

Our Vision: World class performers and productive citizens . . .

**EAST PENNSBORO AREA SCHOOL DISTRICT
890 VALLEY STREET, ENOLA, PA 17025
Minutes of the Special Meeting of the Board of Directors
Administration Center
890 Valley Street, Enola, PA
Monday, May 23, 2011**

1. Call to Order, Pledge of Allegiance

Mrs. Grundon called the meeting to order at 6:13 p.m., and the meeting opened with the Pledge of Allegiance.

2. Roll Call

The secretary called the roll. Members responding were: Mr. Alleman, Dr. Edmiston, Mr. Groff, Mrs. Grundon, Mr. Helm, Ms. Mistretta, Mrs. Otstot and Mr. Tyson. Mr. Haas was absent.

Administration present: Bruce Deveney, Dr. Jay Burkhart, Robert Burgett, Dr. Andrejack, Marian Beck, Steve Blasco, Andy Glantz, Betsy Holley, Linda Kirilin, Kathy Kramer, Craig Robbins, Matthew Strine, Steve Vogelsong and Steve Gianni.

Others present: William Aldinger Jr., Michael Aldinger, William Aldinger III, Beth Mulhauser, Rian Aldinger, Ashley Saussaman, Sara Clarke, Aaron Clarke, Lindsey Hagerman, Chris Skaugen, Erin Minick, Jason Minick, Katie Guldin, Melissa Umbrell, Megan Michael, Allen Campbell, Michelle Kindt, Carol Mason, Lorena Kroh, Dave Bainbridge, Nikki Krise, Andrea Rygel, Katie Morgan, Derrick Etter, Connie Bierzonski, Libby Shellenberger, Aimee Downing, Lisa McIntyre, Heather Miller, Amber Sim, DiAnn Evans, Jack Evans, Linda Hagerty, Bill Wonders, Shannon Wonders, Kristen Evans, Jo Mundis, Heather Bosnyak, Janine Bendrick, Kelly Donovan, Carina Bolton, Lorelee Isbell, Angie McMaster, Greg Lewis, Stephanie Andrejack, Dawn Kepler, Megan Michael, Lisa Spaar, Kristy Mentzer, Angela West.

3. Announcement of Executive Session

Mrs. Grundon reported that prior to the meeting this evening, the Board met in Executive Session to discuss personnel issues.

4. Acceptance of the Minutes from the May 16, 2011 Board meeting

Mr. Alleman made a motion, seconded by Mrs. Otstot to approve the minutes of the May 16, 2011 Board meeting. The Board voted 8 to 0 in support of the motion, which carried.

5. Written Requests to Address the Board

There were no written requests to address the Board.

6. Public Comment

Beth Mulhauser, 636 Brisbain Lane, Enola, spoke about possible cuts to the elementary instrument/music programs. She noted the importance of the music/instrument program at East Pennsboro Elementary School (EPE) to her son, who is a fourth grade student at EPE, and other students, as well as the community's and the District's future success. Ms. Mulhauser stated that she felt there were other ways to fund these important programs, including raising taxes, which have not been increased in three years.

Amber Sim, 638 Brisbain Lane, Enola, spoke in support of the elementary instrument and chorus teachers and the success of the 4th grade band program. She discussed studies that link academic achievement to participation in music programs. She encouraged the Board to keep the arts programs funded and to keep in mind the large number of students involved in elementary instrument and chorus programs.

Lorlee Isbell, 652 Brisbain Lane, Enola, spoke about how much her son enjoyed the 4th grade band and chorus. She noted that fine arts programs are important to children's education and that younger students look forward to starting a band instrument in 4th grade.

Heather Bosnyak, 2014 Golden Court, Mechanicsburg, related that she is a High School Spanish teacher and noted that cuts in the Middle School Spanish program put her job at risk. She spoke of the importance of maintaining a strong Spanish language program to produce world class citizens. She said that Spanish, of all languages, should not be cut, and a Middle School Spanish program is an excellent time to introduce students to the language and cultures and without it, the District becomes less forward thinking.

