

UNIONVILLE-CHADDS FORD SCHOOL DISTRICT
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SCHOOL BOARD MEETING
Minutes
June 20, 2005

The June meeting of the Unionville-Chadds Ford School Board was held on Monday, June 20, 2005 in the Unionville High School LGI. Mr. Wandersee, President, called the meeting to order at 7:40 p.m.

CALL TO ORDER

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

The following members were present: Edward Wandersee, Keith Knauss, Kathleen Brown, Curt Baker, Stephen McClaskey, Edward Murray, Bruce Swayze, and Timotha Trigg. Also present were Dr. John Kenney, District Superintendent, Dr. Brenda O'Hern, Robert Cochran, David Dickens, Rick Hostetler, Rich Hug, Thomas Marinelli, Dr. Jim Price, Bruce Vosburgh, Lexi Crampton, new student representative, many community residents and faculty members, members of the press, and Denise Miller, recording secretary.

MEMBERS PRESENT

Mr. Wandersee stated that there had been an Executive Session of the Board on June 13, 2005 at their Work Session. There was also an Executive Session of the Board this evening prior to the regular meeting. He stated that Dr. Corinne Sweeney was unable to attend tonight's meeting due to a long-standing prior business commitment that she must attend. He also welcomed Lexi Crampton, our new student representative.

Mr. Wandersee stated that there would be a half-hour comment period and asked that they be kept to three minutes per person. After 30 minutes, we will have some additional points and motions for personnel where we will also ask for additional comments.

He stated that the Board thanked everyone who had sent e-mails and made calls to them. Mr. Wandersee assured everyone that they have been read but it is almost impossible to respond to all of them. This is an administrative personnel issue and all Board members recognize the requirements for the courtesy and confidentiality for those involved and must adhere to them.

Dan Gabor, UHS student (Class of 2007), stated that throughout grade 10 at UHS, he has found that the program for academic studies is unacceptable for students seeking higher challenges in social studies. He has spoken with many teachers who said we needed more staff to teach such courses. He met with his counselor, Dr. Deady, who approves of it but stated that funding and teachers do not allow it. Mr. Dickens said that honors

RESIDENTS' COMMENTS

3.a.1

**RESIDENTS'
COMMENTS
(Continued)**

courses are being considered in the middle school and maybe that will allow us to create them in the high school. Mrs. Webb, UHS Social Studies Department Chair, said there were not enough teachers to teach said course. UHS social studies teacher, Mrs. Mulhern, supports the concept but commented to Dan that the lack of funding hinders the concept. Dr. Jim Price, Director of Secondary Education, feels that honors courses need to be defined so as not to be just a grade point average booster. A certain course that would challenge the students would not be a bad idea.

Dan asked the question as to whether there was a sufficient number of qualified teachers to teach this course. He hears from many individuals that there aren't enough teachers but if this would involve the same number of students, why couldn't we arrange some courses? Dan believes we should create challenging courses across the board. He commented on the lack of social studies in the PSSA testing and stated that with science being tested soon, social studies will be next.

Dan also spoke with Dr. Brenda O'Hern, Assistant Superintendent, who stated that we would be voting on new courses in November. He hopes to work with her to create another course and to work toward improving courses. Dan commented that Unionville-Chadds Ford is one of only two districts in the county that does not offer Honors 9/10 or AP European History. There is no challenge before 11th grade. Dan feels it is our responsibility to offer such courses in order to maintain our number one status.

Mr. Wandersee thanked Dan for his excellent presentation and stated that it makes a lot of sense. He asked Dr. O'Hern to look into it and get back to the Board.

Mr. Wandersee requested that applause be held until the end of comments to allow for the maximum number of comments to be heard.

William Anderson, Unionville High School Science Teacher, stated that it's his pleasure to make some comments tonight. He is an A.P. Biology teacher in the district and a taxpayer in the community. UHS celebrated another commencement on June 9, 2005 with the collective achievements of 300+ students having been recognized. Their accomplishments in the classrooms, gymnasiums, athletic fields, concert halls, art galleries, and public service arenas are a tribute to their intelligence, perseverance, character, hard work and motivation.

Their parents and teachers share in their accomplishments as they have coached, mentored and directed them through every opportunity. Ultimately, their teachers have readied them for the next chapter in their lives beyond high school, guided and directed by an administrative leadership team. As teachers we enjoy a climate of professionalism in a supportive and caring

environment. This positive atmosphere carries over into our classrooms where we strive to create not merely the number one high school in Pennsylvania but a community of learners; a community where honor, integrity and innovation are as cherished as academic achievement. The faculty at Unionville High School is a team of master teachers supported by a network of paraprofessionals and enhanced by a non-professional staff.

We cannot measure solely by grade point averages, PSSA and SAT scores, but by caring for others and the community. This has been made possible by our principal, Dave Dickens. We have assembled tonight to support any decision he makes concerning his role as our building principal for 2005-06 and beyond. Mr. Anderson requested that faculty and community members stand in support of Mr. Dickens' role in the high school. The group stood in support and applauded Mr. Dickens.

Mr. Anderson stated that we also assemble because we are gravely concerned that the disruption of our administrative team may negatively change the climate for our learning community, reduce our effectiveness in the classroom, and may ultimately diminish the performance of our students.

On behalf of Unionville High School, Lynn Kern, Betsy Hickman, Fran Mulhern, Mark Lacionca, Ralph Harrison and he requested a meeting with Board members, Dr. Kenney and Dr. O'Hern and Dr. Price to discuss effective leadership and communications in Unionville-Chadds Ford. They prefer that this meeting be held sooner than later before any personnel decisions are made to affect their building. Although the events of the past may be interesting for perspective, the focus of this meeting will be on the future. In a setting that prepares students, nothing can be more important than the students' future and he looks forward to their response.

Mr. Wandersee thanked Mr. Anderson for his comments and requested that everyone stay for the course of the meeting.

Shar Gigliotti, Birmingham Township resident and Co-President of the UHS School & Home Association for the last two years, stated that everything that Mr. Anderson said rings so true. Mr. Dickens has been such an advocate for his students and she was shocked when he received an unsatisfactory review. She is here to represent the School & Home Association because they have dealt with him and cannot understand how this happened and would like to see him back.

**RESIDENTS'
COMMENTS
(Continued)**

Lisa Sanderson, Chadds Ford Township resident, supports what Mrs. Gigliotti said. Any time she had a problem, Mr. Dickens would get back to her within minutes and was always ready to help.

Jenny Bacci, Birmingham Township resident and UHS student (yearbook editor this year), stated that Mr. Dickens encouraged she and others to develop the yearbook. He was always willing to listen to students, induce change in our school, and make the school a better place.

Pat Martin, East Marlborough Township resident, stated that she has been a resident for 36 years and has served under numerous superintendents and principals who were all good people. Sometimes there are misunderstandings. Mr. Dickens represents everything in our mission statements. If there was a death in the community, he was there. We still care about him. He is a good educator and she believes he does have the best interest of the school at heart. Mrs. Martin stated that she hopes we can work things out.

Carol Fisher, Birmingham Township resident, stated that she is also head of the Podium Club, a music organization that involves many people. Often, music is the forgotten group. Dave did everything he could to make them feel needed and appreciated.

Maureen Kanara, East Marlborough Township resident, commented that she has had six children go through UHS. They have had Mr. Dickens as either Assistant Principal or Principal and to this day, they come over and want to talk to Dave. It would be a great loss to the community if he were still not with this school.

