

# WYOMISSING AREA SCHOOL DISTRICT

630 Evans Avenue  
Wyomissing, PA 19610

## ***Our Mission***

*Inspiring Excellence, One Spartan at a Time!*

## ***Our Vision***

*The Wyomissing Area School District aspires to be the **preeminent** public educational institution; as we:*

- *Prepare students to excel in a highly complex global community;*
- *Offer rigorous academics, cutting-edge technology and enriching extracurricular opportunities;*
- *Attract and retain the best team of administrators and staff; and*
- *Create a culture built on respect, trust and integrity.*

### Board of School Directors

Mrs. Karen R. McAvoy, President  
Mrs. Jennafer K. Reilly, Vice President  
Mr. Gregory L. Portner, Treasurer  
Mrs. Lesa I. Butera  
Mrs. Michelle M. Davis  
Mr. Christopher W. Heinly  
Scott C. Painter, Esq.  
Mrs. Sandra A. Reese  
Mrs. Anne P. Seltzer, Asst. Board Secretary

### Non Members

Mr. Mark Boyer, Board Secretary  
Mrs. Lynette Waller, Dir. of Elem. & Sec. Education

### Ex Officio Member

Mrs. Julia R. Vicente, Superintendent

## **SCHOOL BOARD MEETING**

Monday, August 17, 2015 – 6:00 P.M.  
Community Board Room

- I. **Call to Order –Mrs. Karen R. McAvoy, Board President, Presiding**
- II. **Pledge of Allegiance – Mrs. McAvoy**
- III. **Announcement of Recording by the Public – Mrs. McAvoy**
- IV. **Roll Call – Mrs. Filer**
- V. **Welcome to Visitors & Announcement of Meetings – Mrs. McAvoy**
  - Technology Committee Meeting – August 26, 2015, 12:00 p.m.
  - School Board Business Meeting – August 31, 2015, 6:00 p.m.
  - Facilities Committee Meeting – September 1, 2015, 8:00 a.m.
  - Policy Committee Meeting – September 1, 2015, 12:00 p.m.
  - Finance Committee Meeting – September 2, 2015, 8:00 a.m.
  - Personnel Committee Meeting – September 2, 2015, 12:00 p.m.
  - Curriculum Committee Meeting – September 11, 2015, 12:00 p.m.

All listed meetings are held in the Community Board Room of the Jr./Sr. High School unless otherwise noted.

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**VI. Recognition**

- A. Student Athlete Recognition – Rep. Mark Gillen
- B. Eagle Scout Bird Box Project – Mr. Jon Yorgey

**VII. Presentation**

- A. Preliminary PSSA Data

**VIII. Committee Reports**

- A. Finance – Mr. Portner
- B. Facilities – Mrs. Reese
- C. Curriculum – Mrs. Davis
- D. Technology – Mr. Portner
- E. Personnel – Mrs. Butera
- F. Policy – Mr. Painter
- G. Berks County Intermediate Unit Board Report – Mrs. Seltzer
- H. Berks Career & Technology Center Board Report – Mr. Painter
- I. Berks EIT Report – Mrs. Reese
- J. Wyomissing Area Education Foundation – Mrs. Butera

**IX. Public Comment – Mrs. McAvoy**

*Speakers are requested to identify themselves by name and address.*

**X. Superintendent’s Report – Mrs. Vicente**

**A. Curriculum and Technology –**

**MOTION**

It is recommended that the Board of School Directors approve the following Curriculum and Technology items 1-2:

1. Approve Council on International Educational Exchange as a Foreign Exchange Program Agency.
2. Approve foreign exchange student Sergio Perez Sanchez, effective for the 2015-16 school year.

