

On June 21, 2021, the Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:32 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Wendy Earle, Linda C. Fazzini and Dr. Margaret D. Wright
Region II: Clinton L. Jackson and David R. Shafer
Region III: Thomas J. DiBello, Christina F. Melton and Diane C. Sullivan
Presiding Officer: Colleen Zasowski
Acting Superintendent: Robert W. Rizzo
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Allison McVey and Aditi Mangal

ANNOUNCEMENTS

Mrs. Zasowski welcomed everyone to the final board meeting of the 2020-2021 school year. She reminded everyone that meetings are filmed and of the process for making public comments. Mrs. Zasowski thanked everyone who had a role in making graduation beautiful, memorable and fantastic for all.

Mrs. Earle commented on Item B under Other Business saying that Board Policy 248.1 is being recommended to be rescinded/retired entitled Anti-discrimination and Harassment. She stated that she wanted to make it clear that the district's stance on discrimination and harassment has not changed as the policy is covered under the current Board Policy #103 entitled Discrimination/Title IX Sexual Harassment Affecting Students which is a more thorough policy and incorporates everything that was in Policy 248.1.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Abby Deardorff, Royersford, expressed her thanks to the Health and Safety Planning Team for putting together a comprehensive plan for next year and reminded the board of the commitment they will be making to the school community with the approval of the plan.

Michael Lebie dzinski, Royersford, questioned where the data was to support the resolution that attests that the COVID-19 Pandemic is a continuing emergency and he asked board members before voting on the resolution to incorporate all they have learned over the past year.

Katherine Doyle, Collegeville, asked the administration and board to revise the section in the Health and Safety Plan on universal and correct wearing of masks to reflect that the district will follow both recommendations and mandates with regards to face coverings that may be put in place by health and/or government officials.

Christine Dziembowski, Mont Clare, asked board to change the Health and Safety Plan to align with current CDC recommendations that unvaccinated individuals wear masks indoors. She urged that masks be required for children under 12 since they are not eligible to receive a COVID vaccination.

Allison O'Brien, Collegeville, stated that she felt it was sad that it was stated in the Health and Safety Plan that the district will continue to consider guidance provided by the CDC, PA Department of Health, Department of Education, and the Montgomery Office of Public Health rather than state that it will follow recommendations made by those entities.

Emilie Lussier, Royersford, urged the board to consider those individuals 12 and under who do not have the opportunity to get the vaccine as well as community spread, possible variants, and potential resurgence of the virus.

John Clements, Collegeville, expressed that it was critical that schools use layer prevention strategies including the requirement of universal and the correct use of masks as well as physical distancing.

II. PRESENTATIONS

Dr. Colyer provided an overview of the Global Studied Program offered at Spring-Ford through Arcadia University. He introduced Julia Kotes and Riley Wallace and asked them to come forward to be recognized and congratulated for their completion of the program. He advised that both students will continue their international studies with Riley heading on to Carnegie Mellon University and Julia to Dickenson College.

- A. **Dr. Robert Colyer**, High School Principal, to recognize **Julia S. Kotes** and **Riley A. Wallace** on their completion of the Global Studies Program.

Mr. McDaniel introduced Mr. Tim Hughes, Coach of the High School Girls' Softball Team, and advised this fall Mr. Hughes will be inducted into the Montgomery County Coaches Hall of Fame. Mr. McDaniel commented that unfortunately none of the girls from the team were able to be in attendance this evening. He spoke of the successful season the team had this past year with an overall season record of 21-1. He added that in the past four years the team had a record of 63-4 which did not include last year as there were no games played due to the pandemic. Mr. McDaniel stated the team this year had outscored their opponents 173-11. The board and the audience present acknowledged Mr. Hughes and the team.

- B. Presentation of **Resolution 2021-26**, commending the **Spring-Ford Area High School Girls' Softball Team** and their coaches, **Tim Hughes**, **Shawn Corropolese** and **Mallory Greene** for winning the 2021 Pioneer Athletic Conference Championship, the PIAA District One Championship and qualifying for the State Tournament. **(Attachment A1)**

Mr. McDaniel introduced the High School Boys' Baseball Team and coaches. He spoke of their successful season and advised that they had a record this year of 22-5. Mr. McDaniel announced that this year the team scored 211 runs while allowing their opponents to only score 46 and had a team batting average of .381. Mr. McDaniel commended Mr. Harrison who took over as head coach last year but was only able to coach one game before the pandemic which shut down the season and now has coached his first complete season coached with much success.

- C. Presentation of **Resolution 2021-27**, commending the **Spring-Ford Area High School Boys' Baseball Team** and their coaches, **Rick Harrison**, **Vince Terry**, **Cody Clarke**, **Bryer Eshbach** and **Rob Mansfield** for winning the 2021 Pioneer Athletic Conference Championship, qualifying for the PIAA District One Tournament and qualifying for the State Tournament. **(Attachment A2)**

Mrs. Benner and Mrs. Sussman presented an update on the Future Planning Center (FPC) and the Class of 2021. Mrs. Benner stated that it has been a great year this year for the FPC. She spoke about all of the events that were hosted by the FPC during the 2020-2021 school

year. Mrs. Benner reported that Decision Day 2021 was a great success as it was held in Coach McNelly Stadium and had over 1000 in attendance. She highlighted all of the testing that was organized by the FPC for students. She provided information on all of the college applications processed by the FPC including the number of transcripts and letters of recommendation they helped gather for students. Mrs. Benner provided the data on the post-secondary plans for the Class of 2021 as self-reported by students. She also reported on the top major that students were looking to pursue and the top colleges students were choosing to attend. She spoke about the amount of merit scholarships student reported receiving from the colleges they planned on attending including Spring-Ford Community Scholarships and Athletic Scholarship Money awarded. Mrs. Benner spoke about the new initiatives this year such as Career Month which was able to be held this year via Zoom and as a result saw speaker from all over the country. She advised that coming soon to the High School will be Career Mentoring and a Job Shadowing Program.

- D. **Tricia Benner**, College Career Coordinator, to provide a Year End Update on the Future Planning Center and the Accomplishments of the Class of 2021.

III. **BOARD AND COMMITTEE REPORTS**

Student Rep. Report

Allison McVey/Aditi Mangal

Aditi reported on recent events that have taken place which included AP Exams, Spring Play, Impact Awards, Senior Extravaganza, SAT Bootcamp, Senior Academic Awards, Keystone Exams, Spring Concert, Senior Commencement Awards and Scholarship Night, Senior Athletic Banquet, WMCTC Senior Recognition, Commencement Ceremony, Last Day of School and the date for the release of report cards. Allison provided an end of year recap which advised that in-person attendance increased towards the end of the school year which provided momentum for the student body going into a potentially normal 2021-2022 school year, outdoor events were able to be held safely, allowing students to re-integrate themselves socially and events such as graduation were able to have the same familiar traditional essence in-person, making the end of the year events for the Class of 2021 memorable.

Legislative Committee

Christina Melton

3rd Weds. 7:30 p.m.

Mrs. Melton reported that the Legislative Committee met last Wednesday for a brief meeting which focused on Senate Bill 1. She advised that it appears that it has not had a lot of traction and has been slowing down. Mrs. Melton stated that they are keeping an eye on this bill and any updates. She added that the Legislative Committee has been working and conducting outreach to other school boards across the state to try and gain support in opposition to Senate Bill 1.

Acting Supt. Report

Robert W. Rizzo

Mr. Rizzo provided an update, on behalf of Mrs. Trisha Smith, the COVID numbers for the district for the week ending June 11th which indicated that there were 0 in-district cases and 0 cases in the community. He added that for Montgomery County the incident rate was at 8.7% per 100K and the PCR Positivity Rate was 0.6%. He next provided the numbers for the week ending 6/18/21 which indicated 2 in-district cases and a Montgomery County incident rate of 6.9% per 100K and a PCR Positivity Rate of 0.6%. Mr. Rizzo reported that he posed several questions to Mrs. Smith in order to garner her opinion regarding vaccination reporting and masking. Mrs. Smith felt that disclosure of vaccination status would be helpful for nurses when doing contact tracing and quarantining. She also indicated that the nurses support masks being optional for all students whether vaccinated or not since the risk across the county is so low. Mrs. Smith stated that with regards to student under the age of 12 where there is no vaccination available yet, the nurses felt that the district should continue to follow the guidance of our county health officials which as of now allow our age 5-12 population the choice regarding masking. She added that if we find trends of in-school transmission among non-mask wearers then they will encourage the administration to enforce more strict mask usage in order to avoid an outbreak. She added that they may still need to enforce mask wearing for students who are symptomatic as they wait to be sent home.

Mr. Rizzo proceeded with his report providing updates on the Health and Safety Plan which he indicated has been posted on the website for the public to view and provide feedback. He stated that he received feedback from about 30 parents and themes that emerged were in regards to masking for children under 12 year of age, vaccination status disclosure, masking of the unvaccinated, continuing to follow the CDC guidance, and waiting until closer to school starting to make any decisions for the upcoming school year. Mr. Rizzo advised that the most recent guidance from the Montgomery County Office of Public Health (MCOPH), for the summer only and as long as the 14-day average of daily cases is below 20, is that masks are optional for vaccinated and unvaccinated individuals both indoors or outdoors. He added that he has been told that the Center for Disease Control and the Pennsylvania Department of Education will likely be issuing updated guidance soon. Mr. Rizzo acknowledged William Carter, Carol Findley, Susan Kelly and Catherine Wright on their upcoming retirements and spoke of their years of service.

Mrs. Zasowski asked Mr. Rizzo to confirm that Nurse Trisha Smith has stated mask optional is their preference for vaccinated or unvaccinated individuals indoors or outdoors for all grade levels and he confirmed that was correct as long as the transmission rate stays low and within the range that the MCOPH is recommending. Mrs. Zasowski asked Mr. Rizzo what the administration's position was and he replied they support Montgomery County's recommendation with masking being optional. He added that if we start to see a climb then as the Health and Safety Plan suggests, we can revisit it if we need to. Mr. Jackson asked if SFEA was in alignment with this and Mr. Rizzo replied they were.

Solicitor's Report

Mark Fitzgerald

There was no report.

IV. MINUTES

Mrs. Earle made a motion to approve Items A-B and Mrs. Melton seconded it. The motion passed 9-0.

A. The Board approved the May 10, 2021 Work Session minutes. **(Attachment A3)**

B. The Board approved the May 24, 2021 Board Meeting minutes. **(Attachment A4)**

V. PERSONNEL

Mrs. Fazzini made a motion to approve Items A-T and Mr. Shafer seconded it. The motion passed 9-0.

A. Resignations

1. **William D. Carter**; Maintenance II-Grounds, Maintenance & Operations Department, for the purpose of retirement. Effective: July 6, 2021.
2. **Judy Denning**; Instructional Assistant, Extended School Year. Effective: June 2, 2021.
3. **Carol A. Findley**; Food Service Full-Time (6 hours/day), Senior High School, for the purpose of retirement. Effective: September 30, 2021.
4. **Susan J. Kelly**; Instructional Assistant, Oaks Elementary School, for the purpose of retirement. Effective: June 18, 2021.
5. **Genice J. Matos**; Emotional Support Teacher, Evans Elementary School. Effective: June 18, 2021.

6. **Joanna M. Trautman**; School Counselor, Royersford Elementary School and Oaks Elementary School. Effective: June 2, 2021.

New Resignations

7. **Alix L. Ahlberg**; Special Education Teacher, 5/6th Grade Center. Effective: June 21, 2021.
8. **Shannon L. Farley**; Special Education Teacher, 9th Grade Center. Effective: August 13, 2021.
9. **Jeanna M. Laire**; Instructional Assistant, Extended School Year. Effective: June 17, 2021.
10. **Meghan D. Marchetti**; Biology Teacher, Senior High School. Effective: June 18, 2021
11. **Michael A. Moyano**; Instructional Assistant, Extended School Year. Effective: June 14, 2021.
12. **Catherine W. Wright**; Elementary Teacher, Royersford Elementary School, for the purpose of retirement. Effective: June 18, 2021.

B. Leave of Absence

1. **Tiffany Sallemi**; Elementary Teacher, Oaks Elementary School, for an extension of child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2021 through the first semester of the 2021-2022 school year.

C. Professional Employee

1. **Alexandra L. Kish**; Special Education Teacher, Senior High School, replacing Yvonne M. Lockbaum who retired. Compensation has been set at M+30, Step 4 \$63,936.00 with benefits per the Professional Agreement. Effective: August 25, 2021.

D. Temporary Professional Employee

1. **Ashlee E. Stenman**; Elementary Teacher, 5/6 Grade Center, replacing Barbara C. Crist who retired. Compensation has been set at B, Step 2 \$51,650.00 with benefits per the Professional Agreement. Effective: August 25, 2021.

New Temporary Professional Employee

2. **Elizabeth C. Thomas**; ELD Teacher, 5/6 Grade Center. Compensation has been set at B, Step 1 \$50,750.00 with benefits per the Professional Agreement. Effective: August 25, 2021.

E. Support Staff

1. **Dwayne D. Anderson Jr.**; Support Technician, 7th Grade Center, replacing Cole Lenhart who resigned. Compensation has been set at \$19.60/hour with benefits per the Support Technician Benefit Summary. Effective: July 1, 2021.
2. **Brandon M. Evans**; Custodian, Senior High School, replacing Michael J. Barber who had a change of status. Compensation has been set at \$17.22/hour with benefits per the Custodian Benefit Summary. Effective: June 28, 2021.

3. **Meghan K. Huzzard**; Instructional Assistant, Upper Providence Elementary School, replacing Jennifer L. Moyer who resigned. Compensation has been set at \$16.36/hour with benefits per the Instructional Assistant Benefit Summary. Effective: June 2, 2021.
 4. **Belmin B. Oommen**; Support Technician, Senior High School, replacing Keith Bortz who had a change of status. Compensation has been set at \$19.60/hour with benefits per the Support Technician Benefit Summary. Effective: July 1, 2021.
 5. **Timothy R. Poth**; Data and Reporting Specialist, 9th Grade Center, replacing Carol J. Ganister who retired. Compensation has been set at \$66,000.00 prorated with benefits per the Administrative Support Benefit Summary. Effective: June 22, 2021.
- F. The Board approved the following Support Staff as Instructional Assistants for the 2021 Extended School Year Program (ESY). The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation for new employees will be set at \$16.36/hour non- degree rate or \$17.36/hour degree rate. Current hourly employees will be paid at their current Instructional Assistant hourly rate plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. *Designates new addition since the work session.
1. ***Colleen M. Deschamp**
 2. **Christine M. Stewart**
 3. **Christa M. Vagnozzi**
- G. The Board approved the following Professional Staff as Special Education Teachers for the 2021 Extended School Year Program (ESY). The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation has been set at \$40.00/ hour plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by Administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. *Designates new addition since work session.
1. **Candace Berkheiser**
 2. **Lauren A. Harner**
 3. ***Lindsay N. Hillegas**
- H. The Board approved the following Professional Staff as Special Education Teacher-Tutors to be hired for the 2021 Extended School Year Program (ESY). The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation will be set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by Administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania.
1. **Karen E. Davis**
 2. **Jennie C. Stokley**

- I. The Board approved the following Professional Staff as a Special Education Teacher with Wilson to be hired for the 2021 Extended School Year Program (ESY). The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation will be set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by Administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania.
 - 1. **Amy B. Snyder**
- J. The Board approved hiring the following Support Staff as Instructional Assistant Substitutes for the 2021 Extended School Year Program. The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation will be paid at their current Instructional Assistant hourly rate plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by Administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. *Designates new addition since the work session.
 - 1. **Judy Denning**
 - 2. ***Meghan K. Huzzard**
- K. The Board approved hiring the following Support and Professional Staff as Nurse Substitutes for the 2021 Extended School Year Program. The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation has been set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by Administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania.
 - 1. **Amy L. Bonner**
 - 2. **Stacey C. Huntington**
 - 3. **Rachael A. Schauder**
- L. The Board approved the following Music Teachers for the 2021 Summer Instrumental Program. Compensation will be set at \$30.00/hour and will be funded through student tuitions collected for the lessons. There will be no cost to the district.
 - 1. **Karen L. Schodle**
 - 2. **Rachel E. Schwab**
- M. The Board approved the addition of the following Professional Staff as Teachers for the 2021 Summer R.A.M.S. Program. The additional request is due to high interest in enrollment in the Summer R.A.M.S. Program. Compensation has been set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be paid from the ESSER Grant and will not exceed the budget that was previously approved.
 - 1. **Zoe D. Jacobs**
 - 2. **Megan McGarry**
 - 3. **Kristin M. Saylor**
 - 4. **Andrea M. Weber**

- N. The Board approved the following Professional Staff as Teachers to be hired for the 2021 Summer School Program at the Senior High School June 29, 2021 through August 9, 2021. Compensation will be set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be paid from the ESSER Grant and the total cost shall not exceed \$4,000.00. *Designates new addition since the work session.
1. **Kevin M. Czapor** – Health
 2. **Mallory R. Greene** – Physical Education
 3. ***Tara L. O'Toole** – Mathematics
 4. ***Kourosh Parsia** - Science
 5. **Julie C. Quinby** – English and Social Studies
- O. The Board approved an increase to the total number of summer working hours for the school counselors, school psychologists, and school nurses by a total of 760 hours. Funding will come from the ESSER Grant and shall not exceed \$37,100.00.
- P. The Board authorized the Administration to employ personnel during the interval between the June Board meeting and the August Board meeting for the 2021-2022 school year. It has been customary for the Board to authorize its officers to execute contracts for personnel recommended for employment by the administration during the months of July and August. Such authorization is, of course, subject to limitations imposed by the 2021-2022 General Fund Budget.
- Q. The Board approved the Salary Book for the 2021-2022 school year.
- R. The Board approved the attached extra-curricular contracts for the 2021-2022 school year. *Designates new additions since the work session. **(Attachment A5)**

New Personnel Motion

- S. The Board approved hiring the following Professional Staff as Special Education Teacher Substitutes for the 2021 Extended School Year Program. The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation has been set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by Administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania.
1. **Amy R. Heiman**
 2. **Patricia A. Stroop**
- T. The Board approved **Gabrielle G. Procaro** and **Allison Ramil** to teach summer credit advancement courses (Honors Algebra 2, Honors Geometry, and Honors Pre-Calculus) through Spring-Ford Cyber Learning at a cost not to exceed \$2,500.00. The program will be self-funded via student tuition.

VI. FINANCE

Mrs. Earle made a motion to approve Items A-G and Mrs. Melton seconded it. The motion passed 9-0.

- A. The Board approved next month's payroll, taxes, all benefits, transportation contracts, IU contracts, Vo-Tech payments, debt service payments, utility bills, maintenance agreements, copier leases, equipment maintenance, federal grants, insurance, and discounted invoices.

B. Checks:

- | | |
|---|-----------------|
| 1. <u>General Fund Checks</u> | |
| Check No. 212841 – 213027 | \$ 2,087,395.00 |
| 2. <u>Food Service Checks</u> | |
| Check No. 2137 – 2141 | \$ 749.36 |
| 3. <u>Capital Reserve Checks</u> | |
| Check No. 2098 | \$ 42,000.00 |
| 4. <u>General Fund, Food Service, Capital Reserve & Projects ACHs</u> | |
| ACH 202101896 – 202102172 | \$ 4,025,770.84 |
| 5. <u>Wires</u> | |
| 202000137 – 202000152 | \$ 3,716,594.14 |
| 6. <u>Procurement Payments</u> | |
| 200000230 – 200000264 | \$ 15,320.42 |
| 7. <u>Scholarships</u> | |
| Check No. 233 – 295 | \$ 32,350.00 |

C. The following monthly Board reports were approved:

- Skyward Reports
 - Check Register (General Fund, Food Service, Capital Reserve, Capital Projects, Scholarships, Wires and Procurement)
 - ACH Check Register (General Fund, Food Service, Capital Reserve, and Capital Projects)
 - Wires Register (General Fund, Food Service, Capital Reserve, and Capital Projects)

D. The Board approved a five (5) year transportation contract renewal (2021-2022 through 2025-2026) with Levy School Bus Company (Custer's Garage). The estimated costs for 2021-2022 are approximately a competitive \$6.3 million based on current bus routes and escalates each year by approximately 4.8%. Funding will come from the Transportation Department Budget.

E. The Board approved the Spring-Ford Cyber Learning Operating Budget in the amount of \$875,000.00 broken down as follows: Edgenuity platform and related \$88,000.00; professional development \$17,570.00 (previously approved); hot spots \$3,300.00; Cyber Hub facility costs \$20,000.00; Counselor/Coordinator summer hours \$5,000.00; staffing costs \$735,130.00 (of which \$420,000.00 full time staff were previously approved in the General Fund Budget); supplies and consumables \$5,000.00; marketing costs \$1,000.00. Funding of the program will be from the ESSER Grants.

F. The Board approved the following independent contracts:

1. **The Brain Show, Magic Touch Entertainment – Canadensis, PA.** Provide a total of four assemblies for students at Upper Providence Elementary School. Funding will be paid by the Upper Providence Home and School Association and shall not exceed \$2,750.00.

2. **Access Service – Fort Washington, PA.** Provide an assembly entitled “Hope 4 Tomorrow” for 9th grade students prior to the Question Persuade Refer (QPR) Training. This assembly is specifically geared to educate students about mental health and suicide. The goal is to engage students and foster discussion and thoughts about their own mental wellness and supports as well as awareness of resources in the school and community.
3. **Access Service – Fort Washington, PA.** Provide Question Persuade Refer (QPR) Training for 9th grade students to help them learn to recognize the warning signs, clues and suicidal communications of people in trouble and gain skills to act vigorously to prevent a possible tragedy. There is no cost to the district for this student training.
4. **Nels Ross Cremean – East Amherst, NY.** Provide a virtual comedic juggling act for 4th grade students at Oaks Elementary School. Funding will be paid by the Oaks Elementary Parent Teacher Association and shall not exceed \$500.00.
5. **Kim Hogan – Bethlehem, PA.** Provide an Artist-in-Residence Program for all students at Royersford Elementary School. Students will work with the artist to create a one-of-a-kind tile mosaic art project entitled “The Kindness Tree”. Funding will be paid by the Spring-Ford Educational Foundation and shall not exceed \$5,000.00.
6. **Communication Associates, LLC - Karen Clapper – Collegeville, PA.** Conduct an independent educational evaluation for occupational therapy for a student. Funding will be paid from the Special Education Budget and shall not exceed \$2,368.00.
7. **Chester County Intermediate Unit – Downingtown, PA.** Provide Registered Behavior Technician services for a special needs student as per the IEP. Funding shall be paid from the Special Education Budget and shall not exceed \$7,647.00.
8. **The Melmark School – Berwyn, PA.** Provide educational and related services including residential costs during the 2021 extended school year and the 2021-2022 school year for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$400,195.00.
9. **Personal Health Care, Inc. – Valley Forge, PA.** Provide Nursing Services during the 2020-2021 school year for a special needs student during the school day and/or on transportation as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$3,020.00.
10. **Valley Forge Educational Services (The Vanguard School) – Malvern, PA.** Provide educational services during the 2021-2022 school year for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$205,500.00.
11. **Variety Club Camp and Developmental Center – Worcester, PA.** Provide Extended School Year services for special needs students during the 2021 ESY Program as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$113,000.00.
12. **Anderson Explorations PHP – Norristown, PA.** Provide educational and mental health services for the 2021 Extended School Year Program for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$4,000.00.

13. **The Devereux Foundation – King of Prussia, PA.** Provide Extended School Year and related services for a special needs student during the 2021 ESY Program as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$15,090.00.
14. **Lakeside Educational Network – North Wales, PA.** Provide a total of 6.25 In-school Counselors and 10 student slots for special education services during the 2021-2022 school year at the Lakeside School, Lakeside Girls Academy, Souderton Vantage Academy or Upper Merion Vantage Academy. Funding will be paid from the Special Education Budget and shall not exceed \$883,905.94.
15. **The Camphill School – Glenmoore, PA.** Provide Extended School Year and related services including a 1:1 aide for a special needs student during the 2021 ESY Program as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$9,566.60.
16. **HMS School for Children with Cerebral Palsy – Philadelphia, PA.** Provide Extended School Year services for a special needs student during the 2021 ESY Program as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$14,850.00.
17. **ChanceLight Autism Services – King of Prussia, PA.** Provide Extended School Year and direct 1:1 intervention services for special needs students during the 2021 ESY Program as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$5,515.00.
18. **Behavior Interventions, Inc. – King of Prussia, PA.** Provide Registered Behavior Technician and Board-Certified Behavior Analyst services both in the school and in the home setting during the 2021-2022 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$87,115.00.
19. **Spring-Ford Family Practice (Pottstown Medical Specialists, Inc.) – Pottstown, PA.** Perform state mandated school physical examinations, provide standing orders and consultation regarding school-based medical issues during the 2021-2022 and 2022-2023 school years as requested by parents/guardians. Funding will come from the General Fund and shall not exceed \$21.00 per student physical during the 2021-2022 school year and \$22.00 per student physical during the 2022-2023 school year.
20. **Jack Bracale, DMD – Royersford, PA.** Perform state mandated dental screenings of students in grades 3 and 7 during the 2021-2022 school year as requested by parents/guardians. Funding will be paid from the General Fund and shall not exceed \$7.00 per screening.
21. **Dr. John Aylward – Royersford, PA.** Provide medical supervision and emergency treatment services for the 2021-2022 school year in connection with the Athletic Department. Services for varsity games shall be paid at a rate of \$125.00 per game with junior varsity games being paid at a rate of \$75.00 per game. Funding will be paid from the Athletic Budget and shall not exceed \$4,000.00.
22. **Reconstructive Orthopaedic Associates II/Dr. Adam Chrusch – Limerick, PA.** Provide medical supervision and emergency treatment services in the absence of Dr. John Aylward for the 2021-2022 school year in connection with the Athletic Department. Services for varsity games shall be paid at a rate of \$125.00 per

game with junior varsity games being paid at a rate of \$75.00 per game. Funding will be paid from the Athletic Budget and shall not exceed \$4,000.00.

23. **Friendship Hook, Ladder and Ambulance, Inc. – Royersford, PA.** Provide Ambulance services for the 2021-2022 school year in connection with the Athletic Department. Services will be provided for high school home varsity and junior varsity football games, middle school home football games and other events deemed necessary by the school district at a rate of \$150.00 per game up to a maximum of \$250.00 per game depending on the requirement of staying and not leaving for another call. Funding will be paid from the Athletic Budget and shall not exceed \$8,500.00.

New Independent Contracts

24. **Overbrook School for the Blind – Philadelphia, PA.** Provide Extended School Year services for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$5,605.00.
25. **Chester County Intermediate Unit – Downingtown, PA.** Provide Psychology services for initial and early intervention evaluations over the summer due to the overflow of evaluations and re-evaluations that were unable to be completed due to the impact of COVID-19. Funding will be paid from the ESSER Grant and shall not exceed \$9,975.00.
26. **Cottage Seven Education – Phoenixville, PA.** Provide educational services for a special needs student during the 2021-2022 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$36,400.00.
27. **Silver Springs Martin Luther School – Plymouth Meeting, PA.** Provide educational and related services for a special needs student during the 2021 Extended School Year Program as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$6,000.00.
28. **Valley Forge Educational Services (The Vanguard School) – Malvern, PA.** Provide educational services for a special needs student during the 2021-2022 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$68,500.00.
29. **Visiting Nurse Group, Inc. – Philadelphia, PA.** Provide Nursing services for a special needs student during the school day during the 2021 Extended School Year Program as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$3,000.00.
30. **The Timothy School – Berwyn, PA.** Provide educational and related services for special needs students during the 2021 Extended School Year Program as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$17,750.06.
31. **Bayada Home Health Care, Inc. – Downingtown, PA.** Provide Nursing services for a special needs student during the 2021 Extended School Year Program as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$8,500.00.

