

**CENTENNIAL SCHOOL DISTRICT
Warminster, Pennsylvania**

**MINUTES OF WORK SESSION/REGULAR MEETING
HELD APRIL 25, 2006**

CALL TO ORDER/ROLL CALL

A Work Session/Regular meeting of the Centennial School Board was held on April 25, 2006, in the Administration Building. The meeting was called to order by Mrs. Mueller at 7:45 p.m. The following people registered their attendance:

Board Members:

Betty Huf
Joan Jankowsky
Patricia Jones
Jane Schrader Lynch
Michael Monaghan
Cynthia Mueller
Harve Strouse

Administration:

David Blatt
Sandy Homel
Victor Lasher
Dr. Michael Masko
Jean Rollo
Dr. Thomas Sexton
Timothy Vail

CEA/Principals/Teachers:

Elizabeth Campbell
Charlene Mertz
Carol Monaghan
Andy Mahony
Lawrence Belli
Gina Lenox
John Stanfield
Bridget Gil
Kathy Costello
Gail Gismondi
Lynne Solly
Jennifer Konen
Dennis Warg
Kathy Patton
Chris Zobel

Public:

Michael Hartline
Harry Siegel
Robert Reinecke, Jr.
Phillip Morford
Vicki Francis
Kristen Cragin
Lawrence Fox
Quintina Griffin
Farra Cody
Kevin Mooney
Carolyn Mooney
Liz Gensbauer
Pam Widmann
Patty Dein
Laurie Fox

Public (continued):

Cynthia Reineke

Kathy Martin

Laurel Backert

Wayne Miller

C. Miller

Svetlana Mirko

Betty Haupt

Janie Sotoloff

Gabriela Carrillo

Michelina McLaughlin

Lois Miller

Mariann Parsons

Marie Murray

Jim Shields

Tom Reinboth

Andrea Woodring

Kathy Harris

Lisa Niednist

Deb Kurnat

Mary Foy

PLEDGE OF ALLEGIANCE

Mrs. Mueller led the group in the Pledge of Allegiance.

ANNOUNCEMENTS

Mrs. Mueller announced that there would be a Special Meeting on Monday, May 1st at 5:30 p.m.

She also announced that the Flute Choir from Log College Middle School had played before the start of this meeting.

Mrs. Mueller announced that the Board had met in Executive Session prior to this meeting relative to personnel items. She indicated that Mrs. Brzezinski and Mr. Faust were absent from this meeting.

Mr. Monaghan stated that he had attended the presentation of Erin McCracken's graduation project, "The 2006 Time Capsule Ceremony" which was a celebration of the first fifty years of William Tennent High School. He indicated that he had a brochure setting forth the items that were included in the time capsule if anyone was interested in seeing it.

Mrs. Jankowsky stated that Kerry Lynn Jennings, a Tennent graduate had performed at Odette's over the weekend. Ms. Jennings had cut her first CD and was being considered for a role in *Wicked*.

Mrs. Mueller read a Press Release announcing the Board's intent to appoint Dr. Michael Masko as Assistant Superintendent effective July 1, 2006, with the understanding that Dr. Masko would succeed Mr. Blatt as Superintendent no later than June 30, 2007.

Mr. Blatt explained that this had not been a hasty decision. He indicated that over the past two weeks there had been a number of matters unfolding, including some family considerations and health issues. He had met with Mrs. Mueller, then Mrs. Lynch, and then the full Board. He also became aware of Dr. Masko's pursuing Superintendent positions in several neighboring school

districts. By doing this in this manner, he felt they could continue to work together to make a smooth transition. He knew that Dr. Masko would do a wonderful job and indicated that he would have a wonderful team to work with.

PRESENTATIONS

Flute Choir – Log College Middle School

The Flute Choir performed prior to the meeting.

Music Group – Klinger Middle School

Six members of the 25-member Klinger Jazz Band performed a selection for the Board members and others in attendance.

Mrs. Mueller explained that there would be a week-long celebration of the fine arts beginning on Monday, May 1st, and invited everyone to attend as many events as possible.

First Grade Students – Davis Elementary School

First Grade students from Davis Elementary sang and performed to the music “*Hit the Road, First Grade*” and “*I’m a Good Reader.*”

Mrs. Mueller called for a recess at 8:17 p.m. The meeting resumed at 8:28 p.m.