*Background information: Sergio is from Mexico and has been placed in the home of the Weaver family by the Council on International Educational Exchange (CIEE).*

**B. Finance and Facilities**

**MOTION**

It is recommended that the Board of School Directors approve the following Finance and Facilities items 1-11:

1. Approve WAEF donations for the following items:
  - \$16,799.04 for WHEC K-2 Listening Centers
  - \$1,000 Creative Reading Center

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2. Approve Settlement Agreement and Release for student ID#300540 for 2015 ESY program at no cost to the District.
3. Approve Settlement Agreement and Release for student ID#201978 for 2015-2016 and 2016-2017 school year and 2015 and 2016 ESY programs at a cost to the District in an amount of, not to exceed, \$18,400 per year.  
*Background information: This agreement is a reduction in placement expense of \$40,800 from the 2014-2015 school year.*
4. Approve Settlement Agreement and Release for student ID#202691 for the 2015-2016 and 2016-2017 school year.  
*Background information: this agreement is an additional \$37,950 for the 2015-16 and \$39,850 for the 2016-2017 school years. This amount does include transportation costs for the 2015-16 school year.*
5. Approve 2015-16 tuition agreement with Talk Institute and School for student ID 202394 at an annual cost of \$70,000.  
*Background information: The prior year agreement was in the amount of \$67,750, which would be an increase of 3.32%.*
6. Approve 2015-16 tuition agreement with Hogan Learning Academy for student ID 203573 at a rate of \$375 per day.  
*Background information: This is a \$10 increase over the 2014-15 school year.*
7. Approve BCIU service rates for 2015-16.  
*Background information: See attachments for Early Intervention, Special Education and IT rates.*
8. Approve interscholastic student accident insurance premium in the amount of \$7,498 for 2015-16.  
*Background information: Premium is unchanged from 2014-15. Coverage is through American Management Advisors, Inc.*
9. Approve request to close student activity account for the Class of 2014.  
*Background information: Per Board policy 618, this account is being closed one year after graduation of the class. Unused funds in the amount of \$136.99 (unaudited) will be transferred to the Senior High Student Body.*
10. Approve driver list for 2015-16 with the provision that names may be added or deleted at the discretion of Administration.

|              |                   |                                 |
|--------------|-------------------|---------------------------------|
| <b>Bus 1</b> | Lotz, Virginia    | <b>Substitute/Trip Drivers:</b> |
| <b>Bus 2</b> | Behney, Richard   | Boltz, Bradley                  |
| <b>Bus 3</b> | Young, Melissa    | Kirkhoff, Jacqueline            |
| <b>Bus 4</b> | Lanning, Florance | Konnick Joseph                  |
| <b>Bus 5</b> | Scheetz, Craig    | Lausch, Lynn                    |
| <b>Bus 6</b> | Hafer, Mary Jo    | Michalowski, Cindy              |
| <b>Bus 7</b> | Jordan, William   | Plank, Michael                  |
| <b>Bus 8</b> | Kantner, Stephen  | Quinones, Maritza               |

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|               |                       |                      |
|---------------|-----------------------|----------------------|
| <b>Bus 9</b>  | Aulenbach, Donna      | Ramirez-Cruz, Bianca |
| <b>Bus 10</b> | Heim, David           | Rickenbrode, Tod     |
| <b>Bus 11</b> | Crupi, Tina           | Salomon, Jean Aine   |
| <b>Van 12</b> | Vincent, John         | Welsh, Michael       |
| <b>Bus 14</b> | McNamara, Sharon      |                      |
| <b>Van 15</b> | Creque, Anthony       |                      |
| <b>Bus 19</b> | Mell, Beth            |                      |
| <b>Bus 19</b> | Lanning, Megan - Aide |                      |
| <b>Bus 20</b> | Hicks, James          |                      |

11. Approve 2015-16 agreement with River Rock Academy Inc. for program services for Alternative Education for Disruptive Youth.  
*Background information: The agreement reserves two slots at an average per diem rate of \$125. Additional slots used will billed at a per diem cost of \$145.*

**C. Personnel and Policy**

**MOTION**

It is recommended that the Board of School Directors approve the following Personnel and Policy items 1-16:

