The regular meeting of the Board of School Directors convened at 6:05 p.m. in the Community Board Room of the Jr./Sr. High School with Mr. Redner, Board President, presiding.

**CALL TO ORDER**

Mr. Redner asked if anyone would be recording the meeting. No one indicated their intent to record.

**Board Members Present:** Mrs. Larkin, Mr. McCaffrey, Mrs. Phillips, Mr. Redner, Mrs. Taylor, Mrs. Waxler, and Mrs. Ziolkowski.

**Board Member Absent:** Mrs. McAvoy and Mr. Zeppos

**Administrative Staff Present:** Mr. Scoboria, Dr. Woodard, Mr. Boyer, Mr. Arnst, Mr. Cafoncelli, and Mr. Redcay.

**Attendees:** Shelley Filer, recording secretary. An audience sign-in sheet is included as part of these official minutes.

**PUBLIC COMMENT**

None.

**SUPERINTENDENT’S REPORT**

A. **CURRICULUM/TECHNOLOGY**

No items

B. **FINANCE/FACILITIES**

Upon a motion by Mrs. Waxler, second by Mrs. Ziolkowski, the following Finance/Facilities item was approved.

During discussion, Mrs. Taylor suggested that the wording be amended indicating that project was no longer under consideration. Mr. Scoboria reported that administration has contacted the engineer for an explanation as to why the bids exceeded the construction estimates by four times the cost and is awaiting that answer. He also clarified that the wording she recommended be changed was not actually part of the item approval, rather administration’s best guess of the status until an answer is received from the engineer.

1. Approved refunding all donors to the Outdoor Classroom Project totaling $38,500.

   *Background information: Funds will be returned due to placing the project on hold.*


   Absent: McAvoy and Zeppos

   Nays: None. Motion carried.
C. PERSONNEL/ POLICY

Upon a motion by Mrs. Larkin, second by Mrs. Taylor, the following Personnel/Policy items were approved.

1. RESIGNATIONS
   a. Professional Staff
      1) **Greta Jones**, Special Education Teacher, JSHS, resignation, effective date to be determined in accordance with the terms and conditions of the employment contract
   
   b. Support Staff
      1) **Scott Frymoyer**, Paraprofessional, WHEC, resignation effective last day worked June 7, 2019.
      2) **Jessica Perez**, Instructional Aide – 6th Grade, WREC, resignation effective last day worked June 7, 2019.
      3) **Madison Sweeney**, Food Service Worker, WHEC, resignation effective last day worked June 7, 2019.
   
   c. Confidential Staff
      1) **Nathaniel Schrier**, IT Intern, District-wide, resignation effective last day worked June 11, 2019.
   
   d. Athletic Staff
      1) **Malorie Moore**, Girls’ JV Volleyball Assistant Coach, JSHS, end of seasonal employment effective last day worked October 20, 2018.
      2) **Stephanie Smith**, Varsity Field Hockey Assistant Coach, JSHS, resignation effective last day worked October 17, 2018.

2. LEAVE OF ABSENCE
   a. Professional Staff
      1) **Amanda Budwash**, Special Education Teacher, JSHS, Family Medical Leave effective on or about October 25, 2019 followed by an unpaid leave through the end of the contracted 2019-20 school year, return to work on or about June 22, 2020 as ESY Teacher as an exception to the WAEA Collective Bargaining Agreement, Exhibit E.
      2) **Stacey Hughes**, Special Education Teacher, WHEC, Family Medical Leave effective on or about October 24, 2019 through January 31, 2020, return to work February 3, 2020.
Minutes  August 12, 2019

3) **Meredith Weisman**, 1st Grade Teacher, WHEC, Family Medical Leave ended June 10, 2019, return to work August 2, 2019.