32. **Personal Health Care, Inc. – Valley Forge, PA.** Provide Nursing services for a special needs student during the 2021 Extended School Year Program as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$20,045.00.
33. **MCCC (Bridge to College Program) – Blue Bell, PA.** Provide direct instruction and intensive transition services for a special needs student during the 2021 Extended School Year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$3,000.00.

New Finance

- G. The Board approved a renewal contact for the 2021-2022 school year with EI US, LLC dba Learn Well Services formerly Education, Inc. in Plymouth, MA to provide educational tutoring services on an as-needed basis when students have been admitted to a hospital or behavioral health center setting. Learn Well Services will follow the district's curriculum in working with students thereby easing the transition back into school. Services will be provided at a rate of \$37.00 per hour for a maximum of 5 hours per week per student.

VII. PROPERTY

Mr. Jackson made a motion to approve Items A-D and Mrs. Fazzini seconded it. The motion passed 9-0.

- A. The Board approved the construction modifications to Coach McNelly Stadium to meet an 8,000 person occupancy capacity by S.J. Thomas Company, Inc. through contract #KPN-088668JOCC-30. Funding will come from the Capital Reserve and shall not exceed \$366,990.00.
- B. The Board approved an amendment to the Interstate Maintenance Custodial Contract to reflect an increase of \$2.00/hour to the school year 2021-2022 class-room cleaner hourly rate of \$18.38. This increase is intended to directly support employee recruiting and retention. Interstate will pay their classroom cleaners at a rate of \$15.00/hour. This increase will be contingent on staffing performance and will extend through the two remaining optional years of the contract. Funding will come from the Operating Budget and not exceed \$75,000.00 annually.
- C. The Board gave approval, pending solicitor review and approval, for ICS Consulting to start the Guaranteed Energy Savings ACT (GESA) Phase 1 RFP process. This first step is at no cost to the district and will deliver a recommendation for an energy service company for the implementation of the project.
- D. The Board approved an addendum to a motion previously approved by the board at the January 25, 2021 board meeting for district-wide grass cutting services by Charlestown Landscaping. The cost per year of the three-year contract shall be \$60,000.00 for a total not to exceed \$180,000.00.

VIII. PROGRAMMING AND CURRICULUM

Dr. Wright asked that Item T be separated and Mr. DiBello asked that Item U be separated as well since the 2 motions are in conjunction with each other.

Mrs. Fazzini made a motion to approve Items A-S and Mrs. Melton seconded it. The motion passed 9-0.

Mr. Shafer made a motion to approve Items T-U and Mrs. Earle seconded it.

Dr. Wright commented that she received many concerns regarding what next year will bring and the masking mandates. She stated that the guidance the district is getting from the Pennsylvania Department of Health, the Montgomery County Department of Health and PDE is vague and leaves it in the hands of the school board. She stated that she has concerns as there is no data yet on what it looks like for students in buildings not wearing masks and what this means for students aged 12 and under who do not have the option to be vaccinated.

Dr. Wright made a motion to amend the Health and Safety Plan that mask wearing be mandatory for students and staff in the K-6 buildings until either a vaccine is available and our students have the opportunity to get vaccinated or until the Department of Health recommendations change that say that unvaccinated people without wearing masks at school are safe. Ms. Sullivan seconded the motion.

It was noted that the Montgomery County Office of Public Health, the CDC and PDE are not in alignment right now. Mr. Rizzo confirmed this was correct but that it must be submitted by July 30th but can be adjusted or amended at any time to meet the needs. He added that the directive we have received is to make the plan flexible so that we can adjust it with the guidance as the guidance changes. The board was reminded that they meet again on August 16th which is two weeks prior to the start of school so if the plan has to be changed then there is ample opportunity for that to happen. The following concerns were raised; making masks optional as younger students may not be equipped to make the decision on whether they should be wearing a mask or not, not making a decision until August as families will need time to digest the decision and work it out with their younger children, and the pending decision expected from the county at the end of June with not mandating masks. There was some discussion on whether it would best serve the district to conduct a survey of parents prior to the August board meeting to determine their position on mask wearing with regards to the K-6 age group.

Mr. Fitzgerald clarified the motion that was open for discussion and stated that it is an amendment to the Health and Safety Plan, specific to students K-6, that they would be required to wear a mask unless or until they are able to be vaccinated or there is specific direction that they do not have to wear a mask from a third party.

Mr. Rizzo questioned if the amendment was for fall only or for summer and fall and Dr. Wright replied that it was not for the summer but for the following school year. Mr. Fitzgerald suggested that the board look at this for the entire school year.

The floor was opened for public comment on the amendment to the Health and Safety Plan motion posed by Dr. Wright.

Michael Lebieczinski, Royersford, disputed that there was data with regards to masking versus unmasking and its effect on transmission rates.

Christine Dziembowski, Mont Clare, expressed her appreciation over Dr. Wright's amendment proposal and felt that this was a more conservative safe approach.

Allison O'Brien, Collegeville, expressed her appreciation over Dr. Wright's amendment proposal and said she feels more comfortable with students wearing masks.

Kim Anderson, Collegeville, stated that she was disappointed to hear about the petition to mask students for the next school year.

There was a roll call vote with Dr. Wright, Mr. Jackson, Mrs. Melton, Mrs. Fazzini, Ms. Sullivan voting yes and Mr. Shafer, Mr. DiBello, Mrs. Zasowski and Mrs. Earle voting no. The motion passed 5-4.

The board voted on Items T-U which Mr. Shafer had made the motion and Mrs. Earle had seconded prior to the discussion. The motion passed 9-0.

- A. The Board approved **ESL/Edge** (2014, Cengage) to be used in ELD in grades 9-12. This purchase includes student texts, student work texts for the fundamental level, level A, level B and level C. Funding will come from the Curriculum Budget and shall not to exceed \$3,500.00.
- B. The Board approved **ESL/Inside** (2014, Cengage) to be used in ELD in grades 5-8. This purchase includes 10 student texts, 10 digital student texts, 10 student work texts, and 4 teachers' editions for Fundamentals Volumes 1 and 2. Funding will come from the Curriculum Budget and shall not to exceed \$3,000.00.
- C. The Board approved the renewal of **Seesaw**. This is a digital resource that will be used to support instruction in grades K-2. Funding will come from the Curriculum Budget and shall not exceed \$10,000.00.
- D. The Board approved the renewal of **ST Math** by **Mind Research**. This is a digital resource that will be used to support instruction in grades K-2. Funding will come from the Curriculum Budget and shall not exceed \$23,000.00.
- E. The Board approved **Proximity Learning, Inc.** This is a digital program used for World Language – Chinese. This is an annual renewal with a cost not to exceed \$32,000.00 and will be paid from the Curriculum Budget.
- F. The Board approved the renewal of **Learning A-Z**. This is a digital reading resource for grades K-4 that is being purchased through the MCIU Consortium. Funding will come from the Curriculum Budget and shall not exceed \$59,000.00.
- G. The Board approved the purchase of **Prodigy**. This is a digital resource that will be used for grades 5 and 6 mathematics. Funding will come from the Curriculum Budget and shall not exceed \$3,000.00.
- H. The Board approved the renewal of **Achieve 3000**. This is a digital resource that will be used as part of the Hybrid instruction for Spring City and Royersford Elementary Schools. Funding will come from the Curriculum Budget and shall not exceed \$24,000.00.
- I. The Board approved the renewal of **Edmentum Reading Eggs**. This is a digital resource that will be used as part of the Hybrid instruction for Spring City and Royersford Elementary Schools. Funding will come from the Curriculum Budget and shall not exceed \$4,800.00.
- J. The Board approved the renewal of **Aimswest Plus**. This is a digital assessment tool for Math and Reading for grades K-8. Funding will come from the Curriculum Budget and shall not exceed \$18,000.00.
- K. The Board approved the purchase of **Hapara** to be used for classroom management. Funding will come from the ESSER Grant and shall not exceed \$12,000.00.
- L. The Board approved a 5-year contract renewal for **Finalsite**, our district website platform, including the additions of Weglot translation software and the Spring-Ford Mobile App. The cost for Year 1 will be \$28,500.00, Year 2 is \$29,360.00, Year 3 is \$30,240.00, Year 4 is \$31,150.00, and Year 5 is \$32,080.00 plus a one-time \$3,000.00 set up fee for the additional services. Funding will come from the Technology Budget.

- M. The Board approved purchasing the Skylert Community Newsletter module through **Intrado** for the 2021-2022 school year. Funding will come from the Technology Budget and shall not exceed \$2,839.20.
- N. The Board approved the purchase of furniture for the Tech Centers in the 5/6/7 Grade Centers and the 8th Grade Center to help support the Modernized Learning initiative in those buildings. The total cost shall not exceed \$36,000.00 with funding originally coming from the Capital Reserve and then repaid from the Technology Budget.
- O. The Board approved the agreement with Montgomery County Community College to offer the Gateway to College Program which includes 10 seats. Funding will be paid from the ESSER Grant and shall not exceed \$42,000.00.
- P. The Board accepted the Pottstown Area Health and Wellness Foundation Grant in the amount of \$35,000.00. The grant will continue to support our district-wide Healthy Choices Program.
- Q. The Board approved the Memorandum of Agreement between the Spring-Ford Area School District and the Spring-Ford Education Association for the purpose of establishing the compensation plan and expectations for Spring-Ford Cyber Learning staff during the 2021-2022 school year.
- R. The Board approved the Memorandum of Understanding between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for the participation in the 2021-2022 MCIU Title III Consortium.
- S. The Board approved retiring the 2020-2021 Health and Safety Plan as submitted and approved at the July 20, 2020 School Board Meeting.
- T. The Board approved the Health and Safety Plan of the Spring-Ford Area School District for the Summer 2021 and the 2021-2022 school year as amended by Dr. Wright from the one originally presented to the Board of Directors and posted on the district's website. The plan as proposed herein shall serve as the local guidelines for all school reopening activities in the Spring-Ford Area School District and shall be submitted to the PA Department of Education following approval.
- U. The Board approved the 24 P.S. 520.1 Emergency Resolution #2021-28 in conjunction with completing and submitting to the Pennsylvania Department of Education the District's Health and Safety Plan. **(Attachment A6)**

IX. CONFERENCES AND WORKSHOPS

Dr. Wright made a motion to approve Item A and Mr. DiBello seconded it. The motion passed 9-0.

- A. **Melissa Yonchuk**, Behavior Specialist, to attend the virtual online course "*Nonviolent Crisis Intervention Specialized Renewal: Trauma*" and "*CPI Instructor Certification Program*" on September 10, 2021. The total cost of this training is \$3,399.00 (registration). No substitute is needed.

X. OTHER BUSINESS

Mrs. Fazzini made a motion to approve Items A-E not including C and Mrs. Earle seconded it. The motion passed 8-1 with Mr. Jackson voting no.

- A. The Board gave approval for all 2021-2022 Fall, Winter and Spring Athletic Teams and Individuals that qualify for post season play to be granted permission for overnight travel,

when deemed necessary by the Athletic Department, and approved by the Superintendent or their Designee. The School Board will be notified of this travel and Board approval will be sought at the next scheduled Board Meeting. Funding will be paid from the Athletic Budget.

B. The following policy was approved to be rescinded and retired:

1. Policy #248.1 – PUPILS: Anti-Discrimination and Harassment (**Attachment A7**)

C. The following policies are submitted as a first reading:

1. Policy #118 – PROGRAMS: Independent Study (**Attachment A8**)
2. Policy #119 – PROGRAMS: Current Events (**Attachment A9**)
3. Policy #140 – PROGRAMS: Charter Schools (**Attachment A10**)
4. Policy #207 – PUPILS: Confidential Communications of Students with Certain Certificated Employees (**Attachment A11**)
5. Policy #209.2 – PUPILS: Diabetes Management (**Attachment A12**)
6. Policy #218.2 – PUPILS: Terroristic Threats (**Attachment A13**)
7. Policy #609 – FINANCES: Investment of District Funds (**Attachment A14**)
8. Policy #622 – FINANCES: GASB Statement 34 (**Attachment A15**)
9. Policy #716 – PROPERTY: Integrated Pest Management (**Attachment A16**)
10. Policy #802 – OPERATIONS: School Organization (**Attachment A17**)
11. Policy #811 – OPERATIONS: Bonding (**Attachment A18**)
12. Policy #812 – OPERATIONS: Property Insurance (**Attachment A19**)
13. Policy #813 – OPERATIONS: Other Insurance (**Attachment A20**)

New Other Business

D. The Board gave approval for Spring-Ford Area High School current 11th grade student, **Jamie Ford**, to participate in a Gifted Independent Study in accordance with Board Policy #118 during the 2021-2022 school year, her senior year.

E. The Board appointed **Erin Crew** as the Assistant Board Secretary, effective July 1, 2021. Ms. Crew will serve as the Assistant Board Secretary until such time as a permanent Board Secretary can be identified and approved and going forward she will act in this capacity in the event of the permanent Board Secretary's absence.

XI. BOARD COMMENT

Mr. DiBello commented that he was not going to support the plan at all this evening because he is not comfortable with students being put in an asynchronous learning environment if they have to be quarantined for two weeks. He added that he still believes that we need to survey the parents as far as what the expectation is for going into the start of the school year.

Mrs. Zasowski asked the board if they supported a survey being conducted in the beginning of August with the results being provided to the board via a board memo prior to the August 16th meeting for discussion at that meeting. The board members expressed their support for a survey.

Mrs. Melton stated that any changes that result from the survey will need to be an action item on the agenda for the August 16th meeting so that the community and families have enough time to adjust to any decisions or changes that might be made.

Mrs. Fazzini said this will give families enough time to develop a plan of action on what they want to do going forward.

Mrs. Melton congratulated everyone for making it through this crazy school year which has ended on a lot of high notes. She stated that she could not be any prouder of all of the folks that worked towards it.

XII. PUBLIC TO BE HEARD

Anthony Frigo, Linfield, commented that he came before the board a month ago questioning whether a BLM sticker belonged in school and had not really received an answer to this. Mrs. Zasowski asked Mr. Rizzo to speak about this.

Mr. Fitzgerald advised that the board should finish up with the public comment section before moving into a Q&A session.

Lyndsie Olenoski, Phoenixville, expressed her disappointment with the way the board hurried to make a decision last week to make masks optional as it created a chaotic scene.

Mr. Rizzo reported that the Equity, Diversity, and Inclusion (EDI) Committee met 3 times to discuss this issue. He advised that they had surveyed the EDI Committee, building level administration and district administration to collect some information and the survey results were shared with the board in a previous board memo. He added that he did reach out to the other county superintendents to see what they are doing and the responses were pretty wide open with some permitting the sticker, others not allowing it and still others incorporating it into their equity and diversity policies. He commented that the question comes down to whether it is a political group or a human rights movement. Mr. Rizzo advised that they are continuing to work through this and he will be meeting with Carlos Wiley, the consultant the district hired, to talk about this further. Mr. Rizzo stated that the EDI Committee wants to keep the sticker and would like to educate the board and the public on what the human rights movement means. He added that the administrators feel like they could go either way and that the work that could be done either way. Mr. Rizzo said there is still work to be done and some answers to be had.

XIII. ADJOURNMENT

Mrs. Melton made a motion to adjourn and Dr. Wright seconded it. The motion passed 9-0. The meeting adjourned at 9:23 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary



SPRING-FORD AREA SCHOOL DISTRICT

OFFICE OF THE SUPERINTENDENT

857 SOUTH LEWIS ROAD, ROYERSFORD, PA 19468

RESOLUTION #2021-26

ADMINISTRATION

Robert W. Rizzo
Acting Superintendent

BOARD OF DIRECTORS

Colleen Zasowski
Board President

Christina F. Melton
Board Vice President

Thomas J. DiBello
Region III

Wendy Earle
Region I

Linda C. Fazzini
Region I

Clinton L. Jackson
Region II

David R. Shafer
Region II

Diane C. Sullivan
Region III

Dr. Margaret D. Wright
Region I

The Spring-Ford Area School District Board of Education commends the **Spring-Ford Area High School Girls' Softball Team** and their Coach **Tim Hughes** and his Assistant Coaches **Shawn Corroplese** and **Mallory Greene** for winning the Pioneer Athletic Conference Championship with a league record of 15 wins and 0 losses and,

Whereas, the Spring-Ford High School Girls' Softball Team is a member of the Pioneer Athletic Conference and,

Whereas, the Spring-Ford High School Girls' Softball Team under the guidance, leadership, and direction of both its coaches and captains was able to win the PAC Championship defeating Pope John Paul II 15-0 and,

Whereas, the Spring-Ford High School Girls' Softball Team won their tenth PAC Championship in school history with an overall record of 21-1 and,

Whereas, the Spring-Ford High School Girls' Softball Team is a member of the PIAA District One and,

Whereas, the Spring-Ford High School Girls' Softball Team won their second PIAA District One Championship in school history defeating Neshaminy 5-0 and,

Whereas, the Spring-Ford High School Girls' Softball Team is a member of the PIAA qualifying for the State Tournament and,

Whereas, the Spring-Ford High School Girls' Softball Team's varsity and junior varsity players all contributed and played a significant role in having a successful and outstanding softball season.

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the players and,

Further resolved, that the achievements, the recognition, the accomplishments, the goals and the new records set by the Spring-Ford High School Girls' Softball Team demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in a **SPRING-FORD RAM**.

NOW THEREFORE BE IT RESOLVED, this **14th** day of **June, 2021**

By: _____
Colleen Zasowski
School Board President

By: _____
Diane M. Fern
School Board Secretary



SPRING-FORD AREA SCHOOL DISTRICT

OFFICE OF THE SUPERINTENDENT

857 SOUTH LEWIS ROAD, ROYERSFORD, PA 19468

RESOLUTION #2021-27

ADMINISTRATION

Robert W. Rizzo
Acting Superintendent

BOARD OF DIRECTORS

Colleen Zasowski
Board President

Christina F. Melton
Board Vice President

Thomas J. DiBello
Region III

Wendy Earle
Region I

Linda C. Fazzini
Region I

Clinton L. Jackson
Region II

David R. Shafer
Region II

Diane C. Sullivan
Region III

Dr. Margaret D. Wright
Region I

The Spring-Ford Area School District Board of Education commends the **Spring-Ford Area Boys' Baseball Team** and their Coach **Rick Harrison** and his Assistant Coaches **Vince Terry**, **Cody Clarke** and Volunteer Coaches **Bryer Eshbach**, and **Rob Mansfield** for winning the Pioneer Athletic Conference Championship with a league record of 15 wins and 1 losses and,

Whereas, the Spring-Ford High School Boys' Baseball Team is a member of the Pioneer Athletic Conference and,

Whereas, the Spring-Ford High School Boys' Baseball Team under the guidance, leadership, and direction of both its coaches and captains was able to win the PAC Championship defeating Pottsgrove 12-2 and,

Whereas, the Spring-Ford High School Boys' Baseball Team won their eighth PAC Championship in school history with an overall record of 22-5 qualifying for the PIAA District One Tournament and,

Whereas, the Spring-Ford High School Boys' Baseball Team is a member of the PIAA qualifying for the State Tournament and,

Whereas, the Spring-Ford High School Boys' Baseball Team's varsity and junior varsity players all contributed and played a significant role in having a successful and outstanding baseball season.

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the players and,

Further resolved, that the achievements, the recognition, the accomplishments, the goals and the new records set by the Spring-Ford High School Boys' Baseball Team demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in a **SPRING-FORD RAM**.

NOW THEREFORE BE IT RESOLVED, this **14th** day of **June, 2021**

By: _____
Colleen Zasowski
School Board President

By: _____
Diane M. Fern
School Board Secretary

On May 10, 2021, the Work Session of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:33 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Wendy Earle, Linda C. Fazzini and Dr. Margaret D. Wright
Region II: Clinton L. Jackson and David R. Shafer
Region III: Thomas J. DiBello, Christina F. Melton and Diane C. Sullivan
Presiding Officer: Colleen Zasowski
Acting Superintendent: Robert W. Rizzo
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Eshika Seth

The following Student Representative participated via Zoom: **Allison McVey**

ANNOUNCEMENTS

Mrs. Zasowski reminded everyone in attendance in-person to continue to wear their masks and socially distance as well as the process for making public comments during the meeting. She advised that the board met in an executive session prior to the meeting regarding personnel.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Michael Lebieczinski, Royersford, spoke about Item D3 questioning the goal of the Inclusive Excellence Plan and wondering how the success of the plan would be measured. He asked the board to ask questions and engage in debate before voting on this motion.

II. ACTION ITEMS

Mrs. Fazzini made a motion to approve Items A-H and Mr. DiBello seconded it. The motion passed 9-0.

- A. The Board approved **Resolution #2021-10** commending **Jessica Pan** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band. **(Attachment A1)**
- B. The Board approved **Resolution #2021-11** commending **Ryan Henkels** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band, 2021 District 11 Orchestra, and the 2021 All-State Orchestra. **(Attachment A2)**
- C. The Board approved **Resolution #2021-12** commending **Aiden Rizzo** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band, 2021 District 11 Orchestra, and the 2021 All-State Orchestra. **(Attachment A3)**
- D. The Board approved **Resolution #2021-13** commending **Samuel Brown** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band, 2021 District 11 Orchestra, and the 2021 All-State Concert Band. **(Attachment A4)**
- E. The Board approved **Resolution #2021-14** commending **Anne Rizzo** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band, 2021 District 11 Orchestra, and the 2021 All-State Concert Band. **(Attachment A5)**

- F. The Board approved **Resolution #2021-15** commending **Anne Rizzo** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Choir. **(Attachment A6)**
- G. The Board approved **Resolution #2021-16** commending **Sunidhi Srinivas** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Choir. **(Attachment A7)**
- H. The Board approved **Resolution #2021-17** commending **Owen Wright** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Choir. **(Attachment A8)**

Mrs. Zasowski read a revised motion for Item I.

Mr. DiBello made a motion to approve the revised motion for Item I and Mrs. Fazzini seconded it. The motion passed 9-0. The revisions are reflected below in the approved motion.

- I. The Board approved an independent contract with **Crystal Stubbs**, Certified School Psychologist, to provide psychology services for the 2020-2021 school year and the 2021-2022 school year. Services will be provided for a total of 35 hours per week for (29) 27 weeks (~~plus an additional 40 hours during the summer~~) at a rate of \$70.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed a total of (~~\$73,850.00~~) \$66,150.00.

Mrs. Fazzini made a motion to approved Item J and Mr. Jackson seconded it.

Mrs. Melton asked for the number and types of devices to be purchased and Mr. Catalano explained that the purchase was for 600 Chrome Books, 600 Tablets and 100 carts which will provide a device for every student in grades K-4.

Mr. DiBello asked if the funding was coming from the older grants we received or coming from the new grants we will be receiving and Mr. Catalano replied it will come from the ESSER 3 Grant.

- J. The Board approved the purchase of Technology equipment for grades K-4. The quotes were received through government contracts, the total cost shall not exceed \$950,000.00 and shall be funded from the ESSER Grant.

III. PRESENTATIONS

Mr. McDaniel apologized that he was unable to be present at the meeting last month when athletic teams and athletes were recognized and stated that he would like to speak about those teams and individuals and provide the statistics on their successful seasons.

Mr. McDaniel introduced the 8th Grade Boys' Basketball Team and recognized them on their undefeated season.

- A. Recognition of the **8th Grade Boys' Basketball Team** and their **Coach Richard Harrison** on their Undefeated Season.

Mr. McDaniel introduced the 9th Grade Boys' Basketball Team and recognized them on their undefeated season.

- B. Recognition of the **9th Grade Boys' Basketball Team** and their **Coach Michael Siuchta** on their Undefeated Season.

Dr. Colyer introduced the 3rd Quarter Students of the Quarter and Eshika Seth presented them with a certificate in recognition of this honor.

- C. **Dr. Robert Colyer**, Senior High School Principal, **Eshika Seth** and **Allison McVey**, Student Representatives to the School Board, to recognize the following students on being named the third quarter **“Students of the Quarter”**.

9th Grade – **Elijah Vivian**
10th Grade – **William Corry**
11th Grade – **Nina Aquilante**
12th Grade – **Alexa Prince**

IV. **BOARD AND COMMITTEE REPORT**

Curriculum/Technology **Linda Fazzini** **1st Tues. 6:30 p.m.**

Mrs. Fazzini reported on the meeting that took place on April 6, 2021. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Community Relations **Colleen Zasowski** **1st Tues. 7:30 p.m.**

Mrs. Zasowski reported on the meeting that took place on April 6, 2021. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

WMCTC **DiBello/Earle/Zasowski** **1st Mon. 7:00 p.m.**

Mrs. Zasowski reported that Joint Operating Committee of the Western Center met on May 3rd and reviewed where they are currently. She stated that the biggest take away from the meeting was the discussion on enrollment for 9th graders and then 10-12. Mrs. Zasowski advised that she asked about the curriculum for 9th graders and whether it differed from the curriculum of the 10th graders and the response was that the Western Center does work to differentiate the instruction for those students coming in at the 9th grade level from that at the 10th grade level. She added that this differentiating of instruction will allow for those students who have more experience under their belts due to coming in at the 9th grade level the opportunity in future years to be able to participate in a co-op experience.

MCIU **Thomas J. DiBello** **4th Weds. 7:00 p.m.**

Mr. DiBello reported that the MCIU Board Meeting was held last week. He spoke about the Harrisburg School District which the IU was tasked with taking over the management of in order to take it from a struggling district with low marks to an appealing school district. He advised that the Superintendent of the Harrisburg School District provided an update and reported that all areas are improving on or ahead of schedule. Mr. DiBello added that the MCIU has put in place a Diversity, Equity and Inclusion Steering Committee and they have started conducting their meetings to see how the IU can improve practices and provide support to all the member school districts.

PSBA Liaison **David Shafer**

Mr. Shafer reported that the PSBA/PASA Conference will be held in person from September 27 through September 29, 2021 at the Kalahari Resort in the Poconos. He advised that the call for the presentation application deadline is due 6/18/2021. Mr. Rizzo commented that he shared this information was shared with the Leadership Team last week and they are already working on submitting proposals.

Acting Supt. Rpt. **Robert Rizzo**

Mr. Rizzo reported that Governor Wolf announced the lifting of orders last Tuesday. He stated that while this is exciting as it marks the entrance into a new phase of community connection

and normalcy, it does come with some caveats. He shared that while the order goes away on May 31st, the health code remains which is where the language regarding contact tracing, quarantining and isolating resides. Mr. Rizzo added that we will still be required to contact trace and quarantine close contacts with no revised definition of close contacts, the masking order will still be in effect and although not mandated, social distancing is still strongly recommended. He next reported that the Spring-Ford Area School District is conducting a series of campus climate checks to obtain feedback from students, faculty and staff about many aspects of sexual harassment such as awareness of existing programs and knowledge of how to recognize sexual harassment. Mr. Rizzo advised that next week students in grades 7-12 will be sent a Title IX Climate Survey which will be optional and all responses will be anonymous. He noted that any parent wishing to preview the survey may do so by going to the Title IX page of the district website under Human Resources. He stated that the Office for Civil Rights (OCR) approved the survey and requires that the district conduct a series of climate checks. Mr. Rizzo reported that Special Education Supervisor Katie Davis had taken the lead on the Parent Advisory Committee Initiative. He commented that she attended a two-day workshop entitled, Family Engagement and is in the process of gathering information from other school districts. He advised that the plan is to gather information as well from families on how to best solicit parent input, set up parent focus groups, create a Google form to garner areas of interest, and find the best modality to receive information. He relayed that the parent advisory committee along with Mrs. Davis will be working on building a more robust parent resource hub on the district's website for parents/guardians of students with special needs, create opportunities for parent meetings throughout the 2021-2022 school year either monthly or quarterly via virtual Q&A type sessions, in-person meetings with potential childcare being provided via student groups in order to assist parents, and potentially bringing in guest speakers throughout the year. Mr. Rizzo thanked the Board for their commitment to the students by approving the 2021-2022 Plan. He stated that this allows us to move forward and take a proactive approach towards doing what is best for students. Mr. Rizzo advised that he is meeting with the Steering Team and sub-committee chairs to discuss the needs and considerations for next year. He added that the district is analyzing each need previously mentioned by prioritizing based on a 1 to 3 system with 1 being the highest priority and 3 being "nice to have". He reported that his administrative cabinet met last week to discuss the steps required to utilize the ESSER Funds and ensure that we follow the prescribed steps.

