

On July 13, 2020 the Special Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 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
Superintendent: Dr. David R. Goodin
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Eshika Seth

ANNOUNCEMENTS

Mrs. Zasowski reminded everyone of the process for the virtual school board meeting.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Roland Olsen, Collegeville, expressed his frustration with the communication from PDE which does not provide school districts with clear direction. He also expressed his hopes that our local state representatives were following the board meeting via Zoom and would offer their comments.

A member of the public asked the Board Members to introduce themselves when they speak as there are many who may not know who they are.

Andrew Svendsen, Royersford, commented that he has a lot of concerns over the virus spreading. He asked the Board to strongly consider opening under the hybrid model as he wants to protect his kids.

Due to audio and connection problems, the public comments via Zoom had to be held until the end of the meeting.

II. PRESENTATIONS

Dr. Goodin spoke about the 3 plans for educating students under the Red, Yellow and Green Phase using PDE's planning template. Dr. Goodin stated that the plans are not ideal as ideal would be returning to school with no restrictions. He advised that these are draft plans which will be finalized at the July 20th meeting. Dr. Goodin reported that in addition to the three plans the district is also looking to expand the cyber school program as another option for families. He added that the 3 committees working on the three draft plans tried to be as extensive as possible but the situation is fluid and changing. He advised that each committee's full attention is on the health of faculty and students. Dr. Goodin asked each committee chair to speak about the draft plans their committees have put together.

Dr. Murray spoke about the Red Phase which is student learning being done virtually. She recapped the information she provided at the June 22nd Board Meeting. Dr. Murray

spoke about the need for a Learning Management System (LMS) and advised that the committee's recommendation is to go with Canvas. She stated that discussion had begun prior to the COVID closure on the need for an LMS and now this is a fast forward of the initial plans discussed. She advised that the committee also spoke of the need for increased synchronous instruction and explained a revised daily student schedule to help with this. Dr. Murray also spoke about the need for additional devices for students in order to meet the live instructional demands under the Red Phase.

Dr. Rochlin spoke about the Yellow Phase planning which is the Hybrid Model. She advised that this plan had changed significantly from the one presented at the June 22nd Board Meeting. Dr. Rochlin reported that the new plan splits the K-12 population in half setting up a blue group and gold group. The blue group would attend on Monday and Thursday while the gold group would attend Tuesday and Friday. She added that Wednesday would be online learning for all students. Dr. Rochlin stated that students within the same family would be assigned to the same color group. She advised that students will still follow a 6-day cycle but the days of student attendance would remain constant. Dr. Rochlin stated that the purpose of proposing this model is so that the district can follow CDC guidelines and PDE guidance for social distancing. She added that the goal of the Yellow Phase Committee was to safely facilitate as much face-to-face instruction as possible, while working within recommended health and safety guidelines. She stated that the health, safety and well-being of staff and students was paramount to the Yellow Phase Committee's planning efforts. Dr. Rochlin outlined the plans for cleaning, sanitizing, disinfecting, ventilation of buildings, 6 foot social distancing and safety protocols while in schools and on busses.

Mr. Hunter spoke about the Green Phase planning which includes all students returning to schools for face-to-face learning. He recapped the information presented at the June 22nd Board Meeting. Mr. Hunter reported on what to expect in schools saying many of the same precautions taken under yellow will also apply to green with social distancing being reduced to 3 feet.

Chief Boyer spoke about protocols for symptomatic persons in school advising that the student or staff member will be triaged by the nurse or other health care personnel in an isolation room. Symptomatic individuals will be sent home. The staff member or student sent home will remain at home until a combination of the following is achieved; they are asymptomatic of cough or shortness of breath, no fever for 72 hours without the use of fever reducing medications, at least 10 days have passed since onset of symptoms, and 2 negative (24 hours apart) COVID-19 test results with no fever for 3 days. If the district is notified of a positive testing then the building nurse will notify the COVID Task Force or Representative who will notify families of all persons in contact with the symptomatic person including classmate, bus mates, and teachers/staff.

Dr. Goodin presented information on the projected financial impact of each the individual color phases including the cost if the district were to stand ready to move into any of those phases at any given time. He spoke about the grants that the district will apply for in order to offset some of the costs.

Mr. Rizzo spoke about the expansion of the Spring-Ford Cyber Learning Program. He advised that the purpose of this expansion is to support those families who may not be comfortable with whatever plan the district chooses to move forward with whether it be Red, Yellow or Green. Mr. Rizzo provided background on the platforms that were considered which included Accelerate Education, Apex Learning, Edgenuity/Compass and Virtual Learning Network. Mr. Rizzo reported that the committee he worked with had selected Edgenuity/Compass option as the program that best suited the district's

needs. He advised that Edgenuity/Compass was available via a technology consortium through the Seneca Valley Outreach Partnership. Mr. Rizzo commented that the cyber program would use Spring-Ford Teachers and professional development for those teachers would be provided. Mr. Rizzo presented on the technology needs. He spoke of the potential cost savings between families using an outside cyber program versus sending their children to the Spring-Ford program.

Dr. Goodin summarized that he and his team had presented 3 plans for the opening of the school year; a red plan where students continue with virtual learning, a yellow plan which is a hybrid plan where students come into school for a couple days during the week and use virtual learning for the other days, and a green plan where all students return to school with some guidelines and restrictions in place.

Questions, answers and discussion took place on the 3 plans with regards to the liabilities, the costs, the impacts, the pros and cons, the concerns including health and safety of students and staff. Discussion also took place on whether outside organizations should be permitted to continue to use district facilities after the school day concludes in light of the disinfecting of the buildings that will take place and then the risk of contamination of the buildings by those coming into the building after hours.

- A. **Dr. David R. Goodin**, Superintendent, to provide an “Update on the District Re-opening Plan”.

III. **MINUTES**

There were no questions or comments.

- A. Administration recommends approval of the June 8, 2020 Virtual Board Special Meeting minutes. **(Attachment A1)**
- B. Administration recommends approval of the June 15, 2020 Virtual Board Work Session minutes. **(Attachment A2)**
- C. Administration recommends approval of the June 22, 2020 Virtual Board Meeting minutes. **(Attachment A3)**

IV. **PERSONNEL**

There were no questions or comments.

A. **Resignations**

1. **Suzann B. Bani**; Instructional Assistant, Upper Providence Elementary School. Effective: July 9, 2020.
2. **Lenore Bianco**; Part-time, Food Service – 3 hours/day, 5/6th Grade Center. Effective: June 30, 2020.
3. **Patricia A. Flynn**; Mathematics Teacher, Senior High School. Effective: June 29, 2020.
4. **Linda S. Fulmer**; Elementary Teacher; Oaks Elementary School, for the purpose of retirement. Effective: July 1, 2020.

5. **Melody A. Hendricks**; Executive Secretary-Human Resources, District Office. Effective: July 22, 2020.
6. **Brooke Shiflet**; Instructional Assistant, 7th Grade Center. Effective: June 26, 2020.
7. **Vicki Yeager**; Part-time, Food Service – 3 hours/day, Senior High School. Effective: July 1, 2020.

B. Support Staff

1. **Brittany L. Harrington**; Level III - Attendance Secretary, Senior High School, replacing Lorraine R. Moyer who had a change of status. Compensation has been set at \$16.52/hour with benefits per the Secretarial Benefit Summary. Effective: August 21, 2020.
2. **Kristen E. Santee**; Instructional Assistant, Oaks Elementary School, replacing Mary C. Cassidy who resigned. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistant's Benefit Summary. Effective: August 25, 2020.

C. Leaves of Absence

1. **Lauren E. Brock**; Math Teacher, Senior High School, for a child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2020 through approximately October 12, 2020.
 2. **Diane Obenshine**; Administrative Assistant, District Office, for an unpaid leave of absence. Effective: June 12, 2020 through approximately December 31, 2020.
- D. Administration recommends approval of the following Professional Staff for the 2020 Extended School Year Program (ESY). The program will be held Monday through Thursday 8:30 AM to 2:30 PM; June 29, 2020 through July 29, 2020. Compensation for new employees will be set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the Special Education Budget. The appointments herein shall be contingent upon the reopening of schools and a discontinuation of any school closure orders from the Governor's office.

1. Angela E. Rowe

- E. Administration recommends approval of the attached extra-curricular contracts for the 2020-2021 school year. Payments of extra-curricular stipends shall be contingent upon the reopening of schools and the ability as determined by the Administration to provide such extra-curricular offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. The district reserves the right to prorate or not pay stipends in the event of a school closure, school modification, and/or discontinuation of the activity due to pandemic or other events surrounding the pandemic. *Designates new additions since the Work Session. **(Attachment A4)**
- F. Board approval is needed to set the salary for the Assistant Superintendent of Schools, Mr. Robert Rizzo. Mr. Rizzo's salary for 2020-2021, beginning July 1, 2020 will be \$_____.

- G. Board approval is needed to set the salary for the Superintendent of Schools, Dr. David R. Goodin. Dr. Goodin's salary for 2020-2021, beginning July 1, 2020 will be \$_____.

V. FINANCE

Mr. Jackson asked for an update on Letter B and Mr. Fitzgerald advised that for this particular item he will be reaching out to his colleague, David Comer, to determine what the break down was of the various appraisals of the property and why we came to the decision we did.

A. Administration recommends approval of the following independent contract:

1. **Dr. Fernando Cavallo – Huntingdon Valley, PA.** Conduct an independent educational evaluation for an elementary student. Funding will be paid from the Special Education Budget and shall not exceed \$3,250.00.

B. Administration recommends approval from the Board of School Directors to authorize Fox Rothschild LLP to enter into an agreement for the property located at 103 Commerce Court in Limerick Township and further identified as tax parcel No. 37-00-00614-85-2 setting the assessment of the property at \$542,300.00 for tax year 2020 (school tax year 2020-21) and for each subsequent tax year until a change in the property's assessment pursuant to applicable law.

VI. NEW CONFERENCE/ WORKSHOP RECOMMENDATION

Mr. Jackson asked if Item B was virtual or in-person and Mr. Rizzo explained that it was a combination of both.

The following individuals are recommended for attendance at the following:

CODE: 580 Account: Conference/Training, registration, food, and accommodations

HIGH SCHOOL

- A. **Allison Ramil**, Math Teacher, to attend the *"2020 AP Calculus AB-Online Chattanooga AP Summer Institute"* from June 22, 2020 through June 25, 2020. Ms. Ramil will be teaching AP Calculus and must be AP Certified in order to teach this class. Ms. McElwee was previously approved at the May Board Meeting to attend AP Training but that online class was cancelled and she was able to find this course which has a lower registration cost. The total cost for registration is \$525.00. There are no other costs to the district as this course is being held online.
- B. **Lauren Raugh**, Elementary Behavior Specialist, to attend *"Nonviolent Crisis Intervention Train the Trainer"* on August 24, August 31 and September 1, 2020 in Philadelphia, PA. The total cost of this conference is \$3,558.10 (registration, mileage). No substituted is needed.

VII. OTHER BUSINESS

There were no questions or comments.

- A. The following policies are submitted as a second reading for approval at next week's meeting:
 1. Policy #816 – OPERATIONS: Use of Audio and Video Monitoring Equipment (**Attachment A5**)

- B. Administration recommends approval of **Kaitlyn Tran**, an upcoming Junior, for Early Graduation in the Spring of 2021, a year ahead of her scheduled graduation date, 2022. Kaitlyn is a strong student who fully meets the qualifications/requirements under the Spring-Ford School Board Policy 217, Graduation Requirements. The High School Counseling and Professional Staff feel that Kaitlyn will succeed in college and endorse her application.

VIII. BOARD COMMENT

Eshika commented that she has had a bunch of students ask her that if the district returns under the green or yellow plan then what happens with pep rallies, Halloween parties and events like this and the response was that even under the green plan there is a limit to the number of people who can congregate.

IX. PUBLIC TO BE HEARD

Kristin Landis, Schwenksville, asked for clarification on whether the district opening plan color was the same as the county phase color and if athletics would run under the green plan. She expressed her concern with Google Classroom, spoke about the challenges and supported a new platform being used. She commented that she along with other parents want to provide their support and want the district and families to work together.

Roland Olsen, Collegeville, expressed his discouragement that there is no interfacing with the local state legislators. He also commented that he would have liked to have seen more discussion tonight on athletics and stated that he was discouraged on the discussion around Spring-Ford Youth Basketball and feels that if we are in green or yellow that they need to be a strong consideration. Mr. Olsen advocated for everyone to take care of themselves if they are at-risk health wise.

Kelly Olsen, Collegeville, stressed that she felt the district needed to go back to normal. She advocated for the need for extracurricular activities for students.

Marty Magazzolo, Collegeville, questioned if the district was communicating with other neighboring districts in order to learn from each other. He also expressed that in the presentation he did not hear anything about the continuous process going forward once a baseline is established and he urged the administration and board to consider this when planning. Mr. Magazzolo stated that as the President of the Spring-Ford Youth Basketball he wanted to encourage the board to consider the use of facilities and provide them with a framework that they will make sure they work within. Ms. Zasowski advised that the board members and administration had consulted and taken into consideration what other neighboring districts are doing.

Dennis Wright, Limerick, felt that there was a lot of time and energy spent tonight on the type of equipment the district was planning on buying. He stated that his vested interest in the district is to make sure that the tax money from the constituents in the area is being spent properly. Mr. Wright suggested that when talking about extra-curricular activities that possibly there is a way to work with the outside organizations that use the facilities to have them help the district defray the costs. He added that he felt that if the Board approves what was presented tonight then he is not sure they are doing the right thing as there were no details in how certain things would be done.

Amy Walker, Royersford, expressed her support of continuing at-home learning. She commented on her concerns over how the district would protect teachers and students and she asked that the district be extra cautious and not take any risks.

Kathy Morris, Royersford, expressed her concern over her child who has an IEP and the fact that it will not be possible to keep a mask on all day. She also questioned if the district went back under anything other than green what would be done for children who have split schedules with part of the day in a regular education class and the other part receiving the special education services needed. Mr. Fitzgerald advised Ms. Morris to reach out to the Special Education Supervisor for her child's grade level with questions related specifically to the IEP. He stated that with regards to the facemask concern the order from PDE and the Department of Health states that there are limited exceptions and one of those would be for students who have needs under the IDEA or medical needs under a 504 Plan. He suggested that she review the PDE guidelines

Rebecca Bonawitz, Schwenksville, suggested that children have their temperatures checked prior to getting on the bus, bus drivers having daily temperature checks and out of state checks. Ms. Bonawitz recommended that all staff have their temperatures checked before entering a classroom. She expressed a need for additional medical staff at every building as one person will not be able to handle all of the students/staff presenting with COVID like symptoms especially as we head into cold and flu season. She spoke about the distancing between students in a classroom and how the 3 feet spoken about was not enough. Ms. Bonawitz urged the district to be mindful of the disease not only for the sake of students but more for the people they will come in contact with such as the educators and elderly.

Kristin Ballas, Collegeville, suggested that the district consider a 5 day program rather than a 6 day program for consistency. Dr. Goodin indicated that they did look into a split schedule that would run 5 days a week but this model presented significant problems especially when it comes to the special education population. Ms. Ballas expressed hope that students would have daily access to teachers as this was not the case in the spring.

Susan Paffett, Schwenksville, questioned if the Western Center would be following a 2 or 5 day model and Dr. Goodin said he was not sure if they would be opening under green or yellow but they would be operating on a 5 day schedule under one of those plans. Ms. Paffett expressed her hope that the district would be opening under the yellow plan for the benefit of Special Education students as she felt these students need to be in a classroom.

Lillian Graham, Schwenksville, expressed her feelings that Google Classroom was not a successful tool and she looked forward to seeing a new platform. She asked how long parents had to determine if they planned on putting their students up for cyber school and when information on the cyber curriculum would be released as well as how music and extracurriculars would be included in the cyber programming. Mr. Graham spoke of his concerns over the long-term effects on oxygen deficiency for students and teachers wearing a mask and stated that they need to be protected.

Trisha Smith, Collegeville, reiterated the need for someone to man the isolation room in the schools that only have one nurse. She spoke of the need to protect the at-risk population. Ms. Smith added that the school nurse handles many various medical duties during the day and the need to keep the nurse's office healthy so as not to expose those students with medical needs at risk. Ms. Smith commented that under normal circumstances nurses have to send sick kids home more than anyone may realize and she anticipates that in a COVID world, with the fact that they will not be able to diagnose due to the diversity of symptoms that could be COVID, there will be an even greater number

of kids needing to be sent home. She also stated that face shields are not CDC recommended and that cloth masks are truly the best protection.

Abby Dierdorf, Royersford, spoke of wearing a mask for her employment and does not have any issues with oxygen levels dropping due to wearing the mask. She next expressed that she is 98% sure she will be moving her child out of the brick and mortar Spring-Ford School due to the divisive bickering and obvious rejection of science by the majority of the School Board and members of the public who frequent the meetings. She asked the Board to focus on what can be controlled and stated that she felt that sending the students and staff back to school in the fall was not safe. Ms. Dierdorf asked that they focus on synchronous teaching and using the resources the district has on families. She expressed her disappointment on the lack of information provided this evening on the cyber curriculum and stated that she was in favor of the red phase.