GOOD NEWS

Mrs. Homel presented the Good News Report (see attached.)

Mrs. Rollo announced that she had had the honor of accepting an award on behalf of the District from the United Way for the greatest increase in percentage participation during the United Way’s Campaign 2005.

STUDENT REPORTS

None.

COMMUNITY COMMENTS

None.

COMMITTEE MINUTES

Mrs. Huf was asked to move each of the Minutes separately.

A motion was made by Mrs. Huf and seconded by Mrs. Jankowsky to resolve that the Centennial School Board accepts the Minutes of the Education Committee of February 20, 2006.

The motion passed 7-0.

A motion was made by Mrs. Huf and seconded by Mrs. Jankowsky to resolve that the Centennial School Board accepts the Minutes of the Finance Committee of March 20, 2006.

Mrs. Lynch stated that she did not see any items mentioned in the Minutes that were important to her. She had been on the phone from Florida for this meeting.

The motion passed 5-1-1. (Mrs. Lynch opposed; Mrs. Jones abstained.)

A motion was made by Mrs. Huf and seconded by Mrs. Jankowsky to resolve that the Centennial School Board accepts the Minutes of the Finance Committee of March 27, 2006.

The motion passed 6-0-1. (Mrs. Lynch abstained.)

A motion was made by Mrs. Huf and seconded by Mrs. Jones to resolve that the Centennial School Board accepts the Minutes of the Finance Committee of April 10, 2006.

The motion passed 7-0.

A motion was made by Mrs. Huf and seconded by Mr. Monaghan to resolve that the Centennial School Board accepts the Minutes of the Operations Committee of February 6, 2006.

The motion passed 7-0.

A motion was made by Mrs. Huf and seconded by Mr. Monaghan to resolve that the Centennial School Board accepts the Minutes of the Operations Committee of March 29, 2006.

The motion passed 5-0-2. (Mrs. Lynch and Mrs. Jones abstained.)

A motion was made by Mrs. Huf and seconded by Mr. Monaghan to resolve that the Centennial School Board accepts the Minutes of the Operations Committee of April 6, 2006.

The motion passed 5-0-2. (Mrs. Lynch and Mrs. Jones abstained.)

OLD BUSINESS

None.

NEW BUSINESS1. Elementary Property Appraisal Services

Mr. Strouse explained that this came out of the Operations Committee. In order to consider alternatives in the elementary schools, we need to know their values.

Mrs. Jankowsky indicated that this came out of the committee unanimously. She stated that she would appreciate the Board's support on this.

A motion was made by Mr. Strouse and seconded by Mr. Monaghan to resolve that the Centennial School Board approves retaining Gleason Real Estate, Inc. of Huntingdon Valley, PA to provide professional appraisal services in determining the current market values of the District's six elementary school properties in the amount of \$21,000 per the terms and conditions of their attached quote submitted April 5, 2006. Funds to be appropriated from the Capital Reserve Fund.

Mrs. Jankowsky indicated that the company that submitted the bid had thirty days from the time they were notified that they were awarded the bid to give their findings.

The motion passed 7-0.

2. Food Service Marketplace Sourcing Agreement

Mr. Strouse explained that what was presented was an online bidding service that they believed might save the District money. It was reviewed with the Food Services manager and she felt it was worthwhile to try it.

Mrs. Mueller stated that we are part of a cooperative and that the majority of that cooperative was already doing this.

Mrs. Jankowsky indicated that this had been extensively discussed in the Finance Committee.

A motion was made by Mr. Strouse and seconded by Mrs. Jones to resolve that the Centennial School Board approves, subject to satisfactory review by the solicitor, entering into a three-year agreement with Co-eXprise of Wexford, PA in cooperation with the District's membership in the Tri-County Food Purchasing Co-op of School Districts per the terms and conditions outlined in the attached agreement. It is expressly understood that the District will have the option of canceling the agreement with a 30-day written notice to Co-eXprise should Administration be dissatisfied with the savings being generated from participation in this program.

The motion passed 7-0.

3. Bids

Mr. Lasher explained that items (a) and (c) had to do with the driveway installation at the high school. Item (b) was to replace the skylight that was damaged in a windstorm. We have received insurance money for that. Alternative Bid No. 1 was if the existing conduit could be used. Alternative Bid No. 2 was if a new conduit was needed.

