

UNIONVILLE-CHADDS FORD SCHOOL DISTRICT
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SCHOOL BOARD MEETING
Minutes
November 17, 2008

The November meeting of the Unionville-Chadds Ford School Board was held on Monday, November 17, 2008 in the Pocopson Elementary School Gymnasium. Mr. Murray, President, called the meeting to order at 7:35 p.m.

The following members were present: Mr. Edward Murray, President, Dr. Therese West, Vice-President, Curt Baker (Via Telephone Conference Call), Kathleen Brown, Karen Halstead, Dr. Paul Price, Dr. Corinne Sweeney, Timotha Trigg, and Edward Wandersee. Also present were Sharon E. Parker, District Superintendent, Kenneth Batchelor, Sharon Allen-Spann, Robert Cochran, Jim Fulginiti, Rick Hostetler, Rich Hug, Dr. Dennis McKnight, Dr. Andrew McLaughlin, John Nolen, Dr. John Sanville, Bruce Vosburgh, community residents, members of the press, Shannon Price, Student Representative, and Denise Miller, Recording Secretary.

Mr. Murray requested that everyone stand for the Pledge of Allegiance to the flag.

Superintendent Parker discussed *American Education Week* (founded in 1921), which has been celebrated with increased stamina and strength throughout the country. She commented about this year's theme: Great Public Schools – A Basic Right, and Our Responsibility. We are in one of our great public schools this evening. Ms. Parker thanked Dr. Andrew McLaughlin, PES Principal, his staff, and the parents and students who provided a wonderful evening tonight. It's an exciting way to begin this week.

Dr. McLaughlin thanked those who came to the meeting, stating that everyone is proud of Pocopson Elementary School, inclusive of our energetic hosts. He recognized the following Student Ambassadors:

- Ellie Norris, Molly Hutter, Madison Turner, Zachary Ward, Parker Wine, Michael Kosuth, Emily Shiring, Kylie Kirkland, Joseph Siehl, Meghan Fisher, Emily Hutchison, Sarah Piper, Hannah Royer, Sam Gangel, Connor Petrucelli, and Mattie Csernica.

Dr. McLaughlin stated that these youngsters were such wonderful hosts, who look like young adults. He appreciates it.

Ms. Parker commented about the absolutely wonderful students of Pocopson Elementary School. She enjoyed their music, tours and demonstrations of learning during this great opportunity to share.

As we continue to talk about *American Education Week*, great public schools and responsibility, we want to introduce some very fine students. Teachers and Principals were asked to inform Ms. Parker regarding some of these students who make a difference and take each day as an opportunity to make lives better. She

**CALL TO
ORDER**

**MEMBERS
PRESENT**

**SUPER-
INTENDENT'S
REPORT**

**American
Education Week**

**Pocopson
Elementary
School:
Student
Ambassadors**

Superintendent's Report - Continued

introduced the following students who are being recognized for their sacrifice and dedication for others:

1. Matthew Biederman – Involved in helping to raise funds to support research and find a cure for childhood cancer. Ms. Parker walked with Matthew and others at the Wilmington Riverfront during one of the fundraisers. He is a young man who we will still see working diligently to make lives better for others in 15 years.
2. Jacqueline Veins, Casey Cattie, and Katrina Wrabley – These girls organized the *Pennies for Peace* fundraiser held during the Community Fair. The program was started in 1993 by Greg Mortensen to help with building schools in countries such as Afghanistan and Pakistan. We are proud of and delighted with these young women.
3. Marcia Manzone and Marina Wright – These two, fine middle school students made a difference in quiet ways. Their acts of kindness spread through the team and included having “national” days to recognize people (i.e. baking brownies for National Custodian Day, Punctuation Day, Say Hello Day). These acts work to bring about better spirit within the day.

Superintendent Parker provided a formal announcement of the U-CF Wall of Honor, which has been created and dedicated to preserve a tradition of excellence and pride for our entire community. These individuals have made extraordinary contributions to our greater society.

Rich Hug, Director of Technology and Communications, announced the four recipients: Kate Barber (Class of 1994); Charles Brosius (Class of 1948); Janet Dadds (Class of 1968); and Thomas Musser (Class of 1952). They will be honored on Thursday, December 11, 2008 with an Assembly for students at Unionville High School and a dinner/ceremony at 6:30 PM at the Mendenhall Inn.

Ms. Parker stated that the Wall of Honor was designed to be a celebration to bring joy to our community and to those named. The ceremony at Mendenhall Inn will acknowledge the achievements of these individuals. The \$10 cost for attendance has been set through the graciousness of several community benefactors. We hope that everyone can be there on December 11th (Information is available on the district website: www.ucfsd.org).

As we talk about *American Education Week* and our responsibility, it's great that we are looking at our students of yesterday and our treasures of today.

Later this evening, we will meet Paula Massanari, who is on our agenda to be appointed as the new Principal of Unionville High School.

Shannon Pitt, Student Representative, reported regarding the many things going on at UHS:

- Marching Band – Won 1st place in the Hershey Cavalcade of Bands for the first time ever in UHS history; Congratulations on a superb performance!
- Academic Team – Had their first win last week against two schools

SUPER- INTENDENT'S REPORT (Continued)

Student Recognition – *Make A Difference*

Wall of Honor Recipients / Celebrations

STUDENT REPRESENTATIVE REPORT

(Continued)

Student Representative Report – Continued

- Fall Play – *The Man Who Came to Dinner* was outstanding; they also hosted the Cappies Program (student critic program of 40 students from other schools in PA); several reviews were printed in the *Philadelphia Inquirer*.
- Winter Dance – Student Council is working on this and other fundraisers.
- Music Department – Taking a trip to Disney World in early December; Kristen Litzenberg – Advanced to the next level of Chorus competition and was the only student from our school to do so this year
- Winter Sports – Began today
- Rachel’s Challenge – Club had their first activity – a mix-it-up lunch, which was a great success

Mr. Murray requested comments from residents, limited to three minutes per person.

