

February 8, 2010

The Berwick Area School Board met in regular session on Monday, February 8, 2010 in the Line Street Administrative Office. The meeting was called to order at 7:04 p.m. by President, Mr. Dan McGann.

PRESENT: Dan McGann, Dr. Bryan Carlin, Lori Dennis, William McLaughlin, Robert Palermo, Ron Robsock, Susy Wiegand, Rhonda Wieners

ABSENT: Maryann Kovalewski

Also **PRESENT:** Wayne Brookhart, Christina Bason, Donna Mazzitti, Holly Morrison, Wendy Kupsy, Randy Peters, Robert Bulkley, Sally DeFinnis, Nicole Fairchild, Robert Croop, Jonathan Cleaver, John McNear, Andy Mihaly, Tom McDonnell, Susan Schwartz, Donna Folk, Robert Runyan

Lord's Prayer

Flag Salute

Reading of the Minutes

On motion of Dr. Bryan Carlin, seconded by Rhonda Wieners, we dispense with the reading of the minutes of the previous meeting as everyone had received copies prior to the meeting and approve the minutes of the January 11, 2010 work session/board meeting. Motion carried. All members voting "Aye". "Nay"—none and none abstaining.

Financial Reports; Treasurer's Reports

On motion of Dr. Bryan Carlin, seconded by Susy Wiegand, we approve the treasurer's reports as presented. Motion carried. All members voting "Aye". "Nay"—none and none abstaining.

Budgetary Transfers

On motion of Dr. Bryan Carlin, seconded by William McLaughlin, we approve the budgetary transfers as listed. Motion carried. All members voting "Aye". "Nay"—none and none abstaining.

Presentation of Bills; Approval

On motion of Ron Robsock, seconded by Dr. Bryan Carlin, we approve the bills for payment as listed.

Mrs. Wieners questioned check #29409 – FBLA trip. The board approved the 12th through the 14th and the bill showed an extra night – the 11th which is a Sunday night.

Mr. Cleaver stated he would check into this item.

Mrs. Wieners questioned check #29518 for mileage for a meeting for the Brighter Xmas Fund.

Also questioned was check #29538 mileage of \$.55 per mile.

Ms. Bason stated after January 1st the mileage is \$.50 per mile.

Mrs. Wieners questioned the Dempsey invoices. Mr. Geffken did review these invoices.

Also questioned was check #8957 to Sportsman's.

Ms. Bason stated she would get back to Mrs. Wieners on this item with an e-mail.

Also questioned were the debit card purchases. Is there an itemization?

ROLL CALL VOTE: "Ayes"-Rhonda Wieners – not check #29409, 29600, 29380, & 8957,
Dr. Bryan Carlin, Lori Dennis, William McLaughlin, Robert
Palermo, Ron Robsock, Susy Wiegand, Dan McGann

"Nays"-none and none abstaining

Ms. Bason reported the State Auditors are currently conducting the audit for the 2006-07 and 2007-08 school terms.

Mr. Brookhart gave the following report:

Governor Rendell will deliver his budget address on February 9, 2010.

An H1N1 vaccination clinic was held at the high school last Thursday. Nearly 200 were vaccinated at the clinic.

The Keystone Exams legislation has been placed into the Pennsylvania Bulletin, meaning it is now a part of legislation.

We will be bringing the Vo-Tech budget to the board at the next meeting.

We will need to decide on a month for our meeting in front of the students at the High School.

PSERS is obviously a topic of discussion in Harrisburg and around the state. The dialogue is encouraging.

Field Turf bids are due on February 19, 2010 at 10:30 a.m.

Our mandate waiver application for relief from publishing notices in newspapers of mass circulation has been approved. We may use the newspaper but do not have to.

Public Comment on Agenda Items:

Donna Folk asked for a copy of the items on the addendum.

Approval to add the addendum items to the agenda.

On motion of Dr. Bryan Carlin, seconded by William McLaughlin, we approve the addition of the addendum items to the board agenda of February 8, 2010. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

General:

G-1 Approval of the attached list of tax refunds for 2009. (enc.)

Directors are asked to approve the attached list of tax refunds for 2009.

On motion of Rhonda Wieners, seconded by Susy Wiegand, we approve the listed tax refunds for 2009. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

G-2 Approval of the revision to Policy #815 – Acceptable Use Of Network. (enc.)

