

PUBLIC COMMENTS

Moved to after the Approval of Agenda Items as the first speaker, Mr. John Shelton, Jr., had not arrived yet. The other speakers agreed to wait until he arrived.

BUSINESS AGENDA

A-1 Approval for the Delaware County Intermediate Unit General Operating Budget for 2014-2015

RESOLVED, that the Receiver, acting as the Board of School Directors, approves the attached Delaware County Intermediate Unit General Operating Budget for 2014-2015.

Cost: \$23,120.26

Payable from: Intersystems Budget

Executive Sponsor: George Crawford

A-2 Approval for the Delaware County Technical Schools Budget for 2014-2015

RESOLVED, that the Receiver, acting as the Board of School Directors, approves the attached Delaware County Technical Schools Budget for 2014-2015.

Cost: \$59,730/ ½ Time Program

\$97,556/ Special Education Programs

Payable from: Intersystems Budget

Executive Sponsor: George Crawford

A-3 Approval to engage Berkheimer Associates to prepare bills and collect taxes

RESOLVED, that the Receiver, acting as the Board of School Directors, authorizes the engagement of Berkheimer Associates to prepare bills and collect all current real estate taxes within the City of Chester starting July 1, 2014.

Executive Sponsor: George Crawford

A-4 Approval to authorize the Early Retirement Incentive Plan

RESOLVED, that the Receiver, acting as the Board of School Directors, authorizes the Early Retirement Incentive Plan for Professional Employees represented by the Chester Upland Education Association.

Executive Sponsor: George Crawford

BUSINESS AGENDA ITEMS #A-1 THRU #A-4 WERE APPROVED BY JOSEPH P. WATKINS, RECEIVER

EDUCATION AGENDA

B-1 Approval to enter into contractual agreement with Delaware County Intermediate Unit #25 to provide special education services for the 2014-2015 school year

RESOLVED, that the Receiver, acting as the Board of School Directors, grant approval to enter into a contractual agreement with Delaware County Intermediate Unit #25 at 200 Yale Avenue, Morton, PA to provide special education services for the 2014-2015 school year. The District will issue payments in the amount of four quarterly twenty-five percent (25%) payments of the total amount due.

Cost: \$21,672,894.00
Payable From: IDEA funds
Executive Sponsor: Andria Saia

EDUCATION AGENDA ITEM #B-1 WAS APPROVED BY JOSEPH P. WATKINS, RECEIVER

PUBLIC COMMENT

Mr. John Shelton, Sr. was asked to come to the microphone but deferred to his wife, Mrs. Delores Shelton

Delores Shelton – asked that the details of the Early Retirement Incentive Plan be explained

Joseph Watkins deferred to Ms. Alvina Jenkins, Director of Human Resources

Alvina Jenkins explained that \$5000.00 would go into a fund for the retirees to be used for medical benefits until they reach Medicare age. Researched with PSERs, and checked years of service and must have 25 years of service to be eligible.

Ms. Shelton asked if that was \$5,000 per teacher.

Ms. Jenkins explained that, yes, it was per teacher, per year

Mr. Shannon explained that it was per year, per teacher for 5 years or until Medicare age is reached.

Ms. Shelton asked what the average retirement age was for the district

Mr. Shannon answered that he was not sure.

Ms. Shelton asked if that was the main incentive.

Ms. Jenkins said that, yes, this was the main incentive.

Ms. Shelton was glad that there was some incentive and said that at least we have that.

John Shelton, Jr. – was very upset with the Early Retirement Incentive Plan. He wanted to know who came up with this package. Asked if it was Mr. Watkins or Mr. Shannon.

Mr. Watkins answered that he didn't work on it all by himself.

Mr. Shelton wanted to know to whose plates this was to be attributed.

Mr. Watkins answered that what they wanted to do was to provide incentive to teachers and that we had a nice email from one of Mr. Shelton's colleagues at the union and that this was very good and helpful thing, but for Mr. Shelton to tell him what he thinks.

