p. 4.b.1). All equipment is through Singer Equipment Co. per State DGS Contract #7350-05.

Mrs. Wickersham, Food Service Director, commented that this is being funded through Food Service in the General Fund.

Motion carried (8-0).

It was moved by Mr. Baker and seconded by Dr. Sweeney to approve the Mandate Waiver Program Application for the purchase and construction of a 24' x 36' pole building storage facility at the Chadds Ford Elementary School for use by the School District and the PTO as on the attachment (pp. 4.c.1-3).

Motion carried (8-0).

It was moved by Mr. Baker and seconded by Dr. Sweeney to approve the Mandate Waiver Program Application for purchases of materials and supplies to extend the bidding threshold to \$18,000 and the extend the price quotation limit to \$7,000, consistent with proposed legislation, House Bill No. 1866, and further to provide for an annual inflationary increase in these limits, also consistent with House Bill No. 1866 as on the attachments (pp. 4.c.1,4-5).

Mr. Cochran commented that the following two agenda items presented an opportunity for school districts to petition to the Pennsylvania Department of Education to waive certain parameters. Currently, quotes must be received from three vendors for items that cost between \$4,000 and \$9,999. Items above \$10,000 in cost must be bid. This only applies to material and supply purchases, and the limits are based on the current proposed legislation. The last adjustment was in 1990 with no adjustments since that time. We are trying to get them up to date, which would allow us to be more efficient as a school district.

Motion carried (8-0).

**FACILITIES
(Continued)**

**Equipment
Purchase –
Middle School
Kitchen**

**Mandate Waiver
to PA Dept. of
Education –
C.F. Pole
Building**

**Mandate Waiver
to PA Dept. of
Education –
Bidding
Threshold &
Quotation Limit**

Mr. Murray noted that we had a series of budget meetings in March, April, and budget hearings in May. The preliminary budget was adopted at the May Board meeting and a series of questions had been brought forth.

He stated that the budget includes a 3.9% increase for Chester County residents and a 3.58% increase for Delaware County residents. These are truly inflationary numbers and ones that represent a good compromise to the taxpayers and provide a good education to the children.

It was moved by Mr. Murray and seconded by Mr. Swayze to approve the attached budget resolution which provides for the adoption of the proposed 2006-07 budget with total appropriations of \$61,300,963; real estate taxes of 20.49 mills (\$2.049 per hundred dollars) of assessed valuation of taxable property in Chester County and 18.81 mills per dollar (\$1.881 per hundred dollars) of assessed valuation of taxable property in Delaware County; and the 1% real estate transfer tax to be continued for the 2006-07 school year (p. 6.a).

A roll call vote was taken:

Mrs. Brown –	Yes	Dr. Sweeney -	Yes
Mrs. Halstead –	Yes	Mrs. Trigg -	Yes
Mr. Murray -	Yes	Dr. West -	Yes
Mr. Swayze –	Yes	Mr. Baker -	Yes

Motion carried (8-0).

It was moved by Mr. Murray and seconded by Mrs. Trigg to approve the District's response to the State Audit Report as on the attachments (pp. 6.b.1-2).

Mr. Murray commented that this was a formal response to the State Audit Report that was released and sent home to all Board members. It is generally completed every two years.

Motion carried (8-0).

It was moved by Dr. Sweeney and seconded by Mrs. Trigg to approve the following personnel items (agenda items 7a. through c.):

- a. Professional Conferences (8)
 - 1. Approve the Attendance at a Professional Conference as on the attachment (p. 7.a.1)

FINANCE:

**2006-2007
Budget
Adoption**

**Response to
State Audit
Report**

PERSONNEL:

**Professional
Conferences**

Personnel (Continued)

b. Retirement (1)

1. Accept the letter of retirement as submitted by the following individual:

- a. Barbara Fairbrother – Unionville Elementary Paraprofessional, effective June 12, 2006

c. Resignations (4)

1. Kelley Wilson – Unionville High School Librarian, effective June 12, 2006
2. Amanda Donnelly - Unionville High School Special Education Teacher, effective July 1, 2006
3. Lori Beck – Unionville High School Custodian, effective June 16, 2006
4. Catherine Stein – Bus Driver, effective May 31, 2006

Motion carried (8-0).