Matthew Wanamaker, Oaks, expressed his disappointment that he felt certain Board Members were only focused on opening under the green phase while completely dismissing the yellow and red phases. He spoke of the lack of substitute teachers in his son's class last year and how that would be dealt with. Mr. Wanamaker also stated that he was disappointed that the Board seemed to only focus on the bottom line and not on keeping teachers safe. He questioned how teachers would be paid if they had to be forced out due to being quarantined and whether they had to use their sick time. He added that he also works wearing a mask and has never experienced oxygen deprivation.

Lauren Rafter, Schwenksville, commented that she felt the presentation was very well thought out. She also stated that she did not feel Google Classroom was an acceptable way of teaching kids and felt that an LMS was very much needed. Ms. Rafter expressed that student cleaning desks was not acceptable and suggested that perhaps a parent volunteer could come in to do this. She also commented that she did not feel teachers should have to use sick time if they have to be quarantined. Ms. Rafter stated that she was disappointed with the Board focusing on the bottom line rather than the health and safety of kids.

Michael Frascione, Collegeville, questioned how the district will provide an appropriate education and appropriate support for his special needs daughter who requires intensive instruction, a one-to-one aide, speech and language services, and occupational therapy services. He stated that a virtual curriculum is not practical and not appropriate.

Rebecca Roberts, Limerick, expressed her concern with moving in the green direction especially with all of the unknowns. She stated that she felt that the plan was not acceptable as far as responding to a person who is sick. Ms. Roberts commented that there it would take time for testing and contact tracing and it could be days before families know that their student could have possibly been contaminated. She stated that she had concerns over cafeteria lunches and did not feel students sitting every other seat was adequate. She asked that the Board come up with other ways of moving forward so that students can get a healthy and important education.

Mari Macdougall, Collegeville, commented that she felt that students need to be in school full-time for their mental, social and intellectual health. She stated that she was not happy with the yellow plan for elementary students only being in school for 2 days. She also added that she spoke with the Department of Health today and was informed that school districts were not required to implement the wearing of masks in their plan as they are not considered the general public and the only time masks are required were when a student was being transported to school and walking across the parking lot. Ms. Macdougall

expressed her opposition to students wearing masks unless it is their choice. Mr. Fitzgerald clarified that he was not sure of the conversation Ms. Macdougall had but the information she referenced regarding masks from the Department of Health was not the information that was received by districts from the Pennsylvania Department of Education.

Julie Tighe, Collegeville, stated that she filled out the survey on the cyber program and requested additional information but had not received it as of yet. She expressed her disappointment that the presentation tonight did not go further into the cyber school information. Ms. Tighe asked if parents will receive additional information on this and Mr. Rizzo advised that tomorrow and Wednesday he will be providing information to families that requested it by completing the survey.

Kim Anderson, Collegeville, advised that she is exploring an outside cyber program as she did not gain any confidence in the district's program as presented tonight. She stated that she was advised that the district's program would be on par with the outside programs but does not agree. Ms. Anderson commented that she thought the green plan would be an improvement over the yellow plan but if students desks are going to be close together and they will still have to wear masks then she did not feel this would be true. She encouraged the use of face shields over masks.

Leslie Damiani, Phoenixville, commented that she agrees with other callers that the district needs to go back under the green plan but expressed concern over the health implications of having to wear masks. She asked that the Board consider the mental and health of teenagers when making their decision and asked that extracurricular activities be provided. Ms. Damiani advocated for going back to school under the green plan and stated that she was also in favor of face shields instead of masks.

Susan Helm, Schwenksville, stated that she understood the concerns expressed by parents and felt that those with concerns over being immunocompromised should just choose the full-time cyber option. She commented that her child needs interaction with the teacher to learn. She stated that parents do not have the skills to teach their children which is why teachers are needed. Ms. Helm expressed that she hoped that if the district goes back under a virtual plan that attendance is taken as students need to be accountable in front of their teacher. She added that she also felt students need social skills.

Venus McHugh, Collegeville, expressed that she is a nurse and this disease is a beast so to think the district would not have students wearing masks is absurd. She stated that she does not believe the district will be ready to go back to school in 40 days and recommended that we wait until January to go back. Ms. McHugh requested that the district put together a panel of medical personnel before moving forward with a decision to return.

Denise Miller, Perkiomenville, commented that she feels that Spring-Ford should not open for instruction in the fall and urged online instruction for the fall semester with a focus on opening for the 2nd semester. She stated that she was not sure why there was a debate on wearing masks as it is a state mandate. Ms. Miller expressed she did not feel Google Classroom was a good platform and said that she has used Canvas and believes it is far above. She strongly asked the Board to adopt this LMS System.

Lyndsie Olenoski, Phoenixville, asked about children in the same family and how that would work if the district went back under the yellow plan with a split schedule. Dr. Goodin advised that children in the same family would be assigned to the same color group so they would go to school on the same days. She expressed that she felt that going back under the green plan was incredibly overwhelming and felt that going back under the yellow phase would give everyone a chance to gradually adjust to the new rules and regulations as well as provide continuity.

Erica Love, Royersford, commented that she is a college student and used Canvas. She expressed that she found it to be much easier and believes it will save a lot of time and frustration for teachers and students. Ms. Love also spoke about the high school hallway congestion and pointed out that most of the public who spoke in support of wearing masks work in the health care industry and felt that this was an important thing to take into consideration.

Kim Schempp, Schwenksville, stated that she is a registered nurse and wanted to speak about the need for a quarantine room. She said that with the cold and flu season approaching there will be a large amount of students presenting with illness symptoms. Ms. Schempp commented that there is a need for more than one quarantine room as you cannot put students with COVID symptoms in the same room as those with other illness symptoms.

Sarah Daunoras, Royersford, commented that after seeing tonight's presentation, she is not reassured that the schools can open safely in September. She expressed her shock that anyone would consider sports and after school activities when there is not a plan for opening for the basic school day in a safe manner. Ms. Daunoras stated that she felt the district should put all its efforts into providing the best education possible in a virtual setting for the fall.

Dr. Jacob Ericson, Schwenksville, stated that he believes the district should return to school full-time. He commented that the stats do not show any pediatric cases leading to any significant amount of deaths. Dr. Ericson advised that he works in an emergency room and the biggest hit from COVID in this area occurred back in April. He added that he has not seen any type of pediatric cases live, no type of ventilation, or any deaths at all. He commented that he believes there should be a quarantine room for removing a child who may be sick. He expressed that he felt kids need face-to-face learning and that he has seen first-hand the mental health decline. Dr. Ericson stated that he supports students returning to school full-time.

X. ADJOURNMENT

Mr. Shafer made a motion to adjourn and Mrs. Earle seconded it. The motion passed 9-0. The meeting adjourned at 11:39 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

On June 8, 2020 the Special Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:31 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
Superintendent:	Dr. David R. Goodin
Chief Financial Officer:	James D. Fink
Solicitor:	Mark Fitzgerald, Esq.
Student Reps.:	Eshika Seth

ANNOUNCEMENTS

Mrs. Zasowski reminded everyone of the process for the virtual school board meeting. She advised that the Board met in an executive session on Monday, June 1st.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

There were no comments from the public.

II. ACTION ITEMS

Mrs. Zasowski announced that they will be voting on each motion separately tonight.

Mr. Jackson made a motion to approve Item A and Mrs. Fazzini seconded the motion.

Mrs. Melton commented that she would like to commend the board as they have been going through an unprecedented time as everyone has worked really hard. She spoke of all of the work the board has put into looking at the budget from every angle. She stated that this is not an easy place to be or one that any one of them wanted to be at. Mrs. Melton advised that at one point they were looking at a tax increase of 4 1/4 % or More and she wanted to commend and thank everyone on the board for having worked so hard and giving up their free time to make sure they could get somewhere close to index.

Mr. Jackson commented that next year they will be sitting here having the same discussion but it will be more painful and a lot worse than it is now. He told everyone to enjoy this moment but next year they will be having the same conversation and it will be worse.

The motion passed 6-3 with Mr. DiBello, Mr. Jackson and Mrs. Zasowski voting no.

- A. The Board approved **Resolution 2020-22** for the adoption of the 2020-2021 General Fund Budget in the amount of \$172,070,735.00 which represents a tax increase of 2.58% (millage 28.1869). **(Attachment A1)**

Mrs. Melton made a motion to approve Item B and Mr. DiBello seconded it. The motion passed 9-0.

- B. The Board approved **Resolution 2020-23** for the 2020-2021 Homestead and Farmstead Exclusion. **(Attachment A2)**

Mr. DiBello made a motion to approve Item C and Mrs. Melton seconded it.

Mrs. Melton stated that the resolution could be a little confusing for the public so she just wanted to make sure the district puts out some information regarding the various dates. Mr. Fitzgerald agreed that if the resolution passes that some type of notification needs to be put out regarding the implications for the taxpayer as it extends the flat period as well as the installments this year to include a 4th installment.

The motion passed 9-0.

- C. The Board approved **Resolution 2020-24** for the modification of real estate tax payment deadlines and number of installment payments for the 2020-2021 tax year. **(Attachment A3)**

Mrs. Melton made a motion to approve Item D and Mr. DiBello seconded it.

Mr. Jackson stated that he brought it up before and wanted to reinforce it again that this needs to be clearly communicated to the public that the rebate is after they pay their taxes in full and not before then. Mrs. Zasowski agreed and said it is a reimbursement after taxes are paid in full and she added that there should also be some form of communication to the taxpayers regarding this. Mr. Fitzgerald concurred that this is the district's first year doing this and a number of other districts have done this for a year or are just starting it as well. He added that there will need to be some guidelines put into place by the Business Office that will help to transition individuals to be able to take part in this program.

The motion passed 9-0.

- D. The Board approved **Resolution 2020-25** 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 A4)**

IV. BOARD COMMENT

Mr. DiBello commented that this evening they passed a budget of \$172 million and a lot of work and energy went into the process. He explained that he voted no as they are in for a whirlwind next year as they will be looking at an easily 5%-6% tax increase right out of the shoot. He stated that if you have been following the recent events coming out of Harrisburg and Washington, the guidelines that will be put onto school districts will be astronomical. Mr. DiBello commented that there are a lot of crazy things being proposed right now and when guidelines come out of the federal and state governments they tell you what you have to do and this will all be added to the long list of unfunded mandates. Mr. DiBello cautioned that there will be significant changes to education as we know it. He expressed his frustration with the state continually pushing everything down upon school districts which everyone knows are underfunded thereby forcing school districts to raise taxes while come election time the legislators boast that they did not raise the taxes. He relayed that the

Board had asked the professional staff to take less of a raise and that was denied. He said the burden is all being pushed upon the taxpayers in the district many of which have lost their jobs or had a reduction in their salaries. Mr. DiBello stated that the community-at-large is hurting. He again reiterated that they are in for a whirlwind next year come budget time and he has no idea how we will pull this off next year.

Mrs. Zasowski advised that she wanted to comment by reading a statement she had prepared. She read the following statement:

"I voted no to the budget because I firmly believe the increase is too high for those who have been adversely affected by the global pandemic. As a Board, we met many times to discuss, to solicit the support of the Spring-Ford school community, and to find solutions during these unprecedented times. We had just recently announced our goal to get between 1 - 1.5% but sadly we did not meet that goal as a group. No one, absolutely no one, wanted to hurt the level of educational services at Spring-Ford. While we are hopeful that we will not have to make these hard decisions next year, in the event we do, it is our hope as a School Board that all Spring-Ford employees and their respective representatives will partner with us to ensure the ongoing viability of the strong educational services we provide here at Spring-Ford."

V. PUBLIC TO BE HEARD

Heidi Goldsmith, Collegeville, stated that she wanted to commend the Board Member on pushing a budget that supports the kids in the district. She commented that as a person in the district who has 3 kids of various levels and needs, she feels that putting a budget first of kids needs is paramount. She added that she understands and she is sure that the district has been advised of concerns on future needs for situations that might occur but the reality is that without putting forth a budget that provides teachers, instructional assistants and the people on the ground to meet those needs then we are in a desperate situation. Ms. Goldsmith expressed thanks to the Board at this juncture for stepping in and doing what is right for the kids in the district and providing the temporary TPE's and she hoped that at the next board meeting she would see the IA's being supported.

Lori Hoshaw, Spring City, asked the Board to consider that the level of education in the district is very high but it is also extremely affluent. She stated, yes there is a one-point something percent raise but, there are people in other districts that do not have anywhere near what Spring-Ford children have. She added that she knows there are other districts who have managed to balance their budgets without raising taxes by taking from their reserve fund. Ms. Hoshaw asked the Board if they have such a reserve fund to draw from and are they being fiscally responsible? She stated that she is a taxpayer in the school district and it really pains her to see that there are other districts who are doing without anywhere near the educational level Pottstown has and they can manage to balance a budget. Ms. Hoshaw advised that she is a teacher in the Pottstown School District and her husband is a teacher in the Phoenixville School District as well. She stated that she is commenting as a teacher and feels that the Board should really consider, in light of recent events, the inequity and inequality that other districts have. She added that in the future she is going to be saying things at the school board meetings about the funding at the state level because while we are hurting other people are hurting also. She asked the board to consider how they are going to support equity in education district-wide and look at our neighbors who are suffering. Ms. Hoshaw commented that she knows there are people suffering in Spring City and people who are Section 8 housing and felt that the Board should look at the affluence that exists. She added that her son has benefitted from the district as he is severely autistic and on MA. She stated that there are 5 kids in his classroom and she as a tax-

payer would not want to sacrifice this but felt that the district really needs to look hard at the class sizes and justify what this tax increase is. Ms. Hoshaw asked the district to have a heart as to the needs, the racial inequality, the economic inequality and the inequity that is going on in the district and amongst your neighbors.

Julie Mullin, Collegeville, she asked if the resolution to extend the face period also applies to the interim bills. Mr. Fitzgerald replied that he did not believe it applied to the interim bills.

Nicholas Tier, Collegeville, thanked the Board for passing the budget saying he felt it was best for the kids and that he was speaking as a father of 2 in the district. He advised that he is also a teacher in the district and that he looks forward to working with the Board to make the budget the best it can be for the kids. He added that this is always built upon trust between the Board and Members of the Association and they value this as well as working together in order for kids to have the best educational experience possible. Mr. Tier expressed that he felt Mr. DiBello's comments today undermine that trust which is unfortunate but he is only speaking on behalf of himself. He stated that he does look forward to working on this in the future in order to have a quality district in the future for years to come.

Mrs. Zasowski commented that Mr. DiBello's and her comments were not in any way meant to undermine the relationship the Board wants to have so much with the teachers. She added that the Board did reach out and the response they were given was no. She stated that they were not asking for a reduction in pay but rather less of a raise in order to help us not have this tax increase. Mrs. Zasowski said she wanted to clarify the comments made earlier the community member who said there was a one point something increase that the increase that was passed was a 2.58% increase.

Daniel Miscavage, Royersford, commented that he is the parent of 2 children going in to 8th grade. He stated that he has lived in the district his entire life. He added that it is a tricky thing for someone who is a taxpayer as well as a teacher in the district to get onto these meetings and speak. Mr. Miscavage commented that he felt he needed and that he wanted to follow up what Mr. Tier said. Mr. Miscavage stated that he feels it is hard to hear the School Board Members say that they want to work together when he does not feel that everything has been forthcoming. Mr. Miscavage added that Mrs. Zasowski can respond to that as she may like but he has a hard time when the School Board does not want to change their budgeting strategy and continue to pay for things the school district has that sometimes they need and sometimes they don't rather than invest in the people that may help his 2 students who will be 8th graders be better students and get the same thing that other Spring-Ford students have gotten in the past. He asked that the Board all remember this going forward next time that if we are talking about cutting teachers, staff or any position in the district that you are directly effecting his 2 students as well as everybody else that goes to this school district. He thanked the Board for their time saying he knows it is a thankless job to be a Board Member but it is their job to do this as good as they can to reduce the impact on the taxpayers. He reiterated that he is a taxpayer as well as a teacher. Mr. Miscavage commented that going forward, as long as the lines of communication are open, he would hope that they can all continue to have a good dialogue to move forward.

Mr. Jackson responded saying that everyone at the table is a taxpayer and he for one has 2 kids; one who just graduated and another going into 11th grade. He stated that they look at the fact that whatever decision they make as a Board effects them also so it is not a decision that is evaluated lightly or taken lightly.

Jennifer Brown, Schwenksville, commented that she had lived in Spring-Ford for 13 years and then moved out of state for 3 years to a state that had a Robin Hood system of school funding. She relayed that she got to see the difference between a school district like Spring-Ford and a school district in a suburb a lot like Spring-Ford where there was no elementary school librarian, no art teachers, and 4 school district psychologists for a school district of 17,000 students. Ms. Brown advised that they moved out of there as fast as they could and moved back to PA where they could have chosen anywhere to live closer to family but specifically chose Spring-Ford because of the excellent quality of education her 3 children had gotten prior to their move. She stated that part of this is due to the School Board and expressed that she appreciates what they are doing. She added that Mr. Jackson was her neighbor for 13 years and she knows that he is a good human who has everyone's best interest in mind. Ms. Brown commented that while she appreciates the intent of keeping taxes as low as possible with many people being unemployed, she applauds the Board for passing the budget that they did so that the students like hers, 2 of which have IEPs, can continue having the excellent services they have here. Ms. Brown stated that it is so important to keep the teacher's morale up and so important to keep the instructional assistants that we have. She added that the instructional assistants do not have a collective bargaining unit and they are the most hands-on with the kids. She advised that they have a group of about 130 special needs parents that just formed a grass roots self-support group and although she cannot speak for all of them she believes that of the 30 or so that support her comments here they would all say thank you for supporting their kids; the kids who need the most help and thank you for supporting the teachers and instructional assistants.