Katy Donovan, East Marlborough Township resident, stated that she had had the privilege of working with Mr. Dickens on the after-prom this year. It would be a tremendous loss to this school to lose him. She commented that she could not speak to his facility in completing paperwork but could speak to his strong leadership as a principal. It would be a great loss.

Samantha Schneider, East Marlborough Township resident, stated that as a student athlete, she saw Mr. Dickens in the hallways and he was always there to offer a smile to them. The cross-country team could not have gone so far without his support. It would be a great contribution to continue to have him support them as athletes and as students.

**RESIDENTS'
COMMENTS
(Continued)**

Doug Yarbrough, Pocopson Township resident, commented that he thinks of the trust of the student body as a whole and the administration. It's very hard to achieve a balance when there are 1300+ students who have their trust and support in the administrative staff. If Dave Dickens was not their principal, we would risk losing confidence in the School Board and the way they go about their business. It would cause the loss of the great environment that we've built.

Steve Beehly, a 13-year resident in the district, stated that the retention of great people should be a high priority. He hopes we can see a way to retain Dave Dickens and he had hoped that we could have kept Joyce Reeves.

Chick Picard, East Marlborough Township resident (six years), commented that Mr. Dickens had helped with the after-prom party and raised money for baritone saxophones. He sees nothing wrong with Mr. Dickens and feels he has done a great job. There are some dysfunctions here that run a little deeper than that and we should find out why they have occurred and what they are, as well as how these things come to a head in perhaps too quick a manner.

Ross Edmonds, East Marlborough Township resident, commented that his wife and he were 14-year residents of the district. Dave was Assistant Principal and Principal through the time when their daughters attended the high school. Mr. Edmonds cannot imagine an individual with a greater sense of participation to the school and all of its programs than Mr. Dickens. It is very difficult to imagine what and how quickly things have gotten to the state they have. The people supervising him have gotten to such odds and although he knows very little, he is here as a parent and member of the community to say we have a very good person in Dave Dickens. He hopes that he would stay here.

Angela Robine, Pennsbury Township resident and Class of 2005 graduate, stated that whatever decision is made does not matter to them but she commented that there were at least 15 students present from their class. At Senior Week, they called their parents and asked what had happened. Mr. Dickens is and will forever be Unionville to them.

Myrna Farina, East Marlborough Township resident, commented that she is a former UHS teacher, parent of three graduates and grandparent of children attending here at this time. She wants the Board to go beyond the individual picture of Dave Dickens and look at the dysfunction within our district. She had taken an early retirement from the profession she loves because we were getting so top heavy that we were not addressing the needs of all of our students. We had master teachers who were trying to get the job done whose hands were tied. She asked that the Board look at the big picture and listen to the students, teachers and parents. These are the people you represent.

**RESIDENTS'
COMMENTS
(Continued)**

Karen Halstead, East Marlborough Township resident and recent, unhappy retiree, commented that Dave and she just recently attended one or more memorial services or funerals. She stated that the process has not been good here. Mr. Dickens could be terrible but the process has not been good and everyone in the room knows that. More than saying he's a good person and no one here can say he is a bad person, she begged the Board to bring the community back to the community and the trust back to the community. If nothing else, she hopes that you hear what she hears. There is a lack of trust. She wished a long, long life to Mr. Dickens.

Mr. Wandersee thanked Karen for her comments.

Matt Vader, East Marlborough Township resident, stated that he will be the President of the Junior Class next year. Mr. Dickens has been very supportive of them and they have been very successful. We would risk losing that and should be careful of that decision.

Ted Beidler, U-CF student, commented that Mr. Dickens is one of the most caring people he has ever known in his life. It is a testament of his leadership that all of the students are here tonight. Mr. Dickens has taught them to stand up for what they believe in and all of us feel he should stay here as Principal. When they look back, they will not remember their PSSA scores but will remember the people who taught and guided them. He knows the principal has a lot of work to do but the first priority is the students. Mr. Dickens has definitely put them first and he is a better person because of it.

Katie Jones, Birmingham Township resident, stated that she had sat on the committee that selected the principal two years ago. Of all of the candidates, Dave outshone everyone and she does not know how we will find a replacement for Mr. Dickens because there was not one out there.

Donna Kelly, Pocopson Township resident, commented that the main concern of all of the parents who are here is for their children. Mr. Dickens supports them and makes them the number one thing in their district. The parents want to know that their kids are number one in their principal's eyes.

Candy Moraczewski, East Marlborough Township resident, stated that she has had two children in the district. One of them is her daughter who will be a senior next year. Her son graduated last year and had a lot of emotional problems but he felt safe to go to Mr. Dickens' office. He felt safe going there when the walls were coming down for him. He is now at Marshall University making A's and doing great. Her daughter is a soccer player and a good academic student. Mr. Dickens knows her name and the name of every student in the school. She supports the Board in keeping him next year and for many years to come.

Mr. Wandersee thanked Mrs. Moraczewski very much for those words and stated that all Board members appreciate those things about Dave Dickens.

John Vader, East Marlborough Township resident, commented that if there are problems or issues, the whole outweighs the deficits he may have. He asked why we don't supply him with help or more staff to make that contribution to our kids. He had a daughter who graduated this year and two more coming through the system. He thinks they will be cheated out of a great role model if he is not here.

Mr. Wandersee asked that Mr. Vader stay for the rest of the meeting and stated that everyone on the Board appreciates his concerns and is pleased with that.

It was moved by Mr. Swayze and seconded by Mr. Knauss to approve the Minutes for the May 2, 2005 Budget Hearing (pp. 3.a.1-23) and the May 4, 2005 Budget Hearing (pp. 3.a.24-33).

Motion carried (9-0).

It was moved by Mr. Knauss and seconded by Mr. Murray to approve the Minutes for the May 9, 2005 Work Session/Tentative Budget Adoption (p. 3.a.34) and the May 16, 2005 Regular Meeting (pp. 3.a.35-50).

Motion carried (8-0).

The following committee meeting minutes were reviewed:

1. Facilities Committee Meeting – April 28, 2005 (p. 3.a.51)
2. Curriculum Committee Meeting – June 13, 2005 (pp. 3.a.3.1-2)

Mr. Wandersee requested that the Secretary file the committee minutes.

The following financial statements and reports were reviewed:

1. General Fund Treasurer's Report – May, 2005 (p. 3.b.1)
2. 2004-2005 GF Function Revenue Analysis with Details of 6100's and 7000's as of May, 2005 (p. 3.b.2)
3. 2004-05 General Fund Function-Object Expenditure Analysis as of May, 2005 (pp. 3.b.3-5)
4. Category Expenditures Analysis – May, 2005 (p. 3.b.6)
5. Capital Projects Fund Report – May, 2005 (p. 3.b.7)
6. Outstanding Projects Summary – May, 2005 (p. 3.b.8)
7. Construction Project Reports – May, 2005
 - a. Unionville High School HVAC Project (pp. 3.b.9-10)
8. Capital Reserve Fund Report – May, 2005 (p. 3.b.11)
9. Activity Account Reports
 - a. U-CF Cafeteria Service Profit & Loss Statement – April, 2005 (pp. 3.c.1-2)

**MINUTES
APPROVED**

**FINANCIAL
STATEMENTS**

Mr. Wandersee asked that the Secretary file the financial statements and the reports.

It was moved by Mr. Baker and seconded by Mr. Swayze to approve the Bill List dated May 19, 2005 in the amount of \$1,040,435.01 (pp. 3.d.1-18).

Motion carried (8-0).

It was moved by Mr. Swayze and seconded by Mr. McClaskey to approve the Bill List dated May 19, 2005 for Collegium Charter School in the amount of \$5,957.52 (p. 3.d.19).