Mrs. Jankowsky pointed out that this was not a recent discussion by the Board. This came from the high school feasibility study. Hopefully, this could be paid for out of the sale of the driver's ed lot.

Mrs. Lynch noted that this was coming out of the Capital Fund.

A motion was made by Mr. Strouse and seconded by Mrs. Jankowsky to resolve that the Centennial School Board approves the following bids to the lowest responsible bidder to be funded as a 2006-07 capital reserve expenditure as follows:

- (a) Driveway & Sidewalk Installation Bid No. 2006-25 for William Tennent High School be awarded to Ivymoor Contractors in the amount of \$462,850.00.*
- (b) Skylight Replacement Bid No. 2006-26 for Willow Dale Elementary School be awarded to Storefront Systems in the amount of \$34,500.00. Skylight replacement costs being submitted to the insurance company. District cost for replacement will be \$7,500.00 claim deductible.*
- (c) Parking Lot Lighting Installation portion of Bid No. 2006-24 (Alternate Bid No. 1 and Alternate Bid No. 2) for William Tennent High School be awarded to Carr & Duff in the amount of \$88,380.00. Also, rejects the Base Bid for the Lighting Replacement portion of Bid No. 2006-24 for McDonald Elementary School and Klinger Middle School.*

The motion passed 7-0.

4. MBIT General Fund Budget, 2006-2007

A motion was made by Mrs. Huf and seconded by Mrs. Jankowsky to resolve that the Centennial School Board authorizes the expenditures of the Middle Bucks Institute of Technology General Program for the period July 1, 2006 to June 30, 2007. Centennial's adjusted share to be \$1,795,658 of a \$7,238,320 budget.

Mrs. Lynch noted that this was a 3.9% increase from budget to budget.

The motion passed 7-0.

5. Centennial School District Strategic Plan

Mrs. Lynch noted that there were 29 people on this committee.

Dr. Masko explained that the Strategic Plan Steering Committee had met during the past three months. He gave a synopsis of the process and read the revised Mission Statement. He spoke about the four priority goals and objectives. Dr. Masko also indicated that they were presenting three other plans now and that the Educational Technology Plan would come forward at a later date.

Mrs. Jankowsky asked when all of this needed to be approved. Dr. Masko responded that the Special Education Plan was due by May 29th. The remaining four plans were not due until September 30th.

A motion was made by Mrs. Lynch and seconded by Mr. Monaghan to resolve that the Centennial School Board approves the following sections of the Centennial School District Strategic Plan 2006-2012 as a blueprint and guide for the advancement of the School District Educational Program:

Chapter 4 Plan 2006-2012

- (a) Mission Statement*
- (b) Priority Goals and Objectives**
 - *Achievement/Standards*
 - *Communication*
 - *Diversity*
 - *Partnerships*

Professional Education Plan (Act 48) 2006-2009

Special Education Plan 2006-2009

Teacher Induction Plan 2006-2012

**Action steps associated with Priority Goals and Objectives are only suggestions, guidelines, and examples that will be used during the implementation process. There is no fiscal note attached to the approval of the Strategic Plan. Individual action steps that require a fiscal note will be included in the annual budget process.*

The motion passed 7-0.

6. Amendment to Support Staff Salary/Benefit Program and Personnel Practices Plan

Mr. Strouse explained that this represented a change in the hourly rate for food service employees who act as cafeteria managers when the managers are not available. It was approved by the Finance Committee and recommended by Administration.

A motion was made by Mr. Strouse and seconded by Mrs. Jones to resolve that the Centennial School Board approves the following amendment to the Support Staff Salary/Benefit Program and Personnel Practices Plan to add a footnote to the food service wage/salary matrix page (Page 16) which shall read:

“Food Service employees assigned to act in the capacity of cafeteria manager in the absence of said manager shall be paid \$12.25 per hour. Rate shall increase in subsequent years in keeping with the across the board increase approved in the compensation plan for all positions. Rate shall be effective as of April 26, 2006.”

The motion passed 7-0.

7. Appointment of Dr. Michael Masko as Assistant Superintendent

Mr. Strouse indicated that the next two items were discussed extensively in Executive Session because they were personnel items at that time.

A motion was made by Mr. Strouse and seconded by Mrs. Jankowsky to resolve that the Centennial School Board approves the employment of Dr. Michael Masko as an Assistant Superintendent of Schools for a term of three years commencing July 1, 2006 and ending June 30, 2009 at a salary of \$130,000. The Employment Agreement between the Centennial School District and Dr. Masko will be developed subsequently and approved at a meeting of the Board.