Sarah DeNorris, Royersford, commented that she is the parent of 2 elementary students and 1 younger child who will be an upcoming student in a few years and she wanted to register her support for all of the teaching staff and instructional support staff that we have in the district. She stated that the end of this year was unprecedented change for everyone including the parents, the teachers and the school staff. Ms. DeNorris expressed that she was very impressed with the effort that all of the teaching staff put in to making a meaningful learning experience for the kid especially from her experience at Brooke Elementary Staff. She stated that she hoped that the School Board could continue to provide for the instructional support staff and the teachers in the district as they are the ones who are face-to-face with the students every day. She added that she has a student with an IEP and a 504 Plan and you cannot minimize the effect that the teachers have on the students. She thanked the Board for their extraordinary efforts this year working on the budget which was possibly the most difficult one they have ever had to create but coming in at 2.58% she felt they did a wonderful job with that and hoped that they would continue to provide the support to the teaching staff.

Mr. Jackson commented that he was thinking about what Mr. Miscavage said and it bothered him. Mr. Jackson expressed that if you are a taxpayer in the district, he does not care where you work, if you are in the school district you have a right to make a comment.

VI. ADJOURNMENT

Mrs. Melton made a motion to adjourn and Mr. Jackson seconded it. The motion passed 9-0. The meeting adjourned at 8:04 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

On June 15, 2020 the Work Session of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 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
Superintendent: Dr. David R. Goodin
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Eshika Seth

ANNOUNCEMENTS

Mrs. Zasowski reminded everyone of the process for the virtual school board meeting. Mrs. Zasowski advised that the Board met in an executive session prior to tonight's meeting regarding personnel.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

There were no comments from the public.

II. BOARD AND COMMITTEE REPORTS

Curriculum/Technology Linda Fazzini 2nd Mon. 7:30 p.m.

Mrs. Fazzini reported on the Curriculum/Technology Committee meeting that took place via Zoom on June 9, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Mr. Jackson asked what the proposed timeline was for the finalization of the three options for the upcoming school year. Dr. Goodin advised that there needs to be 3 plans; a red, yellow and green phase plan which must be approved by the school board prior to kids returning to school. Dr. Goodin stated that the plan was to have them ready for mid-July but they will do their best to get them ready for presenting at next week's meeting but they will in no-way and no-how be ready for approval next week as the variables will more than likely change between now and next school year. Dr. Goodin added that the plans will ultimately have to be approved and communicated out to the district. Discussion took place on when the approval of the plans would take place and it was stated that a Special Board Meeting would occur around the 3rd week of July for the Board to approved the plans.

Policy Colleen Zasowski 2nd Mon. 6:30 p.m.

Mrs. Zasowski reported on the Policy Committee meeting that took place via Zoom on June 9, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Mr. DiBello raised a concern over Policy Committee Members reviewing policies via Google Docs rather than doing that during a committee meeting. Mr. Fitzgerald advised that committees that meet in person should do so in person to review policies as he is not comfortable with work outside of that committee taking place via Google Docs and leaving a paper trail via that platform. Mrs. Zasowski advised that they will stay away from proceeding via Google Docs but explained that they were trying to find a way to expedite the process since there were so many policies to be sorted through. She stated that the Policy Committee could certainly meet in August if the committee members were available. Ms. Earle stated that the whole idea behind Google Docs was not to circumvent any policy but rather to allow the committee members to look at the policies on their own time and make their comments on them in order to expedite the process when they do meet as a committee. Mr. Fitzgerald clarified that if a board member wants to bring their thoughts to Mr. Rizzo regarding a policy separately then that is fine but he did not want to see the board members working in collaboration together on a policy, which is the intended purpose of Google Docs, outside of the committee meeting setting. Mrs. Fazzini suggested that they review the policies, take their own notes and then share their thoughts at the meeting. Mrs. Zasowski stated the Policy Committee will meet in August.

Community Relations

Colleen Zasowski 1st Tues. 7:30 p.m. (alt. months)

Mrs. Zasowski advised that the Community Relations Committee did not meet as there was a lack of a School Board quorum. Mrs. Zasowski extended her sincere thanks to the Communications, Marketing and Media Department for everything they did and all of their extensive work to remain in contact with our community during the mandated shutdown as well as their work to make the 2020 Graduation a memorable experience for our seniors and for their families. She commented that the feedback on social media has been overwhelmingly positive.

Asst. Superintendent Rpt. Robert Rizzo

Mr. Rizzo reported that at this board meeting, one year ago, Dr. Roche delivered his farewell address. He stated that at that time, his knowledge of the district was limited to what he could read and watch online but one year later he found that the information that was available online pales by comparison to what is actually happening at Spring-Ford. Mr. Rizzo advised that this past year, he has worked with a dedicated school board with a vision to constantly improve and a focus on improving the student experience. He stated that he has worked with a top-notch administrative team filled with experts in their field and well-respected by their peers. He commented that he has witnessed dedication and sacrifice from our teaching, support ranks and our students. He added that striking a balance between hard work and playing hard the students continue to excel in athletics, academics, and the arts. Mr. Rizzo stated that this year certainly brought us a set of challenges. He said that regardless of what obstacle we faced, through teamwork and careful planning, we overcame. When the COVID-19 closure came, we successfully switched our programs to an online format with no face-to-face training. We provided personalized instructional and technical support daily with an average daily attendance rate of 98.45%. We regularly shared best practices and continued to work toward improving our virtual environment. When families lacked devices or connectivity, we answered. We gave out upwards of 1000 devices and provided hot spots to families in need. When students and staff started feeling lost due to the quarantine, we answered. Our staff provided opportunities for our students to feel connected and special, even though we couldn't break the social distancing guidelines. And, finally, when our graduating seniors felt robbed of a meaningful culminating experience, we answered. With activities ranging from personalized graduation walks to supporting a parent-organized senior parade, Spring-Ford stepped up to do what was right to the extent possible while following current Government guidelines. Mr. Rizzo added that none of

the aforementioned items would have been possible without “top down support”. He thanked Dr. Goodin and the Board of School Directors for continuing to support this amazing district. He stated that as a former educator, assistant superintendent, community member, and father of 4, he beams with pride when he thinks of the work so many have done on behalf of our school community. He advised that we still have some obstacles to overcome and that as Dr. Goodin has mentioned on several occasions, planning for the return of our students in the fall is like “hitting a moving target”. Mr. Rizzo commented that with so many unknowns, our planning committees are working diligently to account for as many variables as possible while we work toward another high-quality plan to get our students back on track and in our schools.

Solicitor’s Report Mark Fitzgerald

Mr. Fitzgerald reported that today the Supreme Court brought forward changes to the Title VII Civil Rights Act of 1964 which expanded protection for employees for sexual orientation and transgender status. Mr. Fitzgerald advise that this will modify and change some of the language in the district’s policies as a result of this. He added that this may also indicate where court may be in other areas such as the Office of Civil Rights for student related purposes. Mr. Fitzgerald stated that this is definitely an interesting decision but advised that they will have to dig more deeply into this.

III. MINUTES

There were no questions or comments.

- A. Administration recommends approval of the May 18, 2020 Virtual Work Session minutes. **(Attachment A1)**
- B. Administration recommends approval of the May 26, 2020 Virtual Board Meeting minutes. **(Attachment A2)**

IV. PERSONNEL

Mr. DiBello asked about Items G wondering if the contractual language that is in the Professional Contract Agreement created any conflict with the wording added at the end of the motion on the agenda. Mr. Fitzgerald stated that his recommendation would be to keep this wording in the motion as he considered it protective language under the current circumstances. He added that how the contract is interpreted when the activity under the contract cannot physically be held may be up to somebody down the road. Mrs. Zasowski asked about Act 13 and how that impacts this and Mr. Fitzgerald advised that Act 13 expires on 6/30/20 and that this language in the motion provides protective language to us on how we are authorizing the extracurricular contract. He provided an \ explanation of what Act 13 was.

Mr. DiBello asked about Item H wondering why this motion was necessary when the budget says there would be no new hires. Dr. Goodin explained that the hiring being referenced to where replacement positions for staff who left or retired and not new positions. Mr. DiBello did not support this motion as he said all positions needed to be highly scrutinized. Dr. Goodin replied that since the Board was planning on meeting in July that this motion was not needed as it had been in previous years when the board did not meet at all during the month of July. The decision was made to pull this motion from the agenda.

Dr. Wright asked how this may limit us from getting the best candidates for the positions we have open as we are competing against other districts for those candidates. Dr. Goodin stated that with the Board meeting in July then this motion was not necessary and could be removed and the hiring of those qualified candidates would not be impacted since the Board could vote on their employment contract at that July meeting.

A. Resignations

1. **Joseph H. Bean**; Head Custodian, Senior High School, for the purpose of retirement. Effective: July 17, 2020.
2. **Karen L. Beasley**; Assistant Payroll Specialist, District Office. Effective: May 26, 2020.
3. **Joan E. Kenney**; Extended School Year - Speech Therapist. Effective: June 1, 2020.
4. **Suzanne D. Laurie**; English as Second Language Teacher, 7th Grade Center. Effective: June 11, 2020.
5. **Patrick Nugent, Ed.D**; Principal, Senior High School, for the purpose of retirement. Effective: August 7, 2020.
6. **Jennifer Smith**; Extended School Year - Speech Therapist, 5/6/7 Grade Center. Effective: May 22, 2020.

B. Leaves of Absence

1. **Riley A. Jones**; English Teacher, Senior High School, for a child-rearing leave of absence per the Professional Agreement. Effective: September 25, 2020 through the end of the first semester of the 2020-2021 school year.
2. **Racquel C. Richter**; Social Studies Teacher, 8th Grade Center, for an extension of child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2020 through the end of the first semester of the 2020-2021 school year.
3. **Joanna M. Trautman**; School Counselor, Royersford Elementary School, for an extension of child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2020 through the end of the first semester of the 2020-2021 school year.

C. Temporary Professional Employees

1. **Emily G. Barker**; English Teacher, 8th Grade Center, replacing Jane E. Piersol who retired. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
2. **Mary G. Conant**; Mathematics Teacher, 8th Grade Center, replacing Angeline C. Cremins who retired. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
3. **Heather M. Gardan**; Art Teacher, Evans Elementary School, replacing Amy Hostetler who resigned. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
4. **Marisa Moley**; Health & Physical Education Teacher, Senior High School, replacing Bruce D. Brobst who retired. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

5. **Amanda Marie Samperi**; Speech Therapist, Limerick Elementary School, replacing Abigail E. Pilgermayer who resigned. Compensation has been set at MS, Step 3, \$52,750.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
6. **Brett M. Slifer**; Music Teacher, Spring-Ford Elementary Schools, replacing James S. Westlake who retired. Compensation has been set at MS, Step 1, \$51,500.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
7. **Michelle Willemin**; Social Studies Teacher, Senior High School-9th Grade Center, replacing Jeffrey W. Rinehimer who retired. Compensation has been set at MS+30, Step 1, \$56,815.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

D. Support Staff

1. **Jennifer B. Young**; Instructional Assistant, Royersford Elementary School, replacing Lauren N. Raugh who had a change of status. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary.

E. Change of Status

1. **Elise-Marie Lannutti**; Instructional Assistant, Royersford Elementary School, to Behavioral Specialist, Evans Elementary School, replacing Amanda L. Gill who resigned. Compensation has been set at MS, Step 3, \$52,750.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
2. **Courtney L. Mullen**; Level III - Secretary to Level II - Administrative Assistant, District Office, replacing Kristin A. Maul who resigned. Compensation has been set at \$18.65/hour with benefits per the Secretarial Plan. Effective: May 18, 2020.
3. **Kenneth Rhoads**; Maintenance II – HVAC Technician to Maintenance III – HVAC Technician. Compensation has been set at \$30.00/hour with benefits per the Maintenance Benefit Summary.

- F. Administration recommends approval of the following Professional Staff for the 2020 Extended School Year Program (ESY). The program will be held Monday through Thursday 8:30 AM to 2:30 PM; June 29, 2020 through July 29, 2020. Compensation for new employees will be set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the Special Education Budget. The appointments herein shall be contingent upon the reopening of schools and a discontinuation of any school closure orders from the Governor's office.

1. **Jamilah F. Bashir**

- G. Administration recommends approval of the attached extra-curricular contracts for the 2020-2021 school year. Payments of extra-curricular stipends shall be contingent upon the reopening of schools and the ability as determined by the Administration to provide such extra-curricular offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. The district reserves the right to prorate or not pay stipends in the event of a school closure, school modification, and/or discontinuation of the activity due to pandemic or other events surrounding the pandemic.
(Attachment A3)

- H. Administration is requesting authorization from the Board to employ personnel during the interval between the June Board meeting and the August Board meeting for the 2020-2021 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 2020-2021 General Fund Budget.
- I. Administration recommends approval for the Salary Book for the 2020-2021 school year.

V. FINANCE

Mr. Jackson questioned Item D 1-35 saying he has a concern with the district issuing contracts or agreeing to contracts right now since the contracts are based on a certain scope of services as if we were functioning as a brick and mortar school. He asked that the board possibly look at these contracts for approval at the end of August as by that point and time we should have a better idea of where we are with the 20-21 school year. It was decided that the Special Education Supervisors will review the contracts on the agenda and determine which ones need to be approved this month since the services occur in the summer or need to be approved now and which ones could be held for the August meeting for approval.

- 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. 210225 – 210292 | \$ 446,873.38 |
| 2. <u>Food Service Checks</u> | |
| Check No. 1858 – 1864 | \$ 1,444.14 |
| 3. <u>Capital Reserve Checks</u> | |
| Check No. 2085 – 2086 | \$ 315,265.00 |
| 4. <u>General Fund, Food Service, & Capital Reserve and Projects ACHs</u> | |
| ACH 192001375 – 192001458 | \$ 1,979,622.47 |
| 5. <u>Wires</u> | |
| 201900084 – 201900094 | \$1,880,407.10 |

C. The following monthly Board reports are submitted for your approval:

- Skyward Reports
 - Check Register (General Fund, Food Service, Capital Reserve, Capital Projects, Scholarships and Wires)
 - 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. **The Timothy School – Berwyn, PA.** Provide extended school year and related services during the 2020 ESY Program for 7 special needs students as per their IEPs. Services will be provided for up to 29 days. Funding will be paid from the Special Education Budget and shall not exceed \$37,455.00.
2. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide extended school year services during the 2020 ESY Program for a special needs student as per the IEP. Direct program supervision will be provided for up to 14 hours at a rate of \$100.00 per hour (\$1,400.00) and direct 1-1 intervention will be provided for up to 95 hours (5 hours per day) at a rate of \$37.00 per hour (\$3,515.00). Funding will be paid from the Special Education Budget and shall not exceed \$4,915.00.
3. **Melmark Inc. – Berwyn, PA.** Provide educational and related services during the 2020 extended school year and for the 2020-2021 school year for 3 special needs students including residential services for one student as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$351,578.00.
4. **The Camphill School – Glenmoore, PA.** Provide extended school year and related services during the 2020 ESY Program for a special needs student as per the IEP. Services will be provided for 20 days at a rate of \$250.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$5,000.00.
5. **Chester County Intermediate Unit – Downingtown, PA.** Provide extended school year services during the 2020 ESY Program for 5 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$29,185.26.
6. **Cottage Seven Education – Pottstown, PA.** Tuition for the provision of educational services for a special needs student for the 2020-2021 school year. Funding will come from the Special Education Budget and shall not exceed \$36,000.00.
7. **The Pathway School – Jeffersonville, PA.** Provide extended school year services during the 2020 ESY Program for 3 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$6,250.00 per student for a total of \$18,750.00.
8. **The Pathway School – Jeffersonville, PA.** Provide school year services for 4 special needs students during the 2020-2021 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$250,400.00.
9. **Silver Springs Martin Luther School – Plymouth Meeting, PA.** Tuition for the provision of educational and related services during the 2020 extended school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$5,745.00.
10. **Montgomery County Community College - Bridge to College Program – Blue Bell, PA.** Provide direct intervention for transition services during the 2020 extended school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$3,000.00.