It was moved by Dr. Sweeney and seconded by Mrs. Halstead to approve the following personnel items (agenda items 7.d. through f.):

d. Reclassifications (12)

1. Kristie Regan – from Unionville High School .2 French TPE/.2 English LTS Teacher to Unionville High School .2 French TPE/.8 English TPE Teacher, effective August 22, 2006
2. Andrew Moister – from Unionville High School .6 Health & Physical Education LTS Teacher to Unionville High School/Elementary school 1.0 Health & Physical Education TPE Teacher, effective August 22, 2006
3. Faith Dilworth – from Unionville High School .8 Art Teacher PE to Unionville High School 1.0 Art Teacher PE, effective August 22, 2006
4. Kristen Butler – from .6 District ESL Teacher TPE to 1.0 District ESL Teacher TPE, effective August 22, 2006
5. David Custer – from Patton Middle School Custodian to District Grounds Assistant Mechanic, effective May 22, 2006, at a salary of \$14.08 per hour
6. Karen Reinhart – Add as a Patton Middle School Food Service Assistant 2.5 hours per day/3 days per week at a salary of \$10.00 per hour in addition to Van Aide 5.75 hours per day, effective April 24, 2006
7. Barbara Knoop – from C-IV Food Service Assistant to C-III Cook, effective August 28, 2006, at a salary of \$11.07 per hour

(Continued)

**PERSONNEL
(Continued)**

Retirement:

B. Fairbrother

Resignations:

K. Wilson

A. Donnelly

L. Beck

C. Stein

**Reclassifi-
cations:**

K. Regan

A. Moister

F. Dilworth

K. Butler

D. Custer

K. Reinhart

B. Knoop

Reclassifications (Continued)

8. Pat Faughnan – from 10-month S-III Technology Secretary (7.5 hours per day x 176 days) to 12-month S-II Technology Office Manager (8.0 hours per day x 260 days), effective July 1, 2006, at a salary of \$18.15
9. District Technology Assistants – Susan Natale, Susan Snyder, and Ed Wilson – from 7 hours per day x 210 days (10 months) to 7 hours per day x 260 days (12 months), effective July 1, 2006
10. Suzanne Weltz – from Chadds Ford Elementary Kindergarten Teacher LTS to Hillendale Elementary Grade 1 Teacher LTS, effective August 22, 2006
11. Dana Ely – from Unionville Elementary School Library Paraprofessional to Hillendale Elementary S-III Secretary (7.5 hours per day x 187 days), effective August 23, 2006, at a salary of \$14.25 per hour
12. Diane Mustin – from Unionville High School Librarian LTS to Unionville High School Librarian TPE, effective August 22, 2006, at the Masters Step 3 salary level

e. Substitutes (5)

1. Elizabeth Bish - Chemistry
2. Victoria Trimble - Elementary
3. Michele Consorti - Elementary
4. Suzanne Ariza - Nurse
5. Kelly Hunter – Health & Physical Education

f. Employ (3)

1. Mary A. Keane – Pocopson Elementary Grade 4 Teacher PE, effective August 22, 2006, at the Master’s Step 4.5 salary level
2. Kathryn Weichman – Chadds Ford Elementary Grade 3 Teacher TPE, effective August 22, 2006, at the Master’s Step 2 salary level
3. Angela Hicks Jackson – Patton Middle School Food Service Assistant (3 hours per school day), effective May 15, 2006 through the end of the school year, at a salary of \$10.00 per hour

Motion carried (8-0).