Mr. Strouse stated that the motion was for a three-year period because that is required by law.

Mrs. Mueller indicated that the solicitor had reviewed this extensively.

A roll call vote was taken as follows:

<i>Mrs. Huf</i>	<i>Yes</i>
<i>Mrs. Jankowsky</i>	<i>Yes</i>
<i>Mrs. Jones</i>	<i>Yes</i>
<i>Mr. Monaghan</i>	<i>Yes</i>
<i>Mrs. Lynch</i>	<i>Yes</i>
<i>Mr. Strouse</i>	<i>Yes</i>
<i>Mrs. Mueller</i>	<i>Yes</i>

The motion passed 7-0.

Mrs. Mueller stated that Mrs. Brzezinski could not be in attendance at the meeting but they did have a phone conversation and she was up to speed on this. It was a unanimous Board supporting Mr. Blatt and Dr. Masko.

8. Addendum to David Blatt’s Employment Agreement

A motion was made by Mr. Strouse and seconded by Mrs. Jankowsky to resolve that the Centennial School Board approves the Second Addendum to the Employment Agreement between Centennial School District and David P. Blatt. The term of the Employment

Agreement is amended to reflect that Mr. Blatt's employment as Superintendent of Schools shall end no later than June 30, 2007. Further, healthcare benefits will be provided to Mr. Blatt as per the Addendum.

Mrs. Jankowsky stated the same comments as above regarding extensive review of the decision. She indicated that it was with a heavy heart that they extended a premature farewell to Mr. Blatt, and that it was with joy that they extended good wishes to Dr. Masko.

A roll call vote was taken as follows:

<i>Mrs. Huf</i>	<i>Yes</i>
<i>Mrs. Jankowsky</i>	<i>Yes</i>
<i>Mrs. Jones</i>	<i>Yes</i>
<i>Mr. Monaghan</i>	<i>Yes</i>
<i>Mrs. Lynch</i>	<i>Yes</i>
<i>Mr. Strouse</i>	<i>Yes</i>
<i>Mrs. Mueller</i>	<i>Yes</i>

The motion passed 7-0.

PERSONNEL

A motion was made by Mrs. Huf and seconded by Mrs. Jankowsky to resolve that the Centennial School Board approves all personnel recommendations, as follows: Resignations, Retirements, Leaves of Absence; Authorization to Employ; Change of Status; Per Diem Substitute Teachers; Support Staff Substitutes; Homebound Tutors; Mentor; and Co-Curricular.

Mrs. Lynch requested that item 9 be pulled.

Mr. Strouse asked why the Board was being asked to approve appointments for people already in place, particularly in co-curricular.

Mr. Blatt explained that several of those coming from one specific building were a result of a lengthy illness of support staff.

Mrs. Rollo indicated that it was more a clerical issue than anything else.

The motion passed 7-0 (with the exception of Item 9.)

A motion was made by Mrs. Huf and seconded by Mrs. Jankowsky to resolve that the Centennial School Board approves the Resignation indicated under Item #9.

Mrs. Lynch stated that she was extremely disappointed and upset since she thought everything was in place to keep Klinger moving forward. She indicated that she would vote no on this motion.

The motion passed 6-1. (Mrs. Lynch opposed.)

POLICIES

Discussion:

1.3 – Centennial School Board Organization and Board Director Responsibilities

Mrs. Jankowsky indicated that this policy came out of an issue of paying for membership fees. She suggested that the heading of I.E. be changed to *Community Service Organization Membership Fees*. She also suggested that the language in that section be revised to read “*Board members shall be responsible for fees charged for membership in community service organizations.*”

Mrs. Lynch did not think there was anything wrong with a Board member belonging to an organization. She wondered why there could not be a District membership in certain organizations, especially since some of these organizations give scholarships for our children.

Mr. Monaghan pointed out that for some organizations, anyone from the Administration, Board, etc., could attend but would have to pay for their meal.

Mrs. Jankowsky explained that when the original discussion surfaced, there was no opposition to District membership if it was permitted by community organizations. She did not believe that anyone objected to us paying for the luncheons. Mrs. Jankowsky indicated that she did have a problem with individual memberships being paid by tax dollars.