11. **Devereaux Foundation - CARES Education Program – King of Prussia, PA.** Provide extended school year and related services during the 2020 ESY Program for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$15,403.50.
12. **Personal Health Care, Inc. – Valley Forge, PA.** Provide nursing services during the school day and while being transported during the 2020-2021 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$25,725.00.
13. **Pediatric Therapeutic Services, Inc. – Conshohocken, PA.** Provide occupational therapy, physical therapy and behavior support services for a 3-year term (7/1/20 – 6/20/2023). The contract addresses direct intervention, consultation, indirect services (i.e. meetings, in-service, paperwork), evaluations, early intervention and extended school year services. Funding will be paid from the special education budget and shall not exceed \$1,138,874.00 for the 2020-2021 school year, \$1,147,689.00 for the 2021-2022 school year and \$1,153,764.00 for the 2022-2023 school year for a total of \$3,440,327.00.
14. **Anderson Explorations PHP – Norristown, PA.** Provide educational and mental health services during the 2020 extended school year for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$4,000.00.
15. **Anderson Explorations PHP – Norristown, PA.** Provide educational and mental health services during the 2020-2021 school year for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$30,000.00.
16. **Richard Weidner – High School to Work Transition Services, Inc. – Telford, PA.** Provide a Spring-Ford Transitional Employment Program (S.T.E.P.) for special needs students during the 2020 extended school year as per their IEPs. Services will be provided for up to 25 hours at a rate of \$40.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$1,000.00.
17. **Richard Weidner – High School to Work Transition Services, Inc. – Telford, PA.** Provide a Spring-Ford Transitional Employment Program (S.T.E.P.) for special needs students during the 2020-2021 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$89,301.00.
18. **Pediatric Services of America, Inc. dba Aveanna Healthcare – Atlanta, GA.** Provide nursing services during the 2020 extended school year for multiple special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$14,430.00.
19. **Pediatric Services of America, Inc. dba Aveanna Healthcare – Atlanta, GA.** Provide nursing services during the school day and while being transported during the 2020-2021 school year for multiple special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$80,160.00.
20. **HMS School for Children with Cerebral Palsy – Philadelphia, PA.** Provide extended school year services during the 2020 ESY Program for a special needs student as per the IEP. Services will be provided for 27 days at a rate of \$533.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$14,391.00.

21. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide 2020-2021 school year services for a special needs student as per the IEP. Direct program supervision will be provided for up to 14 hours per month for 10 months at a rate of \$100.00 per hour (\$14,000.00) and direct 1-1 intervention will be provided for up to 4 hours per week for 42 weeks at a rate of \$37.00 per hour (\$6,216.00). Funding will be paid from the Special Education Budget and shall not exceed \$20,216.00.
22. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide 2020-2021 school year services for a special needs student as per the IEP. Direct program supervision will be provided for up to 10 hours per month for 10 months at a rate of \$100.00 per hour (\$10,000.00) and direct ABA services will be provided for up to 16 hours per month for 10 months at a rate of \$37.00 per hour (\$5,920.00). Funding will be paid from the Special Education Budget and shall not exceed \$15,920.00.
23. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide extended school year services during the 2020 ESY Program for a special needs student as per the IEP. Direct program supervision will be provided for up to 10 hours per month for 2 months at a rate of \$100.00 per hour (\$2,000.00), 16 hours of direct ABA services will be provided for the month of July and 26 hours for the month of August at a rate of \$37.00 per hour (1,554.00). Funding will be paid from the Special Education Budget and shall not exceed \$3,554.00.
24. **Visiting Nurse Group, Inc. – Philadelphia, PA.** Provide nursing services during the school day for a special needs student during the 2020-2021 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$81,000.00.
25. **Epic Health Services (PA) dba Aveanna Healthcare – Atlanta, GA.** Provide a home health aide at school during the 2020-2021 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$7,000.00.
26. **Variety Club Camp and Developmental Center – Worcester, PA.** Provide extended school year services for 6 special needs students during the 2020 ESY Program as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$32,360.00.
27. **Capstone Academy – East Norriton, PA.** Provide extended school year and related services during the 2020 ESY Program for 3 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$35,854.50.
28. **Valley Forge Educational Services – Malvern, PA.** Provide extended school year services during the 2020 ESY Program for 6 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$39,264.00.
29. **The Vanguard School – Malvern, PA.** Provide educational services during the 2020-2021 school year for 2 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$67,000.00 per student for a total of \$134,000.00.
30. **Milagre Kids School, Inc. – Pennsburg, PA.** Provide educational services for two special needs students during the 2020-2021 school year and the 2021 extended school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$185,460.00.

31. **Jack Bracale, DMD – Royersford, PA.** Perform state mandated dental screenings of students in grades 3 and 7 during the 2020-2021 school year as requested by parents/guardians. Funding will be paid from the General Fund and shall not exceed \$6.00 per screening.
 32. **Dr. John Aylward – Royersford, PA.** Provide medical supervision and emergency treatment services for the 2020-2021 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.
 33. **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 2020-2021 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.
 34. **Friendship Hook, Ladder and Ambulance, Inc. – Royersford, PA.** Provide Ambulance services for the 2020-2021 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.
 35. **Scenario Learning, LLC D/B/A Vector Solutions -Tampa, FL.** Provide online training services for professional employees through the Exceptional Child platform. Funding will be paid from the Assistant Superintendent's Budget and shall not exceed \$2,761.76.
- E. Administration recommends approval of an addendum to the 3-year independent contract agreement (7/1/2020 – 6/30/2023) with Pediatric Therapeutic Services, Inc. in Conshohocken, PA due to the additional costs needed to provide speech and language services during the 2020 Extended School Year Program. Funding will be paid from the Special Education Budget and shall not exceed \$13,700.00.
 - F. Administration recommends approval of a confidential settlement and release agreement **#2020-04** with the parents of a special needs student and the authorization of payment of tuition to Capstone Academy for the 2020-2021 school year. Funding will be paid from the Special Education Budget and shall not exceed \$90,050.35.
 - G. Administration recommends approval of a confidential settlement and release agreement **#2020-05** with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed \$58,455.00.
 - H. Administration recommends approval of the Montgomery County Intermediate Unit Shared Services Plan for the 2020-2021 school year. Funding will be paid from the Special Education Budget and shall not exceed \$1,600,000.00.
 - I. Administration recommends approval of the Memorandum of Understanding between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for the participation in the 2020-2021 MCIU Title III Consortium.

- J. Administration recommends approval of a renewal contact for the 2020-2021 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 \$35.00 per hour for a maximum of 5 hours per week per student.

VI. PROPERTY

There were no questions or comments.

- A. Administration recommends approval to purchase (2) Cargo Vans with Basic Shelving Package through the COSTARS Purchasing Agreement for a cost not to exceed \$55,000.00. Funding will come from the Capital Reserve.

VII. PROGRAMMING AND CURRICULUM

There were no questions or comments.

- A. Administration recommends approval of the following new textbooks and curricular resources. Funding will come from the Curriculum Budget and shall not exceed \$67,841.26.

Course

1. 3-4

Textbook

Heinemann Leveled Literacy Intervention

- B. Administration recommends approval of a contract between the Spring-Ford Area School District and TLS: Teaching, Learning, Succeeding, LLC for Professional Development services for Modernizing Learning and Induction. The cost will not exceed \$85,650.00 and will be paid from the Curriculum and Instruction Budget.
- C. Administration recommends the purchase of Technology Refresh Equipment for the 2020-2021 School Year. The three competing quotes were received through government contract via Costars. The total equipment cost shall not exceed \$200,000.00 and will be self-financed initially from the Capital Reserve Fund, and then repaid from the Technology Operating Budget over the next 4 years.

VIII. OTHER BUSINESS

There were no questions or comments.

- A. Administration recommends approval to register twenty (20) students and their advisors, Ms. Alynn Purdy, Ms. Susan Hammond, and Mr. Doug Reigner, to participate in the SEL Ambassadors Retreat virtually on July 21, 22, and 23, 2020. The total cost for attending this virtual retreat shall not exceed three thousand dollars (\$3,000.00). Participation in this competition will be supported using funds from the Pottstown Area Health and Wellness Foundation Grant.
- B. The following policies are submitted as a second reading for approval at next week's meeting:
 - 1. Policy #128 – PROGRAMS: Equity, Diversity and Inclusion (**Attachment A4**)
 - 2. Policy #204 – PUPILS: Attendance (**Attachment A5**)

C. The following policy is submitted as a first reading:

1. Policy #816 – OPERATIONS: Use of Audio and Video Monitoring Equipment
(Attachment A6)

IX. BOARD COMMENT

Mr. Jackson apologized for having to go back in the agenda and asked about the 2 settlement agreements under Finance Letters F and G. He stated that in the past the Board was provided with a rationale for settlement agreements. He requested additional information be provided on this as he would find it difficult to support something he does not know about. It was determined that additional information will be provided in the an executive session prior to next week's meeting.

Dr. Wright asked for clarification on what needed to happen prior to students being able to return to fall sports. Dr. Goodin indicated that Mr. McDaniel was working on the plan for sports that the Board would need to approve and he should have it ready by next Wednesday so it will go home to the Board in their weekly memo.

Mrs. Fazzini asked if it was possible that the district may be able to open up the tennis courts and the track at some point and he replied yes hopefully by the end of June.

Mrs. Zasowski expressed that she hoped everyone saw the wonderful tribute written to Dr. Nugent. She stated that she does not have words that can describe or come close to that or even what she has seen during her time here not only as a board member but as a parent. She commented that Dr. Nugent is an amazing person and has done an amazing job and his retirement will be a loss for us. Mrs. Zasowski stated that he truly has a legacy here and he is just an wonderful all-around person, contributor and leader. She added that she is sure many would echo those thoughts.

Mrs. Fazzini stated that Dr. Nugent would be greatly missed.

Mr. Shafer encouraged everyone to submit videos for the compilation that is being put together. Mr. Shafer stated that he has a unique perspective with Dr. Nugent in that he knew him first as a very young teacher then as a football coach, a wrestling coach and also as a mentor growing up in the community. Mr. Shafer stated that he is personally upset that Dr. Nugent is leaving us but he is happy for him. Mr. Shafer added that everyone deserves the opportunity to retire but he is heartbroken as Dr. Nugent was such a great contributor, had a great attitude and was a great role model. Mr. Shafer stated that saying thank you is not enough as there will be a mourning period for him. He commented that being a high school principal is an extremely hard position and Dr. Nugent has done the job wonderfully. Mr. Shafer stated that he will miss Dr. Nugent terribly and he knows others feel the same.

Eshika reminded everyone that the submission deadline for videos in honor of Dr. Nugent is July 24, 2020.

Mr. DiBello stated that he has a bunch of comments to make but will hold those until after the Board votes next week.

X. PUBLIC TO BE HEARD

Heidi Goldsmith, Collegeville, expressed that with the Zoom meeting it is difficult to tell who is talking. She stated that she would like to address the Board Member who spoke about Section D and the costs regarding those. She commented that she would welcome

the opportunity to sit down and talk to them about kids with disabilities because this is what that actually entails. Ms. Goldsmith stated that the reality of the situation is that districts, regardless or not whether COVID exists, in her opinion have an obligation to provide free appropriate public education to kids with disabilities. She added that this is what Section D covers and not providing those services is a complete risk to them as well as to their long-standing education within Spring-Ford which could lead to potential lawsuits. Ms. Goldsmith stated that she understands that this is a large budget item but believes that understanding and appreciating the families that operate under Section D is really important. She expressed that she understands it may seem like a large budget item but for those kids they are necessary services and she would truly appreciate an understanding and looking into this beyond a pure number figure. Mr. Jackson responded that he believes she misunderstood his statements as they had nothing to do with the services changing as these would remain the same. He clarified that his comment was based on the contract itself and the value of the contract, not the services. Mr. Jackson offered that if Ms. Goldsmith would like to talk to him then he can be reached via his public email address or his public phone number listed on the website. Mrs. Melton added that some of the motions covered under Item D are not specific to special education but are areas such as support for our student athletes during their athletic season. She stated that these are typed of items that perhaps if we are not going to have a season we should hold off on approving those types of independent contracts. Mrs. Melton clarified that the ask was for the contracts to be sorted through so that the Board can focus on those that they know they need in order to cover an IEP or for the Extended School Year Program and then the others can be held off until possibly the July meeting for approval.

Dennis Wright, Limerick, thanked the School Board for all of the hard work they do and stated that this year has probably been the biggest challenge they have ever had. He commented that he moved into the district in 1996 and has had 2 children who have graduated from Spring-Ford High School and he understands the value of education here. Mr. Wright stated that he had the opportunity to listen to the board meeting from May 18th and his concern is not with the tax increase that was approved for this year but rather what they are going to do for 2021-2022 and what their strategy was. Mr. Wright added that when he hears comments from board members about kicking the can down the street for expenses then this is a concern for him as a consumer. Mr. Wright expressed his surprise at the fact that more people have not responded but feels that when they receive their tax bills it will hit them as there is a lot going on today in everyone's household. Mr. Wright referred to a comment that was made at a previous board meeting regarding the replacement of Smartboards because that's what we have done in the past and stated that this is a different time and they need to be more creative in their budgeting process. Mr. Wright said he looks forward to talking with some of the board members in his region so that he can share his thoughts with them. Mrs. Zasowski thanked him for his comments and stated that she wanted him to know that so much went into the budget meetings. Mr. DiBello added that it may have not come out in the meetings that Mr. Wright watched but wanted him to know that the district has a 7 year rolling budget so that Board knows not only what next year is going to look like but also what the next 7 years are going to look like. Mr. DiBello stated that it is very complex as far as the spending in the district as they take every dollar seriously. He added that there is also a Technology Cycle Program so what they try to do is spend so much per year. Mr. DiBello spoke about Smartboards being new technology that was only introduced into classrooms a few years ago so they are always incorporating new technology as it works its way in from a curriculum standpoint. Mr. DiBello stated that we have so much that we spend per year or if not then we could end up with a bigger problem resulting from kicking the can down the alley. Mr. DiBello said he shares Mr. Wright's concern on what next year's budget is going to look like and was very vocal about it. He added that many districts are going to have a very rough time ahead of them and he keeps saying that the district is forced to push this burden onto taxpayers as a result of unfunded mandates that will result from this pandemic. Mr. Wright commented that Spring-Ford has always been reasonable with their taxes and his children went through Spring-Ford and greatly benefitted from that as it is a great school district. Mr. Wright expressed that his

concern with moving into next year is for the district to look at what they are doing every day, look at the expenses that you have every day and manage them. He added that there are over 300 extracurricular activities that people are getting paid for and if the district saved 1% on those then what could that do? Mr. Wright said he would gladly share his ideas with somebody from Region II.

Mari Macdougall, Collegeville, commented that she is not sure what the green stage entails but wondered if there was any chance that school goes back to normal. She indicated that she had written each of the board members with her concerns. Ms. Mascaro commented that the virus was going on long before precautions were taken and there is not one outbreak in any one school, daycare or university in the entire country. Ms. Mascaro felt the measures the board was talking about would only harm children's education and mental state way more than the virus ever could. She added that it has already stolen so much from the children. She again asked if there was any way that it will go back to normal. Ms. Mascaro indicated that she had read from another state that they will not implement the social distancing guidelines because they clash with security issues and the stuff in place for school shootings. Ms. Mascaro stated that she is fearful that the schools will be too concerned with implementing the safety measures than actually teaching and the students will continue to not learn anything. She relayed that she had 3 children and they things while the other teacher was barely heard from. She felt that children need traditional school and she questioned if there was any chance that this may happen. Mr. DiBello replied that he had answered the very well thought out email Ms. Mascaro's had written him and he stated that the school district is required to follow certain things that are set forward by the state, PDE and the government. He commented that depending on what is mandated versus not will then drive what we can and what we cannot do if and when we do start school in August. Ms. Mascaro stated that if it is not mandated and only requirements can the district just not follow them and go to school. She questioned why they need to be followed when this has not posed a risk. Ms. Mascaro commented that if you keep the kids apart then they are just going to be together after-school anyway like they are all summer long already. She felt that it seemed like such drastic measures that is really going to hurt this generation and setting them up for failure. She added that these are impressionable years especially at the elementary school age. She advised that her daughter is entering kindergarten and that is supposed to be about hugs and play and if she is being taught not to hug, touch or be friends with somebody then she does not know what the future is going to be like.

Mr. Fitzgerald advised the Board to complete the public comment rather than try to do it as a Q&A. He commented that in response to the question posed, we are licensed by the Pennsylvania Department of Education therefore they can very quickly penalize a school entity if they are not adhering to the directives of the Governor's Office. Mr. Fitzgerald added that while we would like to believe that we have a lot of flexibility, at the end of the day if we are deviating from an order, whether we like the order or not, there is oversight and punitive measures that can be taken. He stated that the Board recognizes what Ms. Mascaro is saying but must also recognize what is coming from Harrisburg.

XI. ADJOURNMENT

Mrs. Fazzini made a motion to adjourn and Mr. Jackson seconded it. The motion passed 9-0. The meeting adjourned at 8:37 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

On June 22, 2020 the Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 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
Superintendent:	Dr. David R. Goodin
Chief Financial Officer:	James D. Fink
Solicitor:	Mark Fitzgerald, Esq.
Student Reps.:	Eshika Seth

ANNOUNCEMENTS

Mrs. Zasowski reminded everyone of the process for the virtual school board meeting. Mrs. Zasowski advised that the Board met in an executive session prior to tonight's meeting regarding personnel.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

There were no comments from the public.

II. PRESENTATION

Dr. David Goodin, Superintendent, explained the three color phases related to COVID-19 and what they mean for the next school year. He spoke of the three groups that were organized to work on the planning for the 2020-2021 school year under each of the different color phases.

Mrs. Kelly Murray, Curriculum Director, chaired the Full School Closure Committee (Red Phase). She reported that her committee consisted of 24 members including principals, teachers, special education personnel, ELD teachers, human resource personnel, technology personnel, communications department personnel, instructional coaches and curriculum supervisor. Mrs. Murray reported that the goal was to reflect on the current practice of online learning and identify areas to improve for the fall if necessary. She reported that the district will be offering a full in-district cyber experience for students whose families are not ready to send students back into school buildings. She spoke about a survey sent out to parents, students and staff in order to gather feedback on how they felt the online learning process went. Dr. Murray reported on the feedback received which included top challenges students and parents faced as well as trends needing to be addressed. Dr. Murray spoke of the budgetary needs for the continuation of learning under this scenario and the inclusion of full in-district cyber learning.