Motion carried (7-0-1). Mr. Murray abstained.

It was moved by Mr. McClaskey and seconded by Mr. Swayze to approve the District Goals for the 2005-2006 School Year as on the revised attachments (pp. 11.d.1-4 rev.).

Mr. Baker stated that he was under the impression that we were going to remove the Act 72 goal and add a long-term financial planning goal after the last Work Session.

It was moved by Mr. Baker and seconded by Mr. Knauss to amend the motion to approve the District Goals for the 2005-2006 School Year as on the revised attachments (pp. 11.d.1-4 rev.) and including the removal of the Act 72 goal and the inclusion of the long-term financial planning goal.

Motion carried (8-0).

It was moved by Mr. Knauss and seconded by Mr. Swayze to approve the Bid Award Recommendations for Classroom Furniture for (4) Modular Classrooms at Unionville High School in the total amount of \$22,303.48 as on the attachment (p. 4.a.1). Mr. Knauss commented that this item came in under budget and is part of the state bid list.

Motion carried (8-0).

It was moved by Mr. Knauss and seconded by Mr. Murray to approve the Bid Award Recommendation for a Lawn Mower in the amount of \$17,690.00 as on the attachment (p. 4.a.2). Mr. Wandersee stated that this item also came in under budget and is part of the state bid contract.

Motion carried (8-0).

BILLS PAID

**BILL PAID-
COLLEGIUM
CHARTER
SCHOOL**

**DISTRICT
GOALS –
2005-2006**

FACILITIES:

Bid Awards:

**Classroom
Furniture-
Modulars**

Lawn Mower

Facilities (Continued)

It was moved by Mr. Knauss and seconded by Mrs. Brown to approve the following additional summer maintenance employees:

1. Maria Perez
2. Bradley Einstein

Motion carried (8-0).

Mr. Knauss reported that the high school HVAC Project is in full swing. We are currently on schedule, possibly a few days ahead. The modulars are due for delivery on July 29th and will be ready for the opening of school.

It was moved by Mrs. Brown and seconded by Mr. Swayze to approve the Textbook Adoption List for Elementary Materials for the 2005-06 school year as on the attachments (pp. 5.a.1-3).

Mrs. Trigg commented that she is really torn about the elementary social studies materials. This proposal includes some primary resource materials that she just cannot support. On the other end, she knows the teachers have worked so hard on this and cannot vote against it. Therefore, she will abstain.

Motion carried (6-1-1). Mr. McClaskey voted nay. Mrs. Trigg abstained.

It was moved by Mrs. Brown and seconded by Mr. McClaskey to approve the Textbook Adoption List for Secondary Materials for the 2005-06 school year as on the attachment (p. 5.a.4).

Motion carried (8-0).

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

1. Title II-a (Staff Development) - \$71,932.
2. Title II-d (Technology) - \$1,869.
3. Title V (Innovative Programs) - \$7,281.

Motion carried (8-0).

It was moved by Mrs. Brown and seconded by Mr. Knauss to approve the Strategic Plan Mid-Point Review as on the attachments (pp. 5.c.1-30). Mrs. Brown commented that the plan was completed a few years and this is the mid-point review of it.

**Summer
Maintenance-
Additional
Employees**

**Facilities
Report**

CURRICULUM:

**Elementary
Textbook/
Materials
Adoption-
2005-06**

**Secondary
Textbook/
Materials
Adoption-
2005-06**

**Federal
Program
Applications**

**Strategic Plan-
Mid-Point
Review**

Dr. O'Hern stated that we completed the six-year plan three years ago. This was a progress review of everything that we had done on the plan. She is happy to report that we are 60-70% completed on the plan and about 80-90% complete in the technology area. She prepared a report and reviewed it with the original members of the Steering Committee. It was also shared and discussed with the Board. Changes and deletions were made from things that no longer had the support of the Board and we are now ready to send in the revisions.

Motion carried (8-0).

It was moved by Mr. Murray and seconded by Mr. Baker to approve the attached budget resolutions which provide for the adoption of the proposed 2005-06 budget with total appropriations of \$56,445,370; real estate taxes of 19.72 mills per dollar (\$1.972 per hundred dollars) of assessed valuation of taxable property in Chester County (2.98% increase) and 18.16 mills per dollar (\$1.816 per hundred dollars) of assessed valuation of taxable property in Delaware County (2.48% increase); and the 1% real estate transfer tax to be continued for the 2005-06 school year (pp. 6.a.1-30).

Mr. Murray commented that the budget was reviewed at the April Work Session and the May 2 and May 4, 2005 budget hearings. Preliminary adoption was approved at the May 9, 2005 Work Session. The budget was reduced further to a level on or about inflation. The Board and the administration did a very good job on this.

Mr. Wandersee congratulated Mr. Cochran on this second reduction from the original budget proposal. He stated that we should not expect to do this every year. We are operating close to the wire and had to be sure that our expenses and budget matched.

In response to Mr. Baker's request, Mr. Cochran stated that the differences in rates between the two counties in our district are based on the Chester County assessment in 1996 and the Delaware County assessment in 1998 (base years). We are required to take the market value as determined by the State Tax Equalization Board (STEB) in Harrisburg and divide the burden proportionately based on that market value. Those figures are then applied to the assessed value that is determined at the respective county levels to calculate the respective county millage rates.

This is why we continue to have different millage rates and we will continue to see differences unless we have seen comparable growth in the two county sections and comparable market value growth, which we don't see in all reality. There was a great difference last year between the two counties; this year, they are much closer.

**CURRICULUM
(Continued)**

FINANCE:

**Final
Budget
Adoption
– 2005-06**

Mr. Knauss stated that he will vote no (as reflected in his comments):

I will vote no on this year's budget due to the unwarranted addition of 10 teachers. I know there is a healthy difference of opinion among the 9 board members and I appreciate the chance to express my opinions.

Hiring and Enrollment Trends

In 1999 we had 3822 students educated by 258 teachers. – a student to teacher ratio of 1:15. In the past 5 years enrollment has grown by 100 additional students. We've added 41 new teachers. That is a rate of one additional teacher per two and one-half additional students. Next year's enrollment is projected to grow by 25 students. The proposed budget asks for 10 additional teachers – the same 1 to 2.5 ratio. The data show we are adding teachers at an unprecedented rate. Let's take a look at the cost and the benefit of additional teachers

A Cost-Benefit Comparison with Other Local Districts

The most convincing argument for NOT adding teachers at this high rate is a comparison of 3 excellent Philadelphia area school districts – Lower Merion, UCF and Central Bucks. All three districts have comparable academic performance measured by PSSA test results, but with very different student to teacher ratios and, additionally, very different spending levels. Central Bucks is able to achieve their results with an efficient ratio of 17 students to 1 teacher; UCF is in the middle with 15:1 ratio; Lower Merion is at the inefficient extreme with a 12.5:1 ratio. The difference in student to teacher ratio carries directly over into spending. Lower Merion spends \$20,000 to educate a student for one year; UCF spends \$13,000, Central Bucks is the most efficient at \$11,000. Standard and Poors rates Central Bucks top in the state on Return on Spending Index.

The Literature

A review of the literature will show that research on the effect on student achievement from student to teacher ratios is inconclusive. About half the longitudinal studies show no academic benefit of smaller student to teacher ratios. The half that do show a benefit calculate, at most, a modest achievement increase and then preferentially for urban, low socioeconomic districts – certainly not a description of UCF. Most researchers would agree that adding teachers is the LEAST cost effective way to increase student achievement. This is not a view held, however, by politicians and teacher organizations.