Holly Manzone, Pocopson Township resident, commented regarding her support for Superintendent, Sharon Parker, and appreciates her ability to look at the big picture. The *Wall of Honor* is not just about today but following our kids through their lives and making sure they are successful. The Administration is working on the process rather than the cohort in tracking PSSA scores, placing emphasis on the individual child’s progress. Ms. Parker has put together a fine team of administrators, as well as a curriculum and course offerings for those who might not succeed well in a standard approach.

Sharon is special because of the excellent way in which she runs this school district. Mrs. Manzone referenced Ms. Parker’s previous work in the Wallingford-Swarthmore School District, being a college town. Neighboring West Chester is also a college town and our County seat; however, in Unionville, the smell of agriculture abounds on a warm day. We are a district of farm and residential housing (90%), and Ms. Parker recognizes the importance of community. She has become an active participant in the Community Fair and chose to emcee the Harvest Queen Pageant, making it a fantastic event and kickoff to the fair.

Mrs. Manzone introduced Alta Biddle Hoffman (1959 Harvest Pageant Queen), Karen Manzone (2008 Harvest Pageant Queen), and Lindsey Townsend (2008 Runner-Up/Harvest Pageant Queen). Miss Manzone presented Ms. Parker with a sash, stating that they hope she will continue to be their excellent Superintendent for as long as she is here. Ms. Parker thanked Mrs. Manzone and the ladies for the honor bestowed upon her.

Karen Ammon, Newlin Township resident, asked the Board to give their full consideration to the Foreign Language Program as proposed on the agenda. She is a big supporter and stated that the plan they have worked out is overdue for our district, particularly for young children.

Keith Knauss, East Marlborough Township resident, referred to the current economic crisis, stating that taxpayers are less able to afford the high school project. Any tax increase cuts into the purchasing power of those who are on fixed incomes.

**STUDENT
REPRESENTATIVE REPORT
(Continued)**

**RESIDENT’S
COMMENTS**

**Superintendent
Parker Honored**

Residents' Comments - Continued

Interest rates are up by over half of a percentage point since the project was first initiated. Housing sales decreased by 30% and continued to decline. Mr. Knauss commented about the effect on our revenues. He referred to an enrollment drop in 1986 of 200 students that took eight years to recover to its former peak. Mr. Knauss referred to the project having been rejected two times and feels it is being financed with a risky loan. He stated that the Board would soon move quickly to fund an astro turf field, commenting that they live in a parallel universe of unrestricted spending.

Anwar Harris, Birmingham Township resident and UHS student, commented about the new grading policy. The numerical value of an "A" changed from 92 to 90 percentage points. This hindered the cumulative scores because a 90 now equals 3.97 and not the full average (a 92 still equals 4.0). It would be nice if that could be alleviated or reformed to help students who work hard to achieve their grades.

Heidi Brown, Chadds Ford Township resident, referred to Mr. Knauss's comment about the astro turf fields. She clarified that the reason it is being completed now is due to the construction of the new wing of classrooms that will displace several of our athletic fields. The kids need to play somewhere, and artificial turf makes a lot of sense. Mrs. Brown made the analogy of incandescent light bulbs vs. compact fluorescent light bulbs that are used to save costs in the long run. There is less maintenance required on a turf field and it can be utilized virtually around the clock.

Mary Walter, Chadds Ford Township resident, stated that she is the parent of a first grade student at Chadds Ford Elementary School. She referenced Mr. Knauss's comment regarding living in a parallel universe, stating that she would be happy to reside there with them for the next 11 years. Ms. Walter is on a fixed income and will make sure the kids have a safe environment.

Gail Hartsy, Birmingham Township resident, stated that she had grown up in Unionville-Chadds Ford and moved back to the area. She echoed Ms. Walter's comments, stating that the Board would make the best decision for the district. Ms. Hartsy wants the best for her children (and all students), and believes the academic program will be best if we provide a safe environment and science labs. We need to invest in our high school at this point. Other projects will come but that is a fact of living in any school district. Ms. Hartsy suggested that people could be frugal with holiday presents, etc. to help with financial issues. She is very concerned about the financial future but also very concerned about our kids' future. There are people considering leaving the district if this project does not go through and home values will drop.

Vic Dupuis, East Marlborough Township resident, stated that this project is not a one-year, but a 30-year decision. If we waited, that would be a long time. The world does move in cycles. Although interest rates are up, they are falling right now as margins are easing. They should be lower when we go to make financial decisions. Enrollment has dropped but our projections are for an increase in the long term. Mr. Dupuis encouraged the Board to stay the course and finish what we started.

**RESIDENT'S
COMMENTS
(Continued)**

Sarah, a District resident, thanked Board members for their commitment and consideration of our divided community. She appreciates their recognition that the community is divided and another referendum would cause more harm.

Carol Apicella, East Marlborough Township, stated that construction delays have already cost us \$6 million. The project is not bigger but costs more because of the delays and inflation. These costs will rise and we will end up with less for the same money. Mrs. Apicella asked that the Board go ahead with the plan as it is with no additional delays. They know a lot more than anyone standing out here. We need to get rid of the trailers and bring ourselves ahead from 1950.

Dr. Price stated that this is the low-cost alternative we have available. It will become more expensive if we wait. We are limited by law to inflation-adjusted tax rates (by Act 1). You will not pay for more; we'll have to cut costs in other areas.

Mr. Wandersee extended thanks to Dr. Andrew McLaughlin and the Pocopson Elementary staff for hosting us tonight. They did an excellent job, and he enjoyed the violin music in the corridor. Thanks were given to music teacher, Paula Remzas, and to the people who provided refreshments.