Nurse's Report Trisha Smith

Mrs. Smith reported that the nurses processed 27 positive cases since her last report of which 10 were possibly infectious while at school. She advised that as a result they had to contact trace and quarantine 75 individuals.

Mrs. Smith was asked if the nurses were seeing fewer cases and she replied yes that the number had decreased. An inquiry was made as to how many nurses the district has on staff and the response was 18. She was next asked if a high school senior or junior was fully vaccinated and were two or more weeks out from having received that final dose, was it necessary for them to quarantine if they are deemed to be a close contact and Mrs. Smith replied no and advised that the nurses are tracking this as parents are being asked to provide the immunization card showing the vaccination. She and that as long as fully vaccinated students were symptom free they could remain in school.

Solicitor's Report Mark Fitzgerald

Mr. Fitzgerald reminded the board that as we head towards June 30th, we are supposed to see the state budget. He added that there are no less than 11 school code bills pending along with multiple changes to the Right to Know Law and a number of areas being addressed with the Charter School Law. Mr. Fitzgerald advised that he believes that the charter school issue may be coming to a head as the Governor fired the Charter School Appeals Board. He added that the Appeals Board are essentially the gatekeepers for the approval or denial of all charter throughout the state. Mr. Fitzgerald commented that as it stands right now, there is not a

single member of the board other than the Acting Secretary of Education to hear either renewals of charters or any new applications. Mr. Fitzgerald felt that there would be some interesting developments coming up in the next 4 to 5 days.

V. MINUTES

There were no questions or comments.

- A. Administration recommends approval of the April 12, 2021 Work Session minutes.
(Attachment A9)

VI. PERSONNEL

Mrs. Earle commented on Item A2 saying she appreciates Mrs. Fern and expressed her thanks for the help provided when she was newly elected to the School Board. She wished Mrs. Fern much happiness in her retirement.

A. Resignations

1. **Joanne D. Camlin**; Elementary Teacher, Upper Providence Elementary School, for the purpose of retirement. Effective: August 23, 2021.
2. **Diane M. Fern**; Executive Secretary-Superintendent's Office, District Office, for the purpose of retirement. Effective: September 2, 2021.
3. **Dana Ignatovig**; Instructional Assistant, Extended School Year. Effective: May 3, 2021.
4. **Zoe D. Jacobs**; Instructional Assistant, Extended School Year. Effective: May 6, 2021.
5. **Alexander M. Kraft**; Instructional Assistant, Extended School Year. Effective: May 7, 2021.
6. **Louis M. Rizzo**; Co-Ed Fitness Intramural # 1- Grade 5-6. Effective: May 7, 2021.

B. Professional Employee

1. **Megan N. Yakupcin**; Special Education Teacher, Evans Elementary School, replacing Julie Grady who resigned. Compensation has been set at M+18, Step 7, \$67,886.00 with benefits per the Professional Agreement. Effective: August 25, 2021.

C. Temporary Professional Employee

1. **Joseph N. DiMino**; Chemistry Teacher, Senior High School, replacing Patricia J. Voorstad who retired. Compensation has been set at M, Step 1, \$52,250.00 with benefits per the Professional Agreement. Effective: August 25, 2021.

D. Support Staff

1. **Michael G. Leszkowicz Jr.**; Support Technician, 8th Grade Center, replacing Bernadette J. Crenshaw who had a change of status. Compensation has been set at \$19.60/hour with benefits per the Support Technician Benefit Summary. Effective: May 17, 2021.

E. Change of Status

1. **Michael J. Barber**; Custodian, Senior High, to Head Custodian, Limerick Elementary School, replacing Karen Boyer who retired. Compensation has been set at \$22.96/hour plus \$1.25/hour head custodian stipend with benefits per the Custodial Benefit Summary. Effective: July 1, 2021.
2. **Philip P. Leddy**; 10-Month House Principal, 5/6th Grade Center, to 12-Month House Principal, 5/6th Grade Center, replacing Jennifer M. Rinehimer who had a change of status. Compensation has been set at \$117,600.00, prorated with benefits per the Act 93 Agreement. Effective: July 1, 2021.
3. **Aaron G. Scott**; Junior Network Systems Administrator, District Office, to Network Systems Administrator, District Office, replacing Robert Cywinski who retired. Compensation has been set at \$74,000.00, prorated with benefits per the Administrative Support Benefit Summary. Effective: July 6, 2021.

- F. Administration recommends approval of the following Support Staff as an Instructional Assistant for the 2021 Extended School Year Program (ESY). The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation for new employees will be set at \$16.36/hour non-degree rate or \$17.36/hour degree rate. Current hourly employees will be paid at their current Instructional Assistant hourly rate plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania.

1. **Lorella M. Edwards**

- G. Administration recommends approval of the following Music Teacher for the 2021 Summer Instrumental Program. Compensation will be set at \$30.00/hour and will be funded through student tuitions collected for the lessons. There will be no cost to the district.

1. **Brett M. Slifer**

- H. Administration recommends approval for **Erin Hughes** and **Sarah Toback** to be hired as 2021 Summer R.A.M.S. Coordinators. Compensation has been set at \$40.00/hour plus benefits (FICA & Retirement), not to exceed 140 hours each. Funding will be paid from the ESSER Grant. Effective: June 1, 2021.

- I. Administration recommends the approval of the following Professional Staff as Teachers for the 2021 Summer R.A.M.S. Program. Compensation has been set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be paid from the ESSER Grant.

1. **Sharon A. Abrams**
2. **Beverly Albright**
3. **Erik B. Ammon**
4. **Celeste D. Baumgardner**
5. **Kris R. Bautsch**
6. **Mary K. Blank**
7. **Mary K. Burkholder**
8. **Daniel R. Butterweck**
9. **Christopher D. Cameron**

10. **Maria Carroll**
11. **Stephanie M. Cooper**
12. **Maria L. Cottman**
13. **Jessica M. Craig**
14. **Rachel M. Custer**
15. **Sheila Egleston**
16. **Kathryn L. Ellor**
17. **Christa J. Ellsesser**
18. **Maureen E. Faulkner**

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|-------------------------------|-----------------------------|
| 19. Alexandra I. Fritsch | 38. Kourosh Parsia |
| 20. Laura E. Goodhart | 39. Kiera M. Phillips |
| 21. Rachelle Hafer | 40. Jeannine Plitnick |
| 22. Keith A. Heffner | 41. Cheryl A. Rabinowitz |
| 23. Lauren M. Henzie | 42. Shawn Riordan |
| 24. Eric J. Hill | 43. Gina M. Romanelli |
| 25. Susanne M. Hunsberger | 44. Anne M. Schwenk |
| 26. Kristen J. Johnson | 45. Georgeiann C. Sklenarik |
| 27. Mary E. Jones | 46. Holly Smith |
| 28. Marlene Kimble | 47. Megan M. Stauffer |
| 29. Julie M. Korchowsky | 48. Maria A. Talone |
| 30. Brian J. Kraeer | 49. Shayne M. Tobin |
| 31. Leah L. Keyser | 50. Jacqueline M. Trianosky |
| 32. Marisa Lacy | 51. Susan L. Trimble |
| 33. Sara T. Lansdown-Flannery | 52. Kaylee J. Wallis |
| 34. Nicholas J. Latch | 53. Katelyn M. Walsh |
| 35. Jennifer D. McGlade | 54. Rachel M. Weigel |
| 36. Samantha J. Mutchnick | 55. Christi M. Wichner |
| 37. Marilyn T. Nepps | 56. Amanda L. Zatko |

VII. FINANCE

Mrs. Zasowski advised that Item M will be revised for next month's meeting as the correct dollar amount should be \$30,000.00. She asked if the budget was still at 3% and what the status was on this. Mr. DiBello stated that as directed by the board they are at 3%. She inquired as to whether the board wanted to continue to move forward with this and there were no comments made regarding this.

A. Administration recommends approval for next month's payroll, taxes, all benefits, transportation contracts, IU contracts, Vo-Tech payments, debt service payments, utility bills, maintenance agreements, copier leases, equipment maintenance, federal grants, insurance, and discounted invoices.

B. Checks:

- | | |
|---|-----------------|
| 1. <u>General Fund Checks</u> | |
| Check No. 212677 – 212840 | \$ 815,603.75 |
| 2. <u>Food Service Checks</u> | |
| Check No. 2129 – 2136 | \$ 620.69 |
| 3. <u>Capital Projects</u> | |
| Reserve Fund: Check No. 88 - 89 | \$ 2,424.17 |
| 4. <u>General Fund, Food Service, Capital Reserve & Projects ACHs</u> | |
| ACH 202101685 – 202101895 | \$ 3,374,338.29 |
| 5. <u>Wires</u> | |
| 202000124 – 202000136 | \$ 2,780,947.78 |
| 6. <u>Procurement Payments</u> | |
| 200000175 – 200000229 | \$ 21,624.92 |

- C. The following monthly Board reports are submitted for your approval:
- Skyward Reports
 - Check Register (General Fund, Food Service, Capital Reserve, Capital Projects, Scholarships, Wires and Procurement)
 - ACH Check Register (General Fund, Food Service, Capital Reserve, and Capital Projects)
 - Wires Register (General Fund, Food Service, Capital Reserve, and Capital Projects)
- D. Administration recommends approval of the following independent contracts:
1. **Eric Belcher, Give and Take Jugglers – Philadelphia, PA.** Provide a total of four assemblies for students at Upper Providence Elementary School. Funding will be paid by the Upper Providence Home and School Association and shall not exceed \$2,800.00.
 2. **Capstone Academy – East Norriton, PA.** Approval of additional funding to provide related services for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$53,426.00.
 3. **Carlos Wiley - Boalsburg, PA.** Provide consultative services for the district with respect to the District's Equity, Diversity, and Inclusion initiatives, including the creation and implementation of an Inclusive Excellence Plan for the District during the 2021-2022 school year. The total cost shall not exceed \$10,000.00 and will be paid from Title II Funds.
- E. Administration recommends approval of **Resolution 2021-18** for the adoption of the 2021-2022 General Fund Budget in the amount of \$179,676,136.00 which represents a tax increase of 3.0% (millage 29.0316). (**Attachment A10**)
- F. Administration recommends approval of **Resolution 2021-19** for the 2021-2022 Homestead and Farmstead Exclusion. (**Attachment A11**)
- G. Administration recommends approval of a confidential settlement and release agreement **#2021-02** with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed \$66,490.00.
- H. Administration recommends approval to renew the district's agreement with **Aramark** to manage the District Food Service Program for the 2021-2022 fiscal year. This renewal is the second of four one-year renewals to the Food Service Management Agreement of 2019-2020. The renewal is consistent with the terms of the district's original RFP as approved by the Pennsylvania Department of Education. Aramark will continue to provide management services and will fill positions upon attrition of Spring-Ford Food Service Employees.
- I. Administration recommends approval to continue with the legal services, for the 2021-2022 fiscal year, of **Fox Rothschild LLP** at a blended hourly rate of \$195.00 per hour for those services listed in the Agreement. Items not covered under the Agreement of Services Letter will be billed at the established rates under the Miscellaneous Matters and Rates as outlined in the Fox Rothschild Agreement. There is no increase from last year's rates.

- J. Administration recommends the approval of the High School Activities Accounts for the 2020-2021 school year. Each activity group has completed signature records and a listing of officers.
- K. Administration recommends the approval of the 8th Grade Center Activities Accounts for the 2020-2021 school year. Each activity group has completed signature records and a listing of officers.
- L. Administration recommends the approval of the 7th Grade Center Activities Accounts for the 2020-2021 school year. Each activity group has completed signature records and a listing of officers.
- M. Administration recommends the approval of the purchase of a NewTek TriCaster TC2 for use in the Steve Bonetz TV Studio as part of the RCTV long-term refresh plan. This equipment will replace the current TriCaster 8000, which will be repurposed in the RCTV Mobile Production Trailer. Funding will be paid from Capital Reserve and shall not exceed \$25,000.00.

VIII. PROGRAMMING AND CURRICULUM

Dr. Wright asked about Items J-L wondering about the benefits of using the IU and the negotiations that take place for the purchasing that we can do as a consortium. Mr. DiBello spoke of how the IU goes out and negotiates best pricing with different groups and then when we as a district go out to purchase something we then check with the IU to see if the pricing they have already pre-negotiated with their buying power makes sense for us to move in that direction or go out and get our own pricing. Mr. DiBello provided some examples of times when we were able to achieve better pricing on our own as opposed to going through the IU Consortium.

- A. Administration recommends the approval of the **English Language Tutoring Plan**. This plan offers small group tutoring for English Learners (ELs) over the summer. The total cost shall not exceed \$20,000.00 and will be paid from ESSER Grant Funds.
- B. Administration recommends the renewal of **NWEA MAP**. This is a three-year contract which will be paid in equal portions annually. The annual cost is \$57,500.00 for a total not to exceed \$172,500.00. This is a budgeted item to be paid for from the Curriculum Budget.
- C. Administration recommends the renewal of **Discovery Education Streaming Plus Package**. This resource is purchased through the Montgomery County Intermediate Unit at a discounted consortium price. Discovery Education provides access to K-12 digital content for multiple content areas. The purchase shall not exceed \$16,000.00 and will be paid from the 2021-2022 Curriculum Budget.
- D. Administration recommends the renewal of **Nearpod**. This is for one-year district digital licenses which includes access to academic content as well as Social Emotional Learning resources. The total cost shall not exceed \$33,000.00 and will be paid from the Curriculum Budget.
- E. Administration recommends the approval of purchases from **Hand2Mind, Lakeshore, and School Specialty** for Brooke Elementary for the purpose of Title I Math instructional resources and supplies. The total cost shall not exceed \$3,400.00 and will be paid from Title I Funds.

- F. Administration recommends the approval of purchases from **Hand2Mind, Lakeshore, School Specialty, and Scholastic** for Royersford Elementary for the purpose of Title I Reading and Math instructional resources and supplies. The total cost shall not exceed \$5,700.00 and will be paid from Title I Funds.
- G. Administration recommends the approval of purchases from **Hand2Mind and Lakeshore** for Spring City Elementary for the purpose of Title I Reading and Math instructional resources and supplies. The cost shall not exceed \$2,300.00 and will be paid from Title I Funds.
- H. Administration recommends the approval of purchases from **Hand2Mind, Lakeshore, School Specialty, Kurtz Bros., Nasco, and Charles J. Becker & Bros., Inc.** for the 5/6 Intermediate Building for the purpose of Title I Reading and Math instructional resources and supplies. The total cost shall not exceed \$8,400.00 and will be paid from Title I Funds.
- I. Administration recommends the purchase of **Smart Panels** from Visual Sound as part of the Smart Panel Project. Quotes were received through Co-Stars. The total cost shall not exceed \$500,000.00 and will be funded from the Capital Reserve to be repaid from the Technology Budget.
- J. Administration recommends the renewal of the contract with the MCIU for **RWAN Services** (Internet Connection) for the 2021-2022 school year. Funding will come from the Technology Budget and shall not exceed \$43,000.00.
- K. Administration recommends the renewal of the contract with the MCIU for **Safari Montage** for the 2021-2022 school year. Funding will come from the Technology Budget and shall not exceed \$12,000.00.
- L. Administration recommends the renewal of the contract with the MCIU for **E-Rate Services** for the 2021-2022. Funding will come from the Technology Budget and shall not exceed \$10,000.00.
- M. Administration recommends the renewal of the contract for **Assessment Builder** from PowerSchool for the 2021-2022 school year. Funding will come from the Technology Budget and shall not exceed \$7,000.00.
- N. Administration recommends the renewal of the contract for **Performance Tracker** from PowerSchool for the 2021-2022 school year. Funding will come from the Technology Budget and shall not exceed \$15,000.00.

IX. **CONFERENCES AND WORKSHOPS**

There were no questions or comments.

- A. **Khrystin Herb**, SAP Coordinator, to attend the virtual *“Social-Emotional Learning Symposium”* on May 5, 2021. The total cost of this conference is \$25.00 (registration). No substitute is needed.
- B. **Kati Ellor**, Autistic Support, to attend the virtual/asynchronous *“VB MAPP Web Based Training”*. The total cost of this conference is \$149.00. No substitute is needed.
- C. **Kati Ellor**, Autistic Support, to attend the virtual *“Essentials for Living Training”* on May 24 and May 25, 2021. The total cost of this training is \$482.00 (registration and two days of substitute coverage).

X. OTHER BUSINESS

Mr. DiBello asked how Item D works from a board secretary standpoint and wondered if a temporary board secretary could be appointed until Mrs. Fern's position is filled in the future. Mr. Fitzgerald explained that the board secretary position is a four-year appointment and that at one time when Mrs. Fern was out the board had appointed a temporary board secretary so this could take place again with the caveat that it is subject to the board permanently filling the position.

A. The following policies are submitted as a second reading for approval at the next Board Meeting:

1. Policy #703 – PROPERTY: Sanitary Management (**Attachment A12**)
2. Policy #704 – PROPERTY: Maintenance (**Attachment A13**)
3. Policy #708 – PROPERTY: Lending of School Owned Equipment And Books (**Attachment A14**)
4. Policy #710 – PROPERTY: Use of Facilities By Staff (**Attachment A15**)
5. Policy #805 – OPERATIONS: Emergency Preparedness and Response (**Attachment A16**)
6. Policy #901 – COMMUNITY: Public Relations Objectives (**Attachment A17**)
7. Policy #902 – COMMUNITY: Publications Program (**Attachment A18**)
8. Policy #905 – COMMUNITY: Citizen Advisory Committees (**Attachment A19**)
9. Policy #908 – COMMUNITY: Persons in Parental Relations (**Attachment A20**)
10. Policy #909 – COMMUNITY: Municipal Government Relations (**Attachment A21**)
11. Policy #912 – COMMUNITY: Relations with Educational Institutions (**Attachment A22**)
12. Policy #913 – COMMUNITY: Non-School Organizations/Groups/Individuals (**Attachment A23**)
13. Policy #914 – COMMUNITY: Relations With Intermediate Unit (**Attachment A24**)

B. Administration recommends approval of the Parent Permission and Release of Liability Waiver for the parents of a Spring-Ford student requesting permission to personally transport their child home from the Music Department's approved trip to Orlando, Florida in March 2022.

C. Board approval is needed for the appointment of **James D. Fink**, Chief Financial Officer, to the Office of Board Treasurer of the Spring-Ford Area School District Board of Directors for the term of one (1) year, effective July 1, 2021.

D. Board approval is sought for the resignation of **Diane M. Fern** as the Board Secretary of the Spring-Ford Area School District Board of Directors, effective June 30, 2021.

XI. BOARD COMMENT

Mrs. Zasowski asked Mr. Rizzo if there was any update on graduation tickets and he advised that Dr. Colyer sent out a notification last week to the senior families that the ticket count would not be two as originally thought but rather somewhere in the 4-6 tickets per graduate range but that it will really come down to how many we can comfortably fit while still being cognizant of social distancing to a certain degree.

Mr. DiBello asked for clarification saying if the restriction for capacity is lifted then he does not believe there is a requirement for social distancing. Mr. Rizzo confirmed this was correct saying that it came down to required versus recommended. Mr. Rizzo spoke about the stadium capacity and said that there are many factors being taken into account and whether we want to provide an opportunity for those families that may not be comfortable in a crowded environment. Mr. DiBello stated that he wanted to make sure that the message we are delivering is not conflicting as far as what is being stated by the Governor.

Mrs. Melton asked if county has weighed in at all and Mr. Rizzo replied that all the local superintendents found out about this at the same time and there was not a lot of clarity provided. He indicated that districts decided they are going to follow the Department of Health and PDE's recommendations. Mr. Rizzo advised that he received word that the superintendents will be receiving another update tomorrow.

Mr. Jackson asked Mr. Fitzgerald if he could add anything to this and he replied that Mr. Rizzo rightly described what was happening. He added that he believed that we are going to see more on this in the short-term and in the long-term with regards to government oversight but what we do will more than likely be a local decision and we will receive far less mandates so it will all be at our discretion on how we want to define what mitigation efforts we want to put in place. Mr. Jackson asked Mr. Rizzo what metric would be used to determine a separate group so that it is segregated from the rest of the body, for example would square footage be used? Mr. Rizzo stated that this is a tough one to gauge and they really do not know yet but at this point we at least want to consider it. He added that they are working quickly and daily on this.

Mr. Shafer asked how many graduation tickets students have received in the past and Mr. Rizzo stated that 6 has always been the max. Mr. Shafer acknowledged the administration and the faculty for the Summer R.A.M.S. Program and putting this together. He also thanked the 56 staff members on the agenda who agreed to come in over the summer to help our kids.

Dr. Wright reported that she had the pleasure of attending the Impact Awards and said it was lovely to see so many teachers honored by our student. She added that even though it was not the same type of event as in the past due to COVID restrictions, everyone did a wonderful job of honoring approximately 200 of our teachers. Mr. Rizzo explained that the idea of the Impact Awards is that graduating seniors are able to identify a teacher, a staff member, a custodian, or anyone working for the district who has really impacted their lives in some capacity. The Impact Awards event is when the teacher and the nominating student come out for this powerful, fun evening.

Mr. Jackson commented that he feels there is some misinformation circulating in the community regarding motions and he wanted to provide an explanation. He stated that a board member can make a motion at any time that would not be on the original agenda as every motion does not appear on the agenda and he provided examples of motions he could potentially make right now.

XII. PUBLIC TO BE HEARD

Anthony Frigo, Linfield, commented on letter he circulated to board members today regarding BLM stickers being in schools and felt that those stickers did not belong in schools and were a violation of the first and fourteenth amendment.

Mr. Jackson expressed support of Mr. Frigo's position that they be removed. Mr. Rizzo advised that he would look into this and follow up with Mr. Frigo.

Michael Lebieczinski, Royersford, stated that in light of the updated CDC's and PA Department of Health mask guidance which announced that masks are now optional for athletes when training or competing. He questioned why Spring-Ford athletes are still required to wear masks.

Mr. DiBello asked Mr. Fitzgerald for clarification on what the Montgomery County Department of Health's stance was and he replied that they have not made any changes with regards to the mask mandate. Mr. DiBello advised that we are still required to follow what the mandates imposed by the Montco Department of Health and Mr. Fitzgerald confirmed this was correct. Mrs. Zasowski asked when the county may meet again and have these types of discussions and Mr. Fitzgerald replied that the meetings and the mandates seems to come out of the blue as they have not normally advertise these ahead of time.

Erica Hermans, Royersford, stated that the hiring of a superintendent is a key responsibility entrusted to a board as it is a decision that has wide-reaching and long-lasting impact. She felt that possibly Mr. Rizzo is the best candidate but that not putting him up against other candidates was a dereliction of the board's responsibilities.

Mrs. Zasowski disagreed saying the board has been met with a lot of struggles over the past 15 months and that she agrees with the motion made as there was no point in wasting any more taxpayer dollars, district resources, time or effort in looking for what we already have with Mr. Rizzo.

Mr. Jackson stated that each individual at the table made a conscious choice to run for school board and they are 9 individuals of a conforming board. He added that at the board meetings there is one vote per person and he recalled that the vote for Mr. Rizzo was 8-1 so this was the direction the board wanted to go.

Dr. Wright commented that this is not really supposed to be a back and forth but rather an opportunity for the community to make their comments. She questioned all of the statements that people make but yet this topic is the one that the board is choosing to dwell on. Dr. Wright recapped that Ms. Hermans was expressing her point of view about the way this was presented and felt that if it was on the agenda then it is better for the community.

Mrs. Earle agreed with Dr. Wright saying that every board meeting she has been to it is stated that this is not a Q&A session but rather a community comment time and if there are questions then they need to be submitted ahead of time or addressed to an administrative staff member.

Mrs. Zasowski explained that she believes that when we were in the thick of the pandemic the comment section was not a Q&A as there were things coming at this from all directions. She stated that if anyone looks back at the last several meetings you will see that Mr. Rizzo has responded to a number of inquiries that have been made as have board members. Mrs. Zasowski felt that the climate has changed.

Abby Deardorff, Royersford, stated that since there have been multiple updates regarding diversity, equity and inclusion and she questioned if feedback could be provided to the community on why a Black Lives Matter sticker is inappropriate.

Mr. Jackson stated that he answered the question from Mr. Frigo and he also feels that it should be removed as well and any other political or sticker of controversy should not be posted in school as well.

Eshika Seth commented that the statement made was that it was unconstitutional and according to Tinker versus Des Moines in 1969 it is not. She added that in court cases ruling the first amendment in public schools; any school official cannot censor student speech unless it is disrespectful to the education system which it is not.

Mr. DiBello stated that in the past there were other stickers or things like Mr. Jackson had mentioned such as the confederate flag that were removed. He added that if you allow one then you have to allow them all.

Mr. Fitzgerald cautioned the board on discussing this information until all of the background is known. He asked the 9 board members to stay viewpoint neutral on all of this while he and the administration look at what the information suggests. He commented that he will provide an update if warranted.

Jennifer Brown, Schwenksville, expressed her support and thanks for the progress made on the Special Education Parent's Advisory Committee/Alliance. She felt this was a win-win situation for parents, students and the school district.

Ruth Hanson, Schwenksville, wanted to voice her support on the formation of the Special Education Alliance to the Parent Advisory Committee. She stated that this will provide an excellent forum for communication between special needs families and district administration.

Kathy Morris, Royersford, thanked Mr. Rizzo and his team for putting together the back-ground work for having the Special Needs Parent's Alliance. She also wanted to advise the administration that several parents have had talks with their IEP Team regarding compensatory education and she knows several of them including herself were told that those evaluations to see if kids qualify have not even been started yet. Ms. Morris urged the administration to get the ball rolling on this in order to not waste any more time that has already been lost due to the pandemic.

Leighann Graham, Limerick, thanked the staff, the teachers and the administration from the Special Education Department as they have gone above and beyond this year for her daughter. She said she has been blown away over the amount of support they have given to her daughter and the flexibility they have shown. Ms. Graham thanked everyone involved for their work on bringing forward the Parent Advisory Committee as it has been a long time coming.

The Board acknowledged the teachers in recognition of last week being Teacher Appreciation Week. They also recognized the Spring-Ford Police Department as this week is National School Police Recognition Week. A special recognition went out to the School Nurses for all they have done supporting students and staff this past year in dealing with the challenge of the pandemic.

