

10760
Wyoming Area School District
Special Meeting of the Wyoming Area Board of Education
20 Memorial Street, Exeter, Pennsylvania, 18643
Tuesday, April 15, 2014, 7:00 p.m.

A Special Meeting of the Wyoming Area Board of Education was held this evening at the Wyoming Area School District Auditorium, 20 Memorial Street, Exeter, Pennsylvania, 18643, with approximately 100 + people in attendance. The Pledge of Allegiance was recited. Dr. Estelle Campenni, President of the Board, called the meeting to order at 7:00 p.m.

Roll Call: Dr. Estelle Campenni, President
 Mrs. Elizabeth Gober-Mangan, Vice President
 Mrs. Kimberly A. Yochem, Treasurer
 Mr. John Bolin
 Mrs. Mary Louise Degnan
 Mr. Gerald A. Stofko
 Mr. Carl Yorina

Absent: Mrs. Deanna Farrell
 Mr. John Marianacci

Attorney Ferentino read correspondence from Mr. Marianacci as to why he couldn't be present at the meeting due to his mandatory attendance at the second round of interviews for executive director for the West Side Career & Technology Center. The schedule of these interviews were agreed upon by five school district representatives' at the March 28th West Side Career & Technology Center meeting. This was prior to the scheduling of tonight' Special Meeting of the Arbitration Award. Mr. Marianacci is a representative on the executive committee of the West Side Career and Technology Center. It is important and required that he is present at these interviews and apologizes and can be called in the event that his services are required.

Also present were: Janet Serino, Superintendent, Attorney Jarrett J. Ferentino, Tom Melone, Business Consultant, Vito Quaglia, Secondary Building Principal, Cathy Ranieli, Assistant Secondary Building Principal, Jon Pollard, Elementary Building Principal of Tenth St./JFK, Robert Kaluzavich, Elementary Building Principal of Montgomery Ave./SJD, Camilla Granteed, School Psychologist, Jamie Broda, Director of Special Education, Brian Wisowaty, Student Representative, Attorney John G. Dean, Elliott Greenleaf & Dean.

Finance Report

Mrs. Yochem read the Finance Report.

1. Motion to accept/reject Act 88 arbitration award.

Motion by Mrs. Yochem to accept the finance report. Dr. Campenni seconded the motion.

Mrs. Yochem reread the motion to reject Act 88 arbitration award.

Dr. Campenni stated the motion was to reject the Act 88 arbitration award. Dr. Campenni stated there was a misspeaking.

Mr. Dean stated the motion was to accept the finance report.

At this time the board convened to an executive session.

Attorney Ferentino stated he understands what is on the agenda that emotions are high tonight. He asked everyone to respect everyone's professionalism. Attorney Ferentino explained the protocol of approaching the board with any questions.

Dr. Campenni amended item #1 motion to read: Motion to reject Act 88 arbitration award. Seconded by Mrs. Gober-Mangan.

Roll Call: Mr. Bolin voted yes, Mr. Stofko, yes, Mrs. Degnan, yes, Mr. Yorina, yes, Mrs. Yochem, yes, Mrs. Gober-Mangan, yes, Dr. Campenni, yes.

Motion passed to amend item #1.

Dr. Campenni commented that when they read the arbitrators report the board was both surprised and disappointed in the arbitrator's decision and the union's response. She spoke of an article in the Times Leader stating Holland called the unions offer the best deal in town and the board won't get anything better. Dr. Campenni stated on the arbitration's side what surprised the Board was the fiscal concerns are justified. Dr. Campenni stated the arbitrator's report will be placed on the Wyoming Area web site.

At this time, Dr. Campenni read from the arbitrator's report on page 12. "There is a mirage of a large reserve amount, but much of that results from construction bonding and is quite likely restricted. Even if it is not, the construction bond proceeds represent non-recurring, non-sustainable income." Dr. Campenni stated if you look up the work mirage in the dictionary mirage it is something that appears to be real but is unreal. We had a fund balance of 4 million dollars, but for 3 years in a row 1 million was taken from construction fund as well as stimulus money from O'Bama.