Mrs. Halstead commented about the Medieval Festival that was held at the Kennett Senior Center on Saturday night. U-CF students were wonderful, providing assistance as servers, dancers, magicians (Kevin Manning), and jugglers. She thanked Matt Loch and Dan Bauer for greeting everyone at the front door. Several students mentioned that they were there to help and not for NHS service hours. It is a joy to be able to depend upon them.

Mrs. Halstead commented regarding today's meeting with Joe Carney, Unionville Sports Council, to discuss the Council's affiliation with the U-CF Education Foundation. The goal is to work together to provide extra funding for our turf field. She referenced one audience member's comment about whether we look at the big picture. It's a good thing to look at what we have done in the past. There is a time for change and hope, and the district has pulled together to bring hope for the children.

Mr. Baker stated that *American Education Week* actually began in 1919 by the American Legion. It is appropriate to honor veterans who served our country this month and to also honor those who teach our children, particularly at Thanksgiving time. Both make for a great country.

It was moved by Mrs. Halstead and seconded by Dr. West to approve the minutes for the October 20, 2008 Regular Board Meeting (pp. 3.a.1-8)

Motion carried (9-0).

It was moved by Mr. Wandersee and seconded by Dr. West to approve the Minutes for the October 27, 2008 Special School Board Meeting (pp. 3.a.11-12)

Motion carried (9-0).

Mr. Murray requested that the Secretary file the minutes of the October 27, 2008 Facilities Committee meeting (pp. 3.a.9-10).

**RESIDENT'S
COMMENTS
(Continued)**

**BOARD
MEMBERS'
COMMENTS**

**MINUTES
APPROVED**

The following financial statements and reports were reviewed:

1. General Fund Treasurer's Report – October, 2008 (p. 3.b.2)
2. 2008-2009 GF Function Revenue Analysis with Details of 6100's and 7000's as of October, 2008 (p. 3.b.3)
3. 2008-2009 General Fund Function-Object Expenditure Analysis as of October, 2008 (pp. 3.b.4-6)
4. Category Expenditures Analysis – October, 2008 (p. 3.b.7)
5. Capital Projects Fund Report – October, 2008 (p. 3.b.8)
6. Construction Project Report – October, 2008
 - a. Unionville High School & Fields Renovation Project Budget Reports – October, 2008 (pp. 3.b.9-10)
7. Outstanding Projects Summary – October, 2008 (p. 3.b.11)
8. Capital Reserve Fund Report – October, 2008 (p. 3.b.12)
9. Health Care Trust Fund Report – October, 2008 (p. 3.b.13)
10. Debt Service Reserve Fund Report – October, 2008 (p. 3.b.14)

**FINANCIAL
STATEMENTS
& REPORTS**

Mr. Murray requested that the Secretary file the statements and reports.

The following activity account reports were reviewed:

1. UHS Activities Balance Sheet – July and August, 2008 (pp. 3.c.1-4)
2. Charles F. Patton Middle School Activities Accounts – July – September, 2008 (pp. 3.c.5-7)
3. Unionville Elementary School Field Trip Account – September 18, 2008 – November 3, 2008 (p. 3.c.8)

**ACTIVITY
ACCOUNTS**

Mr. Murray requested that the Secretary file the reports.

It was moved by Mrs. Halstead and seconded by Dr. West to approve the Bill List for October 29, 2008 in the amount of \$3,160,653.17 (pp. 3.d.1-30). Mr. Baker abstained for checks related to the Chester County Intermediate Unit (No. 128377 - \$938.17; No. 128599 - \$464,943.39; and No. 128844 - \$11,319.04) due to a conflict of interest.

**BILLS
APPROVED**

Dr. Sweeney left the meeting briefly.

Motion carried (8-0).

Dr. Sweeney returned to the meeting.

It was moved by Mrs. Trigg and seconded by Mrs. Halstead to approve the following budget transfers:

1. 2008-2009 Budget Transfers – November, 2008 (p. 3.e.1)

Motion carried (9-0).

It was moved by Mr. Wandersee and seconded by Dr. West to approve the following budget transfers:

2. 2007-2008 End-of-Year Budget Transfers – 1 Addition (p. 3.e.2)

Motion carried (9-0).

**BUDGET
TRANSFERS**

It was moved by Mr. Baker and seconded by Dr. Sweeney to approve the Change Order for the Unionville High School Fire Alarm Project (Proposal No. SBSC100908RH) as on the attachments (pp. 4.a.1-3).

Mr. Baker stated that this is a change order for the placement of certain panels to make use of existing wiring within the building.

Motion carried (9-0).

It was moved by Mr. Baker and seconded by Mrs. Halstead to approve Plancon Part D: Project Accounting Based on Estimates – Unionville High School and District Administrative Offices as on the attachments (pp. 4.b.1-28). There are three significant documents that are part of Plancon D that were not copied for the full Board due to their size (the Act 34 booklet, transcript, and comments received subsequent to the Hearing).

Mrs. Trigg read her prepared comments (see *Appendix A*).

Mr. Wandersee stated that he understands Mrs. Trigg's points and we all need to look carefully into the future. We are going to be in a very difficult time financially. The train has left the station, and he supports this expansion, the improvements, and the additional safety. He is not arguing that we need this project. He is concerned about the financing scheme that we have developed, which will have several million dollars of capitalized interest and go out an extended period of time. It's fine on paper and might work. Mr. Wandersee stated that he supports the foreign language changes. This is the time that you want to get kids introduced to them. We will have to ask ourselves going forward how we will pay for this or other things that might arise. Latin is a very good, basic root culture. He stressed his support of the expansion project but is very concerned about the risky financing scheme. We will still have increases next year and won't have \$55/barrel oil very far into the future. Mrs. Trigg makes a very good point.