1. Approve resignation of **Julia R. Vicente**, Superintendent, District Office, effective August 17, 2015.
2. Approve appointment of **Julia R. Vicente**, Superintendent, District Office, effective August 18, 2015 for a five-year term in accordance with the terms and conditions of the employment contract.
3. RESIGNATIONS
  - a. Professional Staff
    - 1) **Andrea Bensusan**, 4<sup>th</sup> Grade Teacher, WHEC, resignation, effective June 16, 2015.
    - 2) **Mary O'Donnell**, Psychologist, WHEC, resignation, effective date to be determined.
    - 3) **Marcia Hartzler**, .25 Strings Teacher, WHEC, resignation, effective date to be determined.
  - b. Support Staff
    - 1) **Michael Hawkins**, Custodian, JSBS, update retirement date to June 24, 2015.
    - 2) **Ammon Heckler**, Crossing Guard, WREC, resignation, effective June 8, 2015.
    - 3) **Jean Cronrath**, Crossing Guard, WREC, resignation from part-time position, effective June 8, 2015, approval to substitute requested below.
    - 4) **Lydia Snow**, Paraprofessional, JSBS, resignation, effective June 8, 2015.
    - 5) **Courtney Dotterer Branham**, Instructional Aide, WREC, resignation, effective June 8, 2015.

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- 6) **Corrine Suloff**, Paraprofessional, JSBS, resignation, effective June 8, 2015.
- 7) **Amy Steffy**, Instructional Aide, WHEC, resignation from aide position, effective June 8, 2015.

4. LEAVE OF ABSENCE

a. Professional Staff

- 1) **Karen Houck**, 3<sup>rd</sup> Grade Teacher, WHEC, restoration of health sabbatical, effective August 25, 2015 to the last day of the first semester of the 2015-16 school year, return to work the first day of the second semester of the 2015-16 school year.

b. Support Staff

- 1) **Madeline Humes**, Secretary, Special Education Department, ratification of unpaid leave of absence beginning June 29, 2015 to July 2, 2015, return to work July 6, 2015.
- 2) **Jane Lim**, Computer Lab Aide, WHEC, end Family Medical Leave, effective August 24, 2015, return to work August 25, 2015.
- 3) **Kathleen Rohm**, Paraprofessional, WHEC, unpaid leave of absence, November 3, 4, 5, 2015.

5. TRANSFER/POSITION CHANGE/SHIFT CHANGE

a. Professional Staff

- 1) **Colleen Reinecker**, Special Education Teacher/Assistive Technology, WREC/District-wide, to Special Education/Assistive Technology, JSBS, no change in wages, effective August 25, 2015.

b. Support Staff

- 1) **Jessica Landis**, Part-time Food Service Worker, WREC, to part-time (5 ½ hours/day) Food Service Site Coordinator, WREC, at a wage rate of \$12/hour effective August 25, 2015.
- 2) **Regina Miller**, 2<sup>nd</sup> Shift Custodian, WHEC, to 1<sup>st</sup> Shift Custodian (8:00 a.m.-4:30 p.m.), JSBS, effective August 24, 2015, no change in hourly pay rate.

6. APPOINTMENTS

a. Professional Staff

- 1) **Sarah Cirba**, 3<sup>rd</sup> Grade Teacher, WHEC, at a wage rate based upon B/Step 3 (\$43,901/annually) on the WAEA 2015-16 Salary Schedule, effective August 18, 2015.  
*Background information: Ms. Cirba acquired a Pennsylvania Department of Education Teaching Certification in Elementary Education K-6 through Kutztown University's teacher certification program. Ms. Cirba has served as a long term substitute teacher and daily substitute teacher for the District. This position is being filled as the result of a resignation.*
- 2) **Beth Delp**, School Nurse, WHEC, update effective date to August 17, 2015, update to annual wages from B/Step 2

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(\$41,820/annually) to B/Step 2 (\$43,109/annually) based upon the WAEA 2015-16 Salary Schedule.