3. APPOINTMENTS
   a. Professional Staff
      1) **Daniel Bratton**, Social Studies Teacher, JSHS, M+30/Step 6, $65,622, effective August 13, 2019.
         Background information: Mr. Bratton received his Bachelor of Science in Social Studies – Secondary Education from East Stroudsburg University and a Master of Science in Classroom Technology from Wilkes University. He was previously employed by Governor Mifflin School District. This position is being filled due to a resignation.
      2) **James Harris**, Special Education Long-term Substitute Teacher, WHEC, effective August 13, 2019 through October 4, 2019 and JSHS, effective October 7, 2019 through the end of the 2019-20 school year, B/Step 1, $48,210.
         Background information: Mr. Harris received his Bachelor of Science in Education with a focus on both Elementary and Special Education from Shippensburg University. He was previously employed by Kelly Educational Staffing on behalf of Wyomissing Hills Elementary Center. This position is being filled due to leave of absence.
      3) **Lynn Heffern**, Behavior Specialist, JSHS, M/Step 1, $54,545, effective August 13, 2019.
         Background information: Ms. Heffern received her Bachelor of Arts in Social Work with a minor in Psychology from Siena College and her Master of Social Work from the State University of New York at Albany. She was previously employed by River Rock Academy. This position is being filled due to a resignation.
         Background information: Ms. Kramer received her Bachelor of Science in
Psychology from the University of Illinois at Urbana-Champaign and a Master of Science in School Counseling from Villanova University. She was previously employed by Boyertown Area School District. This is a new position.

5) Erin Krim, Special Education Teacher, JSHS, B+15/Step 2, $50,565, effective date to be determined pending successful completion of employment paperwork.

Background information: Ms. Krim received her Bachelor of Science in Special Education from West Chester University. She was previously employed by Coatesville Area School District. This position is being filled due to a resignation.

6) Elizabeth Tollin, 1st Grade Long-term Substitute Teacher, WHEC, B/Step 1, $48,210, effective August 13, 2019 for the 2019-20 school year.

Background information: Ms. Tollin received her Bachelor of Science in Elementary Education from the University of Delaware. She was previously employed by Wyomissing Hills Elementary Center. This position is being filled due to enrollment numbers.


Background information: Mr. Winson received his Bachelor of Science in Social Studies – Secondary Education from Kutztown University and a Master of Science in Classroom Technology from Wilkes University. He was previously employed by Reading School District. This position is being filled due to a resignation.

b. Support staff

1) Marcus Copeland, Full-time Custodian, JSHS, 8 hours/day at a wage rate of $12.37/hour, ratification effective August 9, 2019.

Background information: This position is being filled due to an internal transfer due to a retirement.

2) Meghan Flanagan-Filoon, Full-time Paraprofessional, JSHS, 7 hours/day at a
wage rate of $12.47/hour, effective August 21, 2019.

Background information: This position is being filled due to a resignation.

3) Natalie Hertzog, Part-time Instructional Aide – 5th Grade, WREC, 5 ½ hours/day at a wage rate of $11.55/hour, effective August 21, 2019.

Background information: This position is being filled due to a resignation.

4) Susan Mauro, Part-time Cafeteria/Recess Monitor, WREC, 2 hours/day at a wage rate of $10.72/hour, effective August 21, 2019.

Background information: This position is being filled due to a resignation.

5) Melvin Ojeda, Full-time Custodian, WHEC, 8 hours/day at a wage rate of $12.37/hour, ratification effective August 12, 2019.

Background information: This position is being filled due to an internal transfer due to a retirement.

6) Tabitha Vanderbeck, Full-time 10-month Attendance Secretary/Receptionist, JSHS, Monday – Thursday 7 ½ hours/day, Friday 7 hours/day, at a wage rate of $13.96/hour, effective August 19, 2019.

Background information: This position is being filled due to a resignation.

4. POSITION/TITLE/LOCATION CHANGE

a. Support Staff

1) Ivan Correa, Full-time Custodian, WHEC, to Full-time Custodian, JSHS, no change in hours or wage rate, ratification effective August 9, 2019.