Michelle Kindt, 139 W. Broad, New Holland, noted she is in charge of the District's Foreign Language Department and stated she was upset that she was not informed of possible Board actions regarding the MS Spanish class before she found out from department teachers today. She asserted the importance of the Spanish language in the world today and in the marketplace. Ms. Kindt explained that the earlier a language is introduced to students, the more impactful it is and encouraged the Board to expand language programs to earlier grades. She asked the Board to consider other alternatives and not place District students at a disadvantage by eliminating Middle School Spanish.

Megan Michael, 230 Cumberland Road, Camp Hill, spoke in support of the elementary instrument program and how the participation in 4th grade band has increased by 120% in the past two years. She discussed the variety of skills students gain when learning to play musical instruments and stated that so much is gained by the students for relatively little cost. She said that if the Board cared about students, cutting the elementary band program would not be an option.

Lisa McIntyre, 839 Acri Road, Mechanicsburg, said she was speaking as a teacher and parent in urging the Board to continue the 4th grade instrument/band program. As head of the Music Department, she noted that after Ms. Rygel instituted the instrument petting zoo two years ago, 4th grade student participation in band increased 120%. She remarked that Share the Music program involved these young musicians and everyone shared their musical talents separately and together for an electrifying performance. She had been looking forward to when her son had a chance to begin band instrument lessons in 4th grade.

Chris Skaugen, 10 Logans Run, Enola, spoke concerning a rumor that the Board was considering closing the Middle School pool and asked the Board to keep the pool open so students could continue to learn to be safe in water and because there are no other Township pools. He also noted the importance of physical activity provided by the pool and its use by other Township groups such as the East Pennsboro Aquatic Club. He also expressed a concern that closing the pool now could generate costs at a later date if the decision were made to reopen the pool and repairs and maintenance were needed.

Lisa Spaar, 934 River Road, Enola, brought her son Sequoia and mentioned that her son had been part of the 4th grade band and they did not want to see the program discontinued.

Heather Miller, 141 Forest View Drive, Shermans Dale, spoke as pool manager and noted the important work of water safety and life saving taught at the pool to students from kindergarten through 12th grade. She asked the Board to keep the pool open and maintain the valuable programs it provides to the students and community.

Angie McMaster, 26 Willow Way, Enola, questioned where the information to be discussed tonight was on the agenda, including handouts like those which had been used at prior budget meeting. She said she was not aware that Board was considering closing the pool but advised against such a move, noting the large sums recently spent while she was on the School Board to refurbish the pool. She spoke in support of Ms. Bosnyak as a Spanish teacher and the value of the MS Spanish program to her son. She also spoke in support of the District's music programs in which both her son and daughter participated.

7. 2011-12 District Budget Discussion

Mr. Burgett discussed the 2011-12 budget, noting that after action taken by the Board on May 5, 2011, the District still had deficit of over \$1.2 million. With recommended reductions to be made this evening of approximately \$593,000 and with 3.5% tax increase to bring revenues of approximately \$591,000, the District was still left with deficit of approximately \$53,000. Any anticipated additional funding from the State was removed from the budget as unlikely to occur. Mr. Burgett next reviewed the 5-year budget picture, noting that the District's financial situation would be more dire in the coming years and his projections included estimated amounts of hypothetical tax increases. He reiterated that all school districts in the State were facing difficult times and that East Pennsboro was in better shape than many others. Both Mr. Deveney and Mr. Burgett noted that the proposed tax increase rate of 3.5% was a moving target and subject to change, based on

information received from the State. Mr. Burgett next discussed the average tax bill for the District for 2010 and 2011.