Mr. Murray stated that he disagreed with the majority of the Board in May with proceeding, largely based on the sequence and the role the referendum had to play at the time. He did not quarrel with the scope of the project or with the Administration's recommendation. Because of his quarrel, with the School Board and the majority of the Board, being with the sequence and what role the referendum had to play and not with the scope, and being that Plancon D is in order and he does not have objections with the scope, he will vote to approve Plancon D at this time.

Mr. Wandersee stated that this motion is not on the scope but primarily on the financing of this project. Plancon D goes into great detail about the amount of money we're going to spend and how we are going to spend the funds.

Mr. Murray commented that Plancon D is largely about the scope of the project (maximum).

Mr. Baker referred to the Pennsylvania Department of Education's website descriptions for Plancon D: Project Accounting Based on Estimates (the district's ability to make payments) and Plancon E: Design Development and review of architectural aspects.

FACILITIES:

**Change Order –
UHS Fire Alarm
Project**

**Plancon Part D:
Project
Accounting
Based on
Estimates –
UHS & District
Admin. Offices**

Mrs. Brown stated that until we go through this process, we cannot put this project out to bid. We will not know what it costs and must get these pieces in order so we can make prudent decisions.

Dr. West commented about having been a big supporter of this project, working hard in both referendums to try to get this passed. She was also one of the “no” votes to proceed in this fashion. There are lots of kinds of harm that we can do to this district. Mrs. Apicella made a very good point that as we delay the project, it gets more expensive (financial harm). She also said that proceeding in this manner is causing a schism in our community, which is damaging in a long-term way. Regardless of the details of Plancon D and E, it means we are proceeding along a path with which she disagrees.

A roll call vote was taken:

Mr. Baker -	Yes	Dr. Sweeney -	Yes
Mrs. Brown -	Yes	Mrs. Trigg -	No
Mrs. Halstead -	Yes	Mr. Wandersee -	Present
Dr. Price -	Yes	Dr. West -	No
		Mr. Murray -	Yes

Motion carried (6-2-1). Mr. Wandersee abstained.

It was moved by Mr. Baker and seconded by Mrs. Halstead to approve Plancon Part E: Design Development – Unionville High School and District Administrative Offices as on the attachments (pp. 4.c.1-13).

A roll call vote was taken:

Mr. Baker -	Yes	Dr. Sweeney -	Yes
Mrs. Brown -	Yes	Mrs. Trigg -	No
Mrs. Halstead -	Yes	Mr. Wandersee -	Yes
Dr. Price -	Yes	Dr. West -	No
		Mr. Murray -	Yes

Motion carried (7-2).

Mr. Baker stated that because of taking away the space that is changing over to a water basin to eliminate some playing fields, he wanted the public to be aware that the stadium where the artificial turf will be placed is ahead and bidding will take place in March, most likely. The next Facilities Committee meeting will be held on Monday, November 24, 2008 (8:30 AM, U-CF District Office).

It was moved by Mrs. Brown and seconded by Mrs. Trigg to approve the development of the following new course proposals, subject to budgetary approval and student enrollment:

1. English through Creative Writing – 8th Grade (pp. 5.b.1-3)
2. Marine Science Elective – 11th / 12th Grades (pp. 5.b.4-8)
3. Genetics and Biotechnology Elective – 11th / 12th Grades (pp. 5.b.9-12)
4. Foreign Language in the Elementary School (FLES) – (pp. 5.b.13-21)
5. Addition of Levels to High School World Language Programs (pp. 5.b.22-24):
 - a. French, German, Spanish II Honors
 - b. French, German, Spanish III Honors
 - c. French, German, Spanish IV Academic
 - d. French, German, Spanish V Academic

(Continued)

**Facilities
(Continued)**

**Plancon Part D -
Continued**

**Plancon Part E:
Design
Development –
UHS & District
Admin. Offices**

**CURRICULUM/
EDUCATIONAL
TECHNOLOGY -**

**New Course
Proposals**

6. Spanish I and II – 7th / 8th Grades (pp. 5.b.25-27)
7. Latin Exploratory – 8th Grade (pp. 5.b.28-30)
8. Advanced Placement Statistics Elective – 11th / 12th Grades (pp. 5.b.31-37)

Mrs. Brown commented regarding the FLES (Foreign Language in the Elementary School) proposal that would begin in grades 1 and 2 and move up each year. The program would be done during the social studies piece and would be supported by the entire building (signage, etc.). The chosen language is Spanish and the exposure twice per week should create a measurable level of achievement.

Mr. Batchelor, Assistant to the Superintendent, stated that, upon completion of the Grade 1-5 program, students would be at a novice high proficiency level when entering middle school. There are also cost implications in the future. The U-CF Education Foundation has made a commitment to provide \$10,000 to begin the program.

Mrs. Brown commented regarding the Spanish I and II proposals (Grades 7 and 8). They would allow students to complete levels one and two of the language at the middle school, rather than the current program of Spanish A and Spanish B where students complete the first level.

Mr. Batchelor stated that the approvals being requested tonight are for the Administration to continue working on these proposals. At a later date, we would find places to put them in the budget. We are not certain that all of them will happen and students would have to sign up for classes in the spring (i.e. Marine Biology).

Mr. Wandersee commented about these excellent courses that we really need to do that would benefit the kids. We never received the costs on this proposal and are talking in generalities. We will need \$183,000 for Foreign Language Program in grades 1 and 2. Mr. Batchelor stated that it would be approximately \$195,000 when looking at tests, teachers, and curriculum development time for next year. Mr. Wandersee commented about our need to make sure we have a sound academic program when we start this for the kids, as well as being conscious of our monies.

Mrs. Halstead commented regarding the positive aspect of beginning the Foreign Language Program in grades 1 and 2 thoughtfully so the children can grow in the program. If we don't have enough students signing up for English through Creative Writing, for example, we would not be able to offer them. We are considering everything.