UCF's Budget

If we look at the official budget we'll see those 10 teachers will cost us about \$45,000 each in salary. That is a fair estimate for salary. But \$45K is just a starting salary without consideration of other significant budget items that will appear next year or in subsequent years directly attributable to the additional teaching staff. The cost is alluringly low in the first few years because the novice teacher will usually have a below average salary and will teach in an existing classroom. What we've forgotten is that the additional teacher will in a short time interval become an experienced, above-average-salaried teacher with full benefits, needing additional classroom supplies, requiring substitutes for days absent, needing a newly constructed classroom with additional support staff and administrative staff. What's the real yearly long term cost of an additional teacher? If we take a look at the 63 Philadelphia area districts, both large and small, we'll find that it's easy to closely approximate each district's budget by counting the number of teachers and multiplying by \$175,000. The real long term cost of a teacher is \$175,000 per year. We may think we're adding those 10 teachers at a cost of a \$450,000, but we're really locking ourselves into 10 teachers at an additional yearly cost of \$1.75M.

Mr. Knauss's Comments (Continued)

Implications for Next Year

School board members have little control over most line items in the budget. Benefits are set by Blue Cross and the State Retirement board. Utility costs are determined by the energy companies. Teacher salaries are negotiated once every few years and even then the agreement will approximate regional labor trends. The one budget "driver" board members independently control is the NUMBER OF TEACHERS. It's easy to be lulled to sleep by the 54 number-filled pages of the district's budget. However, after five years of examination I have found a simple indicator to determine if the district is being a good steward with the taxpayer's money. Look at the number of new students entering the district and divide by the number of teachers being added. If the ratio is larger than 10 smile and breathe easy. If it's less than 10 ask lots of questions.

A roll call vote was taken:

Mr. Baker -	Yea	Mr. Swayze -	Yea
Mrs. Brown -	Yea	Mrs. Trigg -	Yea
Mr. Knauss -	Nay	Mr. Wandersee -	Yea
Mr. McClaskey -	Nay		
Mr. Murray -	Yea		

Motion carried (6-2). Dr. Sweeney was absent.

It was moved by Mr. Murray and seconded by Mr. Swayze to approve the Recommendations for PlanCon Part J forms for Pocopson Elementary School construction, Unionville Elementary School renovations, and Chadds Ford Elementary School renovations and authorize the appropriate Board offices to sign the documents as on the attachments (pp. 6.b.1-21). These are the final state reimbursement forms that we need to file.

Motion carried (8-0).

It was moved by Mr. Murray and seconded by Mr. Knauss to approve the Recommendation for a Lease and Maintenance Agreement with Pitney Bowes for one Pitney Bowes Model DM550 Mailing System with 10 pound scale at a monthly cost of \$218 for 60 months and authorize the proper Board offices to execute all documents, as appropriate, concerning this transaction as on the attachments (pp. 6.d.1-4).

Motion carried (8-0).

It was moved by Mr. Murray and seconded by Mr. Knauss to approve the Technology Bid in the total amount of \$5,732.28 as on the attachment (p. 6.e.1) and the Paper Bid in the total amount of \$38,456.84 as on the attachment (p. 6.e.2).

Motion carried (8-0).

**Finance
(Continued)**

**2005-06 Budget
Adoption
(Continued)**

**Plancon: Part J
(Pocopson,
Unionville, &
Chadds Ford
Elementary
Schools)**

**Lease
Agreement-
Postage
Machine**

**Technology
and Paper Bids**

It was moved by Mr. Murray and seconded by Mr. Swayze to approve the Recommendation to Authorize Robert W. Cochran, Director of Business and Operations, to execute all necessary documents on behalf of the Unionville-Chadds Ford School District for securing a Letter of Credit in the amount of \$914,000 for Independence Blue Cross from the First National Bank of Chester County.

Motion carried (8-0).

Mr. Wandersee stated that he would cover the personnel items this evening in Dr. Sweeney's absence.

It was moved by Mr. Wandersee and seconded by Mr. Knauss to approve the following personnel item (agenda item 7.a):

a. Professional Conferences

1. Approve attendance at (3) Professional Conferences as on the attachment (p. 7.a.1)

Motion carried (8-0).

It was moved by Mr. Wandersee and seconded by Mr. Swayze to approve the following personnel items (agenda items 7.c. through 7.e):

c. Resignations (9)

1. Jayne Gandy – Unionville High School Guidance Counselor, effective June 15, 2005
2. Melissa Bechtel – Chadds Ford Elementary School Teacher, effective June 8, 2005
3. Justin Levitan – District Student Assistance Specialist, effective June 30, 2005
4. Susan Siensa – Unionville High School Paraprofessional, effective June 15, 2005
5. Linda Savidge – Hillendale Elementary School Custodian, effective July 1, 2005
6. Patricia Peters – Unionville Elementary School Cafeteria, effective June 15, 2005 (will remain part-time Bus Driver)
7. Roger Blevins – Pocopson Elementary Custodian, effective June 10, 2005
8. Nanette I. Marcum-Dietrich – Unionville High School Science Teacher, effective August 20, 2005
9. Cathie Williamson – Hillendale Elementary Paraprofessional, effective June 13, 2005

d. Reclassifications (10)

1. Lisa Fiorani – from .5 Emotional Support Teacher and .5 504 Coordinator to 1.0 504 Coordinator, effective August 23, 2005
2. Dena DeTitta – from Pocopson Elementary Grade 2 Teacher (LTS) to Grade 3 Teacher (TPE) effective August 23, 2005, at the Batchelor's Step 2 salary level

**Letter of Credit
– Independence
Blue Cross**

PERSONNEL

**PROFES-
SIONAL
CONFERENCES**

RESIGNATIONS

J. Gandy

M. Bechtel

J. Levitan

S. Siensa

L. Savidge

P. Peters

R. Blevins

**N. Marcum-
Dietrich**

C. Williamson

**RECLASSIFI-
CATIONS:**

L. Fiorani

D. DeTitta

Personnel (Continued)

Reclassifications (Continued)

3. Catherine Bowman – from Unionville Elementary Grade 2 Teacher to Chadds Ford Elementary Grade 2 Teacher, effective August 23, 2005
4. Megan Doyer – from Chadds Ford Elementary Learning Support Teacher to Grade 4 Teacher, effective August 23, 2005
5. Melanie Lewis – from Hillendale Elementary full-time Regular Education Teacher to Chadds Ford Elementary half-time Learning Support Teacher, effective August 24, 2005
6. Cathy Campbell – from Unionville Elementary Grade 1 Teacher to Pre-First Grade Teacher, effective August 24, 2005
7. Kathryn Newell – from Unionville Elementary half-time Kindergarten Teacher to Grade 1 Teacher, effective August 24, 2005
8. Sara Ernst – from Chadds Ford Elementary Librarian to Pocopson Elementary Librarian (LTS), effective August 23, 2005 at the Master's Step 1 salary level
9. Betty Waltz – from Unionville Elementary 10-month Custodian to 12-month Custodian, effective July 1, 2005
10. Greg Hilden – from Unionville High School Counselor (LTS) to Counselor (TPE), effective August 23, 2005, at the Master's Step 4 salary level

e. Substitutes (6)

1. Eric Beach – Health & Physical Education
2. Vera Miller – Support Staff Substitute
3. Brian Manning – Special Education
4. Amy Mavrantonis - Elementary
5. Rosemary Uhrick – Support Staff
6. Erin Mooney – Health & Physical Education

Motion carried (8-0).