Directors are asked to approve the revision to Policy #815 – Acceptable Use of Network.

On motion of Rhonda Wieners, seconded by Dr. Bryan Carlin, we approve the revision to Policy #815 – Acceptable Use of Network. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

Academic Affairs:

AA-1 Approval of the school calendar for the 2010-2011 school year. (enc.)

Directors are asked to approve the school calendar for the 2010-2011 school year.

The calendar includes one Act 80 day.

Mr. Robsock asked about using Friday or President’s Day for field trips.

Dr. Carlin asked for the Academic Affairs Committee to look into the scheduling of field trips.

Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

AA-2 Approval for Julie Cerasoli, Marina Davenport, Holly Morrison, Ralph Norce and Patti Leighow to attend the PA Department of Education SAS Integration Training Workshop in Harrisburg on March 3 and 4, 2010. Total cost of \$904.17.

Directors are asked to approve the attendance of Julie Cerasoli, Marina Davenport, Holly Morrison, Ralph Norce and Patti Leighow at the PA Department of Education SAS Integration Training Workshop on March 3 and 4, 2010. Total cost of \$904.17.

On motion of Rhonda Wieners, seconded by William McLaughlin, we approve the attendance of Julie Cerasoli, Marina Davenport, Holly Morrison, Ralph Norce and Patti Leighow at the PA Department of Education SAS Integration Training Workshop on March 3 and 4, 2010. Total cost of \$904.17. Motion carried. All members voting "Aye". "Nay"—none and none abstaining.

AA-3 Approval for Robert Kuchta to accompany five students to the Second Mile Leadership Institute in State College from March 21 – 24, 2010. Total cost of \$375.00.

Directors are asked to grant approval for Robert Kuchta to accompany five students to the Second Mile Leadership Institute from March 21 – 24, 2010. Total cost of \$375.00.

On motion of Rhonda Wieners, seconded by Dr. Bryan Carlin, we grant approval for Robert Kuchta to accompany five students to the Second Mile Leadership Institute from March 21 – 24, 2010. Total cost of \$375.00. Motion carried. All members voting "Aye". "Nay"—none and none abstaining.

AA-4 Approval of the following out-of-state field trip for the 2009-2010 school term:

Middle School Orchestra and Band	New York City Philharmonic, Ripley's Believe It Or Not and Rockaway Mall - February 26, 2010 Costs paid through fundraising
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Directors are asked to approve the listed out-of-state field trip for the 2009-2010 school term with costs paid through fund raising.

On motion of Ron Robsock, seconded by William McLaughlin, we approve the above listed out-of-state field trip for the 2009-2010 school term. Motion carried. All members voting "Aye". "Nay"—none and none abstaining.

AA-5 Approval to adopt the K-5 Art Curriculum. (copies are available for review)

Directors are asked to approve the adoption of the K-5 Art Curriculum.

On motion of Rhonda Wieners, seconded by Susy Wiegand, we grant approval to adopt the K-5 Art Curriculum. Motion carried. All members voting "Aye". "Nay"—none and none abstaining.

AA-6 Approval to adopt the Advanced Math Curriculum and purchase of the accompanying textbook. (copies are available for review)

Directors are asked to approve the adoption of the Advanced Math Curriculum and purchase of the accompanying textbook.

On motion of Rhonda Wieners, seconded by Susy Wiegand, we grant approval of the adoption of the Advanced Math Curriculum and purchase of the accompanying textbook. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

AA-7 Approval of the PA Cares Grant for Orange Street Elementary and the Middle School in the amount up to \$15,000.00 for the Olweus School Bullying Program.

Directors are asked to approve the PA Cares Grant for Orange Street Elementary and the Middle School in the amount up to \$15,000.00 for the Olweus Bullying Program.

On motion of Rhonda Wieners, seconded by Susy Wiegand, we approve the PA Cares Grant for Orange Street Elementary and the Middle School in the amount up to \$15,000.00 for the Olweus Bullying Program. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

AA-8 Approval of the Olweus Bullying Questionnaire for grades 3 through 5 at Orange Street Elementary and grades 6 through 8 at the Middle School. (enc.)

Directors are asked to approve the Olweus Bullying Questionnaire for Orange Street and the Middle School. This is a required component of the grant.