XIII. ADJOURNMENT

Mrs. Melton made a motion to adjourn and Mr. Shafer seconded it. The motion passed 9-0. The meeting adjourned at 9:18 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

On May 24, 2021, the Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:37 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Wendy Earle and Dr. Margaret D. Wright
Region II: Clinton L. Jackson and David R. Shafer
Region III: Thomas J. DiBello and Diane C. Sullivan
Presiding Officer: Colleen Zasowski
Acting Superintendent: Robert W. Rizzo
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Eshika Seth

The following Board Member was absent: **Christina F. Melton**

The following Board Members participated via Zoom: **Linda C. Fazzini**

The following Student Representative participated via Zoom: **Allison McVey** (Student Representative to the School Board)

ANNOUNCEMENTS

Mrs. Zasowski announced that Mrs. Fazzini was participating this evening via Zoom and that Mrs. Melton was not able to be in attendance. She advised that there was an additional motion to be added to the agenda for Resolution 2021-25 commending AJ Ranaglia which she read. She also announced that masks will be optional this evening after the student presentations for anyone who is vaccinated depending on each person's comfort level.

Eshika announced that the Spring-Ford Art Department is proud to present the Spring-Ford Virtual Art Exhibit for grades 7 through 12. She advised that the community is able to enjoy this high-quality 3D art exhibition from home featuring over 900 works of art, and 13 senior AP spotlights by visiting Spring-Ford.net to start the tour online!

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Mark Dehnert, Limerick Township, recognized Mrs. Fern for all her efforts and wished her well in her retirement. He also thanked the board for moving swiftly to hire Mr. Rizzo as the next superintendent of the district.

Tina Murray, Collegeville, expressed concern and questioned the contract in the Finance section, Letter D3, wondering if the district had vetted this contractor.

II. PRESENTATIONS

Tom Kelly provided some background on Zeswitz Music and advised that they are members of NAMM. He provided the history of the award he was here to bestow and spoke about the overall importance that music plays. He commended the district on being awarded this honor from the NAMM Foundation as one of The Best Communities for Education for the fifth time.

- A. **Tom Kelly of Zeswitz Music** to recognize the Spring-Ford Area School District on being named as NAMM's one of the **"Best Communities for Music Education"** for the 5th Year.

Mr. Jones introduced the Band and Orchestra Students present this evening, spoke about their accomplishments and presented them with resolutions from the board in honor of their success this year.

- B. Presentation of **Resolution #2021-10** commending **Jessica Pan** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band. **(Attachment A1)**
- C. Presentation of **Resolution #2021-11** commending **Ryan Henkels** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band, 2021 District 11 Orchestra, and the 2021 All-State Orchestra. **(Attachment A2)**
- D. Presentation of **Resolution #2021-12** commending **Aiden Rizzo** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band, 2021 District 11 Orchestra, and the 2021 All-State Orchestra. **(Attachment A3)**
- E. Presentation of **Resolution #2021-13** commending **Samuel Brown** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band, 2021 District 11 Orchestra, and the 2021 All-State Concert Band. **(Attachment A4)**
- F. Presentation of **Resolution #2021-14** commending **Anne Rizzo** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Band, 2021 District 11 Orchestra, and the 2021 All-State Concert Band. **(Attachment A5)**

Mrs. O'Dea introduced the Choral Students present this evening, spoke about their accomplishments and presented them with resolutions from the board in honor of their success this year.

- G. Presentation of **Resolution #2021-15** commending **Anne Rizzo** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Choir. **(Attachment A6)**
- H. Presentation of **Resolution #2021-16** commending **Sunidhi Srinivas** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Choir. **(Attachment A7)**
- I. Presentation of **Resolution #2021-17** commending **Owen Wright** for being selected for the Pennsylvania Music Educators Association 2021 District 11 Choir. **(Attachment A8)**

Ms. Jeanette Walker spoke about the Unified Track Team and the events students participate in. She spoke of the team practices and the dedication of the student-athletes as well as the dedication of the staff and coaches to these athletes. She provided some background on Unified Track Team and its history at Spring-Ford. **Mrs. Susan Boring** spoke about her experience with the program and the impact it continues to make on her. The Unified Track Team Members individually spoke about what the program means to them.

- J. **Jeanette Walker**, Learning Support Teacher and Unified Track Coach, to recognize the **Spring-Ford Area School District Unified Track and Field Team**.

Dr. Colyer recognized and thanked Eshika Seth for her two years of service as the Student Representative to the School Board and for her dedication to the school board, community and district.

- K. Farewell to the current Student Representative to the School Board, **Eshika Seth**.

Dr. Colyer introduced Aditi Mangal and stated that she will officially start her position as the Student Representative to the School Board in June. Aditi stated that she is excited to be here and meet everyone. She thanked the board for this valuable opportunity. She also thanked her teachers, the school board, High School Principal Dr. Colyer, Senior House Principal Dr. Ruppert, her Guidance Counselor Mrs. Chambers, 9th Grade Principal Dr. Weidenbaugh and her Gifted Mentor Mrs. Hafer for always supporting her. She advised that she has been working as a High School Ambassador for the past 2 years in school activities and she hopes to continue to work to make Spring-Ford a better place and help it flourish. Aditi stated that she looks forward to working with the school board and putting in her best effort as the Student Representative to the School Board over the next two years.

Mrs. Zasowski welcomed Aditi and thanked Eshika for her service. She presented Eshika with a farewell gift on behalf of the board.

Dr. Wright thanked Eshika for being a strong role model for the female students as well as the male students. She wished her good luck with her future plans which Eshika revealed that she was moving on to study a double major in international business and international relations at UC San Diego.

L. Introduction of the new Student Representative to the School Board, **Aditi Mangal**.

Dr. Murray and Dr. Rochlin presented the plan for the Future of Spring-Ford Learning and the plans to grow and expand cyber learning. Dr. Murray spoke of the five-year plan that was being worked on and ultimately was thrust into immediate action due to the COVID Pandemic. She stated that they have seen some success and must now build upon the success from this past year in areas including technology infrastructure, modernizing learning, hybrid program, maintaining educational evolution and lessons learned during COVID. Dr. Murray discussed the impacts of building K-12 digital content and courses.

Dr. Rochlin spoke about long-range planning from the start of virtual learning at Spring-Ford in 2012 through future plans that will take us through 2030. She advised that they will be using the Canvas Platform to build out the courses over a period of five years and that those courses in Canvas will match the Spring-Ford program of studies. Dr. Rochlin noted that Spring-Ford Teachers will participate in professional development and training as well build all courses and then facilitate those courses. She advised that the courses will be vetted by the Spring-Ford Curriculum and Administrative Team for quality assurance throughout the process. Dr. Rochlin added that the courses will be maintained and updated as need, professional development and training for new teachers will be ongoing, new courses will be added and that courses will be further developed to eventually offer hybrid options for students. She next presented the course build timeline which included the number of courses to be built each year, the cost to build each full year course as well as the cost to build a complete full year of courses. She stated that the ESSER funding the district is receiving which will expire in September of 2024 will pay for the first 3 years of course building. Dr. Rochlin commented that in order to bring this to reality they are looking for board support of the two motions on the agenda this evening which include approval of the professional development plan and the approval for year one course build out. She added that what was presented this evening is supported by the Spring-Ford Education Association.

Board Members questioned the metrics for finding the right teachers to build the courses, what additional technology or staff would be needed, whether the build out could be accelerated and the ceiling on the district's use of ESSER funding. It was advised that teachers must be certified in the subject area that they wish to build a course, no additional technology or staff is anticipated to be needed, that if there are enough teachers that are certified and want to help facilitate the course building then the build out can be accelerated, and that a tally was being kept on the amount of ESSER funds received and what is being spent. It was felt that this was a good use of the

ESSER funding and that the hope is that some students who have left Spring-Ford to attend private charter schools may return.

Mr. DiBello felt that the Curriculum Budget should be increased to accommodate for any additional needs in the future.

A breakdown of students currently enrolled in district's cyber school program was provided. The plan for students with IEPs was discussed and it was reported that there will be a full-time special education teacher for students in grades K-12 to help support the special needs students enrolled in the program. Also discussed was the plan to expand a hybrid version of cyber learning.

M. **Dr. Kelly Murray**, Director of Curriculum, and **Dr. Heidi Rochlin**, Spring-Ford Cyber Learning Principal and Supervisor of Curriculum, to present **The Future of Spring-Ford Learning**.

III. BOARD AND COMMITTEE REPORT

Student Rep. Report Eshika Seth/Allison McVey

Eshika reported on the events that took place which included AP Exams being administered, the Impact Award Ceremony, the Spring Play, the Senior Event, Senior Decision Day, Makeup AP Exams, In-service day on Election Day, SAT Bootcamp, the Senior Academic Awards Ceremony and the Music Department's Spring Concert. Allison reported on the events coming up which included Keystone Exams, Senior Commencement Awards and Scholarship Night, no school on Memorial Day, the Senior Athletic Banquet, the WMCTC Senior Recognition Night, SAT's, Graduation, the Biology Keystone Exam, the last day for seniors, the last day for all students, and the last day for teachers.

Allison stated that it has been a pleasure to work with Eshika this year as her drive and passion for advocating for her peers is something that she admired. She added that she was sure Eshika will continue to have a great impact in all of her future endeavors. She wished Eshika well and the best of luck. Allison next welcomed Aditi and congratulated her on being named as the new Student Representative to the School Board. Allison stated that she is very excited to begin working with Aditi. She added that serving on the board is an incredible and memorable experience and one that she was sure Aditi would find a lot of value in.

Finance Thomas DiBello 2nd Tues. 6:30 p.m.

Mr. DiBello reported on Finance Committee meeting that took place on May 11, 2021.

The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Mr. DiBello announced that he had been thinking about the \$963,000 that was left from the high school construction project along with the \$100,000 that has been saved due to salary changes. He suggested that the board take that \$1,063,000 and move \$500,000 to Capital Reserve, take \$463,000 and move that to Curriculum and add the \$100,000 to the Real Estate Transfer Tax. Mr. DiBello advised that by doing all of this the tax increase would come down to somewhere around 1.9% from the 3% it currently is at.

The Board was in agreement with moving in this direction. Mr. Fink and Mr. Fitzgerald were continuing to work on the calculations to revise the budget and will provide those figures once they have them ironed out so that the board has them in time to vote on the budget and the farmstead/homestead motions.

Extracurricular David Shafer 3rd Mon. 7:30 p.m.

Mr. Shafer reported on Extracurricular Committee meeting that took place on May 17, 2021.

The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Property

Clinton Jackson

2nd Tues. 7:30 p.m.

Mr. DiBello reported on Property Committee meeting that took place on May 11, 2021. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Policy

Wendy Earle

3rd Mon. 6:30 p.m.

Mrs. Earle reported on Policy Committee meeting that took place on May 17, 2021. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Legislative Committee

Christina Melton

3rd Weds. 7:30 p.m.

There was no report, committee did not meet.

Mr. DiBello reported that Mr. Fink shared the new budget numbers with him and the tax impact would come down to 1.96%. He recapped that they would be moving the \$100,000 into the Real Estate Transfer tax taking that from \$1.7 to \$1.8 million, moving \$500,000 to the Capital Reserve and moving \$463,000 into Curriculum Reserve. The millage would go from 29.316 down to 28.74.

Mr. Jackson praised Mr. Hunter for his diligence with the high school construction project as it is due to that we were able to realize this \$963,000 savings which in turn has helped us reduce the budget.

Acting Supt. Report

Robert W. Rizzo

Mr. Rizzo read the district's mission statement saying "Spring-Ford Area School District strives to be educationally relevant, focused on achievement and growth, and have a priority on people so that students are fully prepared to positively contribute to their society". He stated that over the last 14 months, our community and district has been challenged like many across the country. Educating our students through a pandemic has caused us to rethink everything we knew about education and focus on divisive topics such as physical health versus mental health; in-person versus virtual instruction; 6' versus 3'; in-person events versus virtual events; masks on versus masks off; close contact quarantining with little evidence to support the need; building closures; and a whole litany of other things. He added that the divisive nature of these discussions has caused a lot of community angst and, in some cases, mistrust of the district. Our community has been pitted against each other with very impassioned debates on either side of a plethora of issues. We are now finally coming to a place where we are again pulling together to close out our school year and plan for Spring-Ford's future. Mr. Rizzo reported that although the Equity, Diversity, and Inclusion committee has been meeting regularly for the last two years, we are once again faced with another potentially divisive situation that deserves our attention. He stated that being a predominantly white suburban community, Spring-Ford is in the process of learning and understanding more about what the terms equity, diversity, and inclusion mean and how to support children. All children. He added that we have a fantastic staff that is dedicated to helping and growing children as well as a plan involving the use of a consultant to support our staff's growth and we have a community that cares for the well-being of our children. Mr. Rizzo commented that while difficult conversations may be in our future, working together as an entire school community to foster safe spaces, unity, respecting and celebrating differences will most benefit each and every one of our students so they are best supported to be "fully prepared to positively contribute to their society." Mr. Rizzo acknowledged Joanne Camlin and Diane Fern on their upcoming retirements. He spoke of their years of service with the district.

Nurse's Report

Trisha Smith

Mrs. Trisha Smith reported that she is happy to report low numbers over the past two weeks since the last board meeting. She advised that there have been only 6 positive cases reported to them that the district has had to process of which 3 were potentially infectious in the schools and this resulted in the district having to quarantine 33 students and staff members as close contacts. Mrs. Smith commented that the district has almost gone back to pre-pandemic nursing recently.

Solicitor's Report

Mark Fitzgerald

There was no report.

Discussion took place on the confusion existing with regards to mandates on the wearing of masks changing so frequently and what the district's directive should be. Mr. Fitzgerald advised that it is arbitrary at this point as he has clients who are permitting no masks during the school day and others who mandated that masks must still be worn as well as everything in-between. Further discussion took place on whether the district can hold commencement with the wearing of masks being optional.

Mr. Rizzo asked Mr. Fitzgerald if the Governor's masking order was still in effect and the response was no and that deference was given to districts to make local decisions at this point. Mr. Rizzo advised on what some of our surrounding districts were doing which many were not planning on changing their masking requirements with there only be a few weeks of school left for this school year.

Mr. Fitzgerald advised that if the board desires to give administration the authority to take action between now and June 15th, reflective of the potential relaxation in mask wearing at such events such as graduation, then the board should give directive to be able to do this and those changes should be reflective in the now antiquated health and safety plan. He added that he would also advise that at the board meeting in June that the board sunset the health and safety plan.

Mrs. Zasowski asked the board members if they were all in agreement to go with Mr. Fitzgerald's recommendation which he repeated saying the board is authorizing the administration to modify the current health and safety plan, reflective of the direction here tonight, to relax any and all masking requirements for an outside non-instructional event such as graduation. A request was made to add the wording that it is optional to wear masks for those who still may choose to wear masks. The board members were all in agreement with this directive.

IV. MINUTES

Mr. Jackson made a motion to approve Items A-B and Mr. DiBello seconded it. The motion passed 8-0.

- A. The Board approved the April 12, 2021 Work Session minutes. **(Attachment A9)**

New Minutes for Approval

- B. The Board approved the April 26, 2021 Board Meeting minutes. **(Attachment A10)**

V. PERSONNEL

Mr. Shafer made a motion to approve Items A-N and Mr. Jackson seconded it. The motion passed 8-0.

A. Resignations

1. **Joanne D. Camlin**; Elementary Teacher, Upper Providence Elementary School, for the purpose of retirement. Effective: August 23, 2021.
2. **Diane M. Fern**; Executive Secretary-Superintendent's Office, District Office, for the purpose of retirement. Effective: September 2, 2021.
3. **Dana Ignatovig**; Instructional Assistant, Extended School Year. Effective: May 3, 2021.

4. **Zoe D. Jacobs**; Instructional Assistant, Extended School Year. Effective: May 6, 2021.
5. **Alexander M. Kraft**; Instructional Assistant, Extended School Year. Effective: May 7, 2021.
6. **Louis M. Rizzo**; Co-Ed Fitness Intramural # 1- Grade 5-6. Effective: May 7, 2021.

New Resignations

7. **Andrew V. Bright**; Biology Teacher, Senior High School. Effective: June 18, 2021.
8. **Kristina S. Altemose**; Speech & Language Therapist, Royersford and Evans Elementary School. Effective: June 18, 2021.
9. **Katherine M. Cieszkowski**; Special Education Teacher, Extended School Year. Effective: May 16, 2021.
10. **Cole N. Lenhart**; Support Technician, 7th Grade Center. Effective: May 11, 2021.
11. **Michelle A. Mack**; Instructional Assistant, Extended School Year. Effective: May 13, 2021.
12. **Shana L. Savard**; Special Education Teacher, Extended School Year. Effective: May 19, 2021.

B. Professional Employee

1. **Megan N. Yakupcin**; Special Education Teacher, Evans Elementary School, replacing Julie Grady who resigned. Compensation has been set at M+18, Step 7, \$67,886.00 with benefits per the Professional Agreement. Effective: August 25, 2021.

C. Temporary Professional Employee

1. **Joseph N. DiMino**; Chemistry Teacher, Senior High School, replacing Patricia J. Voorstad who retired. Compensation has been set at M, Step 1, \$52,250.00 with benefits per the Professional Agreement. Effective: August 25, 2021.

D. Support Staff

1. **Michael G. Leszkowicz Jr.**; Support Technician, 8th Grade Center, replacing Bernadette J. Crenshaw who had a change of status. Compensation has been set at \$19.60/hour with benefits per the Support Technician Benefit Summary. Effective: May 17, 2021.

New Support Staff

2. **Benita A. Boccella**; Instructional Assistant, Spring City Elementary School, replacing Thomas L. O'Connor who had a change of status. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistant Benefit Summary. Effective: June 1, 2021.
3. **Megan Valentino**; Instructional Assistant, Evans Elementary School, replacing Marian E. Polto who retired. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistant Benefit Summary. Effective: August 25, 2021.

E. **Change of Status**

1. **Michael J. Barber**; Custodian, Senior High, to Head Custodian, Limerick Elementary School, replacing Karen Boyer who retired. Compensation has been set at \$22.96/hour plus \$1.25/hour head custodian stipend with benefits per the Custodial Benefit Summary. Effective: July 1, 2021.
2. **Philip P. Leddy**; 10-Month House Principal, 5/6th Grade Center, to 12-Month House Principal, 5/6th Grade Center, replacing Jennifer M. Rinehimer who had a change of status. Compensation has been set at \$117,600.00, prorated with benefits per the Act 93 Agreement. Effective: July 1, 2021.
3. **Aaron G. Scott**; Junior Network Systems Administrator, District Office, to Network Systems Administrator, District Office, replacing Robert Cywinski who retired. Compensation has been set at \$74,000.00, prorated with benefits per the Administrative Support Benefit Summary. Effective: July 6, 2021.

- F. The Board approved the following Support Staff as Instructional Assistants for the 2021 Extended School Year Program (ESY). The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation for new employees will be set at \$16.36/hour non- degree rate or \$17.36/hour degree rate. Current hourly employees will be paid at their current Instructional Assistant hourly rate plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. *Designates new additions since the Work Session.

1. ***Rebecca Blanchard**
2. **Lorella M. Edwards**
3. ***David G. Kinch**
4. ***Jordyn Mayes**

- G. The Board approved the following Music Teacher for the 2021 Summer Instrumental Program. Compensation will be set at \$30.00/hour and will be funded through student tuitions collected for the lessons. There will be no cost to the district.

1. **Brett M. Slifer**

- H. The Board approved **Erin Hughes** and **Sarah Toback** to be hired as 2021 Summer R.A.M.S. Coordinators. Compensation has been set at \$40.00/hour plus benefits (FICA & Retirement), not to exceed 140 hours each. Funding will be paid from the ESSER Grant. Effective: June 1, 2021.

- I. The Board approved the following Professional Staff as Teachers for the 2021 Summer R.A.M.S. Program. Compensation has been set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be paid from the ESSER Grant. *Designates new additions since the Work Session.

- | | |
|----------------------------------|-----------------------------------|
| 1. Sharon A. Abrams | 8. Mary K. Burkholder |
| 2. Beverly Albright | 9. Daniel R. Butterweck |
| 3. *Susan L. Albright | 10. Christopher D. Cameron |
| 4. Erik B. Ammon | 11. *Laura E. Camp |
| 5. Celeste D. Baumgardner | 12. *Lauren M. Carr |
| 6. Kris R. Bautsch | 13. Maria Carroll |
| 7. Mary K. Blank | 14. Stephanie M. Cooper |

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| 15. Maria L. Cottman | 40. Samantha J. Mutchnick |
| 16. Jessica M. Craig | 41. Marilyn T. Nepps |
| 17. Rachel M. Custer | 42. Kourosh Parsia |
| 18. Sheila Egleston | 43. Kiera M. Phillips |
| 19. Kathryn L. Ellor | 44. Jeannine Plitnick |
| 20. Christa J. Ellsesser | 45. *Allie M. Pribula |
| 21. Maureen E. Faulkner | 46. Cheryl A. Rabinowitz |
| 22. Alexandra I. Fritsch | 47. Shawn Riordan |
| 23. Laura E. Goodhart | 48. Gina M. Romanelli |
| 24. Rachelle Hafer | 49. Anne M. Schwenk |
| 25. Keith A. Heffner | 50. Georgeiann C. Sklenarik |
| 26. Lauren M. Henzie | 51. Holly Smith |
| 27. Eric J. Hill | 52. *Dana M. Starkey |
| 28. Susanne M. Hunsberger | 53. Megan M. Stauffer |
| 29. Kristen J. Johnson | 54. Maria A. Talone |
| 30. Mary E. Jones | 55. *Jacqueline Thompson |
| 31. Marlene Kimble | 56. Shayne M. Tobin |
| 32. Julie M. Korchowsky | 57. Jacqueline M. Trianosky |
| 33. Brian J. Kraeer | 58. Susan L. Trimble |
| 34. Leah L. Keyser | 59. Kaylee J. Wallis |
| 35. Marisa Lacy | 60. Katelyn M. Walsh |
| 36. Sara T. Lansdown-Flannery | 61. Rachel M. Weigel |
| 37. Nicholas J. Latch | 62. *Tricia J. Weller |
| 38. *Jessica A. Mayer | 63. Christi M. Wichner |
| 39. Jennifer D. McGlade | 64. Amanda L. Zatko |

New Personnel Motions

- J. The Board approved a contract and granted a commission for **Mr. Robert W. Rizzo** as the Superintendent of Schools for a four-year term, effective July 1, 2021 through June 30, 2025. Mr. Rizzo's salary for the 2021-2022 school year will be \$215,000.00.
- K. The Board approved **Shawn P. Ryan**, as the Supervisor of Operations, Maintenance and Operations Department, replacing Barry Ziegler who had a change of status. Compensation will be set at \$89,500.00, prorated with benefits as per the Act 93 Agreement. Effective: June 7, 2021.
- L. The Board approved **Tara L. Santangelo** and **Sharon Wiltsie** to be hired as 2021 Summer R.A.M.S. Nurses. Compensation has been set at \$40.00/hour plus benefits (FICA and Retirement), not to exceed 60 hours each. Funding will be paid from the ESSER Grant.
- M. **Leave of Absence**
 - 1. **Kiera M. Phillips**; Elementary Teacher, Upper Providence Elementary School, for a child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2021 through the first semester of the 2021-2022 school year.
- N. The Board approved **Rachael L. Saxon** as a Special Education Teacher for the 2021 Extended School Year Program (ESY). The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 24, 2021 through July 29, 2021. Compensation has been set at \$40.00/ hour plus benefits (FICA & Retirement). Funding will be from the Special Education funds. The appointments and payments herein shall be contingent upon the ability as determined by Administration to provide such ESY offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania.

VI. FINANCE

Mrs. Zasowski separated Items E, F, and N and asked that they be voted on first. Mr. Fitzgerald stated that there is an action item, Letter E on the agenda for a vote on the budget and E, F and N are all connected to the budget vote. He added that there needs to be a motion to amend the current Letters E, F and N.

Mrs. Zasowski made a motion to amend the motions for Letters E, F and N that appear on the agenda reflective of the discussion held during the Finance Committee report. Mr. DiBello seconded the motion. The motion to amend passed 8-0.

Mr. Fitzgerald read the newly amended motions which are amended and reflected in the agenda as Letters E, F and N.

Mr. DiBello made a motion to approve Item E as amended and read by the solicitor and Mr. Jackson seconded it. There were no comments from the Board or any public comments on the amended motion. The motion passed 8-0.

Mr. DiBello made a motion to approve amended Items F and N and Mr. Jackson seconded it. Mr. Shafer thanked Mr. DiBello for coming up with this financial idea which ultimately will save taxpayer's money. There were no comments from the public. The motion passed 8-0.

Mr. DiBello asked that Item D3 be separated and Mrs. Zasowski asked that Item R be separated.

Mrs. Fazzini made a motion to approve Item D3 and Mrs. Earle seconded it. Board support was echoed on bringing in a consultant to work through the district's equity, diversity and inclusion initiatives but concern was expressed on making sure the contractor stays within the lanes of why we are bringing them into the district, stays within the scope of the contract and what we are looking to achieve. Dr. Murray and Mrs. Leiss provided clarification on the process and how this contractor was chosen. The motion passed 8-0.

Mrs. Zasowski asked about Item R wondering about the wording "potential for revenue share" and Mr. Fink explained that there will be a 60/40 split on the ticket share but more than likely we will not see a lot of revenue from this as all local police department expenses will be deducted off of the revenue before any share would take place. Mr. Fink added that the main concern was to increase student safety. Dr. Wright made a motion to approve Item R and Mr. DiBello seconded it. The motion passed 8-0.

Mr. DiBello made a motion to approve Items A-S minus E, F, N, D3 and R. Mr. Shafer seconded the motion. The motion passed 8-0.

A. The Board approved next month's payroll, taxes, all benefits, transportation contracts, IU contracts, Vo-Tech payments, debt service payments, utility bills, maintenance agreements, copier leases, equipment maintenance, federal grants, insurance, and discounted invoices.

B. Checks:

1. General Fund Checks

Check No. 212677 – 212840	\$ 815,603.75
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2. Food Service Checks

Check No. 2129 – 2136	\$ 620.69
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3. Capital Projects

Reserve Fund: Check No. 88 - 89	\$ 2,424.17
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4. General Fund, Food Service, Capital Reserve & Projects ACHs
ACH 202101685 – 202101895 \$ 3,374,338.29
5. Wires
202000124 – 202000136 \$ 2,780,947.78
6. Procurement Payments
200000175 – 200000229 \$ 21,624.92

C. The following monthly Board reports were approved:

- Skyward Reports
 - Check Register (General Fund, Food Service, Capital Reserve, Capital Projects, Scholarships, Wires and Procurement)
 - ACH Check Register (General Fund, Food Service, Capital Reserve, and Capital Projects)
 - Wires Register (General Fund, Food Service, Capital Reserve, and Capital Projects)

D. The Board approved the following independent contracts:

1. **Eric Belcher, Give and Take Jugglers – Philadelphia, PA.** Provide a total of four assemblies for students at Upper Providence Elementary School. Funding will be paid by the Upper Providence Home and School Association and shall not exceed \$2,800.00.
2. **Capstone Academy – East Norriton, PA.** Approval of additional funding to provide related services for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$25,000.00.
3. **Carlos Wiley - Boalsburg, PA.** Provide consultative services for the district with respect to Spring-Ford's Equity, Diversity, and Inclusion initiatives, including professional development to include district teams in the creation and implementation of an Inclusive Excellence Plan for the District during the 2021-2022 school year. The total cost shall not exceed \$10,000.00 and will be paid from Title II Funds.