Dr. Campenni stated the second point was the primary disconnect between the union and the Board was 2011-2012 wage freeze and according to the arbitrator's report that would be \$1,600 - \$1,800 per that year per teacher on page 12 of the report. When you do the calculations \$133 - \$150 per month for one year, pre tax dollars. That is the primary issue that divides us. Dr. Campenni read the arbitrator's closing paragraph.

"Having found the District's proposal worse than the Association's, I unenthusiastically award the Association's package. This is not to criticize either party or their able representatives. In "baseball arbitration" each side makes its best pitch, hoping the other side's will be worse. It is the game the legislature has imposed on us in the absence of a rational and definitive method to resolve labor disputes in the public schools. Districts, employee representatives, and taxpayers deserve better."

Melissa Dolman, President of the Wyoming Area Education Association, stated what the arbitrator said regarding a mirage and the fund balance, but the next paragraph says on the other hand, the raises they are asking for are moderate compared to the average for the Intermediate Unit. What we are asking for is moderate in comparison. Mrs. Dolman also pointed out with the wage freeze it would cost \$16-1,800 per teacher on average but the very next sentence the arbitrator says this loss appears to be unprecedented within the school district. Unprecedented means no other school district has done this. Unprecedented means we haven't had it. On the next page the arbitrator says "Even assuming an average salary of \$60,000, that the contribution you're asking for would diminish the net effect of any salary increase for everyone in the association." Mrs. Dolman stated at the very end regardless of what the last statement says the arbitrator chose the Association's proposal. Mrs. Dolman stated she is thrilled that Dr. Campenni and the Board want to get back to the bargaining table since it has been 7 ½ months.

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Mrs. Dolman stated she has been at every board meeting and has asked the board to sit down, we need to have a plan B. Regarding the Board seeing a threat, it is a response to the fact that you are elected officials and have not sat down in eight of those twelve months. The strike is not a threat, it is a response. Mrs. Dolan stated the board has left no alternative for the teachers right now. Attorney Dean stated that Mr. Holland, himself put together a package and Mrs. Dolman went back and did a four union vote on the package. So, there were meetings, he commented. Attorney Dean asked Mrs. Dolman was Mr. Holland lying regarding a four union vote. Was he lying? Mrs. Dolman responded no he wasn't lying. Mrs. Dolman did say she sat at the house of Dr. Campenni but didn't really discuss this contract. Dr. Campenni stated she informed Mrs. Dolman that if she wanted to talk about ways to negotiate and Mrs. Dolman wanted to wait for the arbitrators report. Multiple talking. Dr. Campenni stated she asked Mrs. Dolman to go to her association for advice. Mrs. Dolman responded she did. Mrs. Dolman stated why would I accept an offer before..... At this time Attorney Dean talked about other districts that took a wage freeze. This is not unprecedented. Multiple talking. Mrs. Dolman stated in the Sunday Dispatch the difference between the district's proposal and association's proposal was 1.6 million and 1.1 million. Attorney Dean said he didn't speak with the Sunday Dispatch. (It was the Times Leader) Mrs. Dolman brought up the fact Attorney Dean is quoting different numbers such as 500,000 and 2-3 million. Mrs. Dolman stated she couldn't understand why the numbers keep changing, twice in three days. Attorney Dean stated with the associations proposal the district will have a negative balance of 1.11 2 million dollars.

John Pegg gave his opinions and concerns.

Roll Call: Mr. Bolin voted yes, Mr. Stofko, yes, Mrs. Degnan, yes, Mr. Yorina, yes, Mrs. Yochem, yes, Mrs. Gober-Mangan, yes, Dr. Campenni, yes.

Motion passed to reject Act 88 arbitration award.

Dr. Campenni informed everyone of a meeting with the union on April 21st.

With no further questions, the meeting was adjourned at 7:40 p.m. on a motion by Mr. Bolin.

Estelle Campenni, Ph.D., President

Deanna Farrell, Secretary