Dr. Heidi Rochlin, Curriculum Supervisor, chaired the Hybrid Model Committee - Part in School; Part Online (Yellow Phase). She reported that her committee consisted of principals, teachers, special education supervisors, ELD teachers, instructional coaches and nurses. She spoke of the possible scenarios that would support as many students as

possible with face-to-face instruction while working within the CDC guidelines. Some of those scenarios were K-4 with face-to-face instruction everyday with the student population being split in half with AM and PM sessions being held; Grades 5-12 possible alternating days of attendance or utilizing ½ day sessions or virtual options; synchronous and asynchronous instruction being offered for students participating virtually; increased support for the special education population. Dr. Rochlin spoke of the plans under each of these scenarios as well as the overarching health and safety guidelines that need to be considered. She next presented on the potential budgetary needs for this hybrid model with the major difference being the cost for transportation. Discussion took place on what the potential costs could be under this scenario. The Board requested that in the weekly update they be provided with the approximate costs totaled for each of the various phases individually.

Mr. Robert Hunter, Director of Planning, Operations and Facilities and **Chief David Boyer**, Coordinator of Safety, Security and Emergency Preparedness, chaired the All Students Return to School Committee (Green Phase). Mr. Hunter reported that their committee consisted of teachers, principals, nurses, operations staff, athletic staff and school police. He advised that their areas of focus were PPE, social distancing, student logistics, disinfecting/sanitizing, screening and emergency response. He spoke of the Pennsylvania Department of Education green phase school reopening requirements that were put out on June 3, 2020. Mr. Hunter provided an outline of the plan and procedures should students return to school under this green phase. He explained that protocols will need to be established for sporting activities, physical education classes and recess. Mr. Hunter commented that faculty and staff will need to be trained on safety procedures including professional development for teachers and administrators as well as internal training and review of cleaning protocols for Spring-Ford and Interstate staff. Mr. Hunter spoke about the potential budgetary needs for all students returning to school.

Discussion took place on the use of facilities after school hours and professional development for returning staff. Dr. Goodin advised that currently the committees have been very focused on how to get kids back into school and that they will need further discussion on the use of school facilities after school hours by the various groups who regularly use our buildings as well as the professional development piece for staff. Discussion continued with regards to the costs for any unfunded mandates that come down from the state in order for students to return to school. Questions were also asked regarding the events previously planned for the graduating class under a green phase if there are still limits in place with regards to the number of people permitted at any one

A. **Dr. David R. Goodin**, Superintendent, to provide an "Update on the District Re-opening Plan".

III. BOARD AND COMMITTEE REPORTS

Student Rep. Report Eshika Seth

Eshika reported on events that happened during the month of June which included the last day of school for students and faculty, the end of the 4th marking period and the release of report cards, the Class of 2020 Virtual Commencement, district-wide locker clean out and distribution of materials and yearbook pickup dates. Eshika advised that Spring-Ford Area High School had been ranked in Newsweek as "One of the Best STEM High Schools". She reported that what is coming up will be the start of online summer school classes and the first day of school to be determined.

WMCTC

DiBello/Melton/Zasowski 1st Mon. 7:00 p.m.

Mrs. Melton reported that the Joint Operating Committee met on June 16, 2020 reviewed and discussed plans for reopening of school next year. She commented that at the Western Center social distancing is not as big an issue there as the majority of the programs offered, the classrooms and instructional spaced do support a fair amount of spacing and distancing. Mrs. Melton added that there were a few new staff members identified and the administrative raises were reviewed and approved. Ms. Melton advised that the next meeting planned will be the first week of August.

PSBA Liaison

David Shafer

Mr. Shafer reported that this year's conference will be a virtual conference as previously reported. He commented that he sent an email to PSBA in order to find out the details on when to submit paperwork for presentation consideration at this year's conference but he had not heard back as of yet but will keep the Board informed once he receives any information. He advised that this coming Thursday he has registered for an ongoing webinar series "Building the Foundation for Equity and Trauma Informed Approaches Through Policy". He stated that if any Board Member is interested in attending then he can send them the link. Mr. Shafer also advised that he continues to forward emails that he feels are of importance to the district leadership.

Superintendent Eval.

Christina Melton

(As Needed)

Mrs. Melton advised that in accordance with school code superintendents must be evaluated annually using objective performance standards. She stated that in September of 2019 the mutually agreed upon objective standards for the 2019-2020 school year were adopted. Mrs. Melton reported that on June 15th the Spring-Ford School Board concluded the annual performance evaluation of Dr. David Goodin, Superintendent. She added that it is the opinion of the Board that Dr. Goodin satisfactorily met all of the performance standards in the areas of student growth and achievement, organizational leadership, district operations, communication, community relations and human resources management. Mrs. Melton advised that this statement will be posted to the district website in accordance with school code.

Legislative Committee

Christina Melton

3rd Weds. 7:30 p.m.

Mrs. Melton reported that the legislators are scheduled to return to session tomorrow. She advised that Representative Bryan Cutler has been named as the Speaker of the House. Mr. Cutler is out of the 100th legislative district in Lancaster County.

MCIU

Thomas J. DiBello

4th Weds. 7:00 p.m.

There was no report as the meeting takes place this week.

Superintendent's Report

Dr. David R. Goodin

Dr. Goodin stated that he wanted to take a moment to thank his Administrative Team for the year they put in as this was unprecedented. He added that they faced challenges this year that none of them anticipated and none of them had planned for. Dr. Goodin stated that the first two weeks following the closure were very stressful for the Administrative Team but they rose to the occasion. He advised that they spent countless hours prepping and planning for what they needed to get done in order to get students back into the learning process. Dr. Goodin expressed his sincere thanks to his Administrative Team all the way down from his directors/supervisors down to the building principals and support staff for all their help during this time. Dr. Goodin next stated that he wanted to recognize the retirees on the agenda today saying Joe Bean has been a fixture at the high school for 23 years and he wanted to wish him well. Dr. Goodin also acknowledged the retirement of Joanne Peterson saying she has spent 22 years in the district and he wanted to thank her. Dr. Goodin commented that he also wanted to especially recognize the retirement of Dr. Patrick Nugent, a good friend of his and someone he has counted on to come through since

arriving in the district. Dr. Goodin stated that he will miss Dr. Nugent as he was always one of those individuals who always had a "can do" attitude no matter what was brought to him even if it was something that he did not agree with as he made it work. Dr. Goodin commented that he could always count on Dr. Nugent to be there and stated that he ran a tight ship. Dr. Goodin said it will be hard to replace Dr. Nugent but he wanted to wish him and his family well and that it has been a good 9 years.

Mrs. Zasowski stated that she thinks they all echo Dr. Goodin's sentiments and said that in her experience with Dr. Nugent, he is top notch and the best of the best. She added that they will miss him very much and that Spring-Ford has been very fortunate to have had Dr. Nugent for this time. She wished him the best but wanted him to know that he will be very much missed. She thanked him for everything.

Mr. DiBello echoed what Dr. Goodin said regarding the administration and the professional staff related to the district having to move towards a virtual academy. He stated that he always took the opportunity to remind the parents who contacted him that the district was notified on a Thursday that the schools would be locked down that Friday. He added that there was given 2 weeks to put something together in order to continue to provide education to our students for an unknown time period. Mr. DiBello felt that what administration and the staff put together was phenomenal and stated that everyone should be commended.

Mr. DiBello also echoed Dr. Goodin's comments regarding Dr. Nugent and stated that he has had the pleasure of being on the board 11 years working with Dr. Nugent. He stated that when Dr. Nugent was tasked with new directives he stepped up and the accolades that the high school has received can be attributed to Dr. Nugent. Mr. DiBello commented that Dr. Nugent really cares about the students, the staff and the community and it will be very hard to fill his position. Mr. DiBello added that Dr. Nugent will be greatly missed and although he is sad to see him go, he was happy for him and wished him lots of success and happiness as he moves on.

Mr. Shafer commented that Dr. Nugent is a special gift this community had as he graduated from Spring-Ford as a decorated student-athlete and then came back to the district and spent his entire career here from start until retirement. He stated that the high school principal is a tough job and Dr. Nugent served this community with excellence. Mr. Shafer expressed that it will be tough for Dr. Nugent's replacement as the pinnacle will be to serve as he has served. Mr. Shafer added that it has been an honor to be a Board Member supporting Dr. Nugent. He stated that Dr. Nugent is an all-around great individual and thanked him for everything.

Mrs. Zasowski stated that Dr. Nugent has raised the bar for the district and for that position and anyone going into this position has really big shoes to fill.

Mrs. Melton commented that she does not think there is anyone who has represented the district better than Dr. Nugent. She spoke of the comfort that students feel when Dr. Nugent walks into a room and that they know him, respond and react to him. Mrs. Melton expressed that Dr. Nugent has been by far the greatest representative of the high school and the district and will be terribly missed. Mrs. Melton wished Dr. Nugent all the best.

Mrs. Zasowski thanked Dr. Nugent and all of the retirees who are on the agenda for the years of service they have given to the district. She also expresses thanks to Dr. Goodin, Mr. Rizzo, the principals, the administration, the teachers, the faculty and everyone who had their hands in helping get us through the rest of the school year.

Solicitor's Report

Mark Fitzgerald

There was no report.

IV. MINUTES

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

A. The Board approved the May 18, 2020 Virtual Work Session minutes. **(Attachment A1)**

B. The Board approved the May 26, 2020 Virtual Board Meeting minutes. **(Attachment A2)**

V. PERSONNEL

Mrs. Zasowski noted that on Item E3 the effective date should be July 1, 2020. Mr. DiBello asked that Item G be separated. Mrs. Melton asked that Items I and J be tabled.

Mrs. Fazzini made a motion to approve Items A-F and Mrs. Earle seconded it .

Mr. Jackson asked for clarification on why there were so many additions to the resignation section of the agenda and Mrs. Leiss explained that the additions were because staff had submitted their resignations after the work session occurred. Dr. Wright asked about the extended school year resignations and if the district was holding this program this year and Dr. Goodin replied no that it would be a virtual extended school year this year. He added that these types of resignations are normal as teachers are approved but sometimes they then back out of these positions. Mr. Jackson asked about the new additions under Item C whether the two positions were part of the budget and Dr. Goodin confirmed yes they were as they are replacements for retirees and that everything the Board will see will be replacements of retirees. Mr. Jackson asked why they were not listed last week and Dr. Goodin explained that it was more than likely due to the district not having all of their paperwork completed at that time. Mr. Jackson asked if it would be possible to work on the paperwork so that the Board was not seeing them on the day they needed to vote on them rather than have the opportunity to discuss it and Dr. Goodin replied yes.

The motion passed 9-0.

A. Resignations

1. **Joseph H. Bean**; Head Custodian, Senior High School, for the purpose of retirement. Effective: July 17, 2020.
2. **Karen L. Beasley**; Assistant Payroll Specialist, District Office. Effective: May 26, 2020.
3. **Joan E. Kenney**; Extended School Year - Speech Therapist. Effective: June 1, 2020.
4. **Suzanne D. Laurie**; English as Second Language Teacher, 7th Grade Center. Effective: June 11, 2020.
5. **Patrick Nugent, Ed.D**; Principal, Senior High School, for the purpose of retirement. Effective: August 7, 2020.
6. **Jennifer Smith**; Extended School Year - Speech Therapist, 5/6/7 Grade Center. Effective: May 22, 2020.

New Resignations

7. **Renee A. Byrne**; Instructional Assistant, Senior High School, for the purpose of retirement. Effective: July 8, 2020.

8. **Catherine J. Garger**; Extended School Year Teacher. Effective: June 18, 2020
9. **Kathleen D. Gebhard**; Extended School Year Teacher. Effective: June 15, 2020.
10. **Nancy Kearns**; Part-time, Food Service – 4 hour/day, Brooke Elementary School. Effective: July 1, 2020.
11. **Kenneth M. Kulp**; Maintenance III. Effective: June 17, 2020.
12. **Gina L. Lasky**; Extended School Year Speech Therapist. Effective: June 14, 2020.
13. **Joanne Petersen**; Elementary Teacher, Oaks Elementary School, for the purpose of retirement. Effective: July 1, 2020.
14. **Kyle Smolsky**; Extended School Year Teacher. Effective: June 17, 2020.

B. Leaves of Absence

1. **Riley A. Jones**; English Teacher, Senior High School, for a child-rearing leave of absence per the Professional Agreement. Effective: September 25, 2020 through the end of the first semester of the 2020-2021 school year.
2. **Racquel C. Richter**; Social Studies Teacher, 8th Grade Center, for an extension of child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2020 through the end of the 2020-2021 school year.
3. **Joanna M. Trautman**; School Counselor, Royersford Elementary School, for an extension of child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2020 through the end of the first semester of the 2020-2021 school year.

C. Temporary Professional Employees

1. **Emily G. Barker**; English Teacher, 8th Grade Center, replacing Jane E. Piersol who retired. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
2. **Mary G. Conant**; Mathematics Teacher, 8th Grade Center, replacing Angeline C. Cremins who retired. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
3. **Heather M. Gardan**; Art Teacher, Evans Elementary School, replacing Amy Hostetler who resigned. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
4. **Marisa Moley**; Health & Physical Education Teacher, Senior High School, replacing Bruce D. Brobst who retired. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
5. **Amanda Marie Samperi**; Speech Therapist, Limerick Elementary School, replacing Abigail E. Pilgermayer who resigned. Compensation has been set at MS, Step 3, \$52,750.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

6. **Brett M. Slifer**; Music Teacher, Spring-Ford Elementary Schools, replacing James S. Westlake who retired. Compensation has been set at MS, Step 1, \$51,500.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
7. **Michelle Willemijn**; Social Studies Teacher, Senior High School-9th Grade Center, replacing Jeffrey W. Rinehimer who retired. Compensation has been set at MS+30, Step 1, \$56,815.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

New Temporary Professional Employees

8. **Melanie Sisemore Adamo**; School Psychologist, 5/6th Grade Center, replacing Elaine Sandilos who retired. Compensation has been set at MS+30, Step 2, \$58,856.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
9. **Sara T. Lansdown-Flannery**; English as a Second Language Teacher, Senior High School, replacing Deborah S. Longwell who retired. Compensation has been set at MS+30, Step 4, \$62,936.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

D. Support Staff

1. **Jennifer B. Young**; Instructional Assistant, Royersford Elementary School, replacing Lauren N. Raugh who had a change of status. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: August 25, 2020.

E. Change of Status

1. **Elise-Marie Lannutti**; Instructional Assistant, Royersford Elementary School, to Behavioral Specialist, Evans Elementary School, replacing Amanda L. Gill who resigned. Compensation has been set at MS, Step 3, \$52,750.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
2. **Courtney L. Mullen**; Level III - Secretary to Level II - Administrative Assistant, District Office, replacing Kristin A. Maul who resigned. Compensation has been set at \$18.65/hour with benefits per the Secretarial Plan. Effective: May 18, 2020.
3. **Kenneth Rhoads**; Maintenance II – HVAC Technician to Maintenance III – HVAC Technician. Compensation has been set at \$30.00/hour with benefits per the Maintenance Benefit Summary. Effective: TBD.

- F. The Board approved the following Professional Staff for the 2020 Extended School Year Program (ESY). The program will be held Monday through Thursday 8:30 AM to 2:30 PM; June 29, 2020 through July 29, 2020. Compensation for new employees will be set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the Special Education Budget. The appointments herein shall be contingent upon the reopening of schools and a discontinuation of any school closure orders from the Governor's office.

*New additions since the Work Session

1. *Alix L. Ahlberg
2. Jamilah F. Bashir
3. *Alyssa K. Brooks
4. *Julie E. Grady

Mr. Shafer made a motion to approve Item G and Mrs. Fazzini seconded it. Mrs. Melton asked for clarification that the ending sentence to the motion would protect the district from something such as Act 13. Mr. Fitzgerald responded that they are two different things as Act 13 sunsets on June 30th but he would prefer that this discussion take place in an executive session. He commented that the statement is a prophylactic that most districts are placing on these types of approvals and for the motion here the Board is only giving the approval under specific conditions. Following a brief discussion the question was asked when these contracts needed to be approved and Mr. Fitzgerald replied that the approval could take place in July. Mr. McDaniel was asked when the fall sports teams start up and he replied in August. Mr. Jones was asked when band starts and he replied late July. Mrs. Melton made a motion to table Item G until the July 20th meeting and Mr. Jackson seconded it. The motion to table passed 8-1 with Mr. Shafer voting no.

- G. The Board tabled the vote for approval of the attached extra-curricular contracts for the 2020-2021 school year until the July 20th meeting. Payments of extra-curricular stipends shall be contingent upon the reopening of schools and the ability as determined by the Administration to provide such extra-curricular offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. The district reserves the right to prorate or not pay stipends in the event of a school closure, school modification, and/or discontinuation of the activity due to pandemic or other events surrounding the pandemic. *Designates new additions since the Work Session.
(Attachment A3)

Mrs. Melton made a motion to approve Item H and Mrs. Fazzini seconded it. The motion passed by a roll call vote of 6-3 with Mr. Shafer, Dr. Wright, Mrs. Melton, Mrs. Fazzini, Ms. Sullivan and Mrs. Earle voting yes and Mr. Jackson, Mr. DiBello and Mrs. Zasowski voting no.