Mr. Shelton answered that before any package be delivered to any of the teachers normally it is discussed with the Executive Council which is him and his people and they were not informed of it and it was never discussed with him or his people. This Incentive Plan does not meet their needs and he does not agree with it. He was not happy that this meeting was being held without prior knowledge of the association.

Mr. Watkins said that he wanted to read something to Mr. Shelton and the room at large and asked Mr. Shelton if he knew Trish Audrain...

Mr. Shelton said that she is the UniServe rep and is not his boss and that UniServe serves the association and if it was discussed and agreed upon by her then he would see her directly after this meeting.

Mr. Watkins iterated that Mr. Shelton was copied on all correspondence with Ms. Audrain.

Mr. Shelton said he did not see the correspondence. He said that anything that has to do with the teachers must go through him and be discussed at a negotiating table to be sure that everyone is in agreement. He was upset because if the teachers are not happy, they call him. He said that he had spoken with Mr. Crawford (CUSD CFO) previously about there being an ERIP and he said that, no, there would not be one. He said that this plan does not take care of insurance while on retirement and the retirees would have to get a job in order to make up the discrepancy of about \$3000.00. He asked if it was a "take-it-or-leave-it" plan.

Mr. Watkins said that, no, in receivership nothing is "take-it-or-leave-it".

Mr. Shelton said that this should never have happened and cannot happen again and that protocol must be followed. He will take this to his council.

Mr. Watkins said that it can be tweaked.

Tyra Quail, School Board Secretary, asked to speak. Mr. Watkins agreed. Ms. Quail said that she was a past union president and that she has wanted an ERIP for awhile. She sat down with Mr. Watkins and Mr. Crawford a while ago to discuss a package. She was upset that the Union was not informed and said that it was like a “slap in the face” to them. She believed that it was disrespectful to the entire teachers’ union. She said that they all knew that she was for a package, but if it was done without following proper procedures, it wouldn’t be right. She also said asked how you can tweak the package if it was already passed.

Joseph Watkins said that we will do our best and that from time to time a challenge in receivership comes up, but he, as receiver, has the power to amend. He apologized for protocol not being followed.

John Shelton, Sr. said the same type of stuff has been going on here for 50 years. Being sorry doesn’t change the fact that it happened. He believes that you shouldn’t have to forgive if this kind of stuff doesn’t happen. He said that Mr. Watkins promised him that he wouldn’t do this type of stuff. He said that proper procedure wasn’t followed and he (Mr. Watkins) knows why. He asked “what’s this for?”

Joseph Watkins answered that they all thought they were doing something good and that the teachers would be pleased with it.

Mr. Shelton was not amused and asked if they really thought the teachers would be pleased.

Mr. Watkins apologized again for the way it was done and for not following protocol and said that he would amend the plan.

Mr. Shelton then addressed Mr. Shannon. Told him this kind of stuff must stop because it’s what has been happening here all along. He said the people here know better because they have been through it before and they can see it coming.

Mr. Shelton then addressed Mr. Hackett and said they had been talking 40 years. He asked him to do the right thing.

William Riley, School Board Treasurer, asked to speak and Mr. Watkins conceded the floor to him. Mr. Riley said that he had been a contract negotiator for the police department for 13 years and that this was a bad offer. He stated that the most important item we need when we retire is medical and that the \$5000.00 would not be enough and that it is about \$3000.00 short for funding benefits for a year. Retirees would need a second job to survive and that retiring is about retiring. He thinks the district better come up with an alternative or there will be a lot of problems. He said that things can’t be passed this way.

Joseph Watkins reiterated that he can amend this plan even though it was passed during this meeting. He apologized again and said that it was not done to offend anyone and that proper protocol would be followed in the future.

ADJOURNMENT

There being no further business *Receiver, Joseph P. Watkins* adjourned the meeting at 4:35 pm.

CHESTER UPLAND SCHOOL DISTRICT
FINANCIAL RECOVERY RECEIVER

Joseph P. Watkins

Date