Ms. Parker sees this action item as working for the philosophical approval of the course content by the Board. The Administration needs to find the funds and look at enrollment in the courses. She discussed the three "R's" – Reduction (waste in the district today); Redundancy of Services (taxpayers paying for redundant services; seeing how we can reduce those costs); Relevancy (not just an examination of these courses going forward, but a systematic review, particularly at the secondary level). We have to consider whether they are viable courses and, at some point, start deleting courses. Some of these courses can be taught with existing staff and could include a content theme (i.e. Marine Science). Following Board approval, the district knows there are no philosophical problems, if the budget and staffing will allow them to proceed.

John Nolen, Director of Elementary Curriculum and Instruction, has been asking about whether the budget would allow the proposal while going through the FLES proposal. People on the committee wanted to do the research and go forward. Superintendent Parker thanked Mr. Batchelor, Mr. Nolen, and Dr. Sanville for their work on this program.

Dr. Price stated that he was very impressed that Ms. Parker and the Administration have been working to review every existing program to see what is no longer absolutely necessary. They are working very hard to increase efficiency to allow for new and better programs.

Mr. Wandersee thanked Ms. Parker for her explanation and feels we are on track.

Shannon Pitt, Student Representative, stated that if the Latin offering is similar to the exploratory classes in 6th grade, students will probably choose other languages since there is nothing to follow up with Latin. She commented regarding the Spanish V academic proposal, stating that students who study Spanish IV usually look at taking the Honors and Advanced Placement course as they get to level 5.

Ms. Parker stated that Dr. Sanville would follow up with Shannon tomorrow. Mr. Batchelor remarked that everything was recommended by the Foreign Language Department.

Motion carried (9-0).

Mrs. Brown stated that the Guidance Department offered to provide a Naviance program tomorrow night. After polling Board members, she asked that they provide this program for the Board at another time.

It was moved by Mr. Wandersee and seconded by Dr. West to approve the renewal of the three-year agreement with our independent auditor, Umbreit, Korengel & Associates, as discussed at the Board Work Session.

Motion carried (9-0).

It was moved by Mr. Wandersee and seconded by Dr. West to approve the agreement with Penn Serve for third party administrative services for district 403(b) tax-sheltered annuities for retirees.

Mr. Murray stated that this was discussed at the Board Work Session and is a third party provider that is mandated upon the school district as opposed to managing it ourselves.

Dr. Price stated that the cost of \$350 per year for the entire program and has a very low impact. Everything else is borne by the employees.

Motion carried (9-0).

**CURRICULUM/
EDUCATIONAL
TECHNOLOGY -
New Course
Proposals
(Continued)**

FINANCE

**Independent
Auditor
Agreement
Extended**

**Agreement –
403(b) Plan
Services**

Finance – Continued

The Board discussed whether to provide instructions for John Frey, Public Finance Management, to go out to secure bonds for a possible vote at the December meeting. Mr. Murray mentioned that there had not been a spread between bank-qualified and non bank-qualified interest rates in the past but that situation may have changed now. He asked about the wisdom in charging our bond counsel to prepare said documents that we might use in December (if the figure of about \$350,000 might still be available in savings to us now). He does not see any down side for documents being prepared now since it's a question of when we pull the trigger.

Mr. Murray stated that the process in Pennsylvania requires a 22- to 24-day waiting period for approval from the Department of Community Economic Development. Should we seek to close the issue and avail ourselves of the bank-qualified, we would need to approve it at the Reorganization meeting.

As to the matter of bank qualified, when the market hit its rough patch, most buyers went away and were not to be found. We have seen a number of bank-qualified deals priced over the last two weeks and have seen the spread to non bank-qualified from 20-25 basis points. The present value savings would be about \$350,000 to take the lower bank-qualified interest rates as opposed to the non bank-qualified interest rates.

If the Administration anticipated spending \$10 million or more in 2009 on the project, it would be prudent now that the spread is available to avail ourselves of the bank-qualified interest rates. Traditionally, there has been a correlation between the 20-year treasury and the Bond Buyer Index 20. That had decoupled and gotten out of its historical correlation. This correlation has begun to return (~ 65% from where it normally is). The structural problems he had with the financing are being alleviated.

In financial crises, the spread widens during times of economic distress between the good and the bad credits. Fortunately, the school district is a very good credit and we are seeing demand in the marketplace for very good credits. If it were a poor credit, the interest rates would still be very unattractive.

In response to Mr. Wandersee's question, Mr. Murray stated that the Board must have a full understanding that we will be asking them to incur debt and approve the borrowing resolution. PFM will come in with a borrowing resolution and the interest rates attached to it at our Reorganization meeting. We would need to be prepared to make a final commitment at that meeting.

Mr. Wandersee stated that we owe ourselves \$3 million, and there will be a definite need of \$10 million as we go into 2009. If we don't need it, we could arbitrage it, minimizing any loss. Mr. Murray stated that we need to have a reasonable expectation to spend 85% of the money in three years. Mr. Murray polled the Board regarding their agreement.

Dr. Price suggested keeping the option open and doing the paperwork later.

**FINANCE
(Continued)**

**Discussion –
Bond Issuance**

Mr. Murray requested that Mr. Cochran contact John Frey regarding the matter in the morning.

In response to Dr. West's question regarding legal advertising, Mr. Wandersee stated that bond counsel would be responsible for the ad and its placement at the appropriate time.