- H. The Board approved the Salary Book for the 2020-2021 school year.

New Personnel Motions

The Board pulled these motions from the agenda until the July meeting.

- I. Board approval is needed to set the salary for the Assistant Superintendent of Schools, Mr. Robert Rizzo. Mr. Rizzo's salary for 2020-2021, beginning July 1, 2020 will be \$_____.
- J. Board approval is needed to set the salary for the Superintendent of Schools, Dr. David R. Goodin. Dr. Goodin's salary for 2020-2021, beginning July 1, 2020 will be \$_____.

VI. FINANCE

Ms. Sullivan made a motion to approve Items A-J and Mrs. Fazzini seconded it. Mrs. Zasowski asked about the Board's request last week for the independent contracts to be filtered and she questioned if that had been done. Dr. Goodin confirmed that those contracts that could be held off until August were pulled from the agenda following last week's meeting. Mr. Rizzo advised that if a contract was not pulled from the agenda then it was due to one of three reasons; it was for the extended school year program,

it needed to be approved now or if approved now then the district would not have to pay if the services were not provided. Discussion took place on payment to vendors whether services are or are not provided depending on whether students return to school and Dr. Goodin confirmed that services are paid for as they are provided so if a service is not provided then the district does not pay. Mr. Fitzgerald added clarification that the services are provided to students as part of their IEP or 504 Plan and no matter what color phase the county is in the services will be provided to those students.

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. General Fund Checks
Check No. 210225 – 210292 \$ 446,873.38
2. Food Service Checks
Check No. 1858 – 1864 \$ 1,444.14
3. Capital Reserve Checks
Check No. 2085 – 2086 \$ 315,265.00
4. General Fund, Food Service, & Capital Reserve and Projects ACHs
ACH 192001375 – 192001458 \$ 1,979,622.47
5. Wires
201900084 – 201900094 \$1,880,407.10

C. The following monthly Board reports were approved:

- Skyward Reports
 - Check Register (General Fund, Food Service, Capital Reserve, Capital Projects, Scholarships and Wires)
 - 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. **The Timothy School – Berwyn, PA.** Provide extended school year and related services during the 2020 ESY Program for 7 special needs students as per their IEPs. Services will be provided for up to 29 days. Funding will be paid from the Special Education Budget and shall not exceed \$37,455.00.
2. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide extended school year services during the 2020 ESY Program for a special needs student as per the IEP. Direct program supervision will be provided for up to 14 hours at a rate of \$100.00 per hour (\$1,400.00) and direct 1-1 intervention will be provided for up to 95

hours (5 hours per day) at a rate of \$37.00 per hour (\$3,515.00). Funding will be paid from the Special Education Budget and shall not exceed \$4,915.00.

3. **Melmark Inc. – Berwyn, PA.** Provide educational and related services during the 2020 extended school year and for the 2020-2021 school year for 3 special needs students including residential services for one student as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$351,578.00.
4. **The Camphill School – Glenmoore, PA.** Provide extended school year and related services during the 2020 ESY Program for a special needs student as per the IEP. Services will be provided for 20 days at a rate of \$250.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$5,000.00.
5. **Chester County Intermediate Unit – Downingtown, PA.** Provide extended school year services during the 2020 ESY Program for 5 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$29,185.26.
6. **Cottage Seven Education – Pottstown, PA.** Tuition for the provision of educational services for a special needs student for the 2020-2021 school year. Funding will come from the Special Education Budget and shall not exceed \$36,000.00.
7. **The Pathway School – Jeffersonville, PA.** Provide extended school year services during the 2020 ESY Program for 3 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$6,250.00 per student for a total of \$18,750.00.
8. **The Pathway School – Jeffersonville, PA.** Provide school year services for 4 special needs students during the 2020-2021 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$250,400.00.
9. **Silver Springs Martin Luther School – Plymouth Meeting, PA.** Tuition for the provision of educational and related services during the 2020 extended school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$5,745.00.
10. **Montgomery County Community College - Bridge to College Program – Blue Bell, PA.** Provide direct intervention for transition services during the 2020 extended school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$3,000.00.
11. **Devereaux Foundation - CARES Education Program – King of Prussia, PA.** Provide extended school year and related services during the 2020 ESY Program for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$15,403.50.
12. **Pediatric Therapeutic Services, Inc. – Conshohocken, PA.** Provide occupational therapy, physical therapy and behavior support services for a 3-year term (7/1/20 – 6/20/2023). The contract addresses direct intervention, consultation, indirect services (i.e. meetings, in-service, paperwork), evaluations, early intervention and extended school year services. Funding will be paid from the special education budget and shall not exceed \$1,138,874.00 for the 2020-2021 school year, \$1,147,689.00 for the 2021-2022 school year and \$1,153,764.00 for the 2022-2023 school year for a total of \$3,440,327.00.

13. **Anderson Explorations PHP – Norristown, PA.** Provide educational and mental health services during the 2020 extended school year for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$4,000.00.
14. **Anderson Explorations PHP – Norristown, PA.** Provide educational and mental health services during the 2020-2021 school year for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$30,000.00.
15. **Richard Weidner – High School to Work Transition Services, Inc. – Telford, PA.** Provide a Spring-Ford Transitional Employment Program (S.T.E.P.) for special needs students during the 2020 extended school year as per their IEPs. Services will be provided for up to 25 hours at a rate of \$40.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$1,000.00.
16. **HMS School for Children with Cerebral Palsy – Philadelphia, PA.** Provide extended school year services during the 2020 ESY Program for a special needs student as per the IEP. Services will be provided for 27 days at a rate of \$533.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$14,391.00.
17. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide 2020-2021 school year services for a special needs student as per the IEP. Direct program supervision will be provided for up to 14 hours per month for 10 months at a rate of \$100.00 per hour (\$14,000.00) and direct 1-1 intervention will be provided for up to 4 hours per week for 42 weeks at a rate of \$37.00 per hour (\$6,216.00). Funding will be paid from the Special Education Budget and shall not exceed \$20,216.00.
18. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide 2020-2021 school year services for a special needs student as per the IEP. Direct program supervision will be provided for up to 10 hours per month for 10 months at a rate of \$100.00 per hour (\$10,000.00) and direct ABA services will be provided for up to 16 hours per month for 10 months at a rate of \$37.00 per hour (\$5,920.00). Funding will be paid from the Special Education Budget and shall not exceed \$15,920.00.
19. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide extended school year services during the 2020 ESY Program for a special needs student as per the IEP. Direct program supervision will be provided for up to 10 hours per month for 2 months at a rate of \$100.00 per hour (\$2,000.00), 16 hours of direct ABA services will be provided for the month of July and 26 hours for the month of August at a rate of \$37.00 per hour (1,554.00). Funding will be paid from the Special Education Budget and shall not exceed \$3,554.00.
20. **Variety Club Camp and Developmental Center – Worcester, PA.** Provide extended school year services for 6 special needs students during the 2020 ESY Program as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$32,360.00.
21. **Capstone Academy – East Norriton, PA.** Provide extended school year and related services during the 2020 ESY Program for 3 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$35,854.50.

22. **Valley Forge Educational Services – Malvern, PA.** Provide extended school year services during the 2020 ESY Program for 6 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$39,264.00.
 23. **The Vanguard School – Malvern, PA.** Provide educational services during the 2020-2021 school year for 2 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$67,000.00 per student for a total of \$134,000.00.
 24. **Milagre Kids School, Inc. – Pennsburg, PA.** Provide educational services for two special needs students during the 2020-2021 school year and the 2021 extended school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$185,460.00.
 25. **Jack Bracale, DMD – Royersford, PA.** Perform state mandated dental screenings of students in grades 3 and 7 during the 2020-2021 school year as requested by parents/guardians. Funding will be paid from the General Fund and shall not exceed \$6.00 per screening.
 26. **Dr. John Aylward – Royersford, PA.** Provide medical supervision and emergency treatment services for the 2020-2021 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.
 27. **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 2020-2021 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.
 28. **Friendship Hook, Ladder and Ambulance, Inc. – Royersford, PA.** Provide Ambulance services for the 2020-2021 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.
 29. **Scenario Learning, LLC D/B/A Vector Solutions -Tampa, FL.** Provide online training services for professional employees through the Exceptional Child platform. Funding will be paid from the Assistant Superintendent's Budget and shall not exceed \$2,761.76.
- E. The Board approved an addendum to the 3-year independent contract agreement (7/1/2020 – 6/30/2023) with Pediatric Therapeutic Services, Inc. in Conshohocken, PA due to the additional costs needed to provide speech and language services during the 2020 Extended School Year Program. Funding will be paid from the Special Education Budget and shall not exceed \$13,700.00.
- F. The Board approved a confidential settlement and release agreement **#2020-04** with the parents of a special needs student and the authorization of payment of tuition to Capstone Academy for the 2020-2021 school year. Funding will be paid from the Special Education Budget and shall not exceed \$90,050.35.

- G. The Board approved a confidential settlement and release agreement **#2020-05** with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed \$58,455.00.
- H. The Board approved the Montgomery County Intermediate Unit Shared Services Plan for the 2020-2021 school year. Funding will be paid from the Special Education Budget and shall not exceed \$1,600,000.00.
- I. 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 2020-2021 MCIU Title III Consortium.
- J. The Board approved a renewal contact for the 2020-2021 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 \$35.00 per hour for a maximum of 5 hours per week per student.

VII. PROPERTY

Mr. DiBello made a motion to approve Item A and Mr. Jackson seconded it. Mrs. Melton asked if these vans were replacement vehicles and Mr. Hunter replied yes. The motion passed 9-0.

- A. The Board approved purchasing (2) Cargo Vans with Basic Shelving Package through the COSTARS Purchasing Agreement for a cost not to exceed \$55,000.00. Funding will come from the Capital Reserve.

VIII. PROGRAMMING AND CURRICULUM

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

- A. The Board approved the following new textbooks and curricular resources. Funding will come from the Curriculum Budget and shall not exceed \$67,841.26.

Course

1. 3-4

Textbook

Heinemann Leveled Literacy Intervention

- B. The Board approved a contract between the Spring-Ford Area School District and TLS: Teaching, Learning, Succeeding, LLC for Professional Development services for Modernizing Learning and Induction. The cost will not exceed \$85,650.00 and will be paid from Title IIa Funds.
- C. The Board approved the purchase of Technology Refresh Equipment for the 2020-2021 School Year. The three competing quotes were received through government contract via Costars. The total equipment cost shall not exceed \$200,000.00 and will be self-financed initially from the Capital Reserve Fund, and then repaid from the Technology Operating Budget over the next 4 years.

IX. NEW CONFERENCE/ WORKSHOP RECOMMENDATION

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

The following individual was approved for attendance at the following:

CODE: 580 Account: Conference/Training, registration, food, and accommodations

HIGH SCHOOL

- A. **Brittany McElwee**, Math Teacher, to attend the “2020 Walton Online Advanced Placement Summer Institute - Statistics” from June 22, 2020 through June 26, 2020. Ms. McElwee will be teaching AP Statistics and must be AP Certified in order to teach this class. Ms. McElwee was previously approved at the May Board Meeting to attend AP Training but that online class was cancelled and she was able to find this course which has a lower registration cost. The total cost for registration is \$850.00. There are no other costs to the district as this course is being held online.

X. OTHER BUSINESS

Mr. Jackson asked that Item D be separated. Mrs. Fazzini made a motion to approve Items A-B and Dr. Wright seconded it. The motion passed 9-0.

- A. The Board gave approval to register twenty (20) students and their advisors, Ms. Alynn Purdy, Ms. Susan Hammond, and Mr. Doug Reigner, to participate in the SEL Ambassadors Retreat virtually on July 21, 22, and 23, 2020. The total cost for attending this virtual retreat shall not exceed three thousand dollars (\$3,000.00). Participation in this competition will be supported using funds from the Pottstown Area Health and Wellness Foundation Grant.

- B. The following policies were approved:

1. Policy #128 – PROGRAMS: Equity, Diversity and Inclusion (**Attachment A4**)
2. Policy #204 – PUPILS: Attendance (**Attachment A5**)

- C. The following policy is submitted as a first reading:

1. Policy #816 – OPERATIONS: Use of Audio and Video Monitoring Equipment (**Attachment A6**)

New Other Business

Mrs. Fazzini made a motion to approve Item D and Mr. Shafer seconded it.

Mr. DiBello asked if this Health and Safety Plan was something we generated or did we get it from someone else and Mr. McDaniel responded that this is mandated by PDE. He added that the district had actually put together a plan and were advised that PDE was sending out a template that was to be followed. Mr. DiBello questioned how the district would ensure that everything that is in the plan is being followed and Mr. McDaniel advised that once the plan is approved the coaches will have to complete 5 courses through Safe Schools and they will be provided training as well. Mr. McDaniel stated that it may have to come down to having faith and trust in our coaches and the entire coaching staff. Mr. DiBello conveyed that he fully trusts Mr. McDaniel and the coaches but when it comes to legal issues we will have to go beyond trust and Mr. Fitzgerald confirmed this and added that the implementation of the sport specific re-opening plans will also have to include a lot of education to the parents of the student-athletes. Mr. Fitzgerald advised that it will take a while for all of this to be disseminated because a lot of this will be on the student-athletes on how these plans will be implemented correctly. Mr. DiBello spoke about the plans and that there will be a cost associated with it. Dr. Wright asked if coaches were signing some type of agreement saying they will follow the plan and Mr. McDaniel replied that they did not create that

type of document. She asked if this was something that may be helpful. Mr. Fitzgerald expressed that he did not feel that was necessary as we would have training documented to show that the coaches were advised of what they are required to do. Mr. Fitzgerald commented that it appears that Mr. McDaniel was looking to get this plan approved so that the training could be started of the coaching staff and then the actual plan on how athletics would operate under whatever phase we are in could be approved as part of the overall plan that the Board will vote on next month. Mr. McDaniel confirmed this was correct. It was clarified that the plan for approval on the agenda only pertained to the summer workouts for the athletic teams and the band.

The motion passed 9-0.

- D. The Board approved the PDE mandated Health & Safety Plan for return to activity for athletics including the marching band following the Covid-19 closure. Upon approval coaches, band directors/staff and other deemed necessary personnel will have to complete the education requirements listed in the plan. Coaches, Band Directors and Staff will then work with the Athletic Department and Music Department in creating workouts that follow the PDE Health & Safety Plan guidelines before activity may begin.

XI. BOARD COMMENT

Mr. DiBello reiterated that the questions he asked tonight are not related to any specific group or individuals. He stated that these are very complex times and he wants to make sure that the decisions he is making he is comfortable with. He expressed that unfortunately what they are approving now could change in a couple days' time which is very frustrating.

Mrs. Melton commented that she agreed with Mr. DiBello and added that with the county only being in yellow for a few weeks you can already see the complacency with people walking around not wearing face masks. She added that the district must act with fidelity in making sure coaches, students and staff are following the letter of the law.

Mr. Jackson requested that as we move forward with the information on all of the various phases of the plan that the costs be included even though those figures may be preliminary.

XII. PUBLIC TO BE HEARD

Roland Olsen, Collegeville, commented that he has 3 children, 2 of which are still in school and one who graduated. He stated that they moved to Spring-Ford 19 years ago and Spring-Ford has not disappointed them but instead has continued to grow, improve and provide leadership well beyond the district boundaries. He spoke about the district being the envy of the PAC schools and well beyond. He stated that they continue to be proud of being a Spring-Ford family. Mr. Olsen congratulated Dr. Nugent on his retirement. Mr. Olsen encouraged the Board to choose a path regarding COVID-19 which complies with the law but nothing further. He stated that children who are not at any meaningful risk of serious health issues of COVID-19 should be allowed to go about their scholastic lives as normal. He added that they are entitled to participate in the performing arts, sports and clubs offered by the district as this is their time. He felt that students were already armed with awesome immune systems and that we should let those do their job. Mr. Olsen stated that he does not hold the school district responsible for his health and safety beyond what they already provide. He added that he felt he was responsible if he feels he is at personal risk of COVID-19 by protecting himself and staying home. Mr. Olsen stated that he did not expect the school district to change a single thing, not required by law, which diminishes the experience of the students. He expressed that we do need to understand what is required by law but guidelines and recommendations can be thrown out. Mr. Olsen stated that he did not believe the CDC knows what they are talking about and felt that if something was not required then we can worry about it later. He

commented that if he feels at risk because his children are attending school then he will take the appropriate steps on his own to ensure that he does not end up in the hospital. He felt that it is his responsibility to protect himself and his family not the school district's responsibility. He spoke of the ways that he can protect himself and stated that everyone has been exposed to what they need to do in order to protect them-selves and everyone knows what to do. Mr. Olsen reiterated that he does not hold the school district responsible for protecting him or his family beyond what they might expect as the district is already outstanding and he thanked everyone for that. He asked the school district not to do the impossible which is to try to protect everyone outside of the school walls because they cannot and felt that it was not the district's responsibility to do so. He thanked the Board for their time and consideration. Mr. Olsen asked if the primary goal is to protect the students who are really only at risk of flu symptoms and illness and he as an adult can protect himself then what is it that we are trying to accomplish?

