

**CENTENNIAL SCHOOL DISTRICT
Warminster, Pennsylvania**

**MINUTES OF WORK SESSION/REGULAR MEETING
HELD SEPTEMBER 23, 1999**

CALL TO ORDER

A Work Session/Regular Meeting of the Centennial School Board was held on September 23, 1999, in the Administration Building. The meeting was called to order by Mr. Grossi at 7:40 p.m. The following people registered their attendance:

Board Members:

Eugene Grossi
Betty Huf
Joan Jankowsky
Rose Marie Kautz
Kristin Kolody

Public:

Amanda Petersen
Sina Baranski
Harve Strouse
Eric Craven
Donna Marie Saul

Administration:

Frank Gallagher
Sandy Homel
Victor Lasher
Dr. Michael Masko
Robert Reed
Dr. Nancy Reid
John Rhodes
Jean Rollo
Dr. Thomas Sexton
Timothy Vail

PLEDGE OF ALLEGIANCE

Mr. Grossi led the group in the Pledge of Allegiance.

ANNOUNCEMENTS

Mr. Grossi announced that the Board had met in Executive Session prior to this meeting regarding real estate and personnel matters relating to salary and job responsibilities. He also advised that this meeting was being held in place of the meeting originally scheduled for September 28th since some Board members would be attending the PSBA Conference at that time.

Mr. Grossi also reported that Mr. Faust was absent due to his attendance at Back to School Night; Mr. Rosenberger was absent to attend to a very important family matter; and Ms.

Wiercinski was absent due to job responsibilities. [Note: Mr. Priadka was also absent from the meeting.]

Mrs. Huf advised that she had visited the high school that afternoon and had a very nice visit. She had an opportunity to speak to students, who indicated that they felt safe in the school. She also spoke to the safe school guards and visited the classrooms and principal.

Mrs. Jankowsky complimented the staff members and janitorial staff for the excellent job they did in preparing the buildings for the opening of school. She indicated that she had gone on the building tour and thanked the staff for a job well done.

Dr. Reid pointed out the student work from Log College Middle School that was displayed in the hallways and also the artwork displayed in the Board Room.

Dr. Reid announced that Elliott Alexander was not present because of a prior personal commitment. She also advised that Mr. Alexander had accepted a position with the Pennsbury School District where he would be focusing on communications. She thanked him for all that he had done for Centennial.

Mr. Grossi stated that he felt Mr. Alexander had done an outstanding job for the District in many areas. Mrs. Huf agreed.

Mr. Jerry Locke was then introduced. Mr. Locke will be running for a School Board position in November.

COMMUNITY COMMENTS

None.

PRESENTATION – SAFE SCHOOLS

Dr. Sexton presented a report on safe schools. He explained that the committee was made up of parents, administrators, police personnel, a student representative, a Board member and a teacher. The purpose of the committee was to examine existing policies, practices and procedures in light of school violence nationwide, federal requirements and hazing and other incidents locally, to determine if the District was doing all it could to provide a safe environment for students and staff. He presented the committee's recommendations, then thanked the committee for their participation.

Mr. Grossi and Dr. Reid thanked the committee, as well as Dr. Sexton, for its work on this matter.

Mr. Grossi then announced a change in the order of the Agenda.

NEW BUSINESS

6. Permission to Apply for Safe Schools Grant

Frank Gallagher explained that this was a state program and that there was \$22 million available overall. Centennial would probably be applying for a grant of \$150,000 to be used for the training of support staff in nonviolent crisis support, security technology on school buses and to recoup the costs of security technology in the high school. He also indicated that training would be starting on conflict resolution and training children in the elementary schools on anti-bullying tactics.

Mrs. Huf asked if we were limited to \$150,000. Mr. Gallagher explained that the category under which the district fell governed the maximum amount that could be applied for and was based on enrollment.

Mrs. Jankowsky felt that this program would bring some balance into the security issue and that it was a wise path to take. She indicated that that she would support this grant.

A motion was made by Mrs. Jankowsky and seconded by Ms. Kautz to resolve that the Centennial School Board grants permission to apply for the Safe Schools Grant in the amount of \$150,000 for the 1999/2000 school year.

The motion passed 5-0.

POLICIES

Permission to Develop:

Advertising in Schools:

Permission was requested to develop a policy based on a perceived need due to requests from businesses for districts to advertise products on school grounds, in school buildings and on school district vehicles.

Mrs. Jankowsky felt that in light of recent discussions, this would be a good idea, as it would provide guidelines for Administration.

Mrs. Huf stated that she would not support advertising on buses.

Mr. Grossi suggested that the policy could state that there would be no advertising on buses if that was the consensus of the Board.

Although some reservations were voiced over this matter, it was decided that a motion would be made and once the policy was drafted, further discussion would be held.

A motion was made by Mrs. Jankowsky and seconded by Ms. Kautz to resolve that the Centennial School Board grants permission to Administration to develop a policy on advertising products on school grounds, in school buildings and on school district vehicles.

The motion passed 4-0-1. (Ms. Kolody abstained.)

Initial Review:

7.12 – Home Education:

Mr. Grossi pointed out that this policy was included in the Board’s packet for initial review.

Discussion:

2.24 – Communicable Disease

Mrs. Jankowsky felt that this policy seemed to focus on the workplace and employees. She felt that it should also apply to students. She also noted that everything referring to Acquired Immune Deficiency Syndrome had been deleted and wondered whether this was on the advice of the solicitor.

Dr. Sexton responded that the solicitor had recommended that all information referring to Acquired Immune Deficiency Syndrome be deleted because it is not considered a communicable disease under the School Code. He indicated that we are currently looking into how other districts address this issue.