*Background information: Ms. Delp was previously approved prior to the settlement of the WAEA Collective Bargaining Agreement. The updated wage is in accordance with the terms of the 2015-16 Salary Schedule of the WAEA collective bargaining agreement.*

- 3) **Ashley Ermold**, Long Term Substitute Science Teacher - 1<sup>st</sup> Semester, JSHS, at a wage rate of \$21,554.50 based upon B/Step 2 on the WAEA 2015-16 Salary Schedule, effective August 18, 2015 for the first semester of the 2015-16 School Year.  
*Background information: Ms. Ermold received her Bachelor's Degree from Shippensburg University. She has earned a Pennsylvania Department of Education Teaching Certification in Earth & Space Science (7-12), General Science (7-12), Environmental Science (K-12), and Middle School Science (7-9). This position is being filled as the result of a teacher on leave.*
- 4) **Nicholas Fox**, Long Term Substitute Math Teacher, JSHS, at a wage rate based upon B/Step 2 (\$43,109/annually) on the WAEA 2015-16 Salary Schedule, effective August 18, 2015 for the 2015-16 school year.  
*Background information: Mr. Fox received his Bachelor's Degree and Pennsylvania Department of Education Teaching Certification in Mathematics 7-12 through Penn State University's teacher certification program. Mr. Fox served the District in the capacity of an extended substitute math teacher in the 2014-15 school year. This position is being filled as the result of a teacher on leave.*
- 5) **Hilary Haubrich**, Math Teacher, JSHS, at a wage rate based upon M/Step 6 (\$53,259/annually) on the WAEA 2015-16 Salary Schedule, effective August 18, 2015.  
*Background information: Ms. Haubrich received her Master's Degree through Cabrini College. She holds a Pennsylvania Department of Education Teaching Certification in Mathematics 7-12. This position is being filled as the result of a retirement.*
- 6) **Steven Holst**, Long Term Substitute 4<sup>th</sup> Grade Teacher, WHEC, at a wage rate based upon B/Step 2 (\$43,109/annually) on the WAEA 2015-16 Salary Schedule, effective August 18, 2015 for the 2015-16 school year.  
*Background information: Mr. Holst holds a Pennsylvania Department of Education Teaching Certification in Elementary K-6 and Special Education PK-8. This position is being filled as the result of a teacher on a leave of absence.*
- 7) **Claire Langdon**, 4<sup>th</sup> Grade Teacher, WHEC, at a wage rate based upon B/Step 2 (\$43,109/annually) on the WAEA 2015-16 Salary Schedule, effective August 18, 2015.  
*Background information: Ms. Langdon received her Bachelor of Science Degree in Education with a concentration in Reading from Kutztown University where she also acquired a*

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*Pennsylvania Department of Education Teaching Certification in Elementary Education K-6. This position is being filled as the result of a resignation.*

- 8) **Chelsea Leber**, Mathematics Teacher, JSHS, at a wage rate based upon B/Step 2 (\$43,109/annually) on the WAEA 2015-16 Salary Schedule, effective August 18, 2015.

*Background information: Ms. Leber received a Bachelor of Science Degree from Millersville University. She holds a Pennsylvania Department of Education Teaching Certification in Mathematics 7-12. This position is being filled as the result of a teacher who was reassigned to the new position of S.T.E.M. Specialist.*

- 9) **Valerie Macaronis**, Social Studies Teacher, JSHS, at a wage rate based upon B/Step 3 (\$43,901/annually) on the WAEA 2015-16 Salary Schedule, effective August 18, 2015.

*Background information: Ms. Macaronis received a Pennsylvania Department of Education Teaching Certification in Social Studies 7-12 and Library Media Specialist through Kutztown University's teacher certification program. This position is being filled due to the reassignment of a teacher into an administrative position.*

- 10) **Christine Paige**, ESL Teacher, WHEC, effective August 18, 2015, update to annual wages from M+60/Step 9 (\$62,720/annually) to M+60/Step 9 (\$64,994/annually) based upon the WAEA 2015-16 Salary Schedule.