8. Personnel Actions

Mr. Deveney then discussed that the Board passed a motion on May 5, directing him to look at District staffing, enrollment, curriculum, and to come forward with recommendations. He reviewed the conditions under which Section 1124 of the Pennsylvania Public School Code permits reduction of staff or programs. One condition involves showing a sustained decrease in school enrollment, generally decided in caselaw to be 3% or greater, which does not apply to the District. The second reason allowed under School Code is a curtailment or alteration of educational programs which requires four steps to be followed: directive to administration to investigate possible curtailment or alteration, administrative recommendation to the Board regarding possible curtailment or alteration, Board approval of curtailment or alteration and finally approval of curtailment or alteration by Department of Education. The third condition for reducing staffing or programs under School Code involves consolidation of schools. The fourth condition is a new school district as a result of reorganization of school districts.

Mr. Deveney explained that what was available for his review was alteration/curtailment of programs under School Code. He noted that there were a lot of opportunity costs discussed and heard tonight. He explained that his recommendations would fall Section 1124.2 regarding programs:

1. Curtailment of computer program at both elementary schools, which is staffed by one full-time teacher and will result in a furlough.
2. Curtailment of elementary instrumental music program at both elementary schools which will result in a furlough of a part-time teacher
3. Curtailment of MS Spanish class, which will result in 1 furlough and 2 demotions or 2 demotions turning into one furlough

Mr. Deveney reiterated programs were reviewed for possible curtailments or alterations.

He then reviewed vacancies and recommended transfers to be implemented as follows:

- Elementary librarian to be transferred to regular education teacher.
- Above regular education teacher to be transferred to special education position.
- Student service specialist transferred to vacant special education position.

He explained that the collective bargaining agreement (CBA) required 189 days and any professional staff working over 189 days was paid a per diem. He recommended the reduction of days over 189 for the following professional staff:

- Librarians from 195 to 189 days per school year.
- Psychologists from 205 to 200 per school year.
- Counselors from 200 to 195 days per school year.
- Student service specialists – looking to standardize to 195 days per school year.

Mr. Deveney next recommended the following changes to support service positions that he explained did not require adherence to Section 1124 of the Public School Code:

- Reduction in number of custodians by 3 FTE (full-time equivalents) with an increase of ½ hour per workday for remaining custodians (7.5 hour/day to 8 hour/day).
- Reclassification of one of four remaining maintenance positions to four hours maintenance and four hours custodial per day.
- Retiring full time High School (HS) in-school suspension aide will not be replaced and combine position with current Middle School (MS) in-school aide to work full time as both MS and HS in-school suspension.
- Reduction in number of hours worked per day by instructional aides by one hour per day.
- Reduction in hours worked per day by behavioral care aides to 6.5 hours per day since students assigned to behavioral care aides are in school for 6.5 hours per day.

Mr. Deveney explained with the curtailment of the computer program in the elementary schools, the District was moving away from separate computer class instruction to an integrated model within each teacher's class. The curtailment of the instrument instruction time would reduce student pull-out time and allow for maintaining instruction time in the classroom. Mr. Deveney concluded by noting that with these professional and support staff recommendations, there was a projected \$593,456 reduction in the District's budget deficit as shown in five-year budget projection, keeping in mind that the Administration was limited to making changes to programs pursuant to School Code.

Mr. Alleman commended Mr. Deveney and his administrators for their recommendations but questioned why there were recommendation regarding teachers and support staff but not administration, and he felt students should come first. He remarked that while he acknowledged cuts were needed, he could not support the recommendations.

Mr. Deveney responded by explaining that the administration has seen this situation developing and two years ago did reduce administrative staff by two position from 17 to 15. He further explained that retirements and other factors will reduce the administrative ranks to 13 in the next two years, and these two openings will not be replaced. Mr. Deveney then compared the size of administrative staff at East Pennsboro to three other school districts of similar student size, budget, etc. In each comparison, East Pennsboro was employing 1 to 2 less administrators with plans to reduce to 13 administrators in the coming years. He also noted that the per-student cost of education at EP was significantly lower than at these comparable school districts. He stated he was unsure where else the administrative staffing could be reduced and that left programs to be considered.