Dr. Sexton also suggested that either a companion policy be developed that would address students or that they be added to this policy. Mrs. Jankowsky felt that if there were to be two separate policies, then the cover page on this policy should be changed by adding the word “workplace” to the first sentence. Dr. Sexton indicated that there would be a recommendation at the next Board meeting.

3.6 – Student Records

No comments.

3.16 – Hazing

Mrs. Jankowsky stated that the Board was originally in agreement to make the policy more proactive; however, she felt that this policy captured only the punitive side of the issue. She indicated that she felt the solicitor’s suggestions should be included in the policy and thought that the Board had decided to include these in the policy when it was previously discussed.

Mrs. Jankowsky also raised the issue of how we would handle hazing issues when students were encouraged to attend camps offsite. She wondered if we needed to provide supervision if we were encouraging participating or whether participation should not be encouraged. She asked what the Board's direction was in that regard.

Mr. Grossi agreed that these issues needed to be addressed. Dr. Reid suggested that the solicitor might provide some direction regarding the offsite camp issue.

Regarding Mrs. Jankowsky's request that the solicitor's language be incorporated in the policy, Dr. Sexton advised that the language was not available when the policy was drafted but that it could be incorporated now. Also, Dr. Sexton felt that distributing this policy was being proactive and that students as well as staff should review it.

Dr. Sexton felt that it would be beneficial to have the solicitor review the offsite camp issue. He suggested that the policy state that coaches and staff members are prohibited from soliciting children to attend camp, particularly since staff members and coaches often work at these camps.

Mrs. Jankowsky felt that if the Board expected personnel to review this policy with students, that should be stated in the policy. Dr. Sexton pointed out Section V and indicated that although the language may not be exact, the intent was there.

7.24 – Acceptable Use of Internet

Mrs. Jankowsky stated that she felt the "Consequences" section on page 7.24 D should include language stating that expulsion or termination may be another consequence for the inappropriate, unauthorized or illegal use of the Internet. Mr. Grossi, Mrs. Huf and Ms. Kautz voiced their agreement.

Dr. Sexton thanked Bob Reed for his work on this policy and for making it more user-friendly.

Discussion/Final Approval:

2.10 – Appraising Professional Performance

A motion was made by Mrs. Jankowsky and seconded by Ms. Kautz to resolve that the Centennial School Board approves the revisions to Policy 2.10, Appraising Professional Performance.

After discussion, it was decided that in Section VII. C. 2., the third rating should be changed to read: "Minimally Satisfactory/Improvement Needed – 18."

Discussion was held regarding the meaning of Section E. 5 b. Dr. Sexton explained the meaning of this section. Mrs. Jankowsky questioned whether we should limit ourselves

to three unsatisfactory observations during a rating period. Dr. Sexton explained the importance of documenting an unsatisfactory rating in order to have it sustained during an appeal process.

Mrs. Jankowsky also questioned the language on the reverse side of Attachment B designated “Suggestions for Improvement Under Personality.” She suggested that it could be worded “Suggestions for Professional Development.” Dr. Sexton felt that was a good point. She also suggested a similar change on page 2.10.A under Section II.

A motion was made by Mrs. Jankowsky and seconded by Ms. Kautz to table this motion until the revisions could be made and submitted.

The motion to table passed 5-0.

NEW BUSINESS

Mr. Grossi stated that the Board would not be voting on all of these matters at this meeting since there were only five Board members present, including one new Board member.

1. WTHS Yearbook Account Donation

Mr. Grossi stated that the Finance Committee had recommended the proposed motion and that it would be brought forward at the next meeting.

2. Agreement for Unemployment Compensation Administrative Services

A motion was made by Ms. Kautz and seconded by Mrs. Jankowsky to resolve that the Centennial School Board approves entering into agreement with Interstate Tax Service Bureau to provide administrative services associated with unemployment compensation claims filed against the District effective January 1, 2000 at an estimated annual cost of \$2,400. Further, Administration is directed to notify the PSBA Insurance Trust that the District is withdrawing from the BUCS program effective January 1, 2000, in compliance with their requirement that said notification be received 90 days prior to the renewal date.

The motion passed 5-0.

3. Independent Accountant’s Report – Upper Southampton Township Tax Collection, 1998

Mr. Grossi advised that this matter would appear on the agenda at the next meeting.

4. 2000/2001 Budget Calendar

Mr. Grossi advised that the budget calendar was an aggressive one, similar to last year’s, and that it would appear on the agenda at the next meeting.

5. Superintendent's Salary

Mr. Grossi advised that this matter would appear on the agenda at the next meeting.

PERSONNEL

Mr. Grossi suggested that the Personnel matters also wait until the next meeting. The other Board members present agreed.

DISCUSSION

Report from Ad Hoc Committee on Administrative Interviews

Mrs. Jankowsky explained the background of this matter, indicating that it was the committee's purpose to review and evaluate the Board's involvement in the hiring of administrative personnel. She reviewed the committee's six recommendations and explained that they would provide Administration with the right to select their team and also to be held responsible for its performance. Mrs. Jankowsky stated that she would like to move this matter forward for a vote at the next meeting.

Mr. Grossi commented that the committee had done an outstanding job and that he felt this would be a good move to make.

ADJOURNMENT

A motion was made by Mrs. Huf and seconded by Mrs. Jankowsky to adjourn the meeting. The motion passed 5-0. The meeting was adjourned at 9:22 p.m.

Respectfully submitted,

Vickie A. Detwiler
Board Secretary