*Background information: Ms. Paige was previously approved prior to the settlement of the WAEA Collective Bargaining Agreement. The updated wage is in accordance with the terms of the 2015-16 Salary Schedule of the WAEA collective bargaining agreement.*

- 11) **Amy Steffy**, Long Term Substitute 1<sup>st</sup> Grade Teacher, WHEC, at a wage rate based upon B/Step 2 (\$43,109/annually) on the WAEA 2015-16 Salary Schedule, effective August 18, 2015 for the 1<sup>st</sup> Semester of the 2015-16 school year.

*Background information: This position is being filled as the result of a teacher on a leave of absence.*

- 12) **Meredith Weisman**, 3<sup>rd</sup> Grade Teacher, WHEC, at a wage rate based upon M/Step 4 (\$49,019/annually) on the WAEA 2015-16 Salary Schedule, effective August 18, 2015.

*Background information: Ms. Weisman acquired her Master of Science Degree from Saint Joseph's University. She holds a Pennsylvania Department of Education Teacher Certification in Elementary Education K-6, Special Education N-12, and Reading Specialist K-12. This position is being filled as the result of a retirement.*

b. Support Staff

- 1) **Vicki Mlynar**, Paraprofessional, JSHS, full-time (7 hours/day; 35 hours/week), at a wage rate of \$11.25/hour, effective August 25, 2015.

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*Background information: This position is being filled as the result of a retirement.*

- 2) **Mariah Rutter**, Paraprofessional, JSBS, full-time (7 hours/day; 35 hours/week), at a wage rate of \$11.34/hour, effective August 25, 2015.

*Background information: This position is being filled as the result of a resignation.*

- 3) **Amy Holland**, Paraprofessional, JSBS, full-time (7 hours/day; 35 hours/week), at a wage rate of \$12.00/hour, effective August 31, 2015.

*Background information: This position is being filled as the result of a resignation.*

- 4) **Shirley Poon**, Paraprofessional, JSBS, full-time (7 hours/day; 35 hours/week), at a wage rate of \$11.34/hour, effective date to be determined.

*Background information: This position is being filled as the result of a resignation.*

- 5) **Sharon Hague**, Part-time Food Service Worker, JSBS, 4 hours/day, at a wage rate of \$10.04/hour, effective August 25, 2015.

*Background information: This position is being filled as the result of a retirement.*

- 6) **Gregory Mengel**, Crossing Guard, part-time (4 hours/day) at a wage rate of \$9.89/hour effective August 25, 2015.

*Background information: The position was previously shared between two Crossing Guards. The position is now being filled by one Crossing Guard as the result of the resignation of the two Crossing Guards who previously shared the position.*

- 7) **Ernest Harders**, Custodian, WHEC, full-time (8 hours/day), 2<sup>nd</sup> Shift, at a wage rate of \$11.14/hour, effective August 24, 2015.

*Background information: This position is being filled as the result of internal reassignments which was precipitated by a resignation.*

#### c. Supplemental Staff

- 1) **Erin Wentzel**, Junior High Girls' Volleyball Assistant Coach, at a stipend of \$945 for the 2015-16 School Year Fall Sports Season.

## 7. RATIFICATION OF SUBSTITUTE SUMMER WORK

#### a. Professional Staff

- 1) **Diane Torres**, Substitute Nurse, Extended School Year Program, ratification for substitute nursing performed during the Summer 2015 Extended School Year Program.

*Background information: This ratification is the result of the necessity to acquire a nurse substitute for the school nurse during the Extended School Program. Ms. Torres is currently on the approved substitute list.*



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8. RATIFICATION OF WAGE RATE

a. Request ratification of the wage rate of \$32/hour for the following non-supervisory staff who were approved for summer work hours:

- 1) **Daniel Giesen**, Athletic Trainer
- 2) **Lauren Gockley**, Athletic Trainer

*Background information: The Athletic Trainers' summer hours were previously Board approved; however, the approval did not include a wage rate.*

9. CHANGE TO ASSIGNED WORK HOURS

a. Support Staff

- 1) **Marsha DeHaven**, Part-time Food Service Worker, JSBS, from 5 hours/day to 4 hours/day, no change in hourly rate, effective August 25, 2015.
- 2) **Robin Ambrosiani**, Part-time Food Service Worker, WREC, from 2 ½ hours/day to 3 hours/day, no change in hourly wage rate, effective August 25, 2015.
- 3) **Madeline Humes**, Secretary, District Office, from 28 hours/week to 5.5 hours/day Monday-Thursday and 6 hours/day on Friday (28 hours/week), no change in hourly wage rate.
- 4) **Christine Smith**, Part-time Paraprofessional, JSBS, to full-time (7 hours/day; 35 hours/week), effective August 25, 2015, no change in hourly wage rate.