Dr. Edmiston made a motion to accept the following resolution regarding support staff recommendations made by Mr. Deveney and read the same into the record as follows:

School Board Resolution to Approve the Elimination and Alteration of Support Staff Positions for the 2011-2012 School Year For Reasons of Economy

WEREAS, the East Pennsboro Area School District (“School District”) will experience substantial financial challenges in creating the 2011-2012 budget as a result of stagnant local tax revenues and declining state support for public education;

WHEREAS, section 514 of the Public School Code authorizes school districts to eliminate support staff position for reasons of economy.

WHEREAS, the Board of School Directors has considered the realignment of the School District Custodial and Maintenance staff in order to avoid eliminating the employment positions of the most senior members in custodial/lead custodian/maintenance job classifications.

NOW, THEREFORE, BE IT RESOLVED by the Board of School Directors for the East Pennsboro School District as follows:

1. In order to promote a more effective and efficient educational system and to comport with standards of reorganization to approve alteration/curtailment of the District’s operation with the following additional personnel staff changes effective July 1, 2011:
 - a. Propose the elimination (furlough/suspension) of three (3) custodial positions. The individuals to be affected are MK, TV and BL.
2. Recommended changes within current positions:
 - a. Reduce the number of extra days for the following classified positions:
 - (1.) Librarian clerks—195 days to 189 days
 - b. Increase the number of hours for Full Time Custodians from 7.5 hours per day to 8 hours per day
 - c. Reclassify one full time maintenance position to a split full time position consisting of 4 hours maintenance per day and 4 hours custodial per day.
 - d. Reduce the number of hours for Instructional Aides by one hour from their current daily hours
 - e. Reduce the number of hours for the Behavior Care Aides to six and one (6.5) half daily hours.
 - f. Eliminate the In-School-Suspension Aid position that is being vacated by a retirement and combine the middle school and high school In-School-Suspension.
3. The Superintendent of Schools or his designee shall take such other action as may be necessary or appropriate to carry out this resolution, including, but not limited to, notifying the affected individuals in writing of their procedural rights to challenge these decisions, as well as the adoption of this Resolution.

Duly adopted on this ___ day of May, 2011, by a majority vote of the Board of School Directors of the East Pennsboro Area School District.

_____ President

_____ Secretary

Mr. Helm seconded the motion. A roll call vote was taken and the Directors voted as follows: Mr. Alleman, no; Dr. Edmiston, yes; Mr. Groff, no; Mr. Helm, yes; Mrs. Otstot, yes; Mr. Tyson, yes; Ms. Mistretta, no; and Mrs. Grundon, yes. Thus the motion carried, 5 to 3.

Mr. Helm noted that the following decision about program curtailments was very difficult to make. He then made a motion to accept the following resolution regarding professional teaching staff recommendations made by Mr. Deveney and read the same into the record as follows:

**School Board Resolution to Approve Furlough of
Professional Teaching Staff for the 2011-2012 School year**

WHEREAS, the East Pennsboro Area School District (“School District”) has reviewed the recommendation from the Chief School Administrator for the curtailment/alteration of current school programs for the 2011-2012 school year;

WHEREAS, the elementary schools share a part time Instrumental Music Instructor to provide instrumental instruction for fourth students on a “pull out basis”, the School District is looking to maximize classroom instruction time by eliminating the voluntary “pull out programs.”;

WHEREAS, The School District would like to move away from a standalone, separate computer classroom-based instructional model to a distributed, integrated model where each elementary teacher is responsible for the teaching of the related computer technology ;

WHEREAS, The School District is focusing on the state standards in the tested areas of Math, Reading, Writing and Science within the eighth grade, the Spanish offering would be eliminated to allow focus on the other for mentioned areas;

WHEREAS, as a result of such program curtailment/alteration in the School District’s offerings, fewer teaching positions (three full time and one part time teaching positions) will be needed for the 2011-2012 school year; and

NOW, THEREFORE, BE IT RESOLVED by the Board of School Directors for the East Pennsboro Area School District as follows:

4. Upon a recommendation of the Chief School Administrator, in accordance with Section 1124.2 of the Pennsylvania Public School code of 1949, as amended, in order to promote a more effective and efficient educational system, and to conform with standards of reorganization (furlough/suspension), to approve the alteration curtailment of the educational program by approving the following personnel actions effective the close of the 2010-2011 school year:
 - a. The reduction and or elimination (furlough/ suspension) of one (1) full-time elementary computer instructor position. The affected individual is James Haberchak who is the least senior instructor within the elementary computer department.
 - b. The reduction and/ or elimination (furlough/ suspension) of one (1) part-time elementary instrumental music instructor position. The affected individual is Andrea Rygel who is the least senior instructor within the department.
 - c. The reduction and /or elimination (furlough /suspension) of two (2) full-time Middle School Spanish instructor positions. This action shall result in the furlough of one Spanish position and the affected individual is Heather Bosnyak, and the demotion pursuant to section 1151 of the school code of 2 other individuals to conform with the standards of reorganization. The demotion of one full-time Spanish/ELL position to part-time (45%) ELL position effective the 2011-2012 school term. The affected individual is Lorena Kroh. The demotion of one full-time middle school Spanish position to part-time (45%) High School

Spanish position effective the 2011-2012 school term. The affected individual is Jill Frange. In the event of a realignment to notify the affected individual of the action.

- 5. Recommended changes within current positions:
 - a. Reduce the number of extra days outside the contracted days for the following positions:
 - (1.) Librarians –6 to 0
 - (2.) Psychologists—16 to 11
 - (3.) Counselors –11 to 6
 - (4.) Student Service Specialists –6 day standard
 - b. Elimination of a full time Elementary Student Service Specialist Position resulting in a transfer to a full time special education teaching position.
 - c. Elimination of an full time Elementary Librarian Position resulting in a transfer to a full time regular education position
- 6. The Superintendent of Schools or his designee shall take such other action as may be necessary or appropriate to carry out this resolution, including, but not limited to, notifying the affected individuals in writing of their procedural rights to challenge these decisions, as well as the adoption of this Resolutions.

Duly adopted on this ____ day of May, 2011, by the majority vote of the Board of School Directors of the East Pennsboro Area School District.

President

Secretary

Mr. Tyson seconded the motion.

Mrs. Grundon called for a brief recess at 7:43 p.m. She reconvened the meeting at 7:53 p.m.

Dr. Edmiston questioned what would happen if the Board did not approve the motion. Mr. Deveney stated that this is what was brought forward, after reviewing multiple programs and that next year other programs will have to be considered. Otherwise, the District would have to look to the fund balance, a tax increase or deficit between expenses and revenue.

Mr. Tyson commented that he found it disturbing that the fiscal crises in school districts were left to the lowest members on the decision chain to resolve, those being volunteer school board members. He said he also despised the budget deadline process for school districts, which generally must be decided before state and federal funding budgets are available. He noted that a robust economy could resolve many of the problems facing the District.

Mrs. Otstot noted that the Board did the best it could under the circumstances and applauded the administration for their efforts. She stated that she never thought it would come to this and that other options were not acted on, but said she would not elaborate. She supported a reinstatement of programs if the economy became robust.

Mrs. Grundon noted that all school districts are being forced to cut programs but still provide core academics with less money, and unfortunately, with property owners paying approximately 70% of funding. She echoed the sentiments of the other Board members.

Mr. Helm agreed with Mr. Tyson that the State gives mandates but does not give resources to accomplish these goals. He noted his dislike of this process but stated that the Board now needed to look at programs, which were tough decision. On a roll call vote taken on the motion made by Mr. Helm and seconded by Mr. Tyson regarding program curtailment, the Board voted as follows: Mr. Alleman, no; Dr. Edmiston, yes; Mr. Groff, no; Mr. Helm, yes; Mrs. Otstot, yes; Mr. Tyson, yes; Ms. Mistretta, no; and Mrs. Grundon, yes. Thus the motion carried, 5 to 3.