2) Ernest Harders, Full-time 1st Shift Custodian, JSHS, to Full-time 1st Shift Custodian, WREC, no change in hours or wage rate, ratification effective August 9, 2019.

Background information: This position is being filled due to a retirement.

3) Tyler Mersinger, Full-time Custodian, WREC, to Full-time Custodian, JSHS, no change in hours or wage rate, ratification effective August 9, 2019.
4) **Julie Miller**, Full-time Custodian, JSHS, to Full-time Custodian, WHEC, no change in hours or wage rate, ratification effective August 9, 2019.

5) **Jared Reigel**, Full-time 2nd Shift Custodian, JSHS to Full-time 1st shift Custodian, JSHS, no change in hours or wage rate, ratification effective August 12, 2019.

6) **Corey Steele**, Full-time Custodian, JSHS, to Full-time Custodian, WREC, no change in hours or wage rate, ratification effective August 9, 2019.

5. **WAGE INCREASES**
   a. Professional Staff
      Approved the following teachers to receive course credit salary advancement (column movement) in accordance with the terms of the WAEA Collective Bargaining Agreement, per the effective dates noted below:

      1) **Lee Marie Duquette**, JSHS, from M+30/Step 4 to M+45/Step 4 ($63,445) effective the beginning of the 2019-20 school year.

      2) **Jeremiah Kozlowski**, WHEC, M+30/Step 7 to M+45/Step 7 ($69,185) effective the beginning of the 2019-20 school year.

      3) **Chelsea Leber**, JSHS, M/Step 3 to M+15/Step 3 ($58,383) effective the beginning of the 2019-20 school year.

      4) **Sally McAvoy**, JSHS, B/Step 4 to B+15/Step 4 ($48,933) ratification effective April 29, 2019.

      5) **Brianna O’Neil**, WHEC, from M+30/Step 7 to M+45/Step 7 ($69,185) effective the beginning of the 2019-20 school year.

      6) **Steven O’Neil**, WHEC, from M+30/Step 7 to M+45/Step 7 ($69,185) effective the beginning of the 2019-20 school year.

6. **WAGE APPROVAL REQUEST**
   a. Administrative Staff
      1) **Jessica Lengle**, Director of Special Education, District Office, request ratification of payment approval for eleven (11) days worked during the 2018-19 school year which were outside her contracted days at her approved 2018-19 per diem wage rate of
$444.08.

Background information: Ms. Lengle assisted with additional responsibilities during July 2018 due to the transition of the Asst. Superintendent.

7. SUMMER HOURS
   a. Support Staff
      1) Approved the following food service worker to perform extra duties assisting the Food Service Director from August 7, 2019 through August 8, 2019 and receive compensation at her regularly approved hourly rate for a maximum of 5 ½ hours:
         a) Wendy Brent

8. SUMMER PROGRAMS
   a. Professional Staff
      1) Ratified the following teacher to work assisting in the preparation for the Reading and Math Academy for a maximum of 10 hours, effective May 3, 2019 through June 20, 2019, at the WAEA work outside contract hourly rate:
         a) Shauna Easteadt
      2) Ratified the following professional staff to work in the Extended School Year (ESY) Program effective June 26, 2019 through July 28, 2019, at the WAEA work outside contract hourly rate, not to exceed a maximum of 4 hours/week:
         a) Cara Frederick
      3) Ratified the following teacher to work as Summer School Monitor, WREC, for a maximum of 40 hours, effective June 17, 2019 through July 18, 2019, at the WAEA work outside contract hourly rate:
         a) Chelsea Leber

b. Non-Supervisory Staff
   1) Ratified the following staff to work summer hours not to exceed a combined total of 40 hours, effective July 1, 2019 through July 31, 2019, at a wage rate of $32/hour:
      a) Daniel Giesen, Athletic Trainer
      b) Lauren Mieczkowski, Athletic Trainer
Minutes  August 12, 2019