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

- a. Professional Conferences (11)
 - 1. Approve the Attendance at Professional Conferences as on the attachments (pp. 7.a.1-2)
- b. Resignations (3)
 - 1. William Hallman – District M-III Assistant Mechanic – Grounds, effective November 1, 2008
 - 2. Melissa Hunt – Unionville High School Custodian, effective November 4, 2008
 - 3. E. Colleen Shearburn – District Assistant Technology Director, effective February 5, 2009
- c. Reclassifications (6)
 - 1. Ida Bohley – from full-time Bus Driver (6 hours per school day) to part-time Bus Driver (5.5 hours per school day), effective September 24, 2008
 - 2. Elizabeth DeLuca – from District Office S-II Curriculum Office Secretary to Pocopson Elementary School Office Manager (8 hours per day x 260 days), effective November 3, 2008
 - 3. Lynette Freed – from part-time Bus Driver (5.5 hours per school day) to full-time Bus Driver (6.25 hours per school day), effective September 2, 2008
 - 4. John Horn – from part-time Bus Driver (5.5 hours per school day) to full-time Bus Driver (7.5 hours per school day), effective September 2, 2008
 - 5. Nancy Papps – Unionville High School Family & Consumer Science Paraprofessional (from 6.5 hours per day x 185 days to 7.0 hours per day x 185 days), effective October 27, 2008
 - 6. Lisa Raider – Unionville High School Learning Support Paraprofessional (from 6.0 hours per day x 185 days to 6.5 hours per day x 185 days), effective October 27, 2008
- d. Supplemental Contracts (6)
 - 1. Jordan Becker - 9th Grade Girls' Basketball
 - 2. Phyllis Beitler - Mentor – Full Year
 - 3. Erin Carey - Assistant Swim Coach
 - 4. Scott Litzenberg - Musical: Orchestra
 - 5. Steve Tulleners - 9th Grade Boys' Basketball – Half Contract
 - 6. Heather Weigner - International Club

(Continued)

**FINANCE
(Continued)**

PERSONNEL:

**Professional
Conferences**

Resignations:

W. Hallman

M. Hunt

**E. Colleen
Shearburn**

Reclassifications:

I. Bohley

E. DeLuca

L. Freed

J. Horn

N. Papps

L. Raider

**Supplemental
Contracts**

Personnel – Continued

e. Leaves (4)

1. Amanda Combs – Unionville/Hillendale Elementary School Science Paraprofessional, Unpaid Leave from January 6, 2009 through the end of the 2008-2009 School Year
2. Heather Spancake – Patton Middle School English Teacher, Six-Week Maternity Leave beginning approximately March 9, 2009, followed by a Child-Rearing Leave through the end of the 2009-2010 School Year
3. Jennifer Tatum – Hillendale Elementary School Learning Support Teacher, Extend Six-Week Maternity Leave beginning approximately December 20, 2008 to Six-Week FMLA Leave, followed by an Unpaid Child-Rearing Leave for the remainder of the 2008-2009 School Year
4. Vicki Treadway – Unionville High School T-II Technology Support Specialist, effective November 18, 2008 through the end of the 2008-2009 School Year, pending approval as Classroom for the Futures Coach, effective immediately

Motion carried (9-0).

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

f. Employ (5)

1. Jeanette Bergman – Patton Middle School English Teacher (Long-Term Substitute), for the 1st Semester of the 2008-2009 school year, retroactive to August 21, 2008, at the Bachelor's + 24, Step 1 salary level
2. Jeanmarie Campbell – Chadds Ford/Pocopson Elementary School Reading Paraprofessional (5 hours per day x 182 days), effective November 11, 2008, at a salary of \$12.28 per hour
3. Tracy Fuchs – Hillendale Elementary School C-IV Food Service Assistant (2.5 hours per school day), effective October 27, 2008, at a salary of \$10.92 per hour
4. Danielle Morgan – Floater C-IV Food Service Assistant (2.5 hours per school day), effective October 27, 2008, at a salary of \$10.92 per hour
5. Vicki Treadway – 0.5 Classrooms for the Future Coach (Temporary Professional Employee), Special Assignment), effective November 18, 2008 through the end of the 2008-2009 school year, at the Bachelor's Step 1 salary level, pro-rated

g. Eliminate Position (1)

1. District Office S-II Office Manager for Curriculum Directors (8 hours per day x 260 days), effective October 31, 2008

(Continued)

**Personnel -
Continued**

Leaves:

A. Combs

H. Spancake

J. Tatum

V. Treadway

Employ:

J. Bergman

J. Campbell

T. Fuchs

D. Morgan

V. Treadway

**Eliminate
Position:**

**D.O. S-II Office
Manager**

Personnel – Continued

h. Create Position (1)

1. District Office S-III Secretary (8 hours per day x 185 days)

Motion carried (9-0).

It was moved by Dr. Sweeney and seconded by Dr. West to approve the following personnel item (agenda item 7.i.):

i. Appointment (1)

1. Paula Massanari – Unionville High School Principal, effective on or before January 5, 2009, at a salary of \$130,000

Mr. Wandersee stated that he and Mrs. Brown served on the committee to interview Mrs. Massanari. He was very impressed and looks forward to working with her.

Motion carried (9-0).

Ms. Parker stated that Mrs. Massanari comes to us with great support from the Administrative team. We found a person who was much richer and vibrant than even suggested on her résumé. The process has been arduous, and we are grateful to be able to welcome her to our team.

Mrs. Massanari mentioned her delight in having been affirmed here as Principal of Unionville High School. She stated that good leadership is all about relationships, and it is her goal to get to know everyone in the school community. Her priorities include the physical and emotional safety of the children. She wants the kids to know that we care about them. They experience a great transition from middle to high school, and she looks forward to working with Mr. Vosburgh. Mrs. Massanari extended her thanks and really looks forward to working with everyone.

Mrs. Halstead reported that the Co-Curricular and Student Life Committee met earlier tonight. They discussed bullying and the Code of Student Conduct. She announced that the Communities That Care committee would be meeting on Thursday at 7:00 PM (UHS LGI room). COAD (Chester County Council on Addictive Diseases) will be presenting regarding the PAYS (PA Youth Survey). The report covers the behaviors of drugs and alcohol and also includes positive behaviors that are self-reported by our students. She hopes everyone will call their neighbors and be in attendance at this meeting.