On motion of William McLaughlin, seconded by Rhonda Wieners, we approve the Olweus Bullying Questionnaire for grades 3 through 5 at Orange Street Elementary and grades 6 through 8 at the Middle School. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

Extra Curricular:

EC-1 Approval of the following fund raising request for the 2009-2010 school term: (enc.)

Class of 2012	SHS	Yard sale	June 12, 2010
HOSTS	Orange St.	Terra-Cycle (up cycling)	March & ongoing
HOSTS	Orange St.	Book Fair	March 4 – 8, 2010
Orange St. Elem. – Kdg. & Gr. 1		Make-A-Wish Bunny Hop	March 26, 2010
Key Club	SHS	Jeans/PJ bottoms day	March 5, 2010
Band/Orchestra	Mid. Sch.	Music Dept. polo shirts	Feb., 2010
Baseball	Mid. Sch.	Gift Card Bingo	March 14, 2010
Track & Field	SHS	T-shirt/sweat shirt sale	March – April, 2010
Track & Field	SHS	Concession stand	March – May, 2010
Track & Field	SHS	ESPN magazine subscrip.	March & April, 2010
Varsity Golf	SHS	Franco’s coupons	Feb. 9 & 10/March 8 & 9
Physical Education	Mid. Sch.	Hoops for Heart	February, 2010

Field Hockey Booster Club – SHS/Mid. Sch. – Sheetz coupons	April 2, 2010
Field Hockey Booster Club	Domino Pizza coupons
Field Hockey Booster Club	February 10, 2010
Boys’ Basketball Boosters – SHS	“March Madness”
Boys’ Basketball Boosters – SHS	March 6, 2010
Softball SHS/Mid. Sch.	Golf tournament
Softball SHS/Mid. Sch.	June 6, 2010
Softball SHS/Mid. Sch.	Softball clothing sale
Softball SHS/Mid. Sch.	April, 2010
Honors History SHS	Gertrude Hawk sale
Honors History SHS	Feb. 16 – March 5, 2010
Nat’l Honor Society SHS	Sell slices of pie
Nat’l Honor Society SHS	March 12 or 15, 2010
Drama Club SHS	Production of <i>Alice in Wonderland</i>
Drama Club SHS	and concessions
Drama Club SHS	March 18, 19 & 20, 2010

Directors are asked to approve the listed fund raising projects for the 2009-2010 school term. Forms have been received for each request. All groups are in compliance with the regulated booster club policy.

On motion of Rhonda Wieners, seconded by Susy Wiegand, we approve the listed fund raising projects for the 2009-2010 school term.

Mrs. Dennis questioned the fund raiser for the High School and PJ bottoms day.

Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

EC-2 Approval of Don Walp as Jr. High Track Coach for the 2010 season at the salary of \$1,512.03.

Directors are asked to approve Don Walp as Jr. High Track Coach for the 2010 season at the salary of \$1,512.03.

On motion of Rhonda Wieners, seconded by William McLaughlin, we approve Don Walp as Jr. High Track Coach for the 2010 season at the salary of \$1,512.03. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

Personnel:

P-1 Approval of the following additions to the substitute teacher list for the 2009-2010 school term:

Paul Haden	Elementary & Special Education
Sonya Kepner	Elementary & Early Childhood
Mary Rowan	Special Education
Kelly Calderone	Elementary & Special Education

Directors are required to approve all substitutes.

On motion of Dr. Bryan Carlin, seconded by Susy Wiegand, we approve the listed additions to the substitute teacher list for the 2009-2010 school term. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

P-2 Approval to accept with regret the retirement of Rose Ritter, paraeducator, effective the end of the 2009-2010 school term. (enc.)

Directors are asked to accept with regret the retirement of Rose Ritter, effective the end of the 2009-2010 school term.

On motion of Rhonda Wieners, seconded by William McLaughlin, we accept with regret the retirement of Rose Ritter, effective the end of the 2009-2010 school term. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

P-3 Approval of an unpaid leave for Janet Blydenburgh, part-time cafeteria employee, effective January 22, 2010. (enc.)

Directors are asked to approve the unpaid leave for Janet Blydenburgh, effective January 22, 2010.