Kelly Olsen, Collegeville, asked that each family be allowed to assess their own personal situation and make necessary arrangements as to their own school attendance even if it requires every student and family to sign a waiver saying they understand the risks of COVID. She commented that they don't expect the district to keep COVID out of the schools as that would be impossible. She stated that we must learn to live with it and learn to assess our own level of danger and risk and go about our lives. Mrs. Olsen added that this is about the kids' education and the future of our country. She asked the Board to make every effort to get kids back in school and as close to normal as we possibly can from kindergarten through twelfth grade.

Mr. Olsen spoke out from the audience but could not be heard. Mr. Fitzgerald replied to Mr. Olsen saying that they can talk about waivers. He commented that with regards to a waiver a lot of districts are handling it differently. Mr. Fitzgerald stated that he is not a big fan of waivers and he questions the paper it is written on in-part as he is not sure minors have the status to waive their own rights and he does not think parents can waive it for their children. Mr. Fitzgerald advised that he was not anticipating that there would be a lot of waivers here but this does not diminish what the Board is going to do with regards to reopening but he did not believe that waivers would be part of the process. He added that there will be notices of assumption of the risk but the way we are thinking now we would not be asking parents to sign any waivers of rights.

Kate Palladino, Royersford, commented that she did not have a visual of the plans but found it interesting that we are looking at yet another virtual learning platform. Ms. Palladino stated that she felt the teachers did an amazing job providing virtual instruction in 2 weeks for students when many teachers, parents and students had never used or only used in a limited manner Google Classroom. She commented that under two of the potential plans we are now asking for them to learn another platform and develop lesson plans for what could amount to an entire school year. She expressed her concern over why the district was looking at another platform. Ms. Palladino next expressed that with the virtual model she noticed that teachers would be teaching in their own classroom and her concern with this is that it is adding constant time to an already stressful day for our teachers. She added that many of our teachers may have children at home which adds another hardship to them as well. Ms. Palladino expressed that she felt our teachers did a remarkable job and she was incredibly impressed with what was produced although it was stressful for everybody she felt it worked well. She asked if the district could consider allowing teachers to use a virtual model by teaching from home in order to give them the opportunity to work with their own children as well as some of them may need to work with their own in a virtual model in their district or in ours. Ms. Palladino expressed that although she respects the opinions of others that not everyone

shares the same opinion as the two speakers who just spoke as some believe it is all of our responsibility to be considerate and think of everyone's health.

Kim Anderson, Collegeville, stated that she has two children in the district and is looking at a cyber-charter school for her children in the fall given what she has been seeing from the CDC. She commented that what the School Board is looking at with regards to the guideline will promote an environment of fear for children. She stated that she does not believe that they should be wearing masks as kids need to see smiles and facial expressions from other children and teachers. Ms. Anderson expressed that she believes kids need something that is very close to normal as they have not had normal in quite a while. She relayed that her older son's grades went down in the 4th quarter and she does have concerns over opting for a cyber-charter school but if we are going back to an environment that promotes that level of fear with every other seat on the bus is one child, students are wearing masks, no recess or they are eating lunch at their desks then she does not see this as being an improvement for the children. Ms. Anderson added that she does not see any child being successful in this kind of an environment. She stated that they will have to be concerned with kids developing germophobia, social anxiety, overall fear of restrictions forced upon them in a school setting where they are afraid of getting yelled at for taking their mask down for a moment to breathe fresh air. Ms. Anderson spoke about her concerns over the transportation costs associated with the hybrid model and putting one child in every other seat which she felt was cost prohibitive and not feasible. She commented that the district was exploring a budget of a 4.3% increase which since has dropped but stated her concern was that with all of the accommodations being discussed including hand sanitizers that taxpayers would get billed extra at some point. She added that there are so many people in the school district who have lost their jobs and had their salaries cut and she asked that the Board take these things into consideration. Ms. Anderson commented on an article she read about Spring-Ford School District where the union was not responsible to taking a lower salary increase saying that if anyone can just maintain their salary during this crisis then you are a winner. She thanked the Board for their time and asked them to highly consider the repercussions of the decisions they are about to make with what this environment is going to look like to the children and how it is going to affect them.. Mr. DiBello pointed out that these are not things that this Board is implementing as they are looking at what is required by the state and yes there is a cost associated to each of the COVID enhancements but it is not the Board that is putting the guidelines, rules or regulations in place. He stated that they are trying to sift through what is going to be required of us and then the cost associated with that. Mr. DiBello agreed that there will be an impact on students but stated that we also have to follow what is required by PDE as we are licensed by the state and must follow their requirements and laws passed by the legislative body. Mrs. Zasowski stated that the district will do 100% of what is required.

Mari Macdougall, Collegeville, commented that it was just said that the Board is only looking at what is required but a lot of what was proposed was guidelines and recommendations. She stated that she shares the opinion of the first two speakers and Kim with the exception that masks should be your own decision and feels that they do more harm than good. Ms. Macdougall said she agrees that the guidelines and recommendations be thrown out of the window and just do what is required by law. She stated that they are adults and can care for their children and make sure they are safe. She asked what exact statistics of kids in COVID are being looked at to make following the guidelines necessary because from what she can see there has not been an outbreak involving children in schools. She stated that her kids are currently in camp and they are not seeing children's illnesses. She added that the Board keeps talking about keeping children safe but what has been proposed tonight does not sound safe but more of a precursor to anxiety and isolation issues. Ms. Macdougall felt that staff would be more concerned with following guidelines than actually instructing. She again

asked what statistics were being looked at to make following the guidelines necessary. Mrs. Zasowski stated that it is not the guidelines but the requirements. Mr. DiBello responded that it is only June and they are not following anything, proposing or putting plans in place because they do not know at this point and time what will be required or won't be required. He stated that the Board is trying to understand everything that is being put forward by all of these organizations. He reiterated that nothing as of yet is going into implementation as we are in the planning and understanding phase only. Mrs. Fazzini expressed that the hope is that everything goes well and the numbers are low and we can go back fully to normal. She added that in case there is another surge or something happens and the virus mutates and gets worse then we need to have plans in place in the event we go back to normal and then are phased back to red or yellow. Mrs. Zasowski reported that PDE has required school districts to propose 3 plans; one for a normal return, one for hybrid and one for an online learning environment. She added that while this information was shared in the Curriculum and Technology Committee meeting the Board asked for it to be presented tonight even though they know all of the answers are not out there so that the community and the full Board would be aware that this is in process.

Jennifer Brown, Schwenksville, thanked the members of the three committees for their time, effort and consideration they put into working on the three scenarios. She thanked the School Board for grappling with how this is going to work along with budgetary concerns and for all their time. Ms. Brown stated that she wanted to speak about the plan for yellow and the fact that students in K-4 would have ½ day in school and the other ½ day at home. She expressed her concern with special education students and their need for structure of being in school for the school day as they need the personal interaction with their teachers. She commented that while she appreciated all of the work that went into the virtual learning platform this past spring, and she stated that she was glad that special education teachers were involved on the committees as well, her concern is that a smaller percentage of the school population are under-represented in the entire survey. Ms. Brown stated that she wanted to make sure that these kids do not fall through the cracks and she urged the Board, the Administration and the members of the committees to keep them as a priority.

Christine Grines, Royersford, stated that she wanted to echo the sentiments of the first three speakers. She stated that she feels it is imperative that kids go back to some sense of normalcy. Ms. Grines commented that she understands that there may be a need at times for masks but to have to have kids wear them all day long and not see the smiles or see the reactions of their teachers and the other students would not provide them with any sense of belonging. She wanted to point out that it is very important with what words we choose as she heard the word law and there is no law that says you have to wear a mask as it is only a recommendation. She asked that everyone be clear on this and take it into consideration.

XIII. ADJOURNMENT

Mrs. Fazzini made a motion to adjourn and Mrs. Melton seconded it. The motion passed 9-0. The meeting adjourned at 9:52 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

**2020-2021 EXTRACURRICULAR CONTRACTS
JULY 2020**

	Contract Title	Season	Last	First	Stipend
1	Reading Olympics – Limerick Elementary	Spring	Alba	Alice V.	\$402.00
2	Asst. Cross Country-Girls'-Grade 7/8	Fall	Amersbach	Courtney M.	\$3,681.91
3	Field Hockey Coach-HS	Fall	Anderson	Jennie	\$7,068.95
4	Reading Olympics – Evans Elementary	Year	Angstadt	Adria	\$402.00
5	Volleyball Coach - Girls' (8th Grade)	Fall	Avans	Julia A.	\$3,186.00
6	Middle Strings Ensemble - 7th & 8th Grades	Year	Baisch	Ashley E.	\$2,500.00
7	HS Club #1	Year	Barnett	Rebecca C.	\$402.00
8	Costumer/Make-Up Designer HS (Both)	Year	Baron	Allison	\$800.00
9	Co-Ed Fitness Intramural # 1 - Royersford	Fall	Baumgardner	Celeste D.	\$402.00
10	Co-Ed Fitness Intramural # 3 - Royersford	Spring	Baumgardner	Celeste D.	\$402.00
11	Reading Olympics – Royersford Elementary	Year	Baumgardner	Celeste D.	\$402.00
12	Safety Patrol Sponsor – Royersford Elementary	Year	Baumgardner	Celeste D.	\$585.00
13	Guidance-Sec/Elem Department Head (1/2 Contract)	Year	Beideman	Kristin A.	\$2,097.00
14	Marching Band Mallet Percussion-HS	Fall	Benner	Adam F.	\$2,215.00
15	Commencement-HS	Spring	Blackledge	Danielle C.	\$1,471.00
16	Asst. Field Hockey Coach-HS	Fall	Bogus	Stacey	\$4,190.55
17	Powderpuff Football-Girls'-HS	Fall	Bogus	Stacey	\$678.00
18	Student Council-HS (9-12)	Year	Bogus	Stacey	\$1,471.00
19	Director of Intramurals-Grade 7 (1/2 contract)	Year	Bologa	Tara	\$1,125.50
20	Asst. Swimming Coach-HS	Winter	Borgnis	Melinda J.	\$5,448.45
21	Co-Ed Fitness Intramural # 1 - Spring City	Spring	Bowen	Anne L.	\$402.00
22	HS Club #15	Year	Bowen	Melanie F.	\$402.00
23	HS Club #17	Year	Bowen	Melanie F.	\$402.00
24	HS Club #20 (1/2 Contract)	Year	Bowen	Melanie F.	\$201.00
25	8 th Gr. Club #3	Fall	Bowers	Todd G.	\$402.00
26	Math Counts Sponsor –Gr. 8 (1/2 Contract)	Year	Bowers	Todd G.	\$552.00
27	Stage & Make-Up-Grades 7 & 8	Year	Bowers	Todd G.	\$1,873.00
28	TV Studio Coordinator, Grade 8	Year	Bowers	Todd G.	\$1,471.00
29	8 th Gr. Club #4	Spring	Bowers	Todd G.	\$402.00
30	Golf Coach-HS - Girls'	Fall	Brennan	John A.	\$4,790.00
31	Tennis Coach-Boys'-HS	Spring	Brennan	John A.	\$6,680.43
32	Class Advisor-Grade 9 - Reside in 9th Grade Center	Year	Briggs	Janine	\$1,471.00
33	HS Club #23	Year	Briggs	Janine	\$402.00
34	Ski Board Club-HS	Winter	Bright	Andrew V.	\$678.00
35	HS Club #25	Year	Brock	Lauren E.	\$402.00
36	Fitness Room Supervisor-Spring-HS	Spring	Brubaker	Chadwin R.	\$679.00
37	Football Coach-HS	Fall	Brubaker	Chadwin R.	\$12,016.68
38	Media Department Head (1/2 Contract)	Year	Brubaker	Chadwin R.	\$1,934.00
39	Asst. Golf Coach- Developmental Boys/Girls -HS	Fall	Butterweck	Daniel R.	\$4,771.07
40	Cross Country Coach-HS	Fall	Cain	David W.	\$5,322.00
41	Cross Country-Girls' (7/8th Grade)	Fall	Caldwell	David A.	\$3,979.44
42	Asst. Tennis Coach-Girls'-HS	Fall	Canuso	Karen A.	\$3,592.00
43	9th Grade Basketball Coach-Girls'	Winter	Cappelletti	Matthew J.	\$4,752.30
44	Asst. Football Coach - (9th Grade)	Fall	Cappelletti	Matthew J.	\$4,785.68
45	Marching Band Condition Facilitator-HS (1/2 Contract)	Fall	Carosi	Amanda M.	\$1,598.50
46	Asst. Track Coach-Girls' & Boys'-HS	Spring	Christofas	Amanda V.	\$4,190.55
47	Co-Ed Fitness Intramural # 3 - Upper Providence	Spring	Cieszkowski	Katherine M.	\$402.00
48	Blue & Gold Director - Grade 8 (1/2 Contract)	Year	Cifelli	Alexander	\$936.50
49	Chorus - 7th & 8th Grade (1/2 Contract)	Year	Cifelli	Alexander	\$936.50
50	Director of the Spring Production - Musicale -HS	Spring	Cifelli	Alexander	\$5,760.00
51	Men's Choir Director - HS	Year	Cifelli	Alexander	\$1,560.00
52	Spring Musical Piano - HS (1/2 Contract)	Spring	Cifelli	Alexander	\$1,000.00
53	8 th Gr. Club #10	Year	Cooper	Cynthia A.	\$402.00
54	Reading Olympics – Evans Elementary	Year	Cooper	Stephanie M.	\$402.00
55	Safety Patrol Sponsor – Evans Elementary	Year	Cooper	Stephanie M.	\$585.00
56	Foreign Language Department Head	Year	Cope	Bruce A.	\$3,868.00
57	Asst. Football Coach - (9th Grade)	Fall	Corropolese	Shawn R.	\$5,024.97
58	Asst. Softball Coach-HS	Spring	Corropolese	Shawn R.	\$5,566.10
59	Asst. Cheerleading-Fall-HS	Fall	Criswell	Jenelle E.	\$2,682.75
60	Art Enrichment - HS	Year	Culp	Amy B.	\$402.00
61	Asst. Lacrosse Coach-Boys'-HS	Spring	Czapor	Kevin M.	\$5,301.05