New Independent Contracts

4. **Magic Touch Entertainment – Canadensis, PA.** Provide four assemblies for all students at Upper Providence Elementary entitled "The Brain Show". Funding will be paid by the Upper Providence Home and School Association and shall not exceed \$2,750.00.
5. **Alan J. Grout – Allentown, PA.** Provide a Juggling/Magician/Comedy Show for all 4th Grade Students at Royersford Elementary. Funding will be paid by the Royersford Elementary School Parent Teacher Organization and shall not exceed \$350.00.
6. **Dewayne Hill – Tampa, FL.** Provide a Zoom Magic Show for all 4th Grade Students at Brooke Elementary. Funding will be paid by the Brooke Elementary Home and School Association and shall not exceed \$600.00.
7. **Musicopia – Philadelphia, PA.** Provide two assemblies for all students at Limerick Elementary School entitled "Brazilian Adventure in Music and West African Drum and Dance. There is no cost to the district for these assemblies as all costs are being paid through the Robert L. Bard and Agnes Cook Bard Trust and shall not exceed \$1,100.00.

8. **Capstone Academy – East Norriton, PA.** Provide a 2021 Extended School Year Program and related services for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$51,150.00.
- E. ~~Administration recommends approval of **Resolution 2021-18** for the adoption of the 2021-2022 General Fund Budget in the amount of \$179,676,136.00 which represents a tax increase of 3.0% (millage 29.0316). (**Attachment A11**)*~~ **Amended – new motion below.**
- The Board approved **Resolution 2021-18** for the adoption of the 2021-2022 General Fund Budget in the amount of \$178,577,436.00 which represents a tax increase of 1.96% (millage 28.7379). All previously drafted resolutions shall be null and void and will be reflective of these new numbers. (**Attachment A11**)
- F. ~~Administration recommends approval of **Resolution 2021-19** for the 2021-2022 Homestead and Farmstead Exclusion. (**Attachment A12**)*~~ **Amended – new motion below.**
- The Board approved **Resolution 2021-19** for the 2021-2022 Homestead and Farmstead Exclusion. All previously drafted resolutions shall be modified to reflect the changes at the May 24, 2021 Board Meeting. (**Attachment A12**)
- G. The Board approved a confidential settlement and release agreement **#2021-02** with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed \$66,490.00.
- H. The Board approved renewing the district's agreement with **Aramark** to manage the District Food Service Program for the 2021-2022 fiscal year. This renewal is the second of four one-year renewals to the Food Service Management Agreement of 2019-2020. The renewal is consistent with the terms of the district's original RFP as approved by the Pennsylvania Department of Education. Aramark will continue to provide management services and will fill positions upon attrition of Spring-Ford Food Service Employees.
- I. The Board approved continuing with the legal services, for the 2021-2022 fiscal year, of **Fox Rothschild LLP** at a blended hourly rate of \$195.00 per hour for those services listed in the Agreement. Items not covered under the Agreement of Services Letter will be billed at the established rates under the Miscellaneous Matters and Rates as outlined in the Fox Rothschild Agreement. There is no increase from last year's rates.
- J. The Board approved the High School Activities Accounts for the 2020-2021 school year. Each activity group has completed signature records and a listing of officers.
- K. The Board approved the 8th Grade Center Activities Accounts for the 2020-2021 school year. Each activity group has completed signature records and a listing of officers.
- L. The Board approved the 7th Grade Center Activities Accounts for the 2020-2021 school year. Each activity group has completed signature records and a listing of officers.
- M. The Board approved the purchase of a NewTek TriCaster TC2 for use in the Steve Bonetz TV Studio as part of the RCTV long-term refresh plan. This equipment will replace the current TriCaster 8000, which will be repurposed in the RCTV Mobile

Production Trailer. Funding will be paid from Capital Reserve and shall not exceed \$30,000.00.

New Finance

- N. ~~Administration recommends closing out the fund for the High School Expansion Project as all commitments related to the project have been completed and satisfied. The remaining funds in the construction account in the amount of \$963,224.76 will be returned to the Capital Reserve Fund.~~ ***Amended – new motion below.**

The Board approved closing out the fund for the High School Expansion Project as all commitments related to the project have been completed and satisfied. The remaining funds in the construction account in the amount of \$963,224.76 shall be disbursed as follows \$500,000.00 to Capital Reserve and \$463,224.76 to Curriculum.

- O. The Board approved the Western Montgomery Career and Technology Center's 2021-2022 Budget in the amount of \$7,198,144.00. Spring-Ford's share of the cost is \$2,289,407.00 or an increase of \$160,792.00 from the prior year's budget. The district's contribution calculation is based on the 5-year average ADM ratio per agreement.
- P. The Board approved an independent contract with Rachael Fenyus to provide temporary accounting related services from June 1, 2021 through August 31, 2021 for a staff leave of absence. Services will be provided for a total of 10-15 hours per week at a rate of \$45.00 per hour. Funding will be paid from the Finance Department Budget and shall not exceed \$8,500.00.
- Q. The Board approved **Resolution 2021-20** for the provision of property tax and rent rebates to certain senior citizens, widows, widowers, and disabled persons with fixed and limited incomes; establishing uniform standards and qualifications for eligibility to receive a rebate; and providing penalties for fraudulent claims. **(Attachment A13)**
- R. The Board approved a five-year contract with Buspatrol America, LLC for the installation and operation of stop-arm cameras on our school buses. Buspatrol provides equipment and automated ticketing to drivers passing our school buses illegally at bus stops with the cooperation of our State and Local Police Departments for the safety of our students. Installation of the equipment will commence during the summer of 2021. Final approval of the agreement is contingent on the Solicitor's review and approval. There is no out-of-pocket fee for the equipment or services, and potential for revenue share.
- S. The Board approved the intergovernmental agreements between the Spring-Ford Area School District and the Local Police Departments operating within our school district boundaries for the enforcement of traffic violations captured and reported by the Buspatrol stop-arm cameras installed on our school buses. Local Police Departments will be compensated directly from the traffic violation ticket proceeds. Final approval of the agreement is contingent on the Solicitor's review and approval. There is no cost to the district.

VII. NEW PROPERTY

Mr. Jackson made a motion to approve Item A and Mr. DiBello seconded it. The motion passed 8-0.

- A. The Board approved the following: (i) Sanitary Sewer Easement Agreement between the Spring-Ford Area School District and the Borough of Royersford involving a portion of tax parcel 19-00-03680-00-9, and (ii) Pump Station Easement Agreement between the Spring-Ford Area School District and Pennsylvania-American Water Company involving a portion

of tax parcel 61-00-02963-00-9. Both agreements have been vetted by our Solicitor's Office.

VIII. PROGRAMMING AND CURRICULUM

Mrs. Fazzini made a motion to approve Items A-P and Mrs. Earle seconded it. The motion passed 8-0.

- A. The Board approved the **English Language Tutoring Plan**. This plan offers small group tutoring for English Learners (ELs) over the summer. The total cost shall not exceed \$20,000.00 and will be paid from ESSER Grant Funds.
- B. The Board approved the renewal of **NWEA MAP**. This is a three-year contract which will be paid in equal portions annually. The annual cost is \$57,500.00 for a total not to exceed \$172,500.00. This is a budgeted item to be paid for from the Curriculum Budget.
- C. The Board approved the renewal of **Discovery Education Streaming Plus Package**. This resource is purchased through the Montgomery County Intermediate Unit at a discounted consortium price. Discovery Education provides access to K-12 digital content for multiple content areas. The purchase shall not exceed \$16,000.00 and will be paid from the 2021-2022 Curriculum Budget.
- D. The Board approved the renewal of **Nearpod**. This is for one-year district digital licenses which includes access to academic content as well as Social Emotional Learning resources. The total cost shall not exceed \$33,000.00 and will be paid from the Curriculum Budget.
- E. The Board approved the purchases from **Hand2Mind, Lakeshore, and School Specialty** for Brooke Elementary for the purpose of Title I Math instructional resources and supplies. The total cost shall not exceed \$3,400.00 and will be paid from Title I Funds.
- F. The Board approved the purchases from **Hand2Mind, Lakeshore, School Specialty, and Scholastic** for Royersford Elementary for the purpose of Title I Reading and Math instructional resources and supplies. The total cost shall not exceed \$5,700.00 and will be paid from Title I Funds.
- G. The Board approved the purchases from **Hand2Mind and Lakeshore** for Spring City Elementary for the purpose of Title I Reading and Math instructional resources and supplies. The cost shall not exceed \$2,300.00 and will be paid from Title I Funds.
- H. The Board approved the purchases from **Hand2Mind, Lakeshore, School Specialty, Kurtz Bros., Nasco, and Charles J. Becker & Bros., Inc.** for the 5/6 Intermediate Building for the purpose of Title I Reading and Math instructional resources and supplies. The total cost shall not exceed \$8,400.00 and will be paid from Title I Funds.
- I. The Board approved the purchase of **Smart Panels** from Visual Sound as part of the Smart Panel Project. Quotes were received through Co-Stars. The total cost shall not exceed \$500,000.00 and will be funded from the Capital Reserve to be repaid from the Technology Budget.
- J. The Board approved the renewal of the contract with the MCIU for **RWAN Services** (Internet Connection) for the 2021-2022 school year. Funding will come from the Technology Budget and shall not exceed \$43,000.00.

- K. The Board approved the renewal of the contract with the MCIU for **Safari Montage** for the 2021-2022 school year. Funding will come from the Technology Budget and shall not exceed \$12,000.00.
- L. The Board approved the renewal of the contract with the MCIU for **E-Rate Services** for the 2021-2022. Funding will come from the Technology Budget and shall not exceed \$10,000.00.
- M. The Board approved the renewal of the contract for **Assessment Builder** from PowerSchool for the 2021-2022 school year. Funding will come from the Technology Budget and shall not exceed \$7,000.00.
- N. The Board approved the renewal of the contract for **Performance Tracker** from PowerSchool for the 2021-2022 school year. Funding will come from the Technology Budget and shall not exceed \$15,000.00.

New Programming and Curriculum

- O. The Board approved professional development for teachers for Spring-Ford Cyber Learning. Professional development will include training on Canvas, Edgenuity and effective cyber instructional practices. This program includes approximately 126 teachers and 10 trainers. The training is required to ensure that sources are built properly and adequately staffed for Spring-Ford Cyber Learning. The total cost will not exceed \$115,000.00 and will be funded from Title IIa and ESSER Grant Funds.
- P. The Board approved the Spring-Ford Learning year one course build plan in Canvas. The total cost shall not exceed \$405,000.00 and will be funded from ESSER Grant Funds.

IX. CONFERENCES AND WORKSHOPS

Dr. Wright made a motion to approve Items A-D and Mr. DiBello seconded it. The motion passed 8-0.

The following staff members were approved to attend these conferences and workshops.

- A. **Khrystin Herb**, SAP Coordinator, to attend the virtual *“Social-Emotional Learning Symposium”* on May 5, 2021. The total cost of this conference is \$25.00 (registration). No substitute is needed.
- B. **Kati Ellor**, Autistic Support, to attend the virtual/asynchronous *“VB MAPP Web Based Training”*. The total cost of this conference is \$149.00. No substitute is needed.
- C. **Kati Ellor**, Autistic Support, to attend the virtual *“Essentials for Living Training”* on May 24 and May 25, 2021. The total cost of this training is \$482.00 (registration and two days of substitute coverage).

New Conference and Workshop

- D. **Bernadette Crenshaw**, Junior Accountant, to participate in the *“Frontline Education: Time & Attendance Online Certification Course”* from June 28, 2021 through July 8, 2021 in the afternoon only. The total cost of this training is \$695.00 (registration). No substitute is needed.

X. OTHER BUSINESS

Mr. DiBello made a motion to approve Items A-D and Mrs. Earle seconded it. Mr. Jackson questioned why this needed to come before the board and why Administration could not have the authority to approve or deny these types of requests. All of the board members were in favor of this being handled at the administrative level. The motion passed 8-0.

A. The following policies were approved:

1. Policy #703 – PROPERTY: Sanitary Management (**Attachment A14**)
2. Policy #704 – PROPERTY: Maintenance (**Attachment A15**)
3. Policy #708 – PROPERTY: Lending of School Owned Equipment And Books (**Attachment A16**)
4. Policy #710 – PROPERTY: Use of Facilities By Staff (**Attachment A17**)
5. Policy #805 – OPERATIONS: Emergency Preparedness and Response (**Attachment A18**)
6. Policy #901 – COMMUNITY: Public Relations Objectives (**Attachment A19**)
7. Policy #902 – COMMUNITY: Publications Program (**Attachment A20**)
8. Policy #905 – COMMUNITY: Citizen Advisory Committees (**Attachment A21**)
9. Policy #908 – COMMUNITY: Persons in Parental Relations (**Attachment A22**)
10. Policy #909 – COMMUNITY: Municipal Government Relations (**Attachment A23**)
11. Policy #912 – COMMUNITY: Relations with Educational Institutions (**Attachment A24**)
12. Policy #913 – COMMUNITY: Non-School Organizations/Groups/Individuals (**Attachment A25**)
13. Policy #914 – COMMUNITY: Relations With Intermediate Unit (**Attachment A26**)

B. The Board approved the Parent Permission and Release of Liability Waiver for the parents of a Spring-Ford student requesting permission to personally transport their child home from the Music Department's approved trip to Orlando, FL in March 2022.

C. The Board appointed **James D. Fink**, Chief Financial Officer, to the Office of Board Treasurer of the Spring-Ford Area School District Board of Directors for the term of one (1) year, effective July 1, 2021.

D. The Board accepted the resignation of **Diane M. Fern** as the Board Secretary of the Spring-Ford Area School District Board of Directors, effective June 30, 2021.

XI. DISCUSSION ITEM

Mr. Shafer advised that he attended a local event that the Governor and other Senate and House Representatives were at for the purpose of publicly announcing support for House Bill 272 which is the Charter School Funding Reform Bill. He stated that this legislation is long overdue and he supports it and believes every member of the Board should support it because of its financial implications to our district.

A. Charter School Funding Reform

XII. NEW BUSINESS

Mr. DiBello made a motion to approve Item A and Mr. Shafer seconded it. The motion passed 8-0.

A. The Board approved **Resolution 2021-21** calling for Charter School Funding Reform. (**Attachment A27**)

Mr. DiBello made a motion to approve items B-E and Mr. Jackson seconded it. The motion passed 8-0.

B. The Board approved **Resolution 2021-22** commending the **Spring-Ford Area High**

School Boys' Track Team and their coaches, **Danielle Stauffer, Geoffrey Kahler, David Cain, Thomas Reuther, Matt Gallagher, Michael Meidlar** and **Steven Entenman** for winning the 2021 Pioneer Athletic Conference Boys' Liberty Division Championship. **(Attachment A28)**

- C. The Board approved **Resolution 2021-23** commending **Cameron Moore** and **Joshua Pergine** for winning the 2021 Pioneer Athletic Conference Boys' Tennis Doubles Championship and qualifying for the PIAA District One Boys' Doubles Tennis Tournament. **(Attachment A29)**
- D. The Board approved **Resolution 2021-24** commending **Cameron Moore** for winning the 2021 Pioneer Athletic Conference Boys' Singles Tennis Championship and qualifying for the PIAA District One Boys' Singles Tennis Tournament. **(Attachment A30)**
- E. The Board approved **Expulsion #2021-01** from the Spring-Ford Area School District in accordance with the conditions outlined in the agreement.

XIII. BOARD COMMENT

Eshika Seth thanked the school board for the experience and opportunity as this is her last meeting. She also thanked the student body for being so supportive as well as being a wonderful student body to represent. Eshika in addition, thanked the Spring-Ford community saying this has been an amazing experience for her and she will truly miss it.

Dr. Wright welcomed Mr. Rizzo in his new position. She stated that it was with great confidence and pleasure that we have witnessed Mr. Rizzo take the helm of the district. Dr. Wright said she has known and worked with several superintendents and leaders over the many years and she believes that he is an exceptional leader. She added that she very much looks forward to working with him over the next four years.

Mr. DiBello congratulated Mr. Rizzo saying it is a huge accomplishment and that this is the right thing for Spring-Ford. Mr. DiBello added that he believes Mr. Rizzo will do an amazing job. He stated that Mr. Rizzo came here and the next thing was that we were hit with the COVID pandemic followed by Dr. Goodin moving back home probably sooner than was anticipated. Mr. DiBello commented that through all of this Mr. Rizzo was able step in, take the ship and keep it moving in the right direction. Mr. DiBello expressed that he thinks Mr. Rizzo is doing an amazing job, his contributions during committee meetings are excellent, and that everyone will be very happy with his leadership at Spring-Ford.

Mr. Jackson stated that tonight you witnessed the board being able to pivot from a potential 3% tax increase to now looking at a 1.96% increase. He stated that this is good workmanship within the board and a board that is willing to listen. He stated that they do not have to agree with everyone all the time and there is nothing wrong with this. He expressed appreciation to the board for listening to Mr. DiBello tonight and he is glad that everyone kept an open mind and in the end saved the taxpayers money. Mr. Jackson stated that he is happy Mr. Rizzo is here.

Mrs. Zasowski commented that tonight was a good demonstration of the board coming together, working as a cohesive unit to benefit our community. Mrs. Zasowski stated that she did not hide her appreciation for Mr. Rizzo being considered and moved along into the superintendent position. Mrs. Zasowski advised that our senior graduation is on June 15th but that Western Center's graduation ceremony is on June 2nd in our stadium. She asked about masks being worn for that event and Mr. Fitzgerald advised that Spring-Ford is only the host and that the mask decision was one that the Western Center Joint Operating Committee would have to make in conjunction with Mr. Moritzen.

Mr. Rizzo thanked the board for confidence in him to move forward as well as move the

district into the next step or phase in whatever the future looks like for us. He acknowledged and introduced Shawn Ryan who the board just hired as the new Supervisor of Operations to assist Bob Hunter and his team. Mr. Rizzo asked Mr. Ryan to stand up so everyone could see who he was and officially welcome him.

XIV. PUBLIC TO BE HEARD

Elizabeth Brady, Limerick, stated as an alumna of Spring-Ford that while her experience was a great experience the same was not true for some of her peers who are students of color. She expressed her discouragement on the comments made at the last board meeting by some board members and her support of the Equity, Diversity and Inclusion Committee.

Abby Deardorff, Royersford, questioned whether a Black Lives Matter Sticker being posted in the school is inappropriate and stated that she would like to know how the board and the district feels about this. Mr. Rizzo advised that this topic is currently with the Equity, Diversity and Inclusion Committee for discussion.

Mr. Jackson, commented that he was the board member who made comment two weeks ago and that his comment was taken completely out of context. He welcomed conversation on this and anyone who wants to speak to him.

Tina Murray, Collegeville, expressed her opposition for Carlos Wiley being contracted by the district and encouraged everyone to look into him and his views with regards to Critical Race Theory. Mr. DiBello clarified that Mr. Wiley was not coming to develop curriculum but rather to help the Equity, Diversity and Inclusion Committee.

XV. ADJOURNMENT

Mr. Shafer made a motion to adjourn and Mr. DiBello seconded it. The motion passed 8-0. The meeting adjourned at 10:48 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

2021-2022 EXTRACURRICULAR CONTRACTS
JUNE 2021

	Contract Title	Season	Last	First	Stipend
1	Volunteer Assistant Football Coach - HS	Fall	Algeo Jr.	James M.	Volunteer
2	Asst. Cross Country-Girls'-Grade 7/8	Fall	Amersbach	Courtney M.	\$3,681.91
3	Co-Ed Fitness Intramural # 14 - Grade 5-6 - Running	Spring	Ames	Megan M.	\$402.00
4	Co-Ed Fitness Intramural # 15 - Grade 5-6 - Running	Spring	Ames	Megan M.	\$402.00
5	Field Hockey Coach-HS	Fall	Anderson	Jennie	\$7,068.95
6	Reading Olympics – Evans Elementary	Year	Angstadt	Adria	\$402.00
7	Volleyball Coach - Girls' (8th Grade)	Fall	Avans	Julia A.	\$3,186.00
8	7 th Gr. Club #10 - Orchestra	Year	Baisch	Ashley E.	\$402.00
9	Middle Strings Ensemble - 7th & 8th Grades	Year	Baisch	Ashley E.	\$2,887.50
10	Detention Duty - Grades 5/6 & 7 (1/2 Contract)	Year	Baldan	Joseph J.	\$1,813.00
11	HS Club #1 - Debate Club	Year	Barnett	Rebecca C.	\$402.00
12	Costumer/Make-Up Designer HS (Both)	Year	Baron	Allison	\$800.00
13	Co-Ed Fitness Intramural # 1 - Royersford	Fall	Baumgardner	Celeste D.	\$402.00
14	Co-Ed Fitness Intramural # 3 - Royersford	Spring	Baumgardner	Celeste D.	\$402.00
15	Reading Olympics – Royersford Elementary	Year	Baumgardner	Celeste D.	\$402.00
16	Safety Patrol Sponsor – Royersford Elementary	Year	Baumgardner	Celeste D.	\$585.00
17	Detention Duty - Grades 5/6 & 7 (1/2 Contract)	Year	Bean	Kevin M.	\$1,813.00
18	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Beard	Robert	\$50/game
19	Guidance-Sec/Elem Department Head (1/2 Contract)	Year	Beideman	Kristin A.	\$2,097.00
20	Ram Buddies-MS (1/2 Contract)	Year	Bilardo	Diana L.	\$552.00
21	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Bogus	Stacey	\$50/game
22	Student Council-HS (9-12)	Year	Bogus	Stacey	\$1,471.00
23	Asst. Field Hockey Coach-HS	Fall	Bogus	Stacey	\$4,609.61
24	Director of Intramurals-Grade 7 (1/2 contract)	Year	Bologa	Tara	\$1,494.95
25	Kiwanis Builders' Club - Grade 7	Year	Bologa	Tara	\$1,104.00
26	7 th Gr. Club #14 - Craft Club	Winter	Borgnis	Melinda J.	\$402.00
27	Asst. Swimming Coach-HS	Winter	Borgnis	Melinda J.	\$5,448.45
28	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Borgnis	Melinda J.	\$50/game
29	Family & Consumer Science Department Head	Year	Borgnis	Melinda J.	\$3,868.00
*30	Track Coach (7/8th Grade)	Spring	Borgnis	Melinda J.	\$2,966.00
31	HS Club #15 - Interact Club-HS	Year	Bowen	Melanie F.	\$402.00
32	HS Club #17 - Library Club/Reading Olympics	Year	Bowen	Melanie F.	\$402.00
33	HS Club #20 - PEP Club Advisor-HS (1/2 Contract)	Year	Bowen	Melanie F.	\$201.00
34	Co-Ed Fitness Intramural # 3 - Grade 7 - Running	Spring	Bower	Melinda A.	\$402.00
35	Co-Ed Fitness Intramural # 6 - Grade 7 - Basketball	Winter	Bower	Melinda A.	\$402.00
36	8 th Gr. Club #3 - Drama Club - Semester 1	Fall	Bowers	Todd G.	\$402.00
37	8 th Gr. Club #4 - Drama Club - Semester 2	Winter	Bowers	Todd G.	\$402.00
38	TV Studio Coordinator, Grade 8	Year	Bowers	Todd G.	\$1,471.00
39	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Brennan	John A.	\$50/game
40	Golf Coach-HS - Girls'	Fall	Brennan	John A.	\$5,029.50
*41	RCTV Sportscasters	Year	Brennan	John A.	\$30.00/hour
42	Tennis Coach-Boys'-HS	Spring	Brennan	John A.	\$6,680.43
43	Class Advisor-Grade 9 - Reside in 9th Grade Center	Year	Briggs	Janine	\$1,471.00
44	HS Club #23 - Animal Rescue Club	Year	Briggs	Janine	\$402.00
45	HS Club #25 - SNAP Coordinator	Year	Brock	Lauren E.	\$402.00
46	Fitness Room Supervisor-Spring-HS	Spring	Brubaker	Chadwin R.	\$679.00
47	Football Coach-HS	Fall	Brubaker	Chadwin R.	\$12,016.68
48	Media Department Head (1/2 Contract)	Year	Brubaker	Chadwin R.	\$1,934.00
49	Asst. Golf Coach- Developmental Boys/Girls -HS	Fall	Butterweck	Daniel R.	\$4,771.07
50	Co-Ed Fitness Intramural # 15 - Grade 7 - Running	Spring	Butterweck	Daniel R.	\$402.00
51	8 th Gr. Club #5 - WLC-French	Year	Caceres	Jill C.	\$402.00
52	Cross Country Coach-HS	Fall	Cain	David W.	\$5,588.10
53	Athletic Event Supervisor-Spring-MS	Spring	Caldwell	David A.	\$1,181.00
54	Cross Country-Girls' (7/8th Grade)	Fall	Caldwell	David A.	\$3,979.44
*55	RCTV Sportscasters	Year	Caldwell	David A.	\$30.00/hour
56	7 th Gr. Club #5 - World Language Club	Year	Calvin	Krista L.	\$402.00
57	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Camilleri	Kimberly A.	\$50/game
58	Asst. Tennis Coach-Girls'-HS	Fall	Canuso	Karen A.	\$3,592.00
59	JV "B" Basketball Coach-Girls'	Winter	Cappelletti	Matthew J.	\$4,752.30
60	Asst. Football Coach - (9th Grade)	Fall	Cappelletti	Matthew J.	\$4,785.68
*61	Co-Ed Fitness Intramural # 12 - Grade 5-6-Walking Club	Spring	Carfagno	Tina M.	\$402.00
*62	Co-Ed Fitness Intramural # 4 - Grade 5-6-Walking Club	Fall	Carfagno	Tina M.	\$402.00
63	5/6 Club #3 - Art Club	Spring	Carlo	Tara L.	\$402.00
64	5/6 Club #2 (1/2 Contract) - Art Club	Winter	Carlo	Tara L.	\$201.00