It was moved by Mr. Wandersee and seconded by Mrs. Trigg to approve the following personnel items (agenda items g. and h.):

g. Employ (10)

1. Diane Mustin, Unionville High School Librarian (LTS), effective August 23, 2005 at the Master's Step 1 salary level (p. 7.g.1)
2. Lori Saviski, Hillendale Elementary School Grade 3 Teacher, effective August 23, 2005 at the Batchelor's + 24 Step 1 salary level (pp. 7.g.2-3)
3. Ryan Fegley, Elementary Instrumental Teacher, effective August 23, 2005 at the Batchelor's Step 2 salary level (p. 7.g.4)

**Reclassifications
(Continued)**

C. Bowman

M. Doyer

M. Lewis

C. Campbell

K. Newell

S. Ernst

B. Waltz

G. Hilden

SUBSTITUTES

EMPLOY:

D. Mustin

L. Saviski

**R. Fegley
3.a.14**

Personnel (Continued)

Employ (Continued)

4. William Moss, Unionville High School Emotional Support Teacher, effective August 23, 2005 at the Batchelor's Step 1 salary level (pp. 7.g.5-6)
5. Kelly Ross, Pocopson Elementary School Grade 4 Teacher (TPE), effective August 23, 2005 at the Batchelor's + 24 Step 1 salary level (pp. 7.g.7-8)
6. Catherine Calderone, Unionville and Hillendale Elementary School Split Kindergarten Teacher (TPE), effective August 23, 2005 at the Batchelor's Step 1 salary level (pp. 7.g.9-10)
7. Jolene Battaglia, Unionville High School German Teacher Intern, effective for the 1st semester of the 2005-06 school year, at the Batchelor's + 24 Step 1 salary level (pp. 7.g.11-12)
8. Alicia Johnson, District Special Education Secretary (S-II), effective June 6, 2005, at a salary of \$17.25 per hour
9. Jary Hernandez, Unionville High School Custodian (12-month), effective May 16, 2005 at a salary of \$11.86 per hour
10. Earl Stocker, Chadds Ford Elementary Custodian (12-month), effective June 2, 2005, at a salary of \$11.86 per hour

h. Leaves (4)

1. Stacy Remphrey – Patton Middle School Team Teacher, Child Rearing Leave for the first semester of the 2005-06 school year
2. Marcia DiGregorio – Patton Middle School Health & Physical Education Teacher/Trainer, Maternity Leave followed by Child-Rearing Leave, for the first semester of the 2005-06 school year, as per her physician's statement
3. Heather Spancake – Patton Middle School Language Arts Teacher, Maternity Leave followed by Child Rearing Leave, for the 2005-06 school year, as per her physician's statement
4. Kelley Wilson – Unionville High School Librarian, Unpaid Child Rearing Leave for the 2005-06 school year

Motion carried (8-0).

It was moved by Mr. Wandersee and seconded by Mr. Knauss to approve the following personnel item:

- i. Support Staff Personnel Wages & Benefit Packages
 1. Approve the Support Staff Personnel Wages and Benefit Packages for the 2005-06 school year as on the attachments (pp. 7.i.1-6)

Mr. Wandersee stated that the Board has review them and they have been reviewed by the Board Personnel Committee.

Motion carried (8-0).

**PERSONNEL
(Continued)**

W. Moss

K. Ross

C. Calderone

J. Battaglia

A. Johnson

J. Hernandez

E. Stocker

LEAVES:

S. Remphrey

M. DiGregorio

H. Spancake

K. Wilson

**SUPPORT
STAFF
PERSONNEL
WAGES &
BENEFITS**

Personnel (Continued)

It was moved by Mr. Wandersee and seconded by Mrs. Trigg to approve the following personnel item:

- j. Professional & Administrative Staff Wages & Compensation Plans
 - 1. Approve the Professional and Administrative Staff Wages and Compensation Plans for the 2005-06 school year as on the attachments (pp. 7.j.1-10)

Motion carried (8-0).

It was moved by Mr. Wandersee and seconded by Mrs. Trigg to approve the following personnel item:

- k. Extended School Year Program
 - 1. Approve the employees for the 2005 Extended School Year Program as on the attachment (p. 7.k.1)

Motion carried (8-0)

It was moved by Mr. Wandersee and seconded by Mr. Swayze to approve the following personnel item:

- l. Appointments
 - 1. Approve the following appointments for the 2005-2006 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. Guisepp

Motion carried (8-0).

Mr. Wandersee stated that Mrs. Brown has served for two years as the Board Secretary and has done an excellent job. He requested nominations for the new Board Secretary term from July 1, 2005 through June 30, 2009.

Mr. Knauss nominated Mrs. Brown.

It was moved by Mr. Murray and seconded by Mrs. Trigg to close the nominations for the office of Secretary. A roll call vote was taken to elect Mrs. Brown as Secretary for the term from July 1, 2005 through June 30, 2009:

Mr. Baker -	Yea	Mr. Swayze -	Yea
Mrs. Brown -	Yea	Mrs. Trigg -	Yea
Mr. Knauss -	Yea	Mr. Wandersee -	Yea
Mr. McClaskey -	Yea		

Motion carried (8-0). Dr. Sweeney was absent.

**Personnel
(Continued)**

**PROFES-
SIONAL &
ADMINI-
STRATIVE
STAFF WAGES
& BENEFITS**

**EXTENDED
SCHOOL YEAR
PROGRAM
EMPLOYEES**

**APPOINT-
MENTS:**

**School
Physician,
Dentist,
Transportation
Physician,
Solicitor,
Treasurer**

**ELECTION OF
BOARD
SECRETARY**

Mr. Wandersee stated that there were four additional motions concerning personnel and read the items:

- 7n. Approve the administrative leave of absence as submitted by Unionville High School Principal, David Dickens
- 7o. Approve the letter of retirement effective July 1, 2006 as submitted by Unionville High School Principal, David Dickens
- 7p. Approve the employment of Kenneth Batchelor as Unionville High School Principal effective July 1, 2005 at an annual salary of \$120,000, under the terms and conditions of the current Act 93 Agreement between district administrators and the School District.
- 7q. Approve the change in the work year for James Fulginiti, Unionville High School Assistant Principal, from 205 to 260 days per year at a salary of \$110,000

These additional items were not available at the time of the printing of the agenda. Mr. Wandersee asked for any comments from the public on these four items.

John Olsen, East Marlborough Township resident, commented that obviously everyone has expressed his or her views. In response to his question as to whether a decision had already been made regarding Dickens, Mr. Wandersee stated that the motions were read and Mr. Dickens submitted his letters. The Board will vote shortly.

In response to Mr. Olsen's question regarding whether their comments would have a substantial impact on that, Mr. Wandersee stated that this was a very difficult time for everyone. We are very appreciative of Dave Dickens' but the Board is acting in accordance with the requests that he has chosen.

Mr. Olsen stated that everyone was asked to express their opinion and they have done so. The people in this room have been active in athletics and volunteer activities and are the heart and soul of the district. They pay a lot of taxes and feel that they have some entitlement. We are asking whether our views will be taken into consideration. Mr. Wandersee commented that the Board has considered them and has worried and stressed themselves over them.

Scott Litzenberg, East Marlborough Township resident, stated that as a parent and a taxpayer in the community he supports Mr. Dickens 100% as long as this is what he wants to do.

Carol Catanese, Pennsbury Township resident, commented that it sounds like two different letters that Mr. Dickens submitted – one for a leave of absence and one for retirement. Mr. Wandersee confirmed her comment.