On motion of William McLaughlin, seconded by Robert Palermo, we approve the unpaid leave for Janet Blydenburgh effective January 22, 2010. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

P-4 Approval of the change in status for Caroline Shellhamer from substitute to part-time cafeteria worker (2 hours/day) at Orange Street School, effective February 9, 2010. Compensation will be at the rate of \$7.57 per hour.

Directors are asked to approve the change in status for Caroline Shellhamer from substitute to part-time cafeteria worker, effective February 9, 2010 at the rate of \$7.57 per hour.

On motion of Rhonda Wieners, seconded by William McLaughlin, we approve the change in status for Caroline Shellhamer from substitute to part-time cafeteria worker, effective February 9, 2010 at the rate of \$7.57 per hour. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

P-5 Approval of the following additions to the cafeteria substitute list for the 2009-2010 school term:

**Amy Franks
Joyce Beaver
Kathie DiPippa**

Directors are asked to approve the listed additions to the cafeteria substitute list for the 2009-2010 term.

On motion of Ron Robsock, seconded by William McLaughlin, we approve the listed additions to the cafeteria substitute list for the 2009-2010 school term. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

P-6 Approval to accept with regret the resignation of Anglie Adams, part-time cafeteria employee, effective January 15, 2010.

Directors are asked to accept with regret the resignation of Anglie Adams, effective January 15, 2010.

On motion of William McLaughlin, seconded by Rhonda Wieners, we accept with regret the resignation of Anglie Adams, effective January 15, 2010. Motion carried. All members voting "Aye". "Nay"—none and none abstaining.

P-7 Approval of the family medical leave for Janae Calarco, physical education aide at the Senior High School, effective the afternoon of April 12, 2010 through May 24, 2010. (enc.)

Directors are asked to approve the family medical leave for Janae Calarco, effective the afternoon of April 12, 2010 through May 24, 2010.

On motion of Susy Wiegand, seconded by William McLaughlin, we approve the family medical leave for Janae Calarco effective the afternoon of April 12, 2010 through May 24, 2010. Motion carried. All members voting "Aye". "Nays"—none and none abstaining.

Public Comment

Donna Folk stated if teachers are retiring, why are you giving them \$33,000. to retire? They will get their retirement benefit payments.

There will be significant savings. The teachers on top level receive around \$70,000. and a new teacher's salary is only \$30,000.

There will be changes in scheduling and because of this, we can cut positions through attrition.

Budgeted numbers show a 7 digit savings.

Mrs. Folk stated the state said we had 40 teachers too many in the past.

She was not sure on what report this was found.

Another gentleman in the audience asked if the person in item P-2 received a bonus to retire.

Ms. Bason stated no. There are specific parameters.

ADDENDUM

Extra Curricular:

EC-3 Approval of the following fund raising request for the 2009-2010 school term: (enc.)

Second Grade Class	Orange St.	Math-A-Thon	March 10 – 30, 2010
Ski Club	SHS/MS	T-shirt sale	February 15, 2010
Student Council	SHS	Concert for THON – Kids with Cancer	February 11, 2010
Student Council	Mid. Sch.	Talent show	March 26, 2010
Band/Orchestra	Mid. Sch.	Hoagie sale	February 18, 2010

Directors are asked to approve the listed fund raising projects for the 2009-2010 school term. Forms have been received for each request. All groups are in compliance with the regulated booster club policy.

On motion of Dr. Bryan Carlin, seconded by Susy Wiegand, we approve the listed fund raising projects for the 2009-2010 school term. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

Mrs. Wieners stated she appreciated how hard the groups try to comply with the Wellness Committee.

EC-4 Approval of the following coaches for the 2009-2010 sports season:

Steve Nastelli	Varsity Assistant Softball Coach	\$1,848.15
Len Casella	Volunteer Rifle Coach	
Bethany Brislin	Volunteer Rifle Coach	

Directors are asked to approve the listed coaches for the 2009-2010 sports season.

On motion of Rhonda Wieners, seconded by Susy Wiegand, we approve the listed coaches for the 2009-2010 sports season. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

EC-5 Approval to accept with regret the resignation of Justin Beiter as Boys’ Varsity Basketball Coach, effective at the end of the 2009-2010 season. (enc.)

Directors are asked to accept with regret the resignation of Justin Beiter as Boys’ Varsity Basketball Coach, effective at the end of the 2009-2010 season.

