

**Boyertown Area School District
Boyertown, PA**

Personnel Committee Meeting Minutes
February 24, 2015

1. The February 24, 2015 Personnel Committee Meeting was convened by Boyertown Area School Board Member and Personnel Committee Chair, Mrs. Donna Usavage, at 6:02 p.m. in the Library at Colebrookdale Elementary.

The following Board members and administrators were present:

Board Members: Mrs. Jill Dennin, Mr. Steve Elsier, Mrs. Barbara Hartford (via phone), Mr. John Landino, Ms. Christine Neiman, Mr. Paul Stengle and Mrs. Donna Usavage.

Administrators: Mr. Stephen Katch, Mr. Rob Scoboria, Mr. Dave Szablowski and Dr. Melissa Woodard.

2. The Pledge of Allegiance and a moment of silence were observed.
3. There were no comments made during Public Comment Period # 1.
4. The committee accepted the April 8, 2014 minutes by a 7-0 vote. Voting in favor of the minutes were: Mrs. Jill Dennin, Mr. Steve Elsier, Mrs. Barbara Hartford, Mr. John Landino, Ms. Christine Neiman, Mr. Paul Stengle and Mrs. Donna Usavage.
5. There was no old business.
6. Mr. Katch introduced Mrs. Lucie Bergeyova and Dr. Tina Schrode-Fries from our Coordinated School Health committee in the District. Mrs. Bergeyova and Dr. Schrode-Fries led the group through a series of stretches and relaxation exercises. They gave a presentation on why the committee is important, its membership and initiatives.

The committee has thirty members that meet monthly. Members are from every building in the district along with representatives from Capital Blue Cross, Banyan Consulting, the Boyertown YMCA and the Wellness Council of Boyertown.

The committee's operational plan is to improve lifestyle choices. Lifestyle choices directly influence 45% of the district's claims according to data provided by Banyan consulting. Diet and exercise are two key components of the plan.

Some major initiatives of the committee are providing biometric screenings, fruity Fridays, development of the wellness website, a fitness membership subsidy, staff wellness day and a walking challenge.

The committee is also developing building levels wellness teams and initiatives, furthering the working relationships with the Pottstown Area Health & Wellness Foundation and the Wellness Council of Boyertown, starting Girls on the Run and Mileage Clubs at our schools and having staff yoga days.

7. Mr. Katch presented a voluntary early retirement proposal to the committee. The proposal would provide a \$15,000 financial incentive to professional staff who submitted their letter of intent to retire at the end of the 2014-2015 school year. In order to address a budgetary shortfall and also provide the District with position flexibility, Administration recommended the incentive be offered with a five new member requirement. Currently, 9.5 full-time equivalent professionals have already submitted their retirement notices. Administration recommended that these ten individuals also receive the \$15,000 incentive if a minimum of five new members submitted their retirement notices. Administration estimates that the District would realize a net savings of .1 of a mill savings in next year's budget if five new members took advantage of the incentive. The net savings would increase to .24 of a mill if ten new members took advantage of the offering.

After much dialogue, Administration requested direction to move forward with offering the incentive with a deadline of April 3, 2015. Providing direction in favor of the incentive were: Mrs. Jill Dennin, Mr. Steve Elsler, Mrs. Barbara Hartford, Mr. Paul Stengle and Mrs. Donna Usavage. Board members in opposition of the proposal as presented were: Mr. John Landino and Ms. Christine Neiman.

8. There were no board member comments.
9. Ms. Ruth Dierolf provided comments during Public Comment Period #2. Ms. Dierolf stated that the students would suffer under the proposal by losing seasoned teachers and that the board has not provided incentive benefits to the original retiree lists who met the January 15 deadline in the past.
10. Mrs. Usavage adjourned the meeting at approximately 6:55 p.m.