**Reclassifications
(Continued)**

P. Faughnan

**S. Natale
S. Snyder
E. Wilson**

S. Weltz

D. Ely

D. Mustin

Substitutes

Employ:

M. Keane

K. Weichman

**A. Hicks
Jackson**

Personnel (Continued)

It was moved by Dr. Sweeney and seconded by Mrs. Trigg to approve the following personnel items (agenda items 7g. through 7o.):

g. Leaves (4)

1. Patricia Chern – Chadds Ford/Hillendale Elementary School Music Teacher, Unpaid Child Rearing Leave, effective for the 2006-07 school year
2. Susan Sudimak – Patton Middle School Teacher, 8-week Maternity Leave beginning approximately August 15, 2006 (per her doctor's note), followed by an Unpaid Child Rearing Leave through the first semester of the 2006-07 school year
3. Heather Spancake – Unpaid Child Rearing Leave, effective for the first semester of the 2006-07 school year
4. Susan Smith – Chadds Ford/Hillendale Elementary School Art Teacher, Medical Sabbatical effective for the 2006-07 school year

h. Approve Wages

1. Approve the Professional, Administrative, and Support Staff Wages for the 2006-2007 School Year as on the attachments (pp. 7.h.1-22)

i. Appointments

1. Approve the following appointments for the 2006-2007 school year:
 - a. School Physician - Dr. Peter Soraruf
 - b. School Dentist - Dr. Merle Saldivar
 - c. Transportation Physician - Dr. Karl Zimmerman
 - d. Solicitor - John R. Merrick, Esq.
 - e. Treasurer - Dominick V. Guiseppe

j. Extended School Year Program

1. Approve the additional employees for the 2006 Extended School Year Program as on the attachment

k. Eliminate Positions

1. Unionville High School One-on-One Paraprofessional Position, per the 2006-07 budget
2. .6 District Peer Coach

l. Termination (1)

1. Robert Green – Unionville High School One-on-One Paraprofessional (replacement by contracted service)

**PERSONNEL
(Continued)**

Leaves:

P. Chern

S. Sudimak

H. Spancake

S. Smith

**Wages
Approved –
2006-2007**

Appointments

**Extended
School Year
Program
Employees**

**Positions
Eliminated**

Termination

(Continued)

**PERSONNEL
(Continued)**

Personnel (Continued)

- m. Cater Rates Change
 - 1. Change the 2006-07 Cater Rates to \$21.50 and \$16.00

- n. Withdraw Request
 - 1. Susan McDermott – Unionville High School Health & Physical Education Teacher, Withdraw Request for Second Semester Sabbaticals in 2006-07 and 2007-08

- o. Summer Transportation Employees (2)
 - 1. Approve the following additional Summer Employees for Transportation:
 - a. Lee Gilbaugh
 - b. Laura Gilbaugh

**Cater Rates –
2006-07**

**Sabbatical
Request
Withdrawn –
S. McDermott**

**Summer
Transportation
Employees**

Mrs. Halstead commented that she does like to get qualified teachers but stated that we were told at the budget sessions that we would be looking at people at the lower end of the salary spectrum, and we do have two new employees with Master's degrees this evening. While she loves that, it's not what we were told. She is hoping that everyone will be more aware of what was said at the budget meetings.

**Board
Member's
Comments -
Personnel**

Dr. Kenney stated that he doesn't think we said that we would not select the best teacher. We were talking about when we accept retirements, we would see it in salary savings in the budget. We were actually looking at Chemistry and English teachers but we have three to five people doing interviews and they arrive at a consensus. We do not sacrifice the best people for the classroom.

Mrs. Halstead stated that we had some long-term substitute teachers in the past year but it seems they are rarely hired. Since we trust them with our children for a year, she would like to look at them for the long term. The principals would have the opportunity to go and observe things like what she has heard are fine people here. She would like that to be considered.

Mr. Cochran commented about the budget being compiled for replacement staff using the Bachelor's, Step 6 figure for scheduling their salary, which is consistent with Master's, Step 3. That is an average that is higher than the bottom of the scale but is on the lower end.

Mrs. Halstead stated that she likes good people and it's not a question of good people.

Motion carried (8-0).

Mr. Baker stated that for the purpose of disclosure, the Board met in Executive Session numerous times for the Superintendent interview process. Their meeting dates were May 15, 16, 26, and 29, 2006 (at New Bolton Center) and June 12 and 19, 2006 (in the U-CF District Office).