On motion of Rhonda Wieners, seconded by Robert Palermo, we accept with regret the resignation of Justin Beiter as Boys’ Varsity Basketball Coach effective the end of the 2009-2010 season.

At this time Mr. Ron Robsock made the following amendment to the motion to change the effective date on the resignation of Justin Beiter to February 8th.

Dr. Carlin seconded the amendment to the motion. Motion carried. All members voting “Aye”.

“Nay”—none and none abstaining.

Amended motion:

On motion of Ron Robsock, seconded by Dr. Bryan Carlin, we accept with regret the resignation of Justin Beiter as Boys’ Varsity Basketball Coach effective February 8, 2010. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

Dr. Carlin stated since there are still games left, he would like to appoint Mr. Brookhart to find a faculty member to fill in for the rest of the season. He should work with Tim Honeywell and J.J. Cleaver.

On motion of Dr. Bryan Carlin, seconded by Rhonda Wieners, we appoint Mr. Brookhart along with Tim Honeywell and J.J. Cleaver, to find a faculty member to fill in for the rest of the boys’ basketball season. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

Transportation:

T-1 Approval to enter into Student Transportation Contracts with the following companies to provide regular bus transportation for the period of July 1, 2010 to June 30, 2012:

**John R. Bower Bus Company
Gallagher Student Transportation
Ceola Karchner
Barry Longenberger**

**Rinehimer/Deets Bus Lines, Inc.
John Stankevitch
Ralph Wintersteen**

Directors are asked to grant approval to enter into Student Transportation Contracts with the above listed companies to provide regular bus transportation for the period of July 1, 2010 to June 30, 2012.

On motion of Rhonda Wieners, seconded by Susy Wiegand, we grant approval to enter into Student Transportation Contracts with the listed companies to provide regular bus transportation for the period of July 1, 2010 to June 30, 2012.

At this time Mrs. Dennis asked when the bus runs are decided upon. She commented on the second bus run for students at the Middle School. They are waiting an extra 30 minutes and there are some problems with student behavior.

Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

T-2 Approval to provide a fuel stipend to Student Transportation Contractors for the year 2010-2011 under the following terms:

- **Base price of fuel to be determined July 1, 2010**

- **Base price of fuel not to include Liquid Fuels Tax stipend**
- **Contractor will be responsible for any fuel increases up to and including \$.75 above the named index**
- **District will be responsible for any fuel increases over \$.75 up to \$1.50 above the named index**

Directors are asked to grant approval to provide a fuel stipend to Student Transportation Contractors for the year 2010-2011 under the listed terms.

On motion of Dr. Bryan Carlin, seconded by Susy Wiegand, we grant approval to provide a fuel stipend to Student Transportation Contractors for the year 2010-2011 under the above listed terms.

Dr. Carlin stated this was a long procedure and he commended the bus contractors for their patience and input.

Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

Personnel:

P-8 Approval of the family medical leave for Tricia Baker, business education teacher, effective February 10, 2010 through April 12, 2010. (enc.)

Directors are asked to approve the family medical leave for Tricia Baker, effective February 10, 2010 through April 12, 2010.

On motion of Rhonda Wieners, seconded by William McLaughlin, we approve the family medical leave for Tricia Baker, effective February 10, 2010 through April 12, 2010.

Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

P-9 Approval of the following additions to the substitute teacher list for the 2009-2010 school term:

**Chris Zlobik
Carrie McClure**

**Elementary & Special Education
Biology**

Directors are required to approve all substitutes.

On motion of Susy Wiegand, seconded by Rhonda Wieners, we approve the listed additions to the substitute teacher list for the 2009-2010 school term. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

P-10 Approval to accept with regret the resignation of Timothy Cadman, part-time custodian, effective February 5, 2010. (enc.)

Directors are asked to accept with regret the resignation of Timothy Cadman, effective February 5, 2010.

On motion of Susy Wiegand, seconded by Robert Palermo, we accept with regret the resignation of Timothy Cadman effective February 5, 2010. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

P-11 Approval of the following resolution for the Early Retirement Incentive Program for professional employees for the 2009-2010 school year.

Directors are asked to approve the following resolution for the Early Retirement Incentive Program for professional employees for the 2009-2010 school year.