2021-2022 EXTRACURRICULAR CONTRACTS
JUNE 2021

65	Co-Ed Fitness Intramural # 4 - Upper Providence	Spring	Cieszkowski	Katherine M.	\$402.00
66	Blue & Gold Director - Grade 8 (1/2 Contract)	Year	Cifelli	Alexander	\$1,081.66
67	Chorus - 7th & 8th Grade (1/2 Contract)	Year	Cifelli	Alexander	\$1,081.66
68	Co-Ed Fitness Intramural # 12 - Grade 7 - Basketball	Winter	Cifelli	Alexander	\$402.00
69	Director of the Spring Production - Musicale -HS	Spring	Cifelli	Alexander	\$6,652.80
70	Spring Musical Piano - HS (1/2 Contract)	Spring	Cifelli	Alexander	\$1,050.00
71	Shades of Blue Choir Director - HS (Men's)	Year	Cifelli	Alexander	\$1,801.80
72	5/6 Club #14 - Screenwriter's Club	Winter	Coletti	Alicia	\$402.00
73	Reading Olympics – Evans Elementary	Year	Cooper	Stephanie M.	\$402.00
74	Safety Patrol Sponsor – Evans Elementary	Year	Cooper	Stephanie M.	\$585.00
75	Foreign Language Department Head	Year	Cope	Bruce A.	\$3,868.00
76	Asst. Football Coach - (9th Grade)	Fall	Corropolese	Shawn R.	\$5,024.97
77	Asst. Softball Coach-HS	Spring	Corropolese	Shawn R.	\$5,566.10
78	Athletic Event Supervisor-Winter-MS	Winter	Corropolese	Shawn R.	\$1,181.00
79	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Corropolese	Shawn R.	\$50/game
80	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Craig	Jessica M.	\$50/game
81	Reading Olympics – 5/6	Winter	Craig	Jessica M.	\$402.00
*82	RCTV Sportscasters	Year	Culp	William	\$30.00/hour
83	Asst. Lacrosse Coach-Boys'-HS	Spring	Czapor	Kevin M.	\$5,301.05
84	Fitness Room Supervisor-Fall-HS	Fall	Czapor	Kevin M.	\$679.00
85	HS Club #14 - Health Club Advisor-HS	Year	Czapor	Kevin M.	\$402.00
86	Phys. Ed./Health Department Head	Year	Czapor	Kevin M.	\$4,194.00
87	Yearbook - IMS	Year	Davidheiser	Juliet R.	\$1,471.00
88	Co-Ed Fitness Intramural # 11 - Grade 7 - Floor Hockey	Winter	Davis	Hope K.	\$402.00
89	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Davis	Hope K.	\$50/game
90	Ram Buddies-HS	Year	DeLange	Karen M.	\$1,471.00
91	Fitness Room Supervisor-Winter-HS	Winter	Donnelly	Kevin J.	\$679.00
92	Lacrosse Coach-Boys'-HS	Spring	Donnelly	Kevin J.	\$7,422.39
93	Baseball Coach (7th Grade)	Spring	D'Orazio	Joseph T.	\$3,681.91
94	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	D'Orazio	Joseph T.	\$50/game
95	5/6 Club #4 - Model Rocketry	Spring	Downs	Wayne F.	\$402.00
96	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Dubbs	Valarie A.	\$50/game
97	SAP Building Coordinator – HS/9th	Year	Dubbs	Valarie A.	\$402.00
98	Reading Olympics - Spring City Elementary	Spring	Eaton	Deborah M.	\$402.00
99	Director of Intramurals-Grade 8	Year	Ehnot	Jane D.	\$3,139.39
100	Asst. Football Coach 7/8th Grade	Fall	Entenman	Steven E.	\$3,783.15
101	Asst. Track Coach-Girls' & Boys'-Winter-HS	Winter	Entenman	Steven E.	\$5,189.00
102	Robotics Club/Tech Club	Year	Eveland	James L.	\$1,104.00
103	8 th Gr. Club #6 - WLC-Spanish	Year	Ewing	Jasmine	\$402.00
104	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Exeter	Laurie J.	\$50/game
105	Co-Ed Fitness Intramural # 13 - Grade 7 - GSA	Year	Fallstich	Kimberly A.	\$402.00
106	English Department Head	Year	Farischoon	Jennifer M.	\$4,845.00
107	HS Club #2 - Arboretum Club - HS	Year	Farischoon	Jennifer M.	\$402.00
108	Safety Patrol Sponsor – Oaks Elementary	Year	Ferrer	Nancy K.	\$585.00
109	7 th Gr. Club #13 - Craft Club	Winter	Fickert	Ian G.	\$402.00
110	HS Club #9 - FCS Advisor-HS	Year	Flad	Deborah A.	\$402.00
111	SAP Building Coordinator – 5/6	Year	Fleisher	Alisa D.	\$402.00
112	7 th Gr. Club #7 - World Language Club	Year	Foulke	Laura A.	\$402.00
113	Student Council-HS (9-12)	Year	Frain	Adrian L.	\$1,471.00
114	Asst. Soccer Coach-Boys'-HS	Fall	Fulks	Kyle X.	\$4,190.55
115	7 th Gr. Club #15 - Sign Language Club	Year	Fusco	Christian D.	\$402.00
116	Assistant Play Director-HS (Fall)	Fall	German	Kelly L.	\$2,100.00
117	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	German	Kelly L.	\$50/game
118	Ireland Trip Coordinator	Year	German	Kelly L.	\$1,104.00
119	Theater Business Manager-HS	Year	German	Kelly L.	\$1,873.00
120	National Junior Honor Society - 8th Grade (1/2 Contract)	Year	Grant	Kelly A.	\$552.00
121	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Greene	Mallory R.	\$50/game
122	Asst. Bowling Coach-Girls & Boys-HS	Winter	Greene	Mallory R.	\$3,771.60
123	Asst. Field Hockey Coach-HS	Fall	Greene	Mallory R.	\$5,301.05
124	Asst. Softball Coach-HS	Spring	Greene	Mallory R.	\$4,609.61
125	Co-Ed Fitness Intramural # 2 - Grade 5-6 - Kickball	Fall	Groff	Maura F.	\$402.00
126	Co-Ed Fitness Intramural # 8 - Grade 5-6 - Kickball	Spring	Groff	Maura F.	\$402.00
127	Yearbook-Business Advisor-HS	Year	Group	MaryAnn C.	\$1,873.00
128	HS Club #12 - Gender Sexuality Alliance Club Advisor	Year	Hafer	Rachelle	\$402.00
129	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Hammond	Susan S.	\$50/game

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130	Baseball Coach-HS	Spring	Harrison Jr.	Richard L.	\$6,146.91
131	Athletic Coordinator-MS 1/2 contract	Year	Harrison Jr.	Richard L.	\$2,847.08
132	SAP Coordinator - Upper Providence Elementary	Year	Hauseman	Jessica A.	\$402.00
133	7 th Gr. Club #8 - Aevidum	Year	Heiman	Amy R.	\$402.00
134	Co-Ed Fitness Intramural # 4 - Oaks	Fall	Henzie	Lauren M.	\$402.00
135	Co-Ed Fitness Intramural # 3 - Upper Providence	Spring	Higgins	Christine M.	\$402.00
136	SAP Building Coordinator – Grade 8	Year	Hillegas	Susan L.	\$402.00
137	Band Director-5th Grade	Year	Hoinowski	Michael	\$2,942.07
138	Band Director-6th Grade	Year	Hoinowski	Michael	\$2,942.07
139	Asst. Track Coach (7/8th Grade)	Spring	Hollingsworth Jr.	Gerald A.	\$3,866.00
140	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Hollingsworth Jr.	Gerald A.	\$50/game
141	Asst. Golf Coach-Boys' HS	Fall	Hollingsworth Jr.	Gerald A.	\$5,009.63
*142	Lacrosse Coach-Girls'-HS	Spring	Holstein	Kristi M.	\$6,146.91
143	HS Club #27 - Ultimate Frisbee Club	Year	Horne	Rodger J.	\$402.00
144	Head Cheerleading- Fall-HS	Fall	Householder	Dawn M.	\$3,869.25
145	Safety Patrol Sponsor – Upper Providence Elementary	Year	Hughes	Erin E.	\$585.00
146	Asst. Golf Coach-Girls'-HS	Fall	Hughes	John T.	\$3,592.00
147	Fitness Room Supervisor-Winter-HS	Winter	Hughes	John T.	\$679.00
148	Guidance-Sec/Elem Department Head (1/2 Contract)	Year	Hughes	John T.	\$2,097.00
149	Softball Coach-HS	Spring	Hughes	John T.	\$7,422.39
150	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Huntington	Stacey C.	\$50/game
151	HS Club #13 - German Club Advisor	Year	Huss	Ingrid	\$402.00
152	JV "B" Field Hockey Coach	Fall	Iezzi	Lucinda J.	\$4,443.39
153	Lacrosse Coach - Boys (8th Grade)	Spring	Iezzi	Lucinda J.	\$3,681.91
154	Field Hockey Coach (8th Grade)	Fall	Jacobs	Zoe D.	\$2,772.00
155	Co-Ed Fitness Intramural # 18 - Grade 7 - Wiffle Ball	Spring	Jarema	Matthew J.	\$402.00
156	Asst. Cross Country-Boys'-Grade 7/8	Fall	Jarema	Matthew J.	\$3,681.91
157	Ram Buddies-MS (1/2 Contract)	Year	Jeffers	Victoria L.	\$552.00
158	Drill Designer - MS	Year	Jennings	Krisnoel	\$2,942.07
159	Instrumental Director (Marching, Winter Indoor, and Concert Bands)-MS	Year	Jennings	Krisnoel	\$7,667.85
160	Jazz Ensemble Director-MS	Year	Jennings	Krisnoel	\$6,289.26
161	Music Department Head	Year	Jennings	Krisnoel	\$4,194.00
162	Marching Band Program Planner-HS (1/2 Contract)	Fall	Johnson	Kathryn E.	\$1,903.65
163	Class Advisor-Grade 12 -HS	Year	Johnston	Denise E.	\$1,873.00
164	Math Counts Sponsor –Gr. 8 (1/2 Contract)	Winter	Jones	Mary E.	\$552.00
165	HS Instrumental Director (Marching & Concert Bands)	Year	Jones	Seth	\$12,317.10
166	Jazz Ensemble Director-HS	Spring	Jones	Seth	\$6,289.26
167	Cross Country-Boys' (7/8th Grade)	Fall	Kahler	Geoffrey I.	\$3,145.80
168	Asst. Track Coach-Girls' & Boys'-HS	Spring	Kahler	Geoffrey I.	\$5,566.10
169	Asst. Cheerleading-Fall-HS	Fall	Kajak	Brittany E.	\$2,555.00
170	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Karalius	Victoria L.	\$50/game
171	Intermediate/Middle Strings Ensemble - 5th Grade	Year	Katzianer	Kristen K.	\$2,942.07
172	Intermediate/Middle Strings Ensemble - 6th Grade	Year	Katzianer	Kristen K.	\$2,942.07
173	Reading Olympics - Royersford Elementary	Year	Kehl	Carrie A.	\$402.00
174	Co-Ed Fitness Intramural # 2 - Grade 7 - Basketball	Winter	Kenney	Joan E.	\$402.00
175	Co-Ed Fitness Intramural # 8 - Grade 7 - Flag Football	Fall	Kenney	Joan E.	\$402.00
176	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Kenney	Joan E.	\$50/game
177	Spring Play Director-Grade 7	Spring	Kenney	Joan E.	\$1,544.55
178	Winter Play Director -Grade 8	Winter	Kenney	Joan E.	\$1,544.55
179	Yearbook- Grade 7 (1/2 Contract)	Year	Kenney	Joan E.	\$735.50
180	7th, 8th, & 9th Grade Wrestling Coach	Winter	Kerkusz	Jason A.	\$6,011.66
181	9th Grade Football Coach- Head	Fall	Kerkusz	Jason A.	\$7,568.83
182	Art Consultant - Gr. 8	Year	Kerkusz	Jason A.	\$936.50
183	8 th Gr. Club #1 - Art Club - Semester 1	Fall	Kerkusz	Jason A.	\$402.00
184	8 th Gr. Club #2 - Art Club - Semester 2	Winter	Kerkusz	Jason A.	\$402.00
185	Soccer Coach-Boys'-HS	Fall	Kissel	Brent E.	\$7,068.95
186	Chorus-Grade 6- IS	Year	Koss	Susan M.	\$3,089.18
187	Reading Olympics – 5/6	Winter	Kraeer	Brian J.	\$402.00
188	Math Counts Sponsor Gr. 8 (1/2 Contract)	Winter	Kronstain	Heather M.	\$552.00
189	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Kucewicz	Bernadette	\$50/game
190	Asst. Soccer Coach-Girls' -HS	Fall	Kushner	Jeffrey	\$3,991.00
191	Asst. Basketball Coach-Girls'-HS (1/2 Contract)	Winter	Labick	Matthew W.	\$2,395.00
192	Baseball Coach (7th Grade)	Spring	Laky	James R.	\$2,772.00
193	Basketball Coach-Boys' (7th Grade)	Winter	Laky	James R.	\$3,345.30
194	Class Advisor-Grade 11-HS	Year	Landis	Doug W.	\$1,873.00

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195	HS Club #4 - Chess Club-HS	Year	Landis	Doug W.	\$402.00
196	HS Club #3 - Book Club	Year	Lawrence	Rachel	\$402.00
197	Play Director-HS (Fall)	Fall	Lippincott	Jacquelyn M.	\$4,000.00
198	Asst. Soccer Coach-Girls' -HS	Fall	Maher	Jaimie L.	\$3,991.00
199	Co-Ed Fitness Intramural # 17 - Grade 7 - Running	Spring	Malone	Crystal E.	\$402.00
200	Lacrosse Coach - Boys' (7th Grade)	Spring	Marcellus	Jason	\$3,201.66
201	Soccer Coach-Girls' - 8th Grade	Fall	Marcellus	Jason	\$2,772.00
202	Band Front Visual Facilitator-HS	Fall	Marone	Danielle M.	\$3,692.54
203	Golf Coach-HS - Boys'	Fall	Mast	Jeffrey J.	\$6,680.43
204	7 th Gr. Club #12 - Spirit	Year	Mayer	Jessica A.	\$402.00
205	Co-Ed Fitness Intramural # 4 - Grade 7 - Kickball	Fall	Mayer	Jessica A.	\$402.00
206	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Mayer	Jessica A.	\$50/game
207	Academic Decathlon Coach-HS	Winter	McAnallen	Erin L.	\$1,028.00
208	Basketball Coach-Girls'-HS	Winter	McDaniel	Michael P.	\$7,375.83
209	7 th Gr. Club #9 - Aavidum	Year	McDermott	Jaclyn A.	\$402.00
210	Asst. Track Coach (7/8th Grade)	Spring	McDermott	Jaclyn A.	\$2,772.00
211	Soccer Coach - Girls' (7th Grade)	Fall	McDermott	Jaclyn A.	\$2,772.00
212	Class Advisor-Grade 9 - Reside in 9th Grade Center	Year	McDonough	Nancy A.	\$1,471.00
213	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	McElwee	Brittany N.	\$50/game
214	HS Club #18 - Math Club Advisor-HS	Year	McElwee	Brittany N.	\$402.00
215	Honors Orchestra Director - HS	Year	McGranahan	Emily C.	\$2,942.07
216	Montgomery County Honors Strings Director	Fall	McGranahan	Emily C.	\$1,554.05
217	String Ensemble Director - HS	Year	McGranahan	Emily C.	\$2,942.07
218	Co-Ed Fitness Intramural # 1 - Evans - Walking	Fall	McNeil Murphy	Laura	\$402.00
219	Health Services Department Head (1/2 Contract)	Year	McNeil Murphy	Laura	\$1,934.00
220	Asst. Football Coach-HS	Fall	Mich Jr.	James E.	\$9,462.79
221	Fitness Room Supervisor-Spring-HS	Spring	Mich Jr.	James E.	\$679.00
222	SAP Coordinator - Royersford Elementary	Year	Michael	Robyn J.	\$402.00
*223	Asst. Track Coach-Girls' & Boys'-HS (1/2 Contract)	Spring	Miedlar	Michael J.	\$1,995.50
224	Assistant Athletic Director-7-12	Year	Miscavage	Daniel A.	\$11,511.94
225	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Miscavage	Daniel A.	\$50/game
226	Athletic/Activity Business Liaison-7-12	Year	Miscavage	Joseph A.	\$6,263.57
227	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Miscavage	Joseph A.	\$50/game
228	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Miscavage	Susan C.	\$50/game
229	Academic Decathlon Coach-HS	Winter	Miscavage	Susan C.	\$1,028.00
230	HS Club #5 - Commencement Speaker Coordinator-HS	Spring	Miscavage	Susan C.	\$402.00
231	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Moley	Marisa	\$50/game
232	Field Hockey Coach (7th Grade)	Fall	Moley	Marisa	\$2,772.00
233	Volunteer Assistant Basketball Coach -Girls'- HS	Winter	Moley	Marisa	Volunteer
234	SAP Coordinator - Spring City Elementary	Year	Moran	Jennifer	\$402.00
235	Asst. Football Coach 7/8th Grade	Fall	Morgan	Mark M.	\$5,024.97
236	Newspaper Advisor-HS (RAMPAGE-HS)	Year	Moser	Paul E.	\$3,626.00
237	7 th Gr. Club #1 - Art Club	Fall	Moyer	Christina M.	\$402.00
238	7 th Gr. Club #2 - Art Club	Winter	Moyer	Christina M.	\$402.00
239	7 th Gr. Club #3 - Art Club	Spring	Moyer	Christina M.	\$402.00
240	Art Consultant - Gr. 7	Year	Moyer	Christina M.	\$936.50
241	Co-Ed Fitness Intramural # 10 - Grade 5-6 - Kickball	Spring	Moyer	Jeffrey S.	\$402.00
242	Co-Ed Fitness Intramural # 7 - Grade 5-6 - Basketball	Winter	Moyer	Jeffrey S.	\$402.00
243	Co-Ed Fitness Intramural # 9 - Grade 5-6 - Kickball	Fall	Moyer	Jeffrey S.	\$402.00
244	Director of Intramurals-Grades 5/6	Year	Moyer	Jeffrey S.	\$2,363.55
245	National Junior Honor Society - 8th Grade (1/2 Contract)	Year	Mozi	Meghan A.	\$552.00
246	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Mullins	Bridget A.	\$50/game
247	Class Advisor-Grade 12 -HS	Year	Murgia	Cheryl B.	\$1,873.00
248	WSFR-TV Club Advisor-HS (1/2 Contract)	Year	Murgia	Cheryl B.	\$735.50
249	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Murtin	John A.	\$50/game
250	Asst. Football Coach-HS	Fall	Nesley	Charles	\$7,124.25
251	Majorette/Twirlr Instructor - HS (1/2 Contract)	Fall	Noone	Victoria M.	\$1,107.50
252	Chorus & Concert Choir Director - HS	Year	O'Dea	Yvonne L.	\$2,072.07
253	Competition Vocal Ensemble Director - HS	Year	O'Dea	Yvonne L.	\$6,216.21
254	Golden Voices Choir Director - HS (Women's)	Year	O'Dea	Yvonne L.	\$2,072.07
255	Vocal Jazz Director - HS (Select Vocal Ensemble)	Year	O'Dea	Yvonne L.	\$2,072.07
256	Yearbook - IMS	Year	O'Drain	Mari J.	\$1,471.00
257	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	O'Toole	Tara L.	\$50/game
258	Detention Duty-HS	Year	O'Toole	Tara L.	\$3,626.00
259	Co-Ed Fitness Intramural # 16 - Grade 7 - GSA	Year	Paladino	Lyndi R.	\$402.00

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260	Co-Ed Fitness Intramural # 6 - Grade 5-6 - Basketball	Winter	Paladino	Lyndi R.	\$402.00
261	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Paladino	Lyndi R.	\$50/game
262	Science Department Head	Year	Parker	Karen F.	\$4,845.00
263	Co-Ed Fitness Intramural # 11 - Grade 5-6 - Walking	Spring	Parsia	Amy L.	\$402.00
264	Co-Ed Fitness Intramural # 3 - Grade 5-6 - Walking	Fall	Parsia	Amy L.	\$402.00
265	Blue & Gold Director - Grade 8 (1/2 Contract)	Year	Perry	Joseph	\$1,081.66
266	Chorus - 7th & 8th Grade (1/2 Contract)	Year	Perry	Joseph	\$1,081.66
267	Competition Vocal Ensemble Asst. Dir. - HS (Tri County Honors Choir)	Fall	Perry	Joseph	\$1,801.80
268	Music Director (Spring)- HS	Spring	Perry	Joseph	\$3,150.00
269	Spring Musical Orchestra Director - HS	Spring	Perry	Joseph	\$2,310.00
270	Spring Musical Piano - HS (1/2 Contract)	Spring	Perry	Joseph	\$1,050.00
271	HS Assistant Marching Band Director	Year	Perry	Joseph	\$6,350.19
272	Reading Olympics-Grade 7	Year	Pinard	Sarah	\$1,104.00
273	Co-Ed Fitness Intramural # 2 - Evans - Walking	Fall	Polsz	Jody L.	\$402.00
274	Co-Ed Fitness Intramural # 18 - Grade 5-6 - Running	Spring	Quigley	Melissa M.	\$402.00
275	Co-Ed Fitness Intramural # 19 - Grade 5-6 - Running	Spring	Quigley	Melissa M.	\$402.00
276	Kiwanis Builders' Club - IMS (1/2 Contract)	Year	Quigley	Melissa M.	\$552.00
277	HS Club #16 - Interact Club-HS	Year	Quinby	Julie C.	\$402.00
278	HS Club #20 (1/2 Contract) - PEP Club Advisor-HS	Year	Quinby	Julie C.	\$201.00
279	Mathematics Department Head	Year	Ramil	Allison	\$4,845.00
280	Soccer Coach-Girls'-HS	Fall	Raub	Timothy J.	\$5,322.00
281	HS Club #28 - Ping Pong Club	Year	Reagan	Jennifer E.	\$402.00
282	Ramoirs Advisor-HS	Year	Reagan	Jennifer E.	\$585.00
283	Director of Intramurals-Grade 7 (1/2 contract)	Year	Reagan	Todd M.	\$1,494.95
284	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Reagan	Todd M.	\$50/game
285	Co-Ed Fitness Intramural # 10 - Grade 7 - Soccer	Spring	Reagan	Todd M.	\$402.00
286	Co-Ed Fitness Intramural # 9 - Grade 7 - Basketball	Winter	Reagan	Todd M.	\$402.00
287	Tennis Coach-Girls'-HS	Fall	Reagan	Todd M.	\$6,680.43
288	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Rees	Andrea L.	\$50/game
289	Tech Ed. Department Head	Year	Reichwein	Alison L.	\$3,868.00
290	Media Department Head (1/2 Contract)	Year	Reitnauer	April L.	\$1,934.00
291	Asst. Tennis Coach-Boys'-HS	Spring	Rendick	Ryan G.	\$4,771.07
292	Asst. Football Coach-HS	Fall	Rhodenbaugh Jr.	Gary W.	\$9,462.79
293	Class Advisor-Grade 11 -HS	Year	Ricci	Dianne H.	\$1,873.00
294	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Ritter	Jaclyn M.	\$50/game
295	Co-Ed Fitness Intramural # 13 - Grade 5-6 - Running	Spring	Rivera	Tamura J.	\$402.00
296	5/6 Club #8 - Knowledge Bowl	Winter	Rizzo	Louis M.	\$402.00
297	Co-Ed Fitness Intramural # 1 - Grade 5-6 - Basketball	Winter	Rizzo	Louis M.	\$402.00
298	Student Council-Grade 8	Year	Robison	Ryan M.	\$1,471.00
299	Kiwanis Builders' Club - IMS (1/2 Contract)	Year	Rosenblum	Dana	\$552.00
300	WSFR-TV Club Advisor-HS (1/2 Contract)	Year	Rothermel	Andrew T.	\$735.50
301	Reading Olympics – Spring City Elementary	Spring	Rudinsky	Janet L.	\$402.00
302	Festival of Arts Coordinator - HS (1/2 Contract)	Spring	Rudloff	Corrine P.	\$552.00
303	Yearbook-Literary Advisor-HS	Year	Rudloff	Corrine P.	\$3,626.00
304	Yearbook- Grade 8	Year	Ruppel	Brandon D.	\$1,471.00
305	Reading Olympics - Royersford Elementary	Year	Rusinski	Jessica A.	\$402.00
306	Assistant Senior High Condition Facilitator	Fall	Savalia	Hardikkumar P	\$2,325.75
307	Co-Ed Fitness Intramural # 1 - Upper Providence	Spring	Saylor	Kristen M.	\$402.00
308	Co-Ed Fitness Intramural # 2 - Upper Providence	Spring	Saylor	Kristen M.	\$402.00
309	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Saylor	Thomas M.	\$50/game
310	Asst. Football Coach 7/8th Grade	Fall	Scaramuzzino Jr.	Salvatore	\$3,603.00
311	Volunteer Assistant Football Coach - 9th Grade	Fall	Scarcelle	Michael V.	Volunteer
312	HS Club #8 - FBLA Club Advisor-HS	Year	Scheck	Carol L.	\$402.00
313	Business Ed. Department Head	Year	Scheck	Jamie J.	\$3,868.00
314	Asst. Football Coach-HS	Fall	Schein	Steve	\$9,462.79
315	Chorus-Grade 5-IS	Year	Seislove	Bevin A.	\$3,089.18
316	Athletic Coordinator-MS 1/2 contract	Year	Seislove	Timothy J.	\$2,847.08
317	Football Coach (7th Grade)	Fall	Seislove	Timothy J.	\$6,881.26
318	Wrestling Coach-HS	Winter	Seislove	Timothy J.	\$9,648.28
319	National Honor Society Advisor-HS	Year	Seltzer	Bradley J.	\$1,104.00
320	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Shafer	Barry L.	\$50/game
321	HS Club #19 - Diversity Club	Year	Shelly	Janell M.	\$402.00
322	Special Education Department Head	Year	Shelly	Janell M.	\$4,845.00
323	Asst. Volleyball Coach-Girls'- HS	Fall	Shields	Elizabeth	\$4,610.55
324	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Shields	Elizabeth	\$50/game

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325	Asst. Track Coach-Girls' & Boys'-Winter-HS	Winter	Short	Amy S.	\$5,189.00
326	Asst. Track Coach (7/8th Grade)	Spring	Short	Amy S.	\$2,772.00
327	Soccer Coach - Girls' (7th Grade)	Fall	Short	Amy S.	\$2,910.60
328	JV "B" Basketball Coach-Boys'	Winter	Siuchta	Michael	\$5,227.53
329	TV Studio Coordinator, Grade 7	Year	Skarbek	Amy M.	\$1,471.00
330	Reading Olympics-Grade 8	Year	Skrzat	Maria Elena	\$1,104.00
331	Senior High Percussion Technician	Fall	Slifer	Brett M.	\$1,698.00
332	Co-Ed Fitness Intramural # 1 - Oaks	Fall	Smith	Carly MK	\$402.00
333	Co-Ed Fitness Intramural # 3 - Oaks	Spring	Smith	Carly MK	\$402.00
334	HS Club #30 - Aavidum Club	Year	Smith	Rebekah J.	\$402.00
335	Health Services Department Head (1/2 Contract)	Year	Smith	Trisha	\$1,934.00
336	HS Club #7 - Cultural Awareness Club	Year	Smith-Wood	Mollie M.	\$402.00
337	Bowling Coach Boys' and Girls'- HS	Winter	Souder	Ryan N.	\$5,029.50
338	Football Coach (8th Grade)	Fall	Souder	Ryan N.	\$5,180.70
339	Asst. Tennis Coach-Girls'-HS	Fall	Staino	Devon L.	\$4,771.07
340	Co-Ed Fitness Intramural # 5 - Grade 7 - Soccer	Spring	Staino	Devon L.	\$402.00
341	Track Coach Boys' & Girls'-Winter-HS	Winter	Stauffer	Danielle L.	\$9,648.28
*342	Track Coach-Boys' & Girls'-HS	Spring	Stauffer	Danielle L.	\$7,990.29
343	Student Council-Grade 7	Year	Stauffer	Megan M.	\$1,471.00
344	Art Consultant - Digital Graphic Artist HS	Year	Strickler	Chadwick A.	\$1,873.00
345	Art Department Head	Year	Strickler	Chadwick A.	\$4,194.00
346	Asst. Football Coach-HS	Fall	Strickler	Chadwick A.	\$9,462.79
347	Festival of Arts Coordinator - HS (1/2 Contract)	Spring	Strickler	Chadwick A.	\$552.00
348	SAP Coordinator - Evans Elementary	Year	Sullivan	Donna A.	\$402.00
349	JV "B" Baseball Coach	Spring	Swavely	Adam	\$4,231.80
*350	Asst. Football Coach 7/8th Grade	Fall	Swier III	Robert A.	\$4,161.47
351	Asst. Wrestling Coach (7/8/9th Grade)	Winter	Swier III	Robert A.	\$4,890.27
352	HS Club #21 - Entrepreneurship Club	Year	Swier III	Robert A.	\$402.00
353	HS Club #22 - DECA Club Advisor	Year	Swier III	Robert A.	\$402.00
354	Assistant Senior High Program Planner	Fall	Tabar	Abigail M.	\$2,215.00
355	Basketball Coach-Boys'-HS	Winter	Talley	Christopher R.	\$7,375.83
356	Basketball Coach-Girls' (7th Grade)	Winter	Templeton	Mark E.	\$4,231.80
357	Softball Coach - 8th Grade	Spring	Templeton	Mark E.	\$3,201.66
358	Asst. Baseball Coach-HS	Spring	Terry	Vincent E.	\$3,991.00
359	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Tier	Nicholas A.	\$50/game
360	Social Studies Department Head	Year	Tier	Nicholas A.	\$4,845.00
*361	Yearbook- Grade 7 (1/2 Contract)	Year	Timbario	Johannah M.	\$735.50
362	Reading Olympics – Evans Elementary	Year	Trianosky	Jacqueline M.	\$402.00
363	Asst. Cross Country Coach-HS	Fall	Varady	Matthew J.	\$4,190.55
364	Reading Olympics – Oaks Elementary	Spring	Verma	Greta L E	\$402.00
365	Basketball Coach-Girls' (7th Grade)	Winter	Wallis	Kaylee J.	\$3,345.30
366	Co-Ed Fitness Intramural # 2 - Royersford	Fall	Walsh	Katelyn M.	\$402.00
367	Co-Ed Fitness Intramural # 4 - Royersford	Spring	Walsh	Katelyn M.	\$402.00
368	Reading Olympics - Royersford Elementary	Year	Walsh	Katelyn M.	\$402.00
369	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Ward	Rose M.	\$50/game
*370	Asst. Lacrosse Coach-Girls'-HS	Spring	Ward	Rose M.	\$4,609.61
371	Co-Ed Fitness Intramural # 7 - Grade 7 - Wiffle Ball	Spring	Ward	Rose M.	\$402.00
372	Event Workers (Announcers, Clock Operators, Ticket Takers)	Year	Weigel	Rachel M.	\$50/game
373	Homework Club Advisor - Grade 7 (1/2 Contract)	Year	West	Cheryl A.	\$735.50
374	Softball Coach (Head) (7th Grade)	Spring	West	Cheryl A.	\$2,772.00
375	Spring Play Director-Grade 8	Spring	West	Cheryl A.	\$1,544.55
376	Winter Play Director-Grade 7	Winter	West	Cheryl A.	\$1,544.55
377	Co-Ed Fitness Intramural # 16 - Grade 5-6 - Running	Spring	White	Emily E.	\$402.00
378	Co-Ed Fitness Intramural # 17 - Grade 5-6 - Running	Spring	White	Emily E.	\$402.00
379	Co-Ed Fitness Intramural # 20 - Grade 5-6 - Running	Spring	White	Emily E.	\$402.00
380	5/6 Club #11 - Gardening Club	Spring	Williams	Dacia A.	\$402.00
381	7 th Gr. Club #4 - World Language Club	Year	Yura-Brown	Jaclyn	\$402.00
382	Head Cheerleading Fall-8th Grade	Fall	Yurko	Tara M.	\$1,875.00