Mrs. Grundon next asked for a motion to discuss a salary freeze for 2011-12 for the classified staff. Mr. Helm made a motion, seconded by Mr. Alleman, to add a discussion item to the agenda regarding a salary freeze for the 2011-12 budget for classified staff. The Board voted 8 to 0 in support of the motion, which carried.

Mr. Alleman next made a motion to implement a salary freeze for the support/classified staff for 2011-12, which motion was seconded by Mr. Groff. Mr. Tyson asked what the projected savings would be for such a freeze. Mr. Burgett explained that at the 3% budgeted for increased for classified staff, the savings was approximately \$69,000 or \$23,000 per each one percent increase. Mr. Helm asked what was the possible amount of increase in cost sharing for health care for the classified staff if the increase for classified remained. Mr. Burgett noted that an increase from 2.5% cost sharing to 5% was being considered for classified staff if there was no freeze but would not recommend this increase if there was a salary freeze. Mr. Helm made a motion to amend the earlier motion to hold the cost share for health care to 2.5% for the classified staff if the classified staff salaries were frozen for 2011-12. This motion was seconded by Dr. Edmiston. Mr. Alleman asked if health care costs were increasing in 2011-12 and Mr. Burgett explained that South Central Trust had frozen costs for 2011-12 so there was no increase. Mrs. Otstot noted she would vote for the freeze but stated that the classified staff were a dedicated and loyal group who worked for very little money, and she did not like to see their salaries frozen. Mrs. Grundon asked for public comment on this issue. Hearing none, a vote on the first motion to freeze the salaries of the classified staff for 2011-12 was taken. The Board voted 8 to 0 to freeze the salaries of the classified staff for 2011-12. Thus, the motion carried.

Next, Mrs. Grundon called for a vote on the amended original motion which provided that the cost share for health care for classified staff to remain at 2.5% for 2011-12. The Board voted 8 to 0 in support of the motion, which carried.

9. Public Comment

Dave Bainbridge, 2175 Valley Road, Enola, recommended that the Board begin discussions about the 2012-2013 budget as soon as the 2011-12 budget was approved because the "handwriting is on the wall" about the tough budget decisions facing the Board going forward. He stated that if the Board starts the 2012-13 budget process early

enough, the Board could decide to place a referendum on the ballot in January regarding taxes for voters to decide.

Bill Wonders, 230 Edenberry Way, Enola, criticized Board members for saying how difficult the decisions were to make this evening and that children were the priority. Mr. Wonders stated that he felt the children were placed last, not shown about compassionate behavior because the teachers affected by the evening's decisions learned of the possible curtailments earlier during the school day when these teachers had to face the children and hide their upset from these children. He said that these teachers deserved more respect than they were shown today.

Angie McMaster, 26 Willow Way Drive, Enola, asked where the financial breakdown supporting the individual decisions made today was, since this information is usually provided at the Board meetings. She also echoed Mr. Wonders' comments and stated that notice to teachers on the same day when the decision was to be made showed lack of courtesy.

Janine Bendrick, 2 Abbey Lane, Camp Hill, questioned that while the administrators took pay freeze for 2011-12, were the administrators still getting bonuses? Mr. Deveney asked if she meant merit pay for achieving extra goals, which he explained that the administrators get for accomplishing additional specific goals by 100%, similar to an extra-duty contract. He stated these would be paid if goals are accomplished but not every administrator achieves his/her goal. Ms. Bendrick suggested that another form of acknowledgement be used instead and put the goal money saved back into programs. She also requested information on how many cyber school students the District had and noted that Solanco School District just started its own cyber school program to bring this money back to Solanco. Mr. Deveney stated the matter had been reviewed but there had been challenges; contractual issues about which he was unable to speak. Mrs. Otstot noted that recently she was informed there were 52 cyber students in the District but the number fluctuates.