Mrs. Halstead reported for Transportation regarding:

1. Extended School Year - Currently preparing routes for this program and we expect to be transporting about 85 students on 18 bus routes.
2. Summer Work – All buses and vehicles will be cleaned and checked for maintenance. Our summer helpers will be busy cleaning the buses inside and out. The mechanics will make necessary repairs in preparation for the State school bus inspection in August.
3. Annual Inspection – This year we will host troopers from the PA State Police Vehicle Fraud and School Bus Safety Unit, as well as members of the Federal Motor Carrier Safety Unit. Beginning next summer, the entire annual state inspection will be conducted by the Federal inspectors. This year will be the transition year. We look forward to a smooth inspection.
4. Have a safe and healthy summer.

Mr. Swayze departed from the meeting at 8:45 p.m.

Dr. West stated the implementation of the E-school Board list serve that should be up and running by fall of this year. The program would be used for communication from the Board to the community in a timely way. It will use the e-mail addresses of parents that we have already and will not use them for anyone who wants to unsubscribe. We will send a postcard mailing out for people who don't have kids in the district to invite all community members to join the list serve. We had hoped to include this in the tax bills but cannot do so. It will also be placed in the education section of newspapers for community members who don't have access to e-mail.

We will start a program shortly after school starts with open forums where Board members will go out to local coffee houses for people who want to have a chat. We are modeling this after an award-winning program in New Jersey, called *No Fooling, We are Talking about the Schools*. It has been a huge success in that district. She hopes to be able to do some more two-way communication that way.

It was moved by Mrs. Trigg and seconded by Dr. Sweeney to approve the District's application to the Pennsylvania Department of Education for approval of a half-day for students (a.m.) on Monday, October 2, 2006 as on the attachments (pp. 10.a.1-3).

Motion carried (7-0).

TRANSPOR- TATION

COMMUNI- CATIONS

BOARD POLICY

**Act 80 Half-Day
Application –
October 2, 2006**

3.a.15

It was moved by Mrs. Trigg and seconded by Mrs. Halstead to adopt the revised School Calendar for the 2006-07 School Year (dated 6-12-06) as on the attachments (pp. 10.b.1-2)

Mrs. Brown commented that we are putting a half day in the school calendar on October 2 and doing it now so people know when they are coming. When we have discussion in September about where we are going in the future, she thinks we should think very carefully about the teachers' suggestion about using the IU's calendar. It has been brought to her attention as we continue with our policy of Spring Break, we will get very out of sync with others (Vo-techs, etc.). She suggested that we include this for discussion in September.

Mrs. Halstead stated that there are so many families who take their vacation at times when there are no holidays. She thinks you'd be amazed at the families who are taking educational trips to the south of Florida to see gators, etc. The students attending C.A.T. are losing since they're out for the week we are off and the week off on the I.U. calendar.

Mrs. Trigg stated that the idea behind this is to try to find a calendar for this coming year that does not change a lot of what was published but to let the community know we do understand. There is no change to the April 6, 2007, which will remain as an in-service/clerical day for teachers.

Motion carried (7-0).

It was moved by Mrs. Trigg and seconded by Dr. Sweeney to approve Board Policy No. 246, revised – Pupils – Student Wellness as on the attachments (pp. 10.a.1-4).

Mrs. Trigg stated that there was a first reading of this policy last month and it has been out on our website.

Mrs. Halstead stated that after having spoken with high school students, she is hoping we can get some yogurt into the machines for students who stay after school for sports, etc.

Motion carried (7-0).

**BOARD
POLICY
(Continued)**

**School
Calendar –
2006-2007,
Revised**

**Board Policy
No. 246
Approved –
Student
Wellness**

**BOARD
POLICY
(Continued)**

It was moved by Mrs. Trigg and seconded by Mrs. Halstead to approve the School Board Meeting Dates for August through December, 2006 as on the attachment (p. 10.d.1, revised).

**School Board
Meeting Dates –
August-
December, 2006**

Dr. Kenney commented that the December 4, 2006 meeting would be the Reorganization Meeting and Work Session. The December 11, 2006 meeting will be the regular voting meeting.

Mr. Baker stated that we will set Board meetings every six months so if there are no conflicts with Board members' schedules, we can have as many in attendance as possible.

Motion carried (7-0).

Mrs. Halstead stated that next year we would use the current SASI system and Pearson's CenterPoint. The following year, CenterPoint will be the student information system. There will be a cost saving in the end and this will be a web-based program so the teachers can use it at home. Our technical assistants will be working on this all summer.