**PERSONNEL
(Continued)**

**ADDITIONAL
PERSONNEL
ITEMS:**

**D. Dickens -
Leave**

**D. Dickens –
Retirement**

**K. Batchelor -
Principal**

**J. Fulginiti –
Change in
Work Year**

**RESIDENTS'
COMMENTS**

**RESIDENTS' /
BOARD
MEMBERS'
COMMENTS
(Continued)**

Jerry Moraczewski, East Marlborough Township resident, commented that he has read the e-mails that have been sent around. He asked where it was documented what had happened so they could see it for themselves. Mr. Wandersee stated that no one was damning anyone here. Mr. Moraczewski stated that the communication has been poor throughout this whole situation and no one knows what to believe.

Mr. Wandersee stated that he did not know what happened since he was not in all of the meetings. Mrs. Brown commented that when she came to tonight's meeting, she did not know that he had submitted a letter of retirement. He is entitled to leave when he wishes to do so and has submitted it in good faith. It's not her business why unless he feels like calling and telling them. She is sure that Mr. Dickens is pleased to see everyone out here to support him tonight. It's not fair, however, for her not to accept it. Mr. Dickens is entitled to his privacy and can share it with you if he would like to tell you about it.

Katy Donovan, East Marlborough Township resident, commented that it may have been a good or a bad decision but we would also support Mr. Batchelor as well. She thinks the process was poor and so much has been done by word of mouth. There is not a trust that this system can be as honest as it could be. Mr. Dickens can decide whatever he wants. We will miss him when he goes but he's given us a valuable lesson that they cannot trust.

Mr. Wandersee stated that there would be another comment under Communications this evening and the Board plans to make a study. They don't know everything in the structure of the high school. In personnel situations, the Board is required by law not to discuss them. They are trying to be fair and equitable in giving everyone a chance to say what they want to say.

William Anderson, UHS teacher and district resident, stated that there are two issues here. The first is what Dave Dickens wants and what is best for him. If this is what he wants, he is comfortable with that and the students will also become comfortable with that at some point. This is a career decision. The second issue is what is good for Unionville High School. Mr. Anderson is shocked and astonished that on the same night the Board would hire someone to take that person's place. He encouraged the Board to have a nationwide search and if Mr. Batchelor comes out on top, great. He and his colleagues would be okay with it.

A resident commented that the issue is the timing and lack of timely information. He asked that we not rush to judgment and asked whether this could be postponed. It sounds like a railroad job to him and it seems that something is rotten in Denmark here. The resident stated that you can lynch a guy and if that is what he wanted, fine; if not, couldn't we give this a cooling-down period?

Mr. Wandersee stated that Mr. Batchelor has a decision to make. He asked that the resident see him after the meeting.

Cookie Sorkin, Chadds Ford Township resident, commented that we should be talking Mr. Dickens into staying. Mrs. Sorkin stated that she could think of only one person who would not be happy with that decision – his wife.

Louise Cleveland, Patton Middle School Librarian, stated that you need to remind these people that your yes vote is not necessarily what will occur. There is an opportunity for each and every one of you to turn him down.

Patsy Keller, East Marlborough Township resident, commented that this issue has moved very quickly with very little communication. She asked that Mr. Dickens be given time and if that is what he wants, he could resign again. The motions as presented do not allow for that. They move through the comments without taking advantage of what everyone has said tonight. The audience applauded.

Mr. Knauss stated that communication is difficult with personnel issues. He wishes we could communicate with the community but we are not permitted to do that by law. Mr. Knauss commented that he is sorry not to share all of the details. We represent you and most of you would make the same decision if you were sitting up here and had the same information.

Mr. Wandersee commented that this is not anything they have looked forward to doing. The Board has been stressed on this very difficult issue and they are probably not the most popular people in town.

Ross Edmonds, East Marlborough Township resident, asked whether there were not levels of supervision between all of you. He asked where was the other side of this and why we're not asking the people between you and himself. You are hearing about this resignation and request for a leave today and you are okay deciding on it today? He asked how the Board could do that.

Mr. Wandersee stated that the Board cannot go into the confidential information from the Executive Session.

Mrs. Brown stated that we could speak to Mr. Dickens and see if this is what he wants.

Nick Sama, Pennsbury Township resident and UHS teacher for 20 years, asked whether Mr. Dickens had an opportunity to remove his letter before the vote if he wanted to do so (by law before this is discussed and evaluated).

**RESIDENTS' /
BOARD
COMMENTS
(Continued)**

Mr. Wandersee stated that according to legal counsel, once it is written and given to the Superintendent, it is effective.

Mr. Dickens stated that he is a resident of East Marlborough Township, a parent, and a friend to a lot of people here. He thanked everyone for their support over the last two weeks with the turmoil through which he has been going. It is wonderful to see the letters, etc. from students, parents and support staff.

Mr. Dickens asked the Board if a question could be answered. He stated that the packet he had given to Mr. Marinelli had a letter of resignation and retirement that he feels he was forced to turn in. The audience applauded. Attached was a letter from his doctor recommending that he take a medical leave and a two-page letter that he chose to submit. Mr. Wandersee stated that the Board did not receive that letter.

Dr. Kenney stated that on the advice of counsel, they submitted what his counsel suggested. Mr. Dickens' counsel suggested he do that so they would not begin the termination process.

The Board adjourned to an Executive Session in the District Office from 9:00 to 9:45 p.m. Dr. Sweeney arrived during the Executive Session.

Mr. Wandersee asked Mr. Dickens if he had any further comments. Mr. Dickens responded that it was kind of late so he would not make a lot of comments. He thinks he needs to speak with any Board member individually or collectively to know what he has been going through. It is very tainted and they have heard one side of it. In response to Mr. Wandersee's question, Mr. Dickens stated that the letters were made under duress.

Mr. Wandersee stated that in comparing the leave of absence doctor's note and the two-page memo, there was basically nothing that had not been covered in the previous letters.

Mr. Dickens stated that he is not able to discuss what Dr. Kenney and he discussed in his office. The options that Mr. Dickens asked him to do were not mentioned in any of those letters. He did not request those options because he did not feel they could grant them.

In response to Mr. Wandersee's question as to whether he was un-resigning, Mr. Dickens stated that he would like to rescind his letter. Mr. Dickens stated that he would like to rescind his letter requesting a leave of absence for educational purposes to return to Widener and obtain his doctoral degree and to have knee replacement surgery, as well as his retirement letter. He is not saying that this option will not come after his meeting with the Board but at this point, he would like to rescind his letters.

**RESIDENTS' /
BOARD
COMMENTS
(Continued)**

Mr. Wandersee stated that based upon the information that Mr. Dickens has given they can ignore the motions they were going to make but they cannot accept the rescinding of those letters tonight. He would need to work this out with legal counsel who were the architects of those letters. We are going into difficult waters here and they want to be fair. Dr. Kenney has made the point that once the letter of resignation is delivered, it is sealed. He is not debating that but saying as a friend that they can ignore the motions they were planning to make but it still must be answered with his attorney. This is where you stand with the letters that you sent.

An attorney in the audience stated that clients under the Codes of Ethics are entitled to make their own decisions. The lawyers have no right to do that. Mr. Wandersee stated that he agrees and they will not act on those motions tonight but he does not know what those letters mean.

Mr. Dickens stated that this nightmare started on January 12, 2005 for him. He wants him to understand the timeline and stress and duress he has been under and to leave this school after the best graduation on June 9, 2005 is difficult. Many of those accolades came from Dr. Kenney. He wants to do the right thing but told him that he was pressured to turn in a letter. The letter that you received tonight was handed in at 3:00 p.m. this afternoon to Tom Marinelli.