*Background information: Ms. Humes was originally approved for hours per week. This requested action is to properly approve her at hours per day.*

*Background information: This change in status is the result of a full-time paraprofessional resignation.*

10. DEPARTMENT CHAIR

Request approval for the following Department Chair for the 2015-16 school year at a stipend of \$1,750:

Social Studies Department

Joseph Alcaro

11. TEACHER MENTORS

Request approval of the following Teacher Mentors for the 2015-16 school year:

| <u>Mentor Teacher</u> | <u>Inductee</u>   | <u>Assignment</u>             | <u>Stipend</u> |
|-----------------------|-------------------|-------------------------------|----------------|
| Christopher Miller    | Sarah Cirba       | 3 <sup>rd</sup> Grade Teacher | \$500.00       |
| Sallyanne McNichol    | Beth Delp         | School Nurse                  | \$500.00       |
| Brenda Phillips       | Ashley Ermold     | LTS Science Teacher           | \$250.00       |
| Todd Zechman          | Nicholas Fox      | LTS Math Teacher              | \$500.00       |
| Christine Beidler     | Sarah Gallen      | Special Ed. Teacher           | \$500.00       |
| Teresa Wood           | Hilary Haubrich   | Math Teacher                  | \$500.00       |
| Gwen Gibson           | Steven Holst      | LTS 4 <sup>th</sup> Grade     | \$500.00       |
| Stephanie Myers       | Claire Langdon    | 4 <sup>th</sup> Grade Teacher | \$500.00       |
| Betsy Santoro         | Chelsea Leber     | Math Teacher                  | \$500.00       |
| Chris Kersikoski      | Valerie Macaronis | Social Studies Teacher        | \$500.00       |
| Shauna Easteadt       | Christine Paige   | ESL Teacher                   | \$500.00       |
| Danielle Metzger      | TBD               | LTS 3 <sup>rd</sup> Grade     | \$250.00       |

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|                    |                  |                               |          |
|--------------------|------------------|-------------------------------|----------|
| Tony Wengerd       | Amy Steffy       | LTS 1 <sup>st</sup> Grade     | \$250.00 |
| Jeremiah Kozlowski | Meredith Weisman | 3 <sup>rd</sup> Grade Teacher | \$500.00 |

12. 2015-16 SCHOOL YEAR SUBSTITUTE RATES

Request Approval of the 2015-16 School Year compensation rates for professional and support staff substitutes per the attached charts.

13. 2015-16 FALL ATHLETIC COACH STIPENDS

Request approval of the updated 2015-16 Fall coaches and associated stipends per the attachment.

14. 2015-16 CO-CURRICULAR ADVISOR STIPENDS

Request approval of the updated 2015-16 School Year Co-Curricular Advisor Stipends per the attachment.

15. SUBSTITUTES

a. Professional Staff

- 1) **Jessica Chinae** (Teacher) - Addition
- 2) **Rachel Ducine** (Teacher) – Addition
- 3) **Sharyn Beodeker** (Teacher) – Addition
- 4) **Erin George** (Nurse) – Deletion
- 5) **Colleen Sagwitz** - Deletion

b. Support Staff - Additions

- 1) **Jean Cronrath** (Crossing Guard) - Addition

16. VOLUNTEERS

XI. **Old Business – Mrs. McAvoy**

XII. **New Business – Mrs. McAvoy**

XIII. **Updates from Organizations**

- A. WAEA
- B. AFSCME
- C. WAEF
- D. PTA

XIV. **Adjournment – Mrs. McAvoy**