Be it resolved that effective immediately, in addition to any retirement package included in the current collective bargaining agreement covering the Professional Employees of the Berwick Area School District, the Board shall establish the following Early Retirement Incentive Program effective for the 2009-2010 school year only:

Full time Professional Employees who are employed by the District and who will have reached the age of 55 years or will have attained twenty-five (25) or more years of credited teaching service so as to be eligible for early or normal retirement under the Public School Employees Retirement System (PSERS) at the time of their retirement, and who will have completed a minimum of 10 years of full-time service with the District at the time of their retirement, may by no later than February 23, 2010, submit a letter addressed to the Superintendent indicating that they irrevocably terminate their employment with the District as of the last day of the 2009-2010 school year (June 2010) and shall so retire thereafter so as to be eligible to receive the benefits set forth under this Incentive Program.

Specifically, eligible Professional Employees who timely submit their requests by February 23 2010, irrevocably terminate their employment effective as of June 30, 2010 and actually retire thereafter shall be entitled to receive ½ of their incentive payment during the month of June 2010 and the remaining ½ by the first week of January 2011. The amount of each payment shall be \$16,500.00, into a 457 annuity plan.

The Board expressly reserves the right to rescind this Program should less than fifteen (15) eligible Professional Employees submit such requests under this Incentive Program. Should the District choose to rescind this Program on that basis, it shall do so by no later than March 31, 2010. In that event of a rescission by the Board, all Professional Employees who have submitted letters of retirement pursuant to this Program shall be given the opportunity to rescind their retirement letters without prejudice.

Any employee who is convicted of or pleads to a non-traffic summary, misdemeanor or felony charge, which charge has been issued within the last 3 months, will be ineligible for this early retirement incentive.

This Incentive Program will expire automatically at the conclusion of the 2009-2010 school year.

On motion of Dr. Bryan Carlin, seconded by Robert Palermo, we grant approval of the listed resolution for the Early Retirement Incentive Program for professional employees for the 2009-2010 school year.

Mrs. Dennis asked if there is a provision to allow people to continue coaching.

A personal services contract is allowable if mutually agreeable.

Mr. McLaughlin stated he was not in favor. This is an awkward situation. Dr. Carlin and Mr. McGann have spouses that qualify.

Mr. McGann stated they are not eligible for early retirement.

Motion carried.

ROLL CALL VOTE: “Ayes”-Dr. Bryan Carlin, Lori Dennis, Robert Palermo, Susy Wiegand, Rhonda Wieners, Dan McGann

“Nays”-William McLaughlin, Ron Robsock

P-12 Approval of the following resolution for the Early Retirement Incentive Program for non-professional employees for the 2009-2010 school year.

Directors are asked to approve the following resolution for the Early Retirement Incentive Program for non-professional employees for the 2009-2010 school year.

Be it resolved that effective immediately, in addition to any retirement package included in Board Policy #549 covering the non-professional employees (specific positions listed below) of the Berwick Area School District, the Board shall establish the following Early Retirement Incentive Program effective for the 2009-2010 school year only:

Full time employees employed as Secretaries, Custodial staff and/or Maintenance staff who will have reached the age of 55 years or will have attained years of service so as to be eligible for early or normal retirement under the Public School Employees Retirement System (PSERS) at the time of their retirement, and who will have completed a minimum of 10 years of full-time service with the District at the time of their retirement, may by no later than February 23, 2010, submit a letter addressed to the Superintendent indicating that they irrevocably terminate their employment with the District as of June 10, 2010 and shall so retire thereafter so as to be eligible to receive the benefits set forth under this Incentive Program.

Specifically, eligible Secretaries, Custodial staff and/or Maintenance staff who timely submit their requests by February 23 2010, irrevocably terminate their employment effective as of June, 10, 2010 and actually retire thereafter shall be entitled to receive a one-time incentive payment of \$10,000.00 to be deposited by the District into a 457 plan established by the District on June 24th.

The Board expressly reserves the right to rescind this Program should less than seven (7) eligible employees submit such requests under this Incentive Program. Should the District choose to rescind this Program on that basis, it shall do so by no later than March 31, 2010. In that event of a rescission by the Board, all employees who have submitted letters of retirement pursuant to this Program shall be given the opportunity to rescind their retirement letters without prejudice.

This Incentive Program will expire automatically at the conclusion of the 2009-2010 school year.

On motion of Ron Robsock, seconded by Robert Palermo, we approve the listed resolution for the Early Retirement Incentive Program for non-professional employees for the 2009-2010 school year.