Dr. West reported for Communications regarding:

1. Community Conversation - Nancy Mohr (Executive Director, Chester County 2020) will moderate this meeting on January 28, 2009. Ms. Mohr has received state funding, which will pay for the district's cost for this meeting. Additional information will be forthcoming.
 2. Key Communicator Program – In beginning stages of working on having a formal system in place; additional information will follow
- (Continued)

**Personnel -
Employ
(Continued)**

**Create Position:
D.O. S-III
Secretary**

Appointment:

**P. Massanari –
UHS Principal**

**CO-CURRICULAR
AND STUDENT
LIFE**

**COMMUNI-
CATIONS**

Communications - Continued

3. PTO Advisory Committee – Next meeting will be held on Monday, January 5, 2009, 7:00 PM (UHS Library Classroom). This is the regular meeting between the PTO Presidents, Vice-Presidents, School Board members, and administrators.

It was moved by Dr. West and seconded by Mrs. Brown to approve the contract with David R. Voss, David R. Voss and Associates to provide professional development in effective communications. The services include two, three-day visits (inclusive of up to five sessions each) totaling 10 sessions, at a cost of \$1,000 per day (total of \$6,000 plus travel expenses).

Dr. West stated that this item was discussed at the Work Session. Mr. Hug and his team have been discussing what is available and what is not necessary. There was a second piece of the initial contract that included consulting. Mr. Voss has been very flexible and willing to work with us in splitting these items.

Mr. Hug commented about trying to accomplish as much as possible while Mr. Voss is here working with us.

Motion carried (9-0).

Mr. Wandersee stated that the Superintendent has asked that action on the 2009-2010-school calendar be postponed to next month.

Ms. Parker commented regarding one concern with PIAA. They have been starting pre-season practices well in advance of Labor Day (August 11 this year). We have been informed that PIAA does not count the number of weeks in August but the weeks prior to Labor Day. Due to this practice, pre-season must now change. We have put forth an amended calendar to provide our students with the two weeks of pre-season play that other districts in Chester County would have. It will be posted on the district's website and will be open for Board and community comment.

Mr. Wandersee announced the first student day (August 31, 2009) and the last student day (June 14, 2010) in the amended calendar proposal.

The calendar agenda item is tabled to the December 1, 2008 Board meeting.

It was moved by Mr. Wandersee and seconded by Mrs. Brown to approve the School Board Meeting Dates for January through December, 2009 as on the attachment (p. 10.b.1, revised).

Motion carried (9-0).

Mr. Wandersee stated that Board Policy No. 801: Open Records was reviewed at the November Work Session and being provided tonight as a first reading. The policy proposal was lengthy (18 pages), and we wondered if we could make it smaller. On the advice of counsel, we must approve it in its current form. Ms. Parker mentioned that guidelines would be included to make the policy more user friendly.

**COMMUNI-
CATIONS
(Continued)**

**David R. Voss –
Professional
Development
Services**

**LEGISLATION
AND POLICY:**

**2009-2010
Calendar**

**School Board
Meeting Dates –
1/09 – 12/09**

**Policy No. 801:
Open Records
(First Reading)**

Ms. Parker commented about the legal need to approve this policy in December.

Mr. Wandersee discussed the advice of our solicitor, Jack Merrick, regarding the adoption of Policy No. 249: Pupils – Bullying and Policy No. 218: Pupils – Code of Student Conduct, as listed on the addendum to tonight’s agenda. They are presented tonight for first reading, followed by action in December. The proposed policies will be placed on the district website for review.

Superintendent Parker stated that the Code of Student Conduct has been in place for a number of years but was never embedded in a policy. Our district solicitor has advised us to adopt these policies in accordance with the mandates of the state.

Mr. Wandersee stated the agenda item 10.d. (Release and Settlement Agreement for Student No. 2008-09-01) was not discussed at the Work Session. Ms. Parker stated that it could not have been reviewed during that meeting but would have to have been discussed in Executive Session. Mr. Wandersee recommended that this item be tabled for action in December.

Mr. Wandersee reported for Legislation and Policy that the General Assembly reconvened last Wednesday. There will be no business through the end of the year. He commented about the loss of two of the most hard-working members (for state insurance) in the House of Representatives. One member quit and one lost the election. This topic will have to be redeveloped over again in committee.

Mr. Murray reported for the Center for Arts & Technology/Intermediate Unit and Special Education that the I.U. Board meets on Wednesday night. He attended the opening of the Southern Chester County Technical College High School in the Avon-Grove School District. It is truly an amazing building where students can complete a technical program and earn an Associate’s degree. The school will serve as a model. Ms. Parker commented about the SCCTCHS being an extraordinary facility.

Eileen Bushelow, Pocopson Township resident, congratulated Shannon Pitt regarding her comments about foreign language earlier tonight. She suggested that perhaps Curriculum Council could review the concern about the academic vs. Advanced Placement level 5 offering.

Vic Dupuis, East Marlborough Township resident, referred to comments made earlier this evening, stating that we cannot make parallels to Harvard and Brown Universities, and many private schools that have cut their programs due to enrollment declines. That is not an issue in this district. He reviewed the details of the financing plan. We face other problems (i.e. new teacher contract, rising health care costs; retirement costs) but need to get beyond the issues that could derail the project. Mr. Dupuis applauded the Board for doing this tonight. He stated that the schism was caused by the Board’s error in choosing to take this to referendum in the first place. The referendum is what caused the schism. Mr. Dupuis mentioned that the music students (150 kids) would be traveling to Disney World in Orlando soon.

**Legislation and Policy
(Continued)**

**Policy No. 249:
Bullying &
Policy No. 218:
Code of Student
Conduct
(First Reading)**

**Release &
Settlement
Agreement
(Student No.
2008-09-01)**

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

**RESIDENTS’
COMMENTS**

Residents' Comments – Continued

Lele Galer, Pocopson Township resident, stated that the referendum may have caused a schism but she hopes we don't say that referendums are never going to happen again. We need to learn to do it well. It is very difficult and time consuming but we do better every time. It's an opportunity to draw us closer together.