9.  TRAINING HOURS
   a.  Support Staff

   1) Approved the following food service workers to complete required annual training on August 19, 2019 and receive compensation at their regularly approved hourly rate for 6 hours:

      a) Robin Ambrosiani
      b) Kristen Batastini
      c) Wendy Brent
      d) Adriana Crawley
      e) Amy Cruley
      f) Marsha DeHaven
      g) Steven Giles
      h) Robin Harders
      i) Diane Helm
      j) Suzanne Herbst
      k) Diana Kissling
      l) Jessica Landis
      m) Debby Urban
      n) Kelly Vogel
      o) Gail Werner
      p) Sandra Witman

10. TEACHER MENTORS

    Approved the following Teacher Mentors for the 2019-20 school year per assignment below:

<table>
<thead>
<tr>
<th>Mentor Teacher</th>
<th>Inductee</th>
<th>Assignment</th>
<th>Stipend</th>
</tr>
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<tbody>
<tr>
<td>Sarah Cirba</td>
<td>Susan Wojciechowski</td>
<td>3rd Grade Teacher</td>
<td>$500.00</td>
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<td>M. Hatt-Ciemiewicz</td>
<td>Rochelle Towne</td>
<td>English Teacher</td>
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<tr>
<td>Jessica Godek</td>
<td>Nathan Patton</td>
<td>Music Teacher</td>
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<tr>
<td>Andrea Landrum</td>
<td>Alexandra Preston</td>
<td>English Teacher</td>
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<tr>
<td>William Dramby</td>
<td>Eric Winson</td>
<td>Social Studies Teacher</td>
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</tr>
<tr>
<td>Chris Kersikoski</td>
<td>Daniel Bratton</td>
<td>Social Studies Teacher</td>
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</tr>
<tr>
<td>Susan Larkin</td>
<td>Elizabeth Tollin</td>
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<tr>
<td>Holli Noll</td>
<td>Tiffany Bixler</td>
<td>2nd Grade LTS</td>
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<td>Kendall Babiarz</td>
<td>Kristin Hartman</td>
<td>1st Grade LTS</td>
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<td>Kristin McLaughlin</td>
<td>Lynn Heffern</td>
<td>Behavior Support Spec.</td>
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<td>Kara Highduch</td>
<td>James Harris</td>
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<td>Kristin McLaughlin</td>
<td>James Harris</td>
<td>Special Education LTS</td>
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<td>Lauren Darr</td>
<td>Erin Krim</td>
<td>Special Ed. Teacher</td>
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<td>Kelly McClennan</td>
<td>Melissa Kramer</td>
<td>Guidance Counselor</td>
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</tr>
<tr>
<td>Amy Miller-Cush</td>
<td>Melissa Kramer</td>
<td>Guidance Counselor</td>
<td>$250.00***</td>
</tr>
</tbody>
</table>

*Background information: This mentorship split coincides with the assignment change from WHEC to JSHS in October 2019 through the end of the 2019-20 school year.

**Background information: This mentorship is based on an anticipated start date of Sept. 30, 2019.

***Background information: This mentorship reflects the full perspective of K-6 counseling and 4th grade transitional support during the 2019-20 school year.
11. APPROVAL OF NEW PROFESSIONAL STAFF POSITION  
a. Ratified authorization for administration to post position for a part-time (.5) Guidance Counselor, WHEC, effective upon 2019-20 budget approved at the June 17, 2019 Board meeting.

12. APPROVED THE 2019-20 SCHOOL YEAR FALL COACHES AND ASSOCIATED STIPENDS PER ATTACHED.

13. APPROVED THE 2019-20 SCHOOL YEAR ATHLETIC EVENT WORKERS PAY RATES PER ATTACHED.

14. SUBSTITUTES  
a. Support Staff (Deletions)  
   1) Melissa Rogers, Crossing Guard

15. VOLUNTEERS

Absent: McAvoy and Zeppos
Nays: None. Motion carried.

ADJOURNMENT  
A motion was made by Mrs. Larkin seconded by Mrs. Taylor to adjourn at 6:15 p.m.

__________________________________
Board Secretary