It was moved by Mrs. Halstead and seconded by Dr. Sweeney to approve the purchase of Pearson's CenterPoint Web-Based Student Information System to upgrade the current SASI system as on the attachments (pp. 11.a.1-3). The annual cost is \$24,604.62 for three years and then \$13,416.48 annually.

**Pearson's
CenterPoint
Student
Information
System**

Motion carried (7-0).

Jason Trigg, substitute Student Representative, provided a report regarding:

1. End of School Year – The year is winding down; students are very appreciative of the air-conditioning.
2. Graduation – Went very well on June 5th; Mr. Struble's speech was great.

**STUDENT
REPRESENTATIVE
REPORT**

Mr. Baker thanked Jason for his report.

Mr. Murray reported for the Center for Arts & Technology/ Intermediate Unit and Special Education. He stated that the Intermediate Unit would be meeting tomorrow and he will have a concise report following that meeting.

**C.A.T./
SPECIAL
ED. / I.U.**

Dr. Kenney reported for Legislation in Mr. Wandersee's absence. He stated that Special Session Senate Bill No. 39 was enacted in Harrisburg and the budget timelines are dramatic. Mr. Cochran will need to have the budget ready in six months, regardless of who is retiring, etc. If the District has a need to go beyond the index, there will be a referendum vote. We will have to go out and meet with members of the public regarding the absolute necessity of the money. If they turn that down, we will have to operate within that index. There would be very difficult choices.

**LEGISLATIVE
REPORT**

Dr. Kenney wished good luck to Sharon Parker. He promised not to be a senior citizen in a flannel shirt sitting in the audience!

Dr. Kenney provided the Superintendent's report. He welcomed Sharon Parker and stated that we look forward to her stamina. He wishes her great luck and success in Unionville-Chadds Ford. The District is in great hands and regardless of the process, they got the best person.

**SUPER-
TENDENT'S
REPORT**

Mr. Jim Fulginiti provided the Unionville High School report:

- Dr. Kenney – Has been a pleasure to have had his support
- Sharon Parker – Welcome to her.
- End of School Year – Close to the year went smoothly; a big thanks to the parents for their help in transporting students during the last few days of school.
- Sports – Track & Field Championships – three students went to states; Paul Springer won a gold medal in the mile during the winter and won a gold medal in the 32 meter (~ 2 miles). He is quite outstanding. The girl's lacrosse team went to district playoffs.
- Graduation – Went smoothly as Jason Trigg mentioned earlier
- Retirees – This year we have two veteran teachers retiring: Dr. Jana Eaton and Mr. Lee Krug. It was nice to have a little reception for them and we really appreciate their years of service.
- Educator of the Year – Congratulations to Tom Struble for being chosen for this honor by the students.
- Yearbook Dedication – Congratulations to Mike Duggan for this honor.
- Building Preparation – Everyone is at work preparing the school for next year.

**High School
Report**

Dr. Kenney congratulated Mr. Fulginiti for an outstanding job in his first year as Principal.

Superintendent's Report (Continued)

Dr. Andrew McLaughlin, Pocopson Elementary School Principal, provided the Elementary School Report. He thanked Dr. Kenney for his support and welcomed Ms. Parker.

He commented regarding the Walk-Up where students in all elementary schools met their teachers for next year in the spring. It worked out very well. He congratulated all 5th graders who will be moving up to the middle school. Dr. McLaughlin also reported on the school activities:

- Unionville Elementary –
 - End-of-Year Picnic – 5th grade student enjoyed a picnic at Brandywine Picnic Park; the bad weather made it more fun. Thanks to the parents who came to help today.
 - Field Day – Great success; Thanks to all of the parents who came out to help with the day!
- Hillendale Elementary –
 - Thanks to the parents, the School Board, and the administration. We had a great year and could not have done it without your support and partnership.
- Pocopson Elementary -
 - Patriot Cup – Was awarded for the first time to the 2nd grade class for the best hallway behavior and attendance!
- Chadds Ford Elementary –
 - May Fair – Was a great success on May 19th with student musical performances and great refreshments; thanks to the PTO staff
 - Art in Action – Five murals were completed with the help of artist, Paul Scarborough and Art teacher, Tracy Schiavello

Dr. Kenney stated that there was no middle school report. Both principals are away this evening.