Greg Campbell, 17 Marshall Drive, asked that if the teachers had accepted the wage freeze, would the cuts made this evening still have occurred? Mr. Deveney noted that School Code Section 1124 dictated what Board could do. Mr. Helm noted that decisions were made in advance and this would involve speculation. Mr. Campbell asked if the union knew programs were at risk when the salary freeze was voted on, and did someone drop the ball?

Kristy Mentzer, 102 Earl Street, Boiling Springs, asked that if teachers did accept the freeze, could programs be brought back? Mr. Burgett stated that with the 5-year budget projections, changes would still have to be made. Ms. Mentzer asked for hypothetical answer. Mr. Deveney noted that at prior Board meetings, it was shown that a teacher salary freeze would save the District approximately \$449,000 in 2011-12. He stated he was not sure the Board vote would change or how, and there were a lot of different ways to have made budget decisions. He remarked that he knew what he shared about the situation with union leadership, but that he cannot bargain directly with teachers or as a unit and that he needs to go through union leadership. He said that the union decision could be rescinded and could speak to the District Solicitor about this. Mr. Helm

remarked that if the Board had changed circumstances, the Board would need to consider this. Mr. Burgett noted that the Board also had to decide on a tax increase, and Mr. Deveney noted that he was recommending full amount of increase of 3.5%. Mr. Tyson noted that 5-year budget projections required much planning and the earlier the Board works on these issues, the better.

Mrs. McMaster asked if the Board had voted on tax increase. Mrs. Grundon reported that the Board would vote on the preliminary budget at a special Board meeting on May 26, starting at 7:00 p.m.

Carrie Lewis, 79 Sherwood Circle, asked if the decisions made today had to be lumped together or could have been decided individually. Mr. Deveney explained that with regard with regard to program curtailment/alteration, there has to be a program review and there were many scenarios considered. He explained that the Board could make a motion to amend at any time.

Mrs. Kindt stated that she wanted to go on the record to state how disappointed she was that she was not notified of pending department decisions, the lack of time she had to prepare for decisions, and that a more collaborative approach was not utilized by the Board and administration. She discussed that the affected teachers could have used more notice to start a job search. Mr. Deveney stated that he would speak with Mrs. Kindt, Mr. Wonders and others to discuss their concerns, that this was the second time this year that circumstances dictated he had a short time frame to speak to employees. He explained that he personally experienced an imposed job transfer earlier in his teaching career.

Mrs. McMaster requested information on 8th grade student scheduling without Spanish in the curriculum. Dr. Andrejack noted that there are options being discussed. She then requested information on Spanish teachers at Middle School and High School, which Mr. Deveney explained.

Lorena Kroh 97 Second Street, Enola, stated she was the Spanish/ESL teacher who learned her job was at risk today and asked the Board to heed Mr. Wonders' remarks about notifying teachers in the morning and then expecting them to teach the rest of the day.

Angela West, 550 Brentwater Road, Camp Hill, said she was disappointed in the Board's decisions today and felt that decisions impacted the bottom up instead of the top. She said she probably would not now transfer son to East Pennsboro from private school. She stated that she was highly educated and chose to work for the District and did not have medical benefits, so she had to purchase insurance. She recommended the Board look at top down to make budget decisions.

10. New Business

Mrs. Otstot reported that 10 members of Enola/East Pennsboro Alumni Association helped prepare and serve food for the senior picnic on May 20. Afterward, she attended the HS talent show.

Mr. Helm reported that he participated in a golf outing in support of the East Pennsboro program, Young Life, earlier in the day. He reiterated that he did not take the decisions made today lightly, and he had personally experienced a layoff in 2000.

Mrs. Grundon noted that various school organizations had been holding car washes in the area, and encouraged people to support these groups. She also read a thank you card from Dylan Hollister, Student Representative to the Board, regarding the Board's recognition of his service to the Board.

11. Adjournment

A motion to adjourn from Public Session at 8:57 p.m. was made by Mrs. Otstot, seconded by Mr. Alleman, and carried 8 to 0, at which time the meeting was adjourned.

Christine V. Bright
School Board Secretary