Mr. Wandersee stated that they respectively understand what he is saying. We will not take any action on the four motions but everybody is saying what really happened? It has been recommended by the Superintendent to take an action to clarify the situation and if it's clarified in Dave's favor, everybody here would be very pleased. No Board member is pursuing this action out of choice – no one likes to do this. The Superintendent has an issue he feels must be resolved.

Mr. Wandersee requested comments but asked that they please be kept short and reasonable.

Mr. Baker commented that if ever there was a definition of a difficult situation for a Board member, this is that set of circumstances. In a situation such as this, you have to recognize and admire the community support for the Principal. There is a desire for Dave Dickens to continue as Principal. It is recognized that there is a structure within the administration for administering the schools. At the end of the day, the Board (who is not privy to personnel files as a matter of course) wants both sides to be heard. What is a process that addresses this sort of situation? The proper protocol is contained in the proposal he is setting forth:

It was moved by Mr. Baker and seconded by Mr. Knauss to approve a resolution that Mr. David Dickens be suspended with pay pending a decision by a hearing officer selected by the District Solicitor to determine if Mr. Dickens continues as an employee of the District.

**MOTION FOR
SUSPENSION
W/ PAY –
D. DICKENS**

A member of the audience asked whether there would be any arbitration to that or whether the decision was final. Mr. Wandersee stated that the hearing officer finds the facts and conclusions of law and they would be the final arbitrator of that. The resident asked if there was anything in the administrative structure that needed fixing how that would be done. Mr. Wandersee stated that this was a good comment. We need to do some research on that and plan to spend some money on it. We are sensitive to it. The Board will do a Board-driven project and Mr. Baker will share some thoughts on that shortly.

A resident inquired whether the motion before the Board would allow them to hire a new principal tonight. Mr. Wandersee stated that it would not.

The lawyer from the community commented that he had found out about this event tonight on his way home from work. He would really appreciate a little more notice being given to them. It is not even on the agenda for tonight.

Katy Donovan, East Marlborough Township resident, asked whether the hearing officer could be someone other than the district solicitor.

A resident asked what this decision meant for the Assistant Principalship of Ken Batchelor. Mr. Wandersee stated that we don't know but time will tell.

A roll call vote was taken:

Mr. Baker -	Yea	Mr. Swayze -	Yea
Mrs. Brown -	Yea	Dr. Sweeney -	Nay
Mr. Knauss -	Yea	Mrs. Trigg -	Yea
Mr. McClaskey -	Yea	Mr. Wandersee -	Yea
Mr. Murray -	Yea		

Motion carried (8-1).

Mr. Swayze reported for Transportation regarding the following items:

1. 2004-05 – We transported 3,960 public and special education students to our six schools and 21 other schools for special education programs. We also transported 548 non-public and 14 charter school students to 45 Pennsylvania and Delaware schools. Out total mileage was approximately 1,300,000 miles!

**TRANSPOR-
TATION**

Transportation Report (Continued)

2. Extracurricular Trips 2004-05 – We transported 354 sport and extracurricular trips and scholastic competitions.
3. Summer Transportation – We will transport 68 students to the Extended School Year Program at UE and 16 other students to eight locations outside the school district. Mr. Swayze commended the Transportation Department for a most satisfactory year for transporting all of the kids safely. We have a remarkable record!
4. Summer Maintenance – Our mechanics and summer crew will be providing maintenance to our fleet to ready them for the State Police inspection on August 15th. The office staff will evaluate bus routes and update student information for 2005-06.

Mr. Baker reported for Communications and stated that the Board recognizes the undercurrent of friction and dissatisfaction within the district. They are unsure of the specific cause and severity. During the April Work Session, the district hired an employee research firm to do an annual survey and take the pulse of the district. We feel that we now need to move beyond the survey. The Personnel Committee of the Board will engage a firm to do a confidential sample of appropriate stakeholders. The results will be used to insure that the decision makers and planners are using accurate information to guide the organization. We hope to approve this effort at the August meeting.

Mrs. Trigg reported for Policy regarding the proposed revisions to Board Policy Nos. 203, 209 and 210. She stated that the changes are mostly clarifications and spell out what our practices are now (i.e. students who are permitted with a parent's/doctor's note to dispense epi-pens, etc.). Mr. Wandersee stated that the dispensing of asthma medications is by state law now.

Lexi Crampton, Student Representative, reported regarding the following items:

1. Class of 2005 – Congratulations to everyone!
2. Student Congress – being discussed and formed at the high school and is an exciting time for them.
3. Air-Conditioning – Students are excited about this being installed.
4. Mr. Dickens – Lexi supports him and he has made their school great.

Mr. Murray reported for the Center for Arts and Technology/ Special Education/Intermediate Unit that due to a personal emergency last Wednesday, he was unable to attend the meeting. He will report back in August.

**TRANSPOR-
TATION
(Continued)**

**COMMUNI-
CATIONS:**

**BOARD
POLICY :**

**First Reading:
Revisions to
Policy Nos.
203, 209, and
210**

**STUDENT
REPRESENTATIVE
REPORT**

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

Mr. Wandersee reported for Legislation that there were no items except to report that 400 of 500 districts did not opt in to Act 72. This sort of took the steam out of Mr. Rendell's current effort in tax reform as he anticipated it. We were all worried about the forced bid for referendum; that has not gathered steam yet.

Dr. Kenney provided the Superintendent's report:

1. Class of 2005 – He congratulated the students and wished them a safe and happy summer
2. Luncheon for Retirees – 24 employees who are leaving the district were honored at a luncheon on June 16th. They represent 529 years of service collectively and include:
 - Nancy (Palmer) Alfonso – UE Teacher
 - Clevio Angelo – CFP-MS Teacher
 - Nancy Bonsall – PE/UE Secretary
 - Eleanor Butler - CFP-MS Teacher
 - Eileen Byrne – UHS English Teacher
 - Martha Calkins - UE Teacher
 - James Cowan – Transportation Mechanic
 - Ann Densmore – CFP-MS Reading Specialist
 - Joanne Eisenberger – 504 Coordinator/Special Education Teacher
 - MaryTom Gardner – UHS Guidance Secretary
 - Mary Ellen Garvin – UE Paraprofessional
 - Janet Greene – UHS Computer Applications Teacher
 - Patricia Hagstrom – UE Speech Therapist
 - Susan Haines – CF Teacher
 - Karen Halstead – PE/UE/CF Gifted Teacher
 - Robert McCullough – UHS English Teacher
 - Kenneth Means – HE/CFP-MS Instrumental Music Teacher
 - Donna (Yaniga) Muller – UE/HE Teacher
 - Barbara Pratt – PE/UE Teacher
 - Joyce Reeves – UE Principal
 - Gerald Ridgeway – CFP-MS Custodian
 - Roger Tharp – UHS/CFP-MS Mathematics Teacher
 - Lois Vanderburg – CFP-MS Teacher
 - Janet Wilson – CF Librarian
3. Student Newspaper Feature – Dr. Kenney reviewed the May 21, 2005 article from the *Daily Local News* that highlighted the talents and entrepreneurship of Matthew Jacquot (UHS Class of 2005 graduate and student who videotapes our Board meetings). Matt has designed 10 web sites and is headed to college this fall in Lynchburg, Virginia.

LEGISLATIVE REPORT

SUPER- TENDENT'S REPORT

**RESIDENTS'
COMMENTS**

Mr. Wandersee requested additional comments from the residents.

Carol Catanese, Pennsbury Township resident, commended the Board for recommending the study that will look at communications difficulties within the district. She finds it peculiar that the majority of the Board members approved a decision to look at Dave Dickens' future in Unionville High School. His future will be determined before the study that was designed to look at the issues is completed.