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62	Fitness Room Supervisor-Fall-HS	Fall	Czapor	Kevin M.	\$679.00
63	HS Club #14	Year	Czapor	Kevin M.	\$402.00
64	Phys. Ed./Health Department Head	Year	Czapor	Kevin M.	\$4,194.00
65	Ram Buddies-HS	Year	DeLange	Karen M.	\$1,471.00
66	Lighting-HS (Both Fall & Spring Productions)	Year	Denning	Joshua C.	\$1,471.00
67	Fitness Room Supervisor-Winter-HS	Winter	Donnelly	Kevin J.	\$679.00
68	Lacrosse Coach-Boys'-HS	Spring	Donnelly	Kevin J.	\$7,422.39
69	Baseball Coach (7th Grade)	Spring	D'Orazio	Joseph T.	\$3,861.91
70	Reading Olympics – Spring City Elementary	Spring	Eaton	Deborah M.	\$402.00
71	Co-Ed Fitness Intramural # 1 - Grade 8	Fall	Ehnot	Jane D.	\$402.00
72	Co-Ed Fitness Intramural # 2 - Grade 8	Fall	Ehnot	Jane D.	\$402.00
73	Co-Ed Fitness Intramural #3 - Grade 8	Winter	Ehnot	Jane D.	\$402.00
74	Director of Intramurals-Grade 8	Year	Ehnot	Jane D.	\$2,251.00
75	Field Hockey Coach (8th Grade)	Fall	Ehnot	Jane D.	\$3,681.91
76	Reading Olympics – Limerick Elementary	Spring	Ellison	Gwendolyn D.	\$402.00
77	Asst. Track Coach-Girls' & Boys'-Winter-HS	Winter	Entenman	Steven E.	\$5,189.00
78	Softball Coach (Head) (7th Grade)	Spring	Entenman	Steven E.	\$2,772.00
79	Asst. Football Coach 7/8th Grade	Fall	Entenman	Steven E.	\$3,603.00
80	Asst. Football Coach 7/8th Grade	Fall	Ervin	Khalil J.	\$3,783.15
81	HS Club #24	Year	Eveland	James L.	\$402.00
82	8 th Gr. Club #6	Year	Ewing	Jasmine	\$402.00
83	International Club- Grade 8	Year	Ewing	Jasmine	\$735.00
84	English Department Head	Year	Farischo	Jennifer M.	\$4,845.00
85	HS Club #2	Year	Farischo	Jennifer M.	\$402.00
86	Safety Patrol Sponsor – Oaks Elementary	Year	Ferrer	Nancy K.	\$585.00
87	Robotics Club	Year	Flynn	Patricia A.	\$1,104.00
88	Powderpuff Football-Girls'-HS	Fall	Frain	Adrian	\$678.00
89	Student Council-HS (9-12)	Year	Frain	Adrian L.	\$1,471.00
90	Asst. Soccer Coach-Boys'-HS	Fall	Fulks	Kyle X.	\$4,190.55
91	Assistant Play Director-HS (Fall)	Fall	German	Kelly L.	\$2,000.00
92	Class Advisor-Grade 12 -HS	Year	German	Kelly L.	\$1,873.00
93	Ireland Trip Coordinator	Year	German	Kelly L.	\$1,104.00
94	Theater Business Manager-HS	Year	German	Kelly L.	\$1,873.00
95	Asst. Cross Country Coach-HS	Fall	Giovagnoli	Heather L.	\$4,609.61
96	National Junior Honor Society - 8th Grade (1/2 Contract)	Year	Grant	Kelly A.	\$552.00
97	Co-Ed Fitness Intramural # 5 - Grade 8	Spring	Greco	Jay N.	\$402.00
98	Asst. Bowling Coach-Girls & Boys-HS	Winter	Greene	Mallory R.	\$3,592.00
99	Asst. Field Hockey Coach-HS	Fall	Greene	Mallory R.	\$5,301.05
100	Volleyball Intramural-HS	Fall	Greene	Mallory R.	\$670.00
101	Asst. Softball Coach-HS	Spring	Greene	Mallory R.	\$4,609.61
102	Marching Band Battery Percussion-HS	Fall	Gross	Cody S.	\$2,215.00
103	Yearbook-Business Advisor-HS	Year	Group	Mary Ann C.	\$1,873.00
104	HS Club #12	Year	Hafer	Rachelle	\$402.00
105	Athletic Coordinator-MS (8th Grade- 1/2 contract)	Year	Harrison, Jr.	Richard L.	\$2,711.50
106	Basketball Coach-Boys' (8th Grade)	Winter	Harrison, Jr.	Richard L.	\$4,231.80
107	Co-Ed Fitness Intramural # 10 - Grade 8	Fall	Harrison, Jr.	Richard L.	\$402.00
108	Co-Ed Fitness Intramural # 11 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
109	Co-Ed Fitness Intramural # 12 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
110	Co-Ed Fitness Intramural # 13 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
111	Co-Ed Fitness Intramural # 14 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
112	Co-Ed Fitness Intramural # 15 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
113	Co-Ed Fitness Intramural # 7 - Grade 8	Fall	Harrison, Jr.	Richard L.	\$402.00
114	Co-Ed Fitness Intramural # 8 - Grade 8	Fall	Harrison, Jr.	Richard L.	\$402.00
115	Co-Ed Fitness Intramural # 9 - Grade 8	Fall	Harrison, Jr.	Richard L.	\$402.00
116	Baseball Coach-HS	Spring	Harrison, Jr.	Richard L.	\$5,322.00
117	Volunteer Assistant Football Coach - HS	Fall	Hartranft	Tyler D.	Volunteer
118	Reading Olympics – Brooke Elementary	Year	Heffner	Keith A.	\$402.00
119	SAP District Coordinator	Year	Herb	Khrystin Jo	\$1,471.00
120	Co-Ed Fitness Intramural # 4 - Upper Providence	Spring	Higgins	Christine M.	\$402.00
121	SAP Building Coordinator – Grade 8	Year	Hillegas	Susan L.	\$402.00
122	Band Director-5th Grade	Year	Hoinowski	Michael	\$2,215.00
123	Band Director-6th Grade	Year	Hoinowski	Michael	\$2,215.00

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124	Asst. Track Coach (7/8th Grade)	Spring	Hollingsworth, Jr.	Gerald A.	\$3,866.00
125	Asst. Golf Coach-Boys' HS	Fall	Hollingsworth, Jr.	Gerald A.	\$5,009.63
126	Lacrosse Coach-Girls'-HS	Spring	Holstein	Kristi M.	\$6,146.91
127	HS Club #27	Year	Horne	Rodger J.	\$402.00
128	Head Cheerleading- Fall-HS	Fall	Householder	Dawn M.	\$3,869.25
129	Asst. Golf Coach-Girls'-HS	Fall	Hughes	John T.	\$3,592.00
130	Fitness Room Supervisor-Winter-HS	Winter	Hughes	John T.	\$679.00
131	Guidance-Sec/Elem Department Head (1/2 Contract)	Year	Hughes	John T.	\$ 2,097.00
132	Softball Coach-HS	Spring	Hughes	John T.	\$7,422.39
133	HS Club #13	Year	Huss	Ingrid	\$402.00
134	9th Grade Field Hockey Coach	Fall	Iezzi	Lucinda J.	\$3,679.83
135	8 th Gr. Club #13	Year	Jacobs	Zoe D.	\$402.00
136	Soccer Coach-Girls'- 8th Grade	Fall	Jacobs	Zoe D.	\$2,772.00
137	Asst. Cross Country-Boys'-Grade 7/8	Fall	Jarema	Matthew J.	\$3,681.91
138	Ram Buddies-MS (1/2 Contract)	Year	Jeffers	Victoria L.	\$552.00
139	Drill Designer - MS	Year	Jennings	Krisnoel	\$2,215.00
140	Instrumental Director (Marching, Winter Indoor, and Concert Bands)-MS	Year	Jennings	Krisnoel	\$5,498.00
141	Jazz Ensemble Director-MS	Year	Jennings	Krisnoel	\$4,735.00
142	Music Department Head	Year	Jennings	Krisnoel	\$4,194.00
143	Marching Band Program Planner-HS (1/2 Contract)	Fall	Johnson	Kathryn E.	\$1,813.00
144	Class Advisor-Grade 11 -HS	Year	Johnston	Denise E.	\$1,873.00
145	HS Instrumental Director (Marching & Concert Bands)	Year	Jones	Seth	\$9,273.18
146	Jazz Ensemble Director-HS	Spring	Jones	Seth	\$4,735.00
147	Asst. Track Coach-Girls' & Boys'-HS	Spring	Kahler	Geoffrey I.	\$5,566.10
148	Cross Country-Boys' (7/8th Grade)	Fall	Kahler	Geoffrey I.	\$2,996.00
149	Intermediate/Middle Strings Ensemble - 5th Grade	Year	Katzianer	Kristen K.	\$2,215.00
150	Intermediate/Middle Strings Ensemble - 6th Grade	Year	Katzianer	Kristen K.	\$2,215.00
151	Reading Olympics - Royersford Elementary	Year	Kehl	Carrie A.	\$402.00
152	7th, 8th, & 9th Grade Wrestling Coach	Winter	Kerkusz	Jason A.	\$4,752.30
153	8 th Gr. Club #1	Fall	Kerkusz	Jason A.	\$402.00
154	8 th Gr. Club #2	Winter	Kerkusz	Jason A.	\$402.00
155	9th Grade Football Coach- Head	Fall	Kerkusz	Jason A.	\$7,568.83
156	Art Consultant - Gr. 8	Year	Kerkusz	Jason A.	\$936.50
157	Co-Ed Fitness Intramural # 4 - Grade 8	Winter	Kerkusz	Jason A.	\$402.00
158	Co-Ed Fitness Intramural # 6 - Grade 8	Spring	Kerkusz	Jason A.	\$402.00
159	Asst. Tennis Coach-Boys'-HS	Spring	Kissel	Brent E.	\$3,771.60
160	Soccer Coach-Boys'-HS	Fall	Kissel	Brent E.	\$5,588.10
161	Chorus-Grade 6- IS	Year	Koss	Susan M.	\$2,215.00
162	Asst. Cross Country Coach-HS	Fall	Kraynak	John A.	\$4,190.55
163	Asst. Basketball Coach-Girls'-HS (1/2 Contract)	Winter	Labick	Matthew W.	\$2,395.00
164	Basketball Coach-Boys' (7th Grade)	Winter	Laky	James R.	\$3,186.00
165	Asst. Wrestling Coach-HS	Winter	Landis	Doug W.	\$5,448.45
166	HS Club #4 (1/2 Contract)	Year	Landis	Doug W.	\$201.00
167	Ireland Trip Coordinator	Year	Landis	Doug W.	\$1,104.00
168	HS Club #3	Year	Lawrence	Rachel	\$402.00
169	Co-Ed Fitness Intramural # 1 - Oaks	Fall	Lewandoski	Erin J.	\$402.00
170	Co-Ed Fitness Intramural # 3 - Oaks	Spring	Lewandoski	Erin J.	\$402.00
171	Head Cheerleading Fall-9th Grade	Fall	Lippincott	Jacquelyn M.	\$1,875.00
172	Head Cheerleading Winter-9th Grade	Winter	Lippincott	Jacquelyn M.	\$1,875.00
173	Set Builder - All Productions - HS (Both Fall & Spring Productions)	Year	Love	Richard M.	\$1,200.00
174	Set Designer -All Productions-HS (1/2 Contract)	Fall	Love	Richard M.	\$800.00
175	Lacrosse Coach - Boys' (7th Grade)	Spring	Marcellus	Jason	\$3,201.66
176	Band Front Visual Facilitator-HS	Fall	Marone	Danielle M.	\$3,197.00
177	Golf Coach-HS - Boys'	Fall	Mast	Jeffrey J.	\$6,680.43
178	Academic Decathlon Coach-HS	Winter	McAnallen	Erin L.	\$1,028.00
179	Reading Olympics – Brooke Elementary	Year	McCoy	Kathleen H.	\$402.00
180	Basketball Coach-Girls'-HS	Winter	McDaniel	Michael P.	\$7,375.83
181	Soccer Coach - Girls' (7th Grade)	Fall	McDermott	Jaclyn A.	\$2,772.00
182	Class Advisor-Grade 9 - Reside in 9th Grade Center	Year	McDonough	Nancy A.	\$1,471.00
183	HS Club #18	Year	McElwee	Brittany N.	\$402.00
184	Honors Orchestra Director - HS	Year	McGranahan	Emily C.	\$2,215.00
185	Montgomery County Honors Strings Director	Fall	McGranahan	Emily C.	\$1,170.00

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186	String Ensemble Director - HS	Year	McGranahan	Emily C.	\$2,215.00
187	Volunteer Marching Band Staff	Fall	McGuigan	Frank P.	Volunteer
188	Health Services Department Head (1/2 Contract)	Year	McNeil Murphy	Laura	\$1,934.00
189	Co-Ed Fitness Intramural # 2 - Evans	Fall	McNeil-Murphy	Laura	\$402.00
190	Co-Ed Fitness Intramural # 4 - Evans	Spring	McNeil-Murphy	Laura	\$402.00
191	Volleyball Coach-Girls'-HS	Fall	McNulty	Joshua R.	\$7,775.58
192	Safety Patrol Sponsor – Upper Providence Elementary	Year	Mest	Steven M.	\$585.00
193	Asst. Football Coach-HS	Fall	Mich, Jr.	James E.	\$9,462.79
194	Fitness Room Supervisor-Spring-HS	Spring	Mich, Jr.	James E.	\$679.00
195	Co-Ed Fitness Intramural # 2 - Royersford	Fall	Michener	Lisa M.	\$402.00
196	Co-Ed Fitness Intramural # 4 - Royersford	Spring	Michener	Lisa M.	\$402.00
197	Asst. Track Coach-Girls' & Boys'-HS (1/2 Contract)	Spring	Miedlar	Michael J.	\$1,995.50
198	Assistant Athletic Director-7-12	Year	Miscavage	Daniel A.	\$11,511.94
199	Athletic/Activity Business Liaison-7-12	Year	Miscavage	Joseph A.	\$6,263.57
200	Academic Decathlon Coach-HS	Winter	Miscavage	Susan	\$1,028.00
201	Asst. Football Coach 7/8th Grade	Fall	Morgan	Mark M.	\$5,024.97
202	Newspaper Advisor-HS (RAMPAGE-HS)	Year	Moser	Paul E.	\$3,626.00
203	National Junior Honor Society - 8th Grade (1/2 Contract)	Year	Mozi	Meghan A.	\$552.00
204	Class Advisor-Grade 11-HS	Year	Murgia	Cheryl B.	\$1,873.00
205	WSFR-TV Club Advisor-HS (1/2 Contract)	Year	Murgia	Cheryl B.	\$735.50
206	Asst. Football Coach-HS	Fall	Nesley	Charles	\$7,124.25
207	Class Advisor-Grade 12 -HS	Year	Oblak	Aimee M.	\$1,873.00
208	HS Club #5	Spring	Oblak	Aimee M.	\$402.00
209	Play Director-HS (Fall)	Fall	Oblak	Aimee M.	\$4,000.00
210	Sound Production -HS (Both Fall & Spring Productions) (1/2 Contract)	Fall	Oblak	Aimee M.	\$735.50
211	Special Education Department Head	Year	Oblak	Aimee M.	\$4,845.00
212	Chorus & Concert Choir Director - HS	Year	O'Dea	Yvonne L.	\$1,560.00
213	Competition Vocal Ensemble Director - HS	Year	O'Dea	Yvonne L.	\$4,680.00
214	Select Vocal Ensemble Director - HS	Year	O'Dea	Yvonne L.	\$1,560.00
215	Women's Choir Director - HS	Year	O'Dea	Yvonne L.	\$1,560.00
216	8 th Gr. Club #7	Fall	Okonski	Christopher	\$402.00
217	8 th Gr. Club #9	Winter	Okonski	Christopher	\$402.00
218	Detention Duty-HS	Year	O'Toole	Tara	\$3,626.00
219	Science Department Head	Year	Parker	Karen F.	\$4,845.00
220	8 th Gr. Club #15	Winter	Parsia	Kourosh	\$402.00
221	Reading Olympics – Evans Elementary	Year	Pence	Bernadette R.	\$402.00
222	Blue & Gold Director - Grade 8 (1/2 Contract)	Year	Perry	Joseph	\$936.50
223	Chorus - 7th & 8th Grade (1/2 Contract)	Year	Perry	Joseph	\$936.50
224	HS Assistant Marching Band Director	Fall	Perry	Joseph	\$5,498.00
225	Music Director (Spring)- HS	Spring	Perry	Joseph	\$3,000.00
226	Spring Musical Orchestra Director - HS	Spring	Perry	Joseph	\$2,200.00
227	Spring Musical Piano - HS (1/2 Contract)	Spring	Perry	Joseph	\$1,000.00
228	Co-Ed Fitness Intramural # 1 - Evans	Fall	Polsz	Jody L.	\$402.00
229	Co-Ed Fitness Intramural # 3 - Evans	Spring	Polsz	Jody L.	\$402.00
230	Marching Band Program Planner-HS (1/2 Contract)	Fall	Prowse	Zachary M.	\$1,813.00
231	HS Club #16	Year	Quinby	Julie C.	\$402.00
232	HS Club #20 (1/2 Contract)	Year	Quinby	Julie C.	\$201.00
233	Mathematics Department Head	Year	Ramil	Allison	\$4,845.00
234	HS Club #29	Year	Reagan	Jennifer E.	\$402.00
235	Ramoirs Advisor-HS	Year	Reagan	Jennifer E.	\$585.00
236	Asst. Tennis Coach-Boys'-HS	Spring	Reagan	Todd M.	\$3,771.60
237	Director of Intramurals-Grade 7 (1/2 contract)	Year	Reagan	Todd M.	\$1,125.00
238	Tennis Coach-Girls'-HS	Fall	Reagan	Todd M.	\$6,680.43
239	Tech Ed. Department Head	Year	Reichwein	Alison L.	\$3,868.00
240	Media Department Head (1/2 Contract)	Year	Reitnauer	April L.	\$1,934.00
241	Fitness Room Supervisor-Fall-HS	Fall	Rhodenbaugh, Jr.	Gary W.	\$679.00
242	Asst. Football Coach-HS	Fall	Rhodenbaugh, Jr.	Gary W.	\$7,836.68
243	HS Club #11	Year	Richardson	Ann	\$402.00
244	Student Council-Grade 8	Year	Robison	Ryan M.	\$1,471.00
245	Reading Olympics – Brooke Elementary	Year	Romanelli	Gina M.	\$402.00
246	WSFR-TV Club Advisor-HS (1/2 Contract)	Year	Rothermel	Andrew T.	\$735.50
247	Reading Olympics - Spring City Elementary	Spring	Rudinsky	Janet L.	\$402.00

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248	Festival of Arts Coordinator - HS (1/2 Contract)	Spring	Rudloff	Corrine P.	\$552.00
249	Yearbook-Literary Advisor-HS	Year	Rudloff	Corrine P.	\$3,626.00
250	Detention Duty-Grade 8	Year	Ruppel	Brandon D.	\$3,626.00
251	Yearbook- Grade 8	Year	Ruppel	Brandon D.	\$1,471.00
252	Reading Olympics - Royersford Elementary	Year	Rusinski	Jessica A.	\$402.00
253	Assistant Senior High Condition Facilitator	Fall	Savalia	Hardikkumar P.	\$2,215.00
254	Co-Ed Fitness Intramural # 1 - Upper Providence	Spring	Saylor	Kristen M.	\$402.00
255	Co-Ed Fitness Intramural # 2 - Upper Providence	Spring	Saylor	Kristen M.	\$402.00
256	Asst. Football Coach 7/8th Grade	Fall	Scaramuzzino, Jr.	Salvatore	\$3,603.00
257	HS Club #8	Year	Scheck	Carol L.	\$402.00
258	Business Ed. Department Head	Year	Scheck	Jamie	\$3,868.00
259	Asst. Football Coach-HS	Fall	Schein	Steve	\$9,462.79
260	Chorus-Grade 5-IS	Year	Seislove	Bevin A.	\$2,215.00
261	Athletic Coordinator-MS (7th Grade- 1/2 contract)	Year	Seislove	Timothy J.	\$