Mr. Strouse stated that this policy was related to the Board itself, not the District. There was nothing that precluded the District from having a membership. This policy was related to individual Board members.

Mrs. Lynch questioned where there was a policy indicating that the District could have a membership. Mrs. Jankowsky suggested that a policy could be developed and that it could come forward in the strategic plan. She requested information on how many memberships the District had in organizations.

Mr. Blatt indicated that he could get that information, but that there were very few. He indicated that he had never seen a School Board or an individual Board member put in the amount of time that this Board did. They had taken a conservative approach with using taxpayers’ dollars. He felt there should be some medium of reimbursement, even if it was under a School District membership.

Mrs. Jankowsky indicated that she had no problem with the District picking up the tab for an individual luncheon, but she did have a problem with the District paying for an individual membership fee.

Mr. Monaghan pointed out that this was addressed in the Partnership Action Plan, which encouraged partnerships with various civic organizations. The plan indicates that membership costs can be reduced or eliminated by business partnerships. He felt that when we come up with the partnership policy, this can be embedded in that.

Mrs. Mueller indicated that with regard to certain organizations, a District membership could be arranged. She indicated that for the Rotary Club, it must be an individual membership.

Mr. Monaghan suggested revised language for Section I. E., as follows: *“Board members shall be responsible for fees charged for individual participation in community service organizations that are not covered under Centennial memberships.”* Board members concurred with that wording.

1.5 – Board Governance Standards (Code of Conduct)

Mrs. Jankowsky distributed suggested revisions to the statement page of this policy.

Mrs. Lynch asked if this could cover anyone trying to use their influence in an improper manner.

Dr. Sexton pointed out Sections II. B. 5 and 6 of the policy on page 1.5C.

3.2 – School Sponsored Student Publications

Mrs. Jankowsky pointed out that this policy had been reviewed by the solicitor.

Dr. Sexton indicated that most of the changes were cosmetic.

3.24 – Family Trips Scheduled During School Year

Mrs. Jankowsky indicated that this policy was not reviewed by the solicitor.

Dr. Sexton explained that this had come to the Board for initial distribution several meetings ago. There were several issues that had been suggested by Citizens Policy that were not included in that draft but were now included.

5.7 – Reporting Student Progress

Mrs. Jankowsky indicated that this policy had not been reviewed by the solicitor.

Dr. Sexton indicated that he had attempted to make this more concise. With the return to the six-period day, there were some changes that needed to be made. This also addresses ESL students.

Mrs. Jankowsky asked why all the attachments had been deleted.

Dr. Sexton explained that by tying them into the policy, there was no flexibility for making changes.

Mr. Strouse stated that he did not see any indication that there would be a form used so there would be some consistency. Dr. Sexton indicated that they could add some type of language for that.

Regarding Section II. C., Mrs. Jankowsky asked what the difference was between 23 days and five weeks. Dr. Sexton explained that there was some question about whether it was five working weeks or what kind of weeks. This change was made to clarify when the report should be issued. It does not change the intent.

OTHER DISCUSSION ITEMS

Mrs. Jankowsky reported that she and Mrs. Jones had attended the fourth course of what was formerly referred to as the PSBA School Board Academy, which addressed budget and finance. She felt that it was extremely worthwhile. Mrs. Jones agreed that it was excellent – interesting and fun.

Mrs. Jankowsky suggested that the presenter be invited to Centennial. He had also spoken about the back-end referendum and suggested that perhaps it would be incumbent upon boards to educate communities about the impact of back-end referendums. Mrs. Jankowsky requested Administration to look into inviting the presenter to Centennial to speak.

REPORTS

Mr. Strouse reported that the Finance Committee had met the previous evening and reviewed some of the items that came forward at this meeting. They moved that the preliminary budget would be moving forward to the Board at the next meeting, with about an \$8.7 million deficit (about 17 mills.)

Mr. Strouse also reported that the Finance Committee had had preliminary discussions with the CAA, which were continuing; and that the Board had met in Executive Session the previous evening regarding personnel items.

Mrs. Jankowsky indicated that the next meeting of the Operations Committee would not be scheduled until they receive appraisals.

COMMUNICATIONS

None.

ADJOURNMENT

A motion was made by Mrs. Huf and seconded by Mrs. Lynch to adjourn the meeting. The motion passed 7-0. The meeting was adjourned at 10:08 p.m.

Respectfully submitted,

Vickie A. Detwiler
Board Secretary