Ashley Fisher, district resident, asked whether residents would be notified of the hearing date and if they could attend to offer their support. Dr. Kenney stated that it would depend on what the employee wanted and in conversation with his counsel.

A resident commented that he has been enraged and hopes they can measure their accountability in the same way they have asked Mr. Dickens to measure his.

Bruce Vosburgh, Pocopson Township resident and Principal of Patton Middle School, thanked the Board for working with the U-CF Education Association for a great retirement luncheon. It was wonderful and he would like to see it continue.

Patti Ciuffetelli, East Marlborough Township resident, commented that her daughter graduated this year and her son will be a sophomore. Mr. Dickens knows every one of the students as compared to Dr. Kenney who does not – that is the difference. She has not seen him at a single event but has seen Mr. Dickens at all of them. She also stated that she knows Dr. Kenney has a car they bought for him to drive around. Mr. Wandersee stated that she had made her point. He asked that we move on with the next comment.

Ross Edmonds, East Marlborough Township resident, commented that the School Board and district have resources at their disposal. He asked whether Mr. Dickens was on his own as far as counsel. Mr. Wandersee stated that Mr. Dickens has made a choice to withdraw his letters. The Superintendent has made the recommendation to be made but he has made his choices and would be on his own.

A district resident commented that he was sure if Dave Dickens needed support, the parents would help him. He asked about the timeline for the hearing. Mr. Wandersee stated that legal counsel will decide that but it would probably be a matter of weeks.

**RESIDENTS'
COMMENTS
(Continued)**

A resident who is a business owner with a lot of employees commented that they constantly survey employees to see how their bosses are performing. They even ask the question of what is the matter with this overseer. She suggested that teachers be included in how they feel about their administrators and how they administer to their needs and those of the students. Mr. Wandersee stated that the Board definitely plans to do that.

In response to a resident's question, Mr. Wandersee stated that the Board would have to decide if Mr. Dickens is employed depending upon the hearing. The hearing will be a review of all of the elements that have led to where we are. There will be attorneys who will summarize these through findings of law and conclusions of law. They would then submit them to the Board who would take it from there.

Shar Gigliotti, Birmingham Township resident, asked whether the findings would be made public. Mr. Wandersee stated that it would depend on the employee's wishes. We started talking about respect for privacy and confidentiality and we will do that but it is up to Dave Dickens as to what he chooses to make public.

A resident asked whether there was any way to put a timeline on this so we don't come down to a strike. Mr. Wandersee stated that we cannot determine that since we are going into uncharted waters.

In response to a resident's question regarding who would be the Acting Principal during the period of Mr. Dickens' suspension, Mr. Wandersee stated that we cannot answer that question tonight.

Lynn Bowman, Birmingham Township resident, asked whether Mr. Dickens had the right to give you a letter requesting a medical/educational leave of absence after this was over (since this is in the discovery process). Mr. Wandersee responded that we could not respond to that at this time.

Mary O'Connor, UHS Teacher, asked why Mr. Dickens had to be suspended during the hearing. Mr. Wandersee responded that this was due to procedure.

Betsy Edmonds, East Marlborough Township resident, asked who the Superintendent's and the Assistant Superintendent's bosses were in this process. Mr. Wandersee stated that the Board is Dr. Kenney's and he is Dr. O'Hern's boss. Mrs. Edmonds stated that they have shown their support of Dave Dickens. The fear has to do with a lack of trust. She hopes this will diffuse since we are in the middle of summer right now. She commented that it's crucial to communicate. We need communication from our Board in a very systematic way. We all need to make a commitment to Mr. Dickens that we will not let this die. The audience applauded. Mrs. Edmonds stated that she wants to have faith in this process.

Kara Kelly, Pocopson Township resident, commented that the majority of the community is here supporting Mr. Dickens, including students. She asked how that could be questioned when you see it in front of you that he is the best for us.

**RESIDENTS'
COMMENTS
(Continued)**

Mr. McClaskey congratulated the Class of 2005 and commented that graduation was a great ceremony. He also extended his congratulations to the 24 retirees. Mr. McClaskey wished everyone an enjoyable summer.

**BOARD
MEMBERS'
COMMENTS**

Mr. Baker seconded Mr. McClaskey's comments around graduation. It was quite extraordinary to see the graduation service and all of the activities at the University of Delaware. For this bad evening, this is easily the most difficult and the worst meeting he has had to sit through. We all share one item and that is our focus on the delivery of an outstanding education for all the students of our community. How we get there may be a subject of debate but if we ever lose sight of that target, then we have difficulty that lies ahead.

Mr. Knauss congratulated members of the Class of 2005 and commented regarding the great graduation ceremony. He enjoyed the students' speeches and Mr. Krug's speech about the oscillating chemical reaction. He stated that tonight's activities have been exhausting. We have a healthy difference among us and it's great that we have a democratic process to solve it.

Mrs. Brown echoed everyone else's comments tonight. She hopes all of you have not railroaded a very good man into a decision that is not right for him. Perhaps Mr. Dickens knew what he was doing. Your support has possibly caused him to change his mind. She wished the best to Mr. Dickens. Mrs. Brown stated that where we are going with this scares her. She hopes everyone had a chance to discuss this with Dave Dickens because in retrospect, it may not have been so awful.

Dr. Sweeey stated that she was present for the closed session and had to return to her workplace for an intensive internal review at New Bolton Center. She commented regarding the collegiality of the Board in having contacted her during the Executive Session so that she could return here. Everyone on the Board has respected all of the input they have received. It was appreciated and she has been assured that it is on videotape and audiotape so she can review it.

Mr. Murray echoed the earlier comments and congratulated our Class of 2005 graduates and retiring employees. He stated that no one on the Board thinks anyone is a winner tonight. Their ability and desire to protect the process and privacy we're afforded gives them little opportunity to discuss the items before them. Although it seems to be happening very quickly, they have been very judicious. No one thinks there is a good solution to this problem and it will require a great deal of healing over a long period of time no matter how this comes out.

Mr. Swayze congratulated the Class of 2005. He is sorry that they were overshadowed by the events of this evening. Mr. Swayze stated that the division is difficult for all of us and we do not face this in our district too often thankfully. We have a major decision now and the outcome will not make everyone happy. It's not a win-win situation. We will work diligently to make sure there is the right outcome, whatever that is, and we do not have a hidden agenda. He extended thanks to the residents for their love of the district and support for Dave Dickens. They look forward to the best outcome for the district and for Mr. Dickens.

Mrs. Trigg congratulated the Class of 2005. The nine Board members have more than 20 current and former students in the district. She has one at the high school and has appreciated hearing from the parents. Most of it she already knew. The Board is trying to do their best regarding what is right for the district. You might be surprised to find what a luxury it is to be in your shoes and not the Board's shoes. Our hands are tied and we are doing the best we can do.

Mr. Wandersee commented that he was very impressed with all of the speakers at the high school graduation. It was one of the best he has attended. He congratulated all of our retirees – they are a great bunch of folks. Mr. Wandersee welcomed our new student representative, Lexi Crampton. He thanked everyone for coming out tonight and stated that the Board does want to hear from them. As Mrs. Trigg said previously, their hands are tied. They are concerned with every individual in this district and the Board spends a lot of time trying to do it. On this course of action that does not please anyone, he hopes what they did tonight comes out well for this district and that we can heal our wounds.

The meeting was adjourned at 10:40 p.m.

Respectfully submitted,

Kathleen M. Brown
Secretary

**BOARD
MEMBERS'
COMMENTS
(Continued)**

**MEETING
ADJOURNED**

3.a.28