Louise Cleveland and Anita Leiden, U-CF Education Association Incoming President and President, thanked Ms. Parker and welcomed her to the school district. They thanked Dr. Kenney for his efforts in Unionville-Chadds Ford.

SUPER- TENDENT'S REPORT – Elementary Schools

RESIDENTS' COMMENTS

**RESIDENTS'
COMMENTS
(Continued)**

Keith Knauss, East Marlborough Township resident, stated that the budget continues to rise with a 3.9% millage increase for residents. Also, he wanted them to know that it represents an 8.6% dollar increase in spending. He looks forward to Special Session Senate Bill No. 39 and back-end referendum. He commented that any business would love to have 8.6% as was done last year.

Vic Dupuis, East Marlborough Township resident, welcomed Ms. Parker to the team and commented that it is great to have her on board. He stated that the big priority in the first 100 days would be to engage the faculty. As citizens, we were engaged because we had nine Board members involved. The faculty felt largely unconnected in the process. As we are heading into negotiations year, his strong recommendation is to try to re-engage the faculty and administration so the negotiations process does not get too difficult.

Mr. Dupuis commented regarding U-CF alumni, Kyle Davis, who just won the Philadelphia Amateur. He ranked as 12th amateur golfer in the U.S. prior to that. Mr. Fulginiti stated that Kyle had also been the state champion as well.

Mr. Dupuis commented about the UHS graduation ceremony at the University of Delaware. It is such a commercial enterprise. As parents who wanted to enjoy the celebration afterwards, it's a very impersonal opportunity for the kids and they felt they were scooted out the door. He encouraged the district to consider holding the graduation ceremony on site. There is something about having it back on campus and it holds more value.

Mr. Fulginiti stated that we have addressed that point after graduation with University of Delaware representatives, and it comes down to an employee (it was time to for the employee to go home).

Mr. Dupuis stated that we could hold the ceremony on our turf field. He asked that we bring it back home where it belongs.

Katy Donovan, East Marlborough Township resident, stated that the girl's lacrosse team was ranked 11th in the U.S. out of over 11,000 lacrosse teams. This is the highest-rated team we have had here!

Dan Gabor, East Marlborough Township resident and UHS student, commented that it had now been a year since he requested the 10th grade Honors Social Studies class. He is sure it will be appreciated by the next class. Dan welcomed Ms. Parker to U-CF.

Judy McClaskey, Birmingham Township resident, inquired about contact for wellness. Mrs. Trigg stated that Marie Wickersham, Food Service Director, is the contact on the district's web page for e-mail. Mrs. McClaskey commented to Mrs. Halstead regarding the hiring of long-term substitutes for permanent teaching positions. She stated that she has also seen the flip side of what Mrs. Halstead stated and we can see in the long term why they should not be hired.

Mrs. Trigg commented to the administrators, faculty members and other employees in the district that this had been an unsettled year. She thanked everyone for coming in and doing their job even if things were a little unsettling. Mrs. Trigg welcomed Sharon Parker and stated that she knows she will work very hard for our district.

Mr. Murray commented regarding the following items:

1. Dr. Kenney – Congratulations and thanks for his years of service. He felt Dr. Kenney was the right guy at the right time and we have taken a step forward due to his leadership.
2. Ms. Parker – Welcome to Sharon. He stated that her leadership and qualities are what we need. He was looking for traits of successful Superintendents and, as a Board member, was listening very acutely to the community and what was necessary. He thinks the Board had a great perspective and through the process, Karen Halstead was invaluable. She brings a new perspective to the Board as a former teacher and he is grateful for her perspective.
3. Special Session Senate Bill 39 – Act 39 was passed. We were asked last year if we wanted to opt in to this legislation and we voted 9-9 not to do so. The legislative body has decided that they knew better than we did to enact legislation that this school district did not support. Mr. Murray commented that State Representative Chris Ross did not vote in favor of the proposal.