Heidi Brown, Chadds Ford Township resident, extended a warm welcome to Paula Massanari. She is happy to see her join us. Mrs. Brown offered her appreciation to each and every member of the Board for their efforts to do their best.

Carol Catanese, Pennsbury Township resident, welcomed Mrs. Massanari. She asked her to listen to the students, many of whom are upset about losing homeroom.

Kathy Do, Pennsbury Township resident and member of the U-CF Education Foundation, thanked Mr. Batchelor for mentioning that they are providing seed money for the FLES Program. She is so pleased that we are moving ahead with the construction project. The Foundation has formed an alliance with the USC (Unionville Sports Council) and hopes to work with the arts organizations in the district as well.

Bob Leipold, East Marlborough Township resident, stated than an alternate to referendum would be talking to state Senators and officials to let them know it's a terrible idea.

Dr. West welcomed Mrs. Massanari and looks forward to getting to know her. She is pleased that we have moved the Board meetings to different locations each month. Dr. West thanked Ms. Parker for acknowledging the students for their acts of kindness – a lovely idea.

Mr. Wandersee welcomed Paula Massanari and looks forward to working with her.

Mrs. Brown welcomed Paula Massanari and thanked her for staying through the entire School Board meeting. She commented about having enjoyed the school play, which was excellent. During intermission, she and her husband noticed a plaque of when the district was joint. It named Phoebe Wiley, who is a friend of her mother's. When the district decided to build a high school at that time, it was great they did but was a very uncomfortable time. Hopefully, we are making the right decision today.

Mrs. Trigg welcomed Mrs. Massanari. She thanked Ms. Parker for tonight's curricular initiatives. She is the fourth Superintendent since Mrs. Trigg has been in the district. She has asked for many of these items for years, and this is the first time they have even been studied. While she realizes they may not all be feasible, she takes her hat off to Ms. Parker and the wonderful curriculum team she has assembled. Ms. Parker thanked all of the fine team members.

**RESIDENTS'
COMMENTS
(Continued)**

**BOARD
MEMBERS'
COMMENTS**

Mrs. Halstead stated that the Speech and Debate tournament was wonderful and so delightful to see. She hopes to receive notice earlier next time to be able to joint them for the actual debates. The play was wonderful, and the students always do such a great job! The Academic Team hopes to be able to follow them. The UHS Marching Band is terrific. The *Rachel's Challenge* program was a wonderful evening.

Mr. Baker commented regarding the Wall of Honor tributes. What matters most in our school district is that we insist on excellence. We have brought excellence to the principalship at UHS and moved forward with the building program.

Mr. Murray thanked Dr. Dennis McKnight for his excellence in filling in at our high school. He wished the best to Colleen Shearburn in her new endeavors. She has been here with us for some time now.

The meeting was adjourned at 9:55 p.m.

Respectfully submitted,

Kathleen M. Brown
Secretary

Attachment: Appendix A

**BOARD
MEMBERS'
COMMENTS
(Continued)**

**MEETING
ADJOURNED**

Turlockia Tingg APPENDIX A

Like everyone else, I am eager to see work begin on our high school. I have a personal interest in this since my own daughters will benefit from the improvements that are so badly needed. My eldest daughter performs in the auditorium, practices in the parking lot, and eats lunch during the busiest cafeteria period so my family is intimately aware of the potential for improvement. However, in light of the dramatic change in the economic climate, I am not comfortable proceeding as planned without thoroughly evaluating the long-term impacts. I'm sure everyone has noticed that you can't open the newspaper without being faced with more bad news about the economy. Just last week, *Newsday* reported that Harvard, Cornell and Brown are all downscaling and/or delaying the capital projects they had planned to undertake. They are acknowledging that last year's plans may not be viable in this year's economic climate. Today's *Inquirer* has an article about SEPTA being forced to divert cash to make up for losses in the pension fund. The Chief Financial Officer of SEPTA said "We've never seen a drop like this" and "It has certainly thrown a monkey wrench into a lot of plans, and we're not immune from that."

Instead of automatically proceeding with the plans we made before the economic downturn, we need to reevaluate the situation and make sure this is still the best plan for us. The KCBA study highlighted a long list of needs at our middle school. Perhaps some of these needs are more pressing and should be a higher priority than, for example, spending the \$12M needed to redo the auditorium and tech ed areas of the high school. I don't think anyone believes we can complete ALL the needed capital projects at ALL our schools without support from our VOTERS. The \$70M we are preparing to spend may be the last sizeable amount we are able to spend on construction for a long, long time. What will the situation be like if we are unable to begin the needed renovations and additions at the middle school for a decade or more?

Our board president and several other board members have suggested interesting ideas that deserve to be explored more fully. I'm not saying the current plan isn't the best possible plan – I'm saying we need to take another look and make sure we still feel the same way we did back in September 2007 when we first approved this plan. A lot has changed since then. Like Harvard and Cornell, we need to reevaluate our capital plans in view of the unanticipated economic downturn.

We have some very significant curriculum issues coming up for a vote tonight. In the past, we could approve curriculum initiatives with confidence in being able to fund them in the future. There is no longer a guarantee that funding will be available for curriculum initiatives that future boards deem worthwhile. Very likely it will be necessary to prioritize and determine not just whether a new high

school auditorium is more pressing than additional middle school classrooms, but also weigh the relative merits of options in course selections vs. improvements to the physical structure. I support the needed investments to introduce foreign language at the elementary level, add choices at the middle school, and try to lure high school students out of study halls and into real classes. Since I believe future boards will have to make tough choices, I think we have to make tough choices now. I will be supporting the curriculum initiatives, and in part BECAUSE OF my support for improvements to curriculum, I will be voting no on PLANCON D and E