Mr. McLaughlin stated this is not the way to go. The economy is bad. This is putting a price tag on getting people to leave.

Discussion.

Motion carried.

ROLL CALL VOTE: “Ayes”-Lori Dennis, Robert Palermo, Ron Robsock, Susy Wiegand, Rhonda Wieners, Dr. Bryan Carlin, Dan McGann

“Nays”-William McLaughlin

P-13 Approval of the following resolution for the Early Retirement Incentive Program for administrative employees for the 2009-2010 school year.

Directors are asked to approve the following resolution for the Early Retirement Incentive Program for administrative employees for the 2009-2010 school year.

Be it resolved that effective immediately, in addition to any retirement package included in Administrative Compensation Plan (Act 93 Plan) covering the administrative employees of the Berwick Area School District, the Board shall establish the following Early Retirement Incentive Program effective for the 2009-2010 school year only:

Full time Administrative employees employed by the District who will have reached the age of 55 years or will have attained years of service so as to be eligible for early or normal retirement under the Public School Employees Retirement System (PSERS) at the time of their retirement, and who will have completed a minimum of 10 years of full-time service with the District at the time of their retirement, may by no later than February 23, 2010, submit a letter addressed to the Superintendent indicating that they irrevocably terminate their employment with the District as of the last day of 2010 (December 31, 2010) and shall so retire thereafter so as to be eligible to receive the benefits set forth under this Incentive Program.

Specifically, eligible Administrative employees who timely submit their requests by February 23 2010, irrevocably terminate their employment effective as of December 31, 2010 and actually retire thereafter shall be entitled to receive a one-time incentive payment of \$10,000.00 to be deposited by the District into a 457 plan established by the District on June 24th.

This Incentive Program will expire automatically at the conclusion of the 2009-2010 school year.

On motion of Rhonda Wieners, seconded by Robert Palermo, we approve the listed resolution for the Early Retirement Incentive Program for administrative employees for the 2009-2010 school year.

Motion carried.

ROLL CALL VOTE: “Ayes”-Robert Palermo, Ron Robsock, Susy Wiegand,
Rhonda Wieners, Dr. Bryan Carlin, Lori Dennis, Dan McGann

“Nays”-William McLaughlin

P-14 Approval for Jeff Long to receive the wage rate as established for maintenance employees when working for the Maintenance Department beginning with the February 18, 2010 payroll.

Directors are asked to grant approval for Jeff Long to receive the wage rate as established for maintenance employees when working for the Maintenance Department beginning with the February 18, 2010 payroll. Mr. Long is an employee of the district, but drives the cafeteria van for 180 school days. The remainder of the school year is spent in the Maintenance Department. The wage Mr. Long receives driving the cafeteria van is not the same wage he should be receiving for the work within the Maintenance Department. This motion corrects such wage rate issues.

On motion of Dr. Bryan Carlin, seconded by Susy Wiegand, we grant approval for Jeff Long to receive the wage rate as established for maintenance employees when working for the Maintenance Department beginning with the February 18, 2010 payroll. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

Committee Reports

Budget Committee Meeting is scheduled for February 19, 2010.

Building & Grounds Committee – giving direction on bids for univents.

Academic Affairs Committee Meeting is scheduled for February 23, 2010 at the Middle School.

Old Business

None

New Business

On motion of William McLaughlin, seconded by Rhonda Wieners, upon mutual agreement with Wayne D. Brookhart and the Berwick Area School District, we approve a new five-year superintendent’s contract effective July 1, 2010 through June 30, 2015. This replaces any prior agreement.

Motion carried.

ROLL CALL VOTE: “Ayes”-Robert Palermo, Ron Robsock, Susy Wiegand,
Rhonda Wieners, Dr. Bryan Carlin, Lori Dennis, William
McLaughlin, Dan McGann

“Nays”-none and none abstaining.

Public Comment

None

On motion of Dr. Bryan Carlin, seconded by Ron Robsock, we adjourn the meeting to the call of the President, Mr. Dan McGann. Motion carried. All members voting “Aye”. “Nay”—none and none abstaining.

Meeting adjourned at 8:20 p.m.

An executive session was held prior to the meeting for three personnel issues and a real estate item.

Donna M. Mazzitti, Secretary to the Board