He thinks the legislation is flawed for a major reason. The Board looks for ways we can lower expenditures, not that it caps what school districts could spend. The legislation provides no vehicle where we could lower our expenditures. It gives us no tools in our tool shed. This legislation is highly flawed and it will not help education in this district or education in Pennsylvania. He would like to have seen a more comprehensive bill that would have given school districts the opportunity to lower expenses meaningfully, as well as reduce the amount of revenue it would take. This is horrible. It will pan out in the next four to five years.

**RESIDENTS'
COMMENTS
(Continued)**

**BOARD
MEMBERS'
COMMENTS**

Dr. Sweeney commented that she had already been using the Wallingford-Swarthmore School District as a recruitment tool. If they could get people to work here at New Bolton Center who would spend half of their time in the Philadelphia area, Wallingford-Swarthmore is half way between the city and New Bolton. These are individuals who are from all over the world so they situate themselves in your school district, which speaks well of the past relationship.

Dr. Sweeney also commented that she had been part of the past two Superintendent searches, as well as this one. The goal was to bring talent and this was our goal to again bring equally good talent. She thinks Sharon Parker will be a great leader for this school district and she is very confident about it.

Dr. West thanked Dr. Kenney for everything he had done for our district. She welcomed Ms. Parker to the district. Dr. West is thrilled to have her with us and is looking forward to working with her. She commented that she appreciated everyone jumping through the hoops to allow her to be at the School Board meeting. It has been a crazy six months and a tumultuous period for her. She is looking forward to the time when we can settle down and find joy and peace.

Mrs. Halstead stated that she had attended the 4th/5th grade concerts and all elementary schools. Our middle and high schools will never need to worry because we have an abundance of talent! She also attended the 8th grade Assembly to see some of her former students do well and go up to 9th grade.

Mrs. Halstead was present at the dinner to honor Shirley Miller, Patton Middle School Custodian, who was her sons' first bus driver. She loves the sign at the middle school thanking Shirley for her 33 years of service. The evening was a wonderful tribute for her. Mrs. Halstead knows that she'll run into Dr. Kenney when he is running but she wished him well at Traditions.

Mrs. Halstead welcomed Ms. Parker. She commented that as a parent, teacher, and volunteer for many years she felt that she represented all of those areas and all of you during that process.

**BOARD
MEMBERS'
COMMENTS
(Continued)**

Mrs. Brown thanked the principals, teachers and staff members for their excellent work this year. She seconded Mrs. Trigg's comments regarding the ups and downs this year and is looking forward to more ups.

Mrs. Brown commented to the public that she had attended two sessions in the auditorium for input regarding the Superintendent search. There was not much difference in what people had to say. They were upset at the process but the messages were the same. She stated that as Board members, they talk to students, neighbors, and faculty members and they are parents. They are for the most part intelligent human beings and have listened to the concerns and addressed them to the best of their ability. If the Board has made a mistake, she is sure you will let them know. Mrs. Brown welcomed Ms. Parker and looks forward to tackling issues (i.e. school calendar, etc.) next year. She wished a great summer to everyone.

Mr. Baker seconded Mr. Murray's comments regarding Special Session Senate Bill 39. The message he wants to convey is that while on average this might turn out to be terrific legislation for the state, it is an average size that fits no single district and consequently is wrong for all. The reality is that education should be managed at the local level. This is a violation of that principle that is profound and will have lasting implications for our community. It's unfortunate that it managed to proceed.

He conveyed his one wish to the community, teaching staff, and all employees of the school district. Mr. Baker stated that he tends to drive when looking through the windshield and not in the rearview mirror. We have a tremendous and wonderful road that lies ahead for this district. We have brought to bear an outstanding leader to take us down that road. He asked that the community rally around, lift her up, and move as one as we embark on what is a new journey for Unionville-Chadds Ford.

Mr. Baker stated that the Board would not be meeting in July and would reconvene for their August meeting.

The meeting was adjourned at 9:25 p.m.

Respectfully submitted,

Kathleen M. Brown
Secretary

**BOARD
MEMBERS'
COMMENTS
(Continued)**

**MEETING
ADJOURNED**