SPRING-FORD AREA SCHOOL DISTRICT

OFFICE OF THE SUPERINTENDENT

857 SOUTH LEWIS ROAD, ROYERSFORD, PA 19468

RESOLUTION 2021-28

ADMINISTRATION

Robert W. Rizzo
Acting Superintendent

BOARD OF DIRECTORS

Colleen Zasowski
Board President

Christina F. Melton
Board Vice President

Thomas J. DiBello
Region III

Wendy Earle
Region I

Linda C. Fazzini
Region I

Clinton L. Jackson
Region II

David R. Shafer
Region II

Diane C. Sullivan
Region III

Dr. Margaret D. Wright
Region I

RESOLUTION BY THE BOARD OF SCHOOL DIRECTORS OF THE SPRING-FORD AREA SCHOOL DISTRICT DECLARING AN EMERGENCY PURSUANT TO SECTION 520.1 OF THE PENNSYLVANIA SCHOOL CODE

WHEREAS, COVID-19 remains a global pandemic as declared by the World Health Organization; and

WHEREAS, the Pennsylvania Department of Education has determined that the COVID-19 pandemic continues to constitute an "emergency" within the meaning of Section 520.1 of the Public School Code; and

WHEREAS, the Board of School Directors has determined that the impact of COVID-19 to our students, faculty, and community requires an extraordinary response;

NOW THEREFORE, the Board finds and declares that the COVID-19 pandemic continues to be an emergency within the meaning of Section 520.1 of the Pennsylvania School Code.

For the 2021-2022 school year, the Superintendent, in conjunction with the Board of Directors, shall develop a Health and Safety Plan in forms and manners prescribed by the Pennsylvania Department of Education that ensures a minimum of 180 days of instruction, allowing for a minimum of 900 hours of instruction at the elementary level and 990 hours of instruction at the secondary level, employing any combination of in-person, virtual, and cyber learning as the District, from time to time during this pandemic and Section 520.1 emergency deems appropriate to address the health and safety of students, faculty, and community, and the learning needs of students. Such instruction shall comply in full with the requirement of Chapter 4 of the regulations of the State Board of Education and with the curriculum standards published in accordance therewith.

Adopted this _____ day of _____, 2021.

SPRING-FORD AREA SCHOOL DISTRICT

Witness: _____
Diane Fern,
School Board Secretary

By: _____
Colleen Zasowski,
School Board President



Emergency Instructional Time Template

Section 520.1 - 2021-22 School Year

As communicated to chief school administrators on July 6, 2020, Section 520.1 of the School Code provides flexibility to meet minimum instructional time requirements in the event of an emergency that prevents a school entity from providing for the attendance of all pupils or usual hours of classes at the school entity. As occurred for the 2020-21 school year, the Pennsylvania Department of Education (PDE) considers the World Health Organization-declared Coronavirus disease (COVID-19) a global pandemic and an emergency as contemplated by Section 520.1 for the 2021-22 school year. Nothing in Section 520.1 of the School Code should be construed to extend beyond the 2021-22 school year.

A local education agency (LEA) that elects to implement temporary provisions in response to the COVID-19 global pandemic may meet the minimum 180 days of instruction and 900 hours of instruction at the elementary level and 990 hours of instruction at the secondary level through a combination of face-to-face and remote instruction, consistent with the requirements outlined in PDE's July 6, 2020, guidance. Such LEAs must provide PDE with the following information specific to the 2021-22 school year:

1. LEA's Proposed Calendar and Schedule(s) for SY 2021-22

a. School Year Calendar

School Year Start Date	School Year End Date	Total Number of Instructional Days Must meet minimum 180 days

- b. Should a school need to use remote learning at either the student or school level, LEAs should submit a sample weekly schedule reflecting remote learning as approved by the LEA's governing body. (Recognizing the need for flexibility and that circumstances may change as the LEA responds to the COVID-19 pandemic, an LEA may provide more than one proposed weekly schedule.)

- 2. When using remote learning (i.e., learning outside of the school building), describe how the LEA will ensure access for all students.**

- 3. The Chief School Administrator and Board President affirm the following:**

The proposed school calendar and academic schedule(s) will provide all students the planned instruction needed to attain the relevant academic standards set forth in Chapter 4.

The proposed school calendar and academic schedule(s) allow sufficient instructional time necessary for content mastery and provide instructional blocks for each grade level and content area.

The proposed school calendar and academic schedule(s) provide at least 900 hours (elementary) and 990 hours (secondary) of in-person instruction and/or remote learning for all students. (Such time may include synchronous and/or asynchronous instruction.)

The proposed school calendar and academic schedule(s) define instructional time for students as time in the school day devoted to instruction and instructional activities under the direction of certified school employees. (Such time may include synchronous and/or asynchronous instructional activities.)

Clearly defined systems for tracking attendance and instructional time will be implemented to ensure student engagement in remote instruction.

The LEA acknowledges that it must provide Free and Appropriate Public Education (FAPE) during this pandemic-related emergency.

The proposed school calendar and academic schedule(s) ensures ESL services for English Learners.

Clearly defined and ongoing systems for evaluating the quality and outcomes of instructional delivery will be implemented, at least quarterly, and necessary adjustments will be made when data highlight concerns about quality, equity, and/or lack of progress in student learning.

Name of Local Education Agency:

Signature of Chief School Administrator

Date

Signature of Governing Body President

Date

Date Approved at Board Meeting:

Please scan and submit this entire signed document, the proposed weekly schedule, and a copy of the board meeting minutes at which such schedule was approved to to RA-EDContinuityofED@pa.gov.

Questions can also be submitted to this email address.

Book	Policy Manual
Section	200 Pupils
Title	Anti-Discrimination And Harassment
Code	248.1
Status	Active
Adopted	May 27, 2008
Last Revised	November 23, 2009

Purpose

The Board strives to provide a safe, positive learning climate for students in the schools. Therefore, it shall be the policy of the district: to continually strive to maintain an educational environment in which discrimination and harassment are not tolerated; to prevent and eliminate prohibited discrimination and harassment; to encourage positive student interactions and understanding and the right to associate freely with other students or groups; and to encourage students who believe they have been the victims of prohibited discrimination or harassment to promptly report such incidents to designated employees. [\[8\]](#)

Authority

Accordingly, the Board prohibits all forms of unlawful discrimination of students, including harassment, based on race, color, national origin, sex, and disability, by any member of the school community; [\[2\]](#)

The Board further prohibits discrimination, including harassment, based on association with other students of the protected classifications or groups representing such protected classifications, by any member of the school community; [\[3\]](#)

The Board further prohibits retaliation or reprisals against any person who makes a good faith complaint of prohibited discrimination or harassment by any member of the school community; and [\[4\]](#)

The Board further prohibits knowingly making false reports of discrimination or harassment. [\[9\]](#)

The Board recognizes various legitimate expression interests may be implicated in an anti-discrimination and harassment policy and that the offensiveness of a particular expression as perceived by some students, standing alone, is not a legally sufficient basis to establish prohibited discrimination or harassment. The Board does not intend this policy to chill freedom of expression, but instead attempts to balance legitimate speech and expression interests with its obligation to provide a safe and effective educational environment.

In furtherance of this policy, the Board directs that complaints of discrimination or harassment shall be investigated promptly. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations. [\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)[\[14\]](#)

The Board further assures and hereby directs that effective corrective action shall be taken as appropriate, including steps to remedy discriminatory effects and to prevent recurrence or retaliation.

Definitions

Prohibited Conduct

1. **Harassment** prohibited by this policy includes any of the following.

- a. **Bias Harassment** - Unwelcome expressive or physical conduct by any member of the school community relating to a student's sex, race, color, religion, national origin, age or disability when the conduct is so severe, pervasive and objectively offensive that it adversely affects a student's ability to participate in or benefit from an educational program or activity, or substantially interferes with a student's educational performance. Such harassment includes by its nature what is known as "hostile environment" discrimination.
- b. **Quid Pro Quo Discrimination/Harassment** - No school personnel reasonably believed by the student to hold a position of authority or some manner of control over the student, whether real or perceived, shall explicitly or implicitly condition a student's participation in an educational program or activity or base an educational decision on the student's submission to unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature. Quid pro quo discrimination/harassment is equally unlawful whether the student resists and suffers the threatened harm or submits and, thus, avoids the threatened harm. This statement herein is not intended to in any way limit the applicability of any statutes, including those relating to voluntary or involuntary sex acts or consent, or of any Board policy. [\[7\]](#)[\[3\]](#)[\[4\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)[\[14\]](#)
- c. **Criminal Harassment** - Conduct by a member of the school community when, with intent to harass, annoy or alarm a student, the person follows a student in or about common areas; subjects or threatens to subject a student to unwelcome physical contact; or behaves in a manner which alarms or seriously annoys a student and that serves no legitimate purpose, is also prohibited and may be reported as harassment as provided herein.
- d. **Physical Harassment** - Non-expressive, physically harassing conduct that simply interferes with a student's education, whether based on a protected characteristic or not, is prohibited and may be reported as harassment as provided herein.
- e. **Association Harassment** - Expressive or physical conduct, directed at a person's association with any other person or any lawful group commonly associated with or presenting the protected characteristics, whether actual or perceived, of sex, race, color, religion, national origin, or disability is prohibited and may be reported as harassment as provided herein. [\[15\]](#)
- f. **Retaliation Harassment** - It is a separate and distinct violation of this policy for any member of the school community to retaliate against any person who reports alleged harassment, any person who testifies, assists, or participates in an investigation, proceeding, or hearing relating to such harassment. It is possible that an alleged harasser may be found to have violated this anti-retaliation provision even if the underlying complaint of harassment is not found to be a violation of this policy. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment and may be redressed through application of the same reporting, investigation, and enforcement procedures as for harassment.

2. **Bias Discrimination** –

- a. The district shall not, on the basis of sex, race, color, religion, national origin, disability, or association with any person presenting such protected characteristics, exclude any student from participation in, deny any student the benefits of, or otherwise subject any student to discrimination under any educational program or activity, including athletics.
- b. No school personnel, in providing any aid, service, or benefit, whether directly or through contract or other arrangement, shall not:

- i. Treat one student differently from another in determining whether such student satisfies any requirement or condition for the provision of such aid, benefit, or service,
- ii. Provide different aids, benefits, or services or provide aid, benefit, or service in a different manner,
- iii. Deny any student any such aid, benefit or service,
- iv. Subject any student to separate or different rules of behavior, sanctions, or other treatment relating to such aid, benefit, or service,
- v. Afford an opportunity to participate in or benefit from the aid, benefit, or service that is not equal to that afforded to others, unless necessary to provide a qualified disabled person with aid, benefit, or services that are as effective to obtain the same result, to gain the same benefit, or to reach the same level of achievement as provided to others,
- vi. Aid or perpetuate discrimination by providing significant assistance to any agency, organization, or person that discriminates, on the basis of a protected characteristic,
- vii. Otherwise limit any student in the enjoyment of any right, privilege, advantage, or opportunity, on the basis of sex, race, color, religion, national origin, age, disability, or association with any person presenting such protected characteristics.

The above statements of prohibited conduct are in addition to or in supplement of any other non-discrimination policies of the district.

- 3. **False Report** - A person who knowingly makes a false report may be subject to the same action that the district may take against any other individual who violates this policy. The term "false report" refers only to those made in bad faith and does not include a complaint that could not be corroborated or which did not rise to the level of unlawful harassment.
- 4. Lewd, vulgar, and or indecent expressive or physical conduct is prohibited, whether or not the conduct amounts to harassment.
- 5. Harassment/discrimination based on sex may be committed by either males or females, and may occur regardless of the sex of the harasser or the victim.

Unless the context indicates otherwise, and except as specifically defined herein, the terms harass, harassing, and harassment as used in this policy shall be given their common meaning.

- 1. **Civil Rights Coordinator** is the person designated:

- a. To coordinate efforts to comply with various civil rights and discrimination laws.
- b. To be the primary contact for inquiries about this policy.
- c. To be the custodian of records of complaints and investigations.
- d. To oversee the investigative process.
- e. To assess the training needs of district staff, including building principals or designated investigators, and students in connection with dissemination, comprehension, and compliance with this policy.
- f. To track all complaints.

g. The Civil Rights Coordinator is responsible to monitor the implementation of nondiscrimination procedures in the following areas:

- i. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.
- ii. Training - Provision of training for students and staff to identify and alleviate problems of discrimination.
- iii. Student Access - Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
- iv. District Support - Assurance that like aspects of the school program receive like support as to staffing and compensation, facilities, equipment, and related areas.
- v. Student Evaluation - Review of tests, procedures, and guidance and counseling materials for stereotyping and discrimination.

2. As prescribed in the attached internal guidelines, the **Investigator** shall be responsible to complete the following duties when receiving a complaint of discrimination:

- a. Inform the student or third party of the right to file a complaint and the complaint procedure.
- b. Inform the complainant that s/he may be accompanied by a parent/guardian during all steps of the complaint procedure.
- c. Notify the complainant and the accused of the progress of the investigation at appropriate stages of the procedure.
- d. Conduct interviews of the complainant, respondent and any witnesses.
- e. Draft findings in the form of a report to the interested parties, Civil Rights Coordinator and Superintendent.

3. **Expressive or physical conduct** includes, by way of example, but is not limited to, spoken or written communication, gestures, depictions, and pictures.

4. **School Community** includes any one or combination of students, school employees (including teachers, staff, and administrators), independent contractors, school visitors, school volunteers, all others who enjoy the use of district facilities and programs, and anyone engaged in business with the district. Any prohibited harassment addressed in this policy may be committed by any individuals, or combination of individuals, of the school community.

5. **School Personnel** includes the school community, except for students.

6. **Severe, pervasive and objectively offensive** is considered in the totality of the circumstances under which the alleged harassment occurred and is considered from both a subjective and objective perspective.

- a. Factors to consider when determining the nature of the discrimination/ harassment in this regard include, but are not limited to:

- i. The ages of the accused and the student, including simple chronological age, age disparity, developmental age or maturity, and the ability of the student to perceive, and the degree of perception, of the nature of the conduct.
 - ii. The relationship between the student and the accused.
 - iii. The frequency; duration, and intensity (one (1) outrageous incident may be sufficient) of the conduct.
 - iv. The number of persons involved.
 - v. Whether the conduct was physically threatening or humiliating.
 - vi. The manner of conduct alleged, such as expressive conduct, physical conduct, direct discrimination (for example exclusion based on protected characteristic), or combination thereof.
 - vii. The location and context of conduct.
 - viii. Any previous complaints from or about the same individuals as well as previous similar complaints in the same school.
 - ix. The degree of interference and disruption, both to the student specifically and to the educational environment generally.
- b. Where expressive conduct is involved, consideration of the time, manner, and place of the conduct must be considered, including but not limited to:
- i. Whether the expressive conduct would reasonably be viewed as school sanctioned, such as when expressed in a school newspaper or school assembly.
 - ii. The degree of ability to escape the conduct, such as in a classroom, or in the hallway or a free time.
 - iii. The relative ages and abilities of the accused and the student to understand and perceive the meanings of the expressive conduct as well as the nature of the forum in which expressed, such as during an exchange of political view or in an unsupervised setting with multiple harassers, or in elementary versus high school.
 - iv. The degree with which the expressive conduct disrupts the educational environment.
 - v. The nature of the conduct, such as a request for sexual favors or classroom analysis of sexuality in literature.

7. **Unwelcome** - Conduct to which a student submitted, acquiesced, failed to complain about, or even previously participated in, does not thereby mean the conduct was welcomed or meaningfully consensual. For example, the Board always considers inappropriate any illegal sexual conduct between adult school personnel and minors, and even "consensual" sexual relationships between adult school personnel and secondary students are presumptively always inappropriate. Whether conduct was unwelcomed, like so much of the consideration of harassment/discrimination is determined on the unique facts of each complaint.

The Board further directs that the school community shall be responsible for maintaining an educational environment free from prohibited discrimination and harassment.

District Action

If after appropriate investigation the district determines that a complaint of discrimination or harassment is founded and violates this policy, the district shall take prompt, corrective action to ensure that such conduct ceases and will not recur.

Notification

The district shall annually inform the school community as well as parents/guardians of this policy against discrimination and harassment and of the discrimination/harassment grievance procedures, by means of:

1. Distribution of written policy.
2. Publication in handbooks.
3. Presentation by staff to students.
4. Posting of notice in prominent locations.

Delegation of Responsibility

Such notice shall include the name, mailing address, and telephone number of the Civil Rights Officer as well as the mailing address and telephone number of the U.S. Department of Education, Office for Civil Rights. The Civil Rights Coordinator identified in this policy is:

Director of Human Resources
Spring-Ford Area School District
857 South Lewis Road
Royersford, PA 19468

- | | |
|-------|---------------------------|
| Legal | 2. 20 U.S.C. 1681 et seq |
| | 3. 42 U.S.C. 12101 et seq |
| | 4. 29 U.S.C. 794 |
| | 7. 20 U.S.C. 1681 |
| | 24 P.S. 1310 |
| | 22 PA Code 4.4 |
| | 22 PA Code 12.1 |
| | 22 PA Code 12.4 |
| | 24 P.S. 5004 |
| | 20 U.S.C. 6321 |
| | 8. 42 U.S.C. 2000d et seq |
| | 9. 43 P.S. 951 et seq |
| | 10. 28 CFR Part 35 |
| | 11. 34 CFR Part 100 |
| | 12. 34 CFR Part 104 |
| | 13. 34 CFR Part 106 |
| | 14. 34 CFR Part 110 |
| | 15. 18 Pa. C.S.A. 2709 |

Book	Policy Manual
Section	100 Programs
Title	Independent Study
Code	118
Status	Draft
Adopted	
Last Revised	

Purpose

The Board shall consider approval of a course of independent study for a properly qualified student, as recommended by the Superintendent, on the condition that the student shall demonstrate achievement of established educational goals and academic standards as a result of participation in the independent study.

Authority

The Board shall approve each course of independent study and may designate the number of credits toward graduation to be awarded upon successful completion of each course, except that the Board reserves the right to assign no credit for an approved course.[1][2]

Courses of independent study may not be limited to participation by a single student but may involve a group of students, subject to Board approval.

Each course of independent study must meet the requirements of applicable laws and regulations.

Delegation of Responsibility

The Superintendent or designee shall develop administrative regulations to implement independent study programs.

The Superintendent shall prepare recommendations for Board approval of courses of independent study, based on the recommendation of the building principal.

PSBA Revision 8/08 © 2015 PSBA

Legal

1. 22 PA Code 4.24
 2. 22 PA Code 4.4
- 22 PA Code 4.12

Book	Policy Manual
Section	100 Programs
Title	Current Events
Code	119
Status	Draft
Adopted	
Last Revised	

Purpose

The Board believes that consideration of current events has a legitimate place in the educational program of the schools. Properly introduced by a professional educator and conducted in conjunction with the District's course offerings, discussion of such events can help students learn to identify important issues, explore fully and fairly all sides of an issue, weigh carefully the values and factors involved, and develop skills for formulating and evaluating positions and opinions.

Definition

A current event is defined as a topic on which opposing points of view have been promulgated by responsible opinion and is not expressly enumerated in the course guide as content of the course of study.

Authority

The Board shall permit the introduction and proper educational use of current events, provided that their use in the instructional program:[1]

1. Is related to the course's educational goals and the students' level of maturity.
2. Does not tend to indoctrinate or persuade students to a particular point of view.
3. Encourages balanced presentations and open-mindedness.
4. Is conducted in a spirit of scholarly inquiry.
5. Is instigated by curricular design or by the students themselves.
6. Is not related to the employment status of the teacher and/or other district employees.

The Board recognizes that some deviation from the assigned course guide is necessary in the free exchange of the classroom. However, the Board specifies for the guidance of the Superintendent and staff that any discussion of current events in the classroom shall be conducted in an unprejudiced and dispassionate manner and shall not disrupt the educational process, fail to match the maturity level of students, nor be unrelated to the goals of the district and the appropriate course guide.[1]

Delegation of Responsibility

The Superintendent or designee shall develop administrative regulations for the management of current events that do not stifle the spirit of free and scholarly inquiry.

PSBA Revision 4/14 © 2015 PSBA

Legal

1. Pol. 106

24 P.S. 510

Book	Policy Manual
Section	100 Programs
Title	Charter Schools
Code	140
Status	Draft
Adopted	
Last Revised	

Purpose

In order to provide students, parents/guardians and community members an opportunity to establish and maintain schools that operate independently from this school district, the Board shall evaluate applications submitted for charter schools located within the district, in accordance with the requirements of law and those established by the Board.[1]

The Board shall work cooperatively with individuals and groups submitting proposals and applications for charter schools.

Definitions

Appeal Board means the State Charter School Appeal Board established by the Charter School Law.[2]

Board of Trustees of a charter school shall be classified as public officials.[3]

Charter School means an independent, nonsectarian public school established and operated under a charter from the local Board in which students are enrolled or attend. A charter school must be organized as a public, nonprofit corporation; and charters may not be granted to any for-profit entity nor to support home education programs.[2][3][4]

Local Board of Directors (Board) means the Board of Directors of the school district in which a proposed or approved charter school is located.[2]

Regional Charter School means an independent public school established and operated under a charter from more than one local Board and approved by an affirmative vote of a majority of all Board members of each of the school districts involved.[2][5]

Authority

The Board shall evaluate submitted applications for charter schools based on the criteria established by law, regulations and any additional criteria required by the Board.[4]

A charter school application shall be approved or denied by a majority vote of all Board members at a public meeting, in accordance with the provisions of law. Written notice of the Board's decision shall be sent to the applicant, Department of Education and the Appeal Board,

including reasons for denial and a clear description of application deficiencies if the application is denied. The Board shall evaluate denied applications that are revised and resubmitted.[4][6]

Upon approval of a charter application, the Board and the charter school's Board of Trustees shall sign the written charter, which shall be binding on both. The charter shall be for a period of three (3) to five (5) years and may be renewed for five-year periods by the Board.[7]

The Board shall not cap nor limit the number of district students enrolling in a charter school, unless agreed to by the charter school as part of the written charter.[8]

The Board may approve a leave of absence for up to five (5) years for a district employee to work in a charter school located in the district of employment or in a regional charter school in which the employing district is a participant, and the employee shall have the right to return to a comparable position in the district. The Board at its discretion may grant tenure to a temporary professional employee on leave from this district to teach in a charter school located in the district, upon completion of the appropriate probation period.[9]

The Board shall annually assess whether each charter school is meeting the goals of its charter and shall require each charter school to submit an annual report no later than August 1 of each year.[10]

The Board shall conduct a comprehensive review prior to granting a five-year renewal of the charter.[10]

The Board shall have ongoing access to the records and facilities of the charter school to ensure that the charter school is in compliance with its charter, Board policy and applicable laws.[10]

In cases where the health or safety of the charter school's students, staff or both is at serious risk, the Board may take immediate action to revoke a charter.[11]

The Board affirms that the Board of Trustees and the charter school shall be solely liable for any and all damages and costs of any kind resulting from any legal challenges involving the operation of a charter school. The local Board shall not be held liable for any activity or operation related to the program of a charter school.[12]

A charter school shall execute a "hold harmless" agreement indemnifying and ensuring/agreeing to defend the school district in any and all kinds of liability areas so that the school district and Board are protected in any litigation related to the operation of a charter school.

Delegation of Responsibility

Applications for charter schools shall be submitted to the Superintendent or designee, who shall be responsible for communicating and cooperating with all applicants.

The Superintendent or designee shall be responsible to assist applicants with plans for technical assistance and contracted services that may be provided by the district.

Guidelines

A charter school shall be subject to all federal and state laws and regulations prohibiting discrimination in admissions, employment and operation on the basis of disability, race, creed, color, sex, sexual orientation, national origin, religion, ancestry or need for special education services.[3]

A charter school shall submit monthly enrollment figures and other required reports to the district, as stated in the charter.

Transportation

The district shall provide transportation to resident students attending a charter school located in the district, a regional charter school of which the district is a member, and a charter school located within ten miles outside district boundaries, in accordance with distance requirements established for district students.[13]

Transportation shall be provided to charter school students on the dates and periods that the charter school is in session, regardless of whether transportation is provided to district students on those days.

Applications

Applications for charter schools must contain all the information specified in the Charter Schools Law and any additional information required by the Board.[4][14]

Applications for charter schools shall be submitted to the Board by November 15 of the school year preceding the school year in which the school will be established.[4]

Within 45 days of receipt, the Board shall hold at least one public hearing on the charter application, in accordance with law. At least 45 days must pass between the first public hearing and the final decision of the Board. No later than 75 days after the first public hearing, the Board shall grant or deny the application.[4]

Insurance/Risk Management

The charter school shall adequately protect against liability and risk through an active risk management program approved by the Board. The program shall include proof of purchase of insurance coverages as required by the Board.[14][12]

Minimum coverages and levels of appropriate coverages shall be established in the charter.

A charter school shall operate in a manner that minimizes the risk of injury and harm to students, employees and others.

Legal

1. 24 P.S. 1702-A
2. 24 P.S. 1703-A
3. 24 P.S. 1715-A
4. 24 P.S. 1717-A
5. 24 P.S. 1718-A
6. 65 Pa. C.S.A. 701 et seq
7. 24 P.S. 1720-A
8. 24 P.S. 1723-A
9. 24 P.S. 1724-A
10. 24 P.S. 1728-A
11. 24 P.S. 1729-A
12. 24 P.S. 1727-A
13. 24 P.S. 1726-A
14. 24 P.S. 1719-A
- 24 P.S. 1701-A et seq

Book	Policy Manual
Section	200 Pupils
Title	Confidential Communications of Students with certain certificated employees
Code	207
Status	Draft
Adopted	
Last Revised	

Purpose

The Board recognizes that certain written and oral communications between students and certain school personnel must be confidential.

Authority

The Board directs school personnel to comply with all federal and state laws, regulations and Board policy concerning confidential communications of students.

Guidelines

Information received in confidence from a student shall be revealed to the student's person in parental relation, building principal or other appropriate authority by the staff member who received the information when the health, welfare or safety of the student or other persons clearly is in jeopardy.[1]

Use of a student's confidential communications to school personnel in legal proceedings is governed by laws and regulations appropriate to the proceedings.[1][2][3]

Delegation of Responsibility

In qualifying circumstances, a staff member may reveal confidential information to the building principal and other appropriate authorities.

In qualifying circumstances, the building principal, Superintendent, and/or designated administrator may reveal confidential information to a student's person in parental relation and other appropriate authorities, including law enforcement personnel.

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Legal

1. 22 PA Code 12.12
2. 42 Pa. C.S.A. 5945
3. 42 Pa. C.S.A. 8337

Book	Policy Manual
Section	200 Pupils
Title	Diabetes Management
Code	209.2
Status	Draft (PNN Vol I 2017)
Adopted	
Last Revised	

Purpose

The Board recognizes that an effective program of diabetes management in school is crucial to:

1. The immediate safety of students with diabetes.
2. The long-term health of students with diabetes.
3. Ensure that students with diabetes are ready to learn and participate fully in school activities.
4. Minimize the possibility that diabetes-related emergencies will disrupt classroom activities.

Authority

The Board adopts this policy in accordance with applicable state and federal laws and regulations, and Board policies and administrative regulations, regarding the provision of student health services.[1][2][3][4][5][6][7][8][9]

Definitions

Diabetes Medical Management Plan (DMMP) means a document describing the medical orders or diabetes regimen developed and signed by the student's health care practitioner and parent/guardian.[2]

Individualized Education Program (IEP) means the written educational statement for each student with a disability that is developed, reviewed and revised in accordance with federal and state laws and regulations. A student with a disability is a school-aged child within the jurisdiction of the district who has been evaluated and found to have one or more disabilities as defined by law, and who requires, because of such disabilities, special education and related services.[7]

Section 504 Service Agreement (Service Agreement) means an individualized plan for a qualified student with a disability which sets forth the specific related aids, services, or accommodations needed by the student, which shall be implemented in school, in transit to and from school, and in all programs and procedures, so that the student has equal access to the benefits of the school's educational programs, nonacademic services, and extracurricular activities. A qualified student with a disability means a student who has a physical or mental disability which substantially limits or prohibits participation in or access to an aspect of the district's educational programs, nonacademic services or extracurricular activities.[1]

Trained Diabetes Personnel means non-licensed school employees who have successfully completed the required training.

Guidelines

Before a student can receive diabetes-related care and treatment in a school setting, the student's parent/guardian shall provide written authorization for such care and instructions from the student's health care practitioner. The written authorization may be submitted as part of a student's DMMP.[5]

Diabetes-related care shall be provided in a manner consistent with Board policy, district procedures and individualized student plans such as an IEP, Service Agreement or DMMP.[1][3][4][5][7][9]

In order to maintain a student's health and safety, each student's individualized plan shall address what information will be provided to school staff and other adults who have responsibility for the student in the school setting.[1][5][7][10][11]

Student health records shall be confidential and maintained in accordance with state and federal laws and regulations.[12][13][14]

Trained Diabetes Personnel

The school nurse, in consultation with the Superintendent or designee, may identify at least one (1) school employee, who is not the school nurse and who does not need to be a licensed health care practitioner, in each school building attended by a student with diabetes to perform diabetes care and treatment for students. The identified school employee has the right to decline this role.[4]

An identified school employee who has accepted this role shall complete the training developed by the state or training offered by a licensed health care practitioner with expertise in the care and treatment of diabetes, that includes at a minimum:[4]

1. An overview of all types of diabetes.
2. Means of monitoring blood glucose.
3. The symptoms and treatment for blood glucose levels outside of target ranges, as well as symptoms and treatment for hypoglycemia, hyperglycemia and other potential emergencies.
4. Techniques on administering glucagon and insulin.

The identified school employee shall complete such training on an annual basis.[4]

Upon successful completion of the required training, individual trained diabetes personnel may be designated in a student's Service Agreement or IEP to administer diabetes medications, use monitoring equipment and provide other diabetes care.[4]

If the diabetes-related care provided to a particular student by trained diabetes personnel will include administration of diabetes medication via injection or infusion, the Board shall require the following:[4]

1. The parent/guardian and the student's health care practitioner must provide written authorization for such administration; and
2. The trained diabetes personnel must receive annual training for such administration from a licensed health care practitioner with expertise in the care and treatment of diabetes.

Training of Other School Personnel

School employees, including classroom teachers, lunchroom staff, coaches and bus drivers, shall receive annual diabetes care training appropriate to their responsibilities for students with diabetes.

Student Possession and Use of Diabetes Medication and Monitoring Equipment

Prior to student possession or use of diabetes medication and monitoring equipment, the Board shall require the following:[3][15]

1. A written request from the parent/guardian that the school comply with the instructions of the student's health care practitioner. The request from the parent/guardian shall include a statement relieving the district and its employees of responsibility for the prescribed medication or monitoring equipment and acknowledging that the school is not responsible for ensuring that the medication is taken or the monitoring equipment is used.
2. A written statement from the student's health care practitioner that provides:
 - a. Name of the drug.
 - b. Prescribed dosage.
 - c. Times when medication is to be taken.
 - d. Times when monitoring equipment is to be used.
 - e. Length of time medication and monitoring equipment is prescribed.
 - f. Diagnosis or reason medication and monitoring equipment is needed.
 - g. Potential serious reactions to medication that may occur.
 - h. Emergency response.
 - i. Whether the child is competent and able to self-administer the medication or monitoring equipment and to practice proper safety precautions.
3. A written acknowledgement from the school nurse that the student has demonstrated that s/he is capable of self-administration of the medication and use of the monitoring equipment.
4. A written acknowledgement from the student that s/he has received instruction from the student's health care practitioner on proper safety precautions for the handling and disposal of the medications and monitoring equipment, including acknowledgement that

the student will not allow other students to have access to the medication and monitoring equipment and that s/he understands appropriate safeguards.

The written request for student possession and use of diabetes medication and monitoring equipment shall be reviewed annually, along with the required written statements from the parent/guardian and the student's health care practitioner. If there is a change in the student's prescribed care plan, level of self-management or school circumstances during the school year, the parent/guardian and the student's health care practitioner shall update the written statements.

Students shall be prohibited from sharing, giving, selling and using diabetes medication and monitoring equipment in any manner other than which it is prescribed during school hours, at any time while on school property, at any school-sponsored activity and during the time spent traveling to and from school and school-sponsored activities. Violations of this policy, provisions of a Service Agreement or IEP, or demonstration of unwillingness or inability to safeguard the medication and monitoring equipment may result in loss of privilege to self-carry the diabetes medication and monitoring equipment, and may result in disciplinary action in accordance with Board policy and applicable procedural safeguards.[1][3][10][16][17]

If the district prohibits a student from possessing and self-administering diabetes medication and operating monitoring equipment, or if a student is not capable of self-administering diabetes medication or operating monitoring equipment, the district shall ensure that the diabetes medication and monitoring equipment is appropriately stored in a readily accessible location in the student's building. The school nurse and other designated school employees shall be informed where the medication and monitoring equipment is stored and the means to access them.[3]

Delegation of Responsibility

The Superintendent or designee, in conjunction with the school nurse(s), shall develop administrative regulations for care and treatment of students with diabetes in the school setting.

The Superintendent or designee shall coordinate training for school employees. Such training may be included in the district's Professional Education Plan.[4][18][19]

The Superintendent or designee shall annually distribute to all staff, students and parents/guardians this policy along with the Code of Student Conduct.[16][20]

PSBA New 2/17 © 2017 PSBA

Legal

1. Pol. 103.1
2. 24 P.S. 1401
3. 24 P.S. 1414.5
4. 24 P.S. 1414.3
5. 24 P.S. 1414.4

6. 24 P.S. 1414.7
7. Pol. 113
8. Pol. 209
9. Pol. 209.1
10. Pol. 113.1
11. Pol. 810
12. 24 P.S. 1409
13. Pol. 216
14. Pol. 113.4
15. 22 PA Code 12.41
16. Pol. 218
17. Pol. 227
18. Pol. 100
19. Pol. 333
20. 22 PA Code 12.3
24 P.S. 510
Pol. 210

Book	Policy Manual
Section	200 Pupils
Title	Terroristic Threats
Code	218.2
Status	Draft
Adopted	
Last Revised	

Purpose

The Board recognizes the danger that terroristic threats by students present to the safety and welfare of district students, staff and community. The Board acknowledges the need for an immediate and effective response to a situation involving such a threat.

Definitions

Communicate - shall mean to convey in person or by written or electronic means, including telephone, electronic mail, Internet, facsimile, telex and similar transmissions.[1]

Terroristic threat - shall mean a threat communicated either directly or indirectly to commit any crime of violence with the intent to terrorize another; to cause evacuation of a building, place of assembly or facility of public transportation; or to otherwise cause serious public inconvenience, or cause terror or serious public inconvenience with reckless disregard of the risk of causing such terror or inconvenience.[1]

Authority

The Board prohibits any district student from communicating terroristic threats directed at any student, employee, Board member, community member or property owned, leased or being used by the district.

In the case of a student with a disability, including a student for whom an evaluation is pending, the district shall take all steps required to comply with state and federal laws and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and Board policies.[2][3][4][5][6][7]

If a student is expelled for making terroristic threats, the Board may require, prior to readmission, that the student provide competent and credible evidence that the student does not pose a risk of harm to others.

Delegation of Responsibility

The Superintendent or designee shall react promptly to information and knowledge concerning a possible or actual terroristic threat. Such action shall be in compliance with state law and regulations and with the procedures set forth in the memorandum of understanding with local law enforcement officials and the district's emergency preparedness plan.[7][8][9]

Guidelines

Staff members and students shall be made aware of their responsibility for informing the building principal regarding any information or knowledge relevant to a possible or actual terroristic threat.[10]

The building principal shall immediately inform the Superintendent after receiving a report of such a threat.

The Superintendent or designee may report incidents involving terroristic threats on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity to the local police department that has jurisdiction over the school's property, in accordance with state law and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and Board policies.[7][8][11][12][13]

The Superintendent or designee shall notify the person in parental relation of any student directly involved in an incident involving a terroristic threat as a victim or suspect immediately, as soon as practicable. The Superintendent or designee shall inform the person in parental relation whether or not the local police department that has jurisdiction over the school property has been or may be notified of the incident. The Superintendent or designee shall document attempts made to reach the person in parental relation.[7][12][14]

In accordance with state law, the Superintendent shall annually, by July 31, report all incidents of terroristic threats to the Office for Safe Schools on the required form.[7][11]

NOTES:

Act 76 of 1998 – Restitution Payments – 18 Pa. C.S.A. Sec. 2706

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Legal

1. 18 Pa. C.S.A. 2706
2. 20 U.S.C. 1400 et seq
3. 22 PA Code 10.23
4. Pol. 103.1
5. Pol. 113.1
6. Pol. 113.2
7. Pol. 805.1
8. 24 P.S. 1302.1-A
9. Pol. 805
10. 22 PA Code 12.2
11. 24 P.S. 1303-A
12. 22 PA Code 10.2

13. 22 PA Code 10.22
14. 22 PA Code 10.25
34 CFR Part 300
Pol. 233

Book	Policy Manual
Section	600 Finances
Title	Investment of District Funds
Code	609
Status	Draft
Adopted	
Last Revised	

Purpose

The following Investment policy is intended to provide rules governing the investment of all funds held by the school district, including general operating funds, capital funds, including debt proceeds, enterprise funds, activity funds and fiduciary or escrow funds. Generally, this policy is intended to assure that funds held by the school district are invested in accordance with prudent investment practices with regard to legality, maturity and liquidity and credit quality. All school district investments are required to comply with this investment policy.

Authority

All school district funds shall be invested in accordance with this policy. This includes all funds which are property of, or are held by or on behalf of, the school district including general operating funds, capital funds, including debt proceeds, enterprise funds, activity funds and fiduciary or escrow funds.

Definitions

Short-term - an obligation with a maturity of 397 days or less from the time the investment is made.

Credit risk - the risk of loss of principal or interest due to the failure of the issuer of the obligation.

Interest rate risk - the risk that the market value of the investment will fall due to changes in general interest rates.

Nationally recognized rating agency - Moody's Investors Service; Standard & Poor's Corporation; Veribanc, Inc.; or a similar nationally recognized rating agency.

Investment Officer - The Chief Financial Officer (CFO), or other officer designated by the board to have responsibility for management of the school district's investments. For purposes of the Public School Code, the CFO shall be deemed to be acting on behalf of the treasurer of the school district.

Delegation of Responsibility

The CFO shall serve as the investment officer for the school district. In his/her absence, the controller shall serve as the alternate. Both individuals shall be bonded in an amount approved by the school board.

The school board delegates to the investment officer responsibility to manage the investment program.

Only the investment officer or his/her designee shall have authority to transfer school district funds, which shall include transfers from a school district account or investment to another school district account or investment in the name of the school district.

Generally, the investment officer shall make all decisions concerning school district investments, and an investment advisor should not be granted investment discretion. However, in appropriate circumstances, the school district may grant limited investment discretion to an investment advisor in one or both of the following ways:

- As part of a cash management program, the school district may give to a financial institution authority to sweep excess school district funds into a designated pool or investment.
- As a part of a cash management program, the school district may give a financial institution limited investment discretion subject to the following limitations:
 - The school district will provide the financial institution with its cash flow requirements, and investments will be made so as to provide liquid funds consistent with cash flow requirements.
 - The school district will provide a list of permissible investments, including type of investment, any special criteria for permissible investments in each category, and requirements for reporting specific investments to the school district.

Guidelines

Investment Objectives

The primary objectives of school district investment activities shall be, in priority order:

1. Legality. Investments shall be made in accordance with applicable laws.
2. Safety. Safety of principal shall never be compromised. Preservation of principal shall be ensured through minimizing credit risk and interest rate risk, and by thorough investigation and knowledge of all investment providers and professionals.
3. Liquidity. Investments shall remain sufficiently liquid to meet all anticipated cash flow requirements.
4. Yield. Investments shall be made with the objective of attaining a market-average rate of return throughout budget and economic cycles, taking into account credit risk and maturities.
5. Diversification. Investments shall be diversified by: (1) Avoiding concentration in obligations of a specific issuer (excluding U.S. Treasury securities); and (2) Continuously investing a portion of the portfolio in readily available funds such as local government

investment pools, money market mutual funds, or bank accounts subject to immediate withdrawal.

6. Minimize Uninvested Balances. Investments shall be made so as to minimize uninvested balances. The school district cash flow plan will be used to ensure that investments are made as early as possible, and that maturities are consistent with cash flow requirements.

Generally Permitted Investments

To the extent, and only to the extent, then permitted by law and prudent for the purpose of the investment being made, the school district may invest in the following:

- United States Treasury Bills;
- Short-term obligations of the United States Government or its agencies or instrumentalities. It should be noted that, except as provided at paragraph (4) below, such obligations cannot have a remaining maturity of greater than 397 days;
- Deposits in savings accounts or time deposits or share accounts of institutions insured by the Federal Deposit Insurance Corporation (“FDIC”) to the extent such accounts are insured, and, for amounts above the insured maximum, provided that approved collateral as provided by law has been pledged by the depository;
- Obligations of the United States or any of its agencies or instrumentalities backed by the full faith and credit of the United States of America. In addition to direct obligations of the United States of America, as of the date of this policy, the school district may also invest in obligations of the Government National Mortgage Association and interest strips obligations of the Resolution Funding Corporation;
- Obligations of the Commonwealth of Pennsylvania or any of its agencies or instrumentalities backed by the full faith and credit of the Commonwealth or of any political subdivision of the Commonwealth or any of its agencies or instrumentalities backed by the full faith and credit of such political subdivision;
- Shares of an investment company registered under the Investment Company Act of 1940, whose shares are registered under the Securities Act of 1933; provided that the following are met:
 - only investments of that company are in the authorized investments for school district funds listed in clauses (i) through (iv) and repurchase agreements fully collateralized by such investments;
 - the investment company is managed so as to maintain its shares at a constant net asset value; and
 - the investment company is rated in the highest category by a nationally recognized rating agency.

Investments other than those set forth above may be made by the Investment officer, after consultation with the financial advisor (as provided at Section 12 below) if, after such consultation, the investment officer and the financial advisor agree that such investment is legal, safe and prudent, appropriate for the purpose for which the investment is being made, and is in accordance with this policy. In the event that any doubt exists with respect to the legality of the proposed investment, the investment officer and the financial advisor shall consult with counsel to the school district and request a written opinion.

Pooling of Funds

Except for cash in certain restricted funds, to the extent beneficial for investment purposes, the school district will consolidate cash balances from various funds to maximize investment earnings. Generally, investment income will be allocated to the various funds based on their respective participation and in accordance with generally accepted accounting principles.

Monthly Investment Reports

The investment officer shall submit reports to the board for approval including:

- amount invested in various school district funds and accounts; and
- types and amounts of each investment including maturities and rates of return.

Collateral for Deposits

Depository institutions shall provide collateral for all school district deposits in accordance with applicable law.

Investment Providers and Professionals

All depositories, investment advisors, and investment counterparties of any type shall be provided with a copy of this policy and shall agree in writing that they are bound by the terms hereof.

Not less than annually, and any time there is a material change that requires disclosure, all depositories, investment advisors, and investment counterparties of any type shall provide the following, to the extent applicable:

1. confirmation of all ratings of such person or institution from a nationally recognized rating agency;
2. its annual financial audit report;
3. an updated prospectus;
4. its current Form ADV-2;
5. notice of any material change of circumstances that the school district may find to be material.

Ethics

All depositories, investment advisors, and investment counterparties of any type shall disclose in writing to the school district:

- any fees paid to or received from a third party with respect to any school district investment; and
- any ownership of, by, or by a parent corporation which owns, any other depository institution, broker, investment advisor, or other investment provider or professional which does business with the school district.

Audit

All investment records shall be subject to annual audit by the school district's independent auditors.

Legal Counsel

The school district's legal counsel shall review investment agreements; documents establishing relationships with depository institutions, repurchase agreement providers, brokers, custodians, investment advisors, and other local government investment pools; and other documents as appropriate to ensure compliance with this policy and applicable law. Legal counsel need not review documents relating to opening standard bank accounts, certificates of deposit, or specific security transactions.

School District Financial Advisor

Whenever the school district has engaged the services of an independent financial advisor, the investment officer shall consult with such financial advisor whenever making an investment decision. The financial advisor shall evaluate the investment decision for compliance with this policy and shall provide to the investment officer its advice regarding the proposed investment's compliance with this policy and its prudence and appropriateness for the purpose of the investment. In the event that the financial advisor and the investment advisor do not agree with respect to a particular investment's compliance with this policy and its prudence and appropriateness for the purpose of the investment after consultation, the investment shall not be made until after approved by the finance committee of the board of school directors after presentation of both viewpoints to such committee by the investment officer and the financial advisor.

Book	Policy Manual
Section	600 Finances
Title	GASB Statement 34
Code	622
Status	Draft
Adopted	
Last Revised	

Purpose

The Board recognizes the need to implement the required accounting and financial reporting standards stipulated by the Pennsylvania Department of Education.

The primary objectives of implementing the Governmental Accounting Standards Board (GASB) Statement 34 are to assure compliance with state requirements, and properly account for both the financial and economic resources of the district.

Authority

Participation of the school district in any such activity shall be in accordance with Board policy.[1][2]

Delegation of Responsibility

The responsibility to coordinate the compilation and preparation of all information necessary to implement this policy is delegated to the Chief Financial Officer (CFO)

The designated individual shall be responsible for implementing the necessary procedures to establish and maintain a fixed asset inventory, including depreciation schedules. Depreciation shall be computed on a straight-line basis over the useful lives of the assets, using an averaging convention. Normal maintenance and repairs shall be charged to expense as incurred; major renewals and betterments that materially extend the life or increase the value of the asset shall be capitalized. A schedule of accumulated depreciation shall be consistent from year to year. The basis for depreciation, including groups of assets and useful lives, shall be in writing and submitted for review to the Finance Committee.

The CFO shall prepare the required Management Discussion and Analysis (MD&A). The MD&A shall be in the form required by GASB Statement 34 and shall be submitted to the Board for approval, prior to publication.

Prior to submission of the MD&A for Board approval, the district's independent auditors shall review the MD&A, in accordance with SAS No. 52, "Required Supplementary Information".

NOTES:

Useful life (capitalized assets) district can determine length of time (1 yr, 5yrs) there is no required limit – based on dollar value, life expectancy.

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Legal

1. 24 P.S. 218

2. 24 P.S. 613

Governmental Accounting Standards Board, Statement No. 34

Book	Policy Manual
Section	700 Property
Title	Integrated Pest Management
Code	716
Status	Draft
Adopted	
Last Revised	

Purpose

The district shall utilize integrated pest management procedures to manage structural and landscape pests and the toxic chemicals used for their control in order to alleviate pest problems with the least possible hazard to people, property and the environment.

The district shall integrate IPM education into the curriculum in accordance with relevant academic standards.[1][2]

Definitions

Integrated Pest Management (IPM) is the coordinated use of pest and environmental information to design and implement pest control methods that are economically, environmentally and socially sound. IPM promotes prevention over remediation and advocates integration of at least two (2) or more strategies to achieve long-term solutions.

Integrated Pest Management Plan is a plan that establishes a sustainable approach to managing pests by combining biological, cultural, physical and chemical tools in a way that minimizes economic, health and environmental risks.[3]

Authority

The Board establishes that the district shall use pesticides only after consideration of the full range of alternatives, based on analysis of environmental effects, safety, effectiveness and costs.[4][5]

The Board shall adopt an Integrated Pest Management Plan for district buildings and grounds that complies with policies and regulations promulgated by the Department of Agriculture.[3][5]

The Board shall designate an employee to serve as IPM Coordinator for the district.

Delegation of Responsibility

The IPM Coordinator shall be responsible to implement the Integrated Pest Management Plan and to coordinate communications between the district and the approved contractor.

The IPM Coordinator shall be responsible to annually notify persons in parental relations of the procedures for requesting notification of planned and emergency applications of pesticides in school buildings and on school grounds.[6]

The IPM Coordinator shall maintain detailed records of all chemical pest control treatments for at least three (3) years. Information regarding pest management activities shall be available to the public at the district's administrative office.[6]

Appropriate personnel involved in making decisions relative to pest management shall participate in update training.

Guidelines

Pest management strategies may include education, exclusion, sanitation, maintenance, biological and mechanical controls, and site appropriate pesticides.

An Integrated Pest Management Plan shall include the education of staff, students and the public about IPM policies and procedures.

When pesticide applications are scheduled in school buildings and on school grounds, the district shall provide notification in accordance with law, including:[6]

1. Posting a pest control sign in an appropriate area.
2. Providing the pest control information sheet to all individuals working in the school building.
3. Providing required notice to all persons in parental relations of students or to a list of persons in parental relations who have requested notification of individual applications of pesticides.

Where pests pose an immediate threat to the health and safety of students or employees, the district may authorize an emergency pesticide application and shall notify by telephone any person in parental relation who has requested such notification.[6]

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Legal

1. 22 PA Code 4.12
2. Pol. 102
3. 24 P.S. 772.1
4. 3 P.S. 111.21 et seq
5. 7 PA Code 128.1 et seq
6. 24 P.S. 772.2
- 7 U.S.C. 136 et seq

Book	Policy Manual
Section	800 Operations
Title	School Organization
Code	802
Status	Draft
Adopted	
Last Revised	

Purpose

The Board recognizes that the district's organizational structure can affect both the instructional program and the operation of the schools.

Authority

Upon approval of the Department of Education, the Board directs that district schools be organized as follows:[1][2][3]

Elementary school: kindergarten through 4th grade.

Intermediate school: 5th grade through 6th grade.

Middle school: 7th grade through 8th grade.

High school: 9th grade through 12th grade.

Delegation of Responsibility

The Superintendent shall continually monitor the effectiveness of the district's organizational plan and recommend to the Board modifications that benefit the instructional program, effectively utilize district resources, and implement the Board's educational goals.

PSBA Revision 1/08 © 2015 PSBA

Legal

1. 22 PA Code 4.3
2. 22 PA Code 4.41
3. 24 P.S. 1310

Book	Policy Manual
Section	800 Operations
Title	Bonding
Code	811
Status	Draft
Adopted	

Purpose

Prudent trusteeship of district resources dictates that employees responsible for the safekeeping of district funds be bonded.

Authority

The Board directs that the district be indemnified against loss of money by bonding each employee required to be bonded by policy or by law. The Board shall bear the cost of bonds for designated employees.[\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

Enumeration and valuation on such bonds shall be determined by the Board.

Guidelines

The amount of each bond shall be commensurate with the financial responsibility of the position.

Legal

[1. 24 P.S. 409](#)

[2. 24 P.S. 431](#)

[3. 24 P.S. 436](#)

[4. 24 P.S. 511](#)

[5. 24 P.S. 684](#)

Book	Policy Manual
Section	800 Operations
Title	Property Insurance
Code	812
Status	Draft
Adopted	

Purpose

The Board recognizes its responsibility under law to insure the real and personal property of this school district.

Authority

The Board has the authority and responsibility to provide adequate insurance coverage to protect the district's interests in its buildings and properties. Such coverage shall insure for actual cost value and/or replacement cost.[\[1\]](#)

In placing insurance, the Board shall be guided by the service of an insurance agent, scope of coverage provided, price of desired coverage, and assurance of coverage.

The Chief Financial Officer shall review and provide coverages and costs to the Board annually.

The Board shall appoint an insurance advisor, who may be the agent of record.

Legal
[1. 24 P.S. 774](#)

Book	Policy Manual
Section	800 Operations
Title	Other Insurance
Code	813
Status	Draft
Adopted	

Purpose

Proper school district operation requires that adequate, basic insurance programs be provided for the protection of the district and its employees.

Authority

The Board has the authority and responsibility to provide adequate insurance coverage to protect the district's interests. Such coverage shall be in accordance with established guidelines.[\[1\]](#)[\[2\]](#)

In placing insurance, the Board shall be guided by the service of an insurance agent, scope of coverage provided, price of desired coverage , and assurance of coverage.

The Chief Financial Officer shall review and provide coverages and costs to the Board annually.

The Board shall appoint an insurance advisor, who may be the agent of record.

Legal

[1. 24 P.S. 513](#)

[2. 24 P.S. 774](#)

[29 U.S.C. 1161-1169](#)

[3. 29 U.S.C. 1162](#)

[4. 29 U.S.C. 1163](#)

[5. 29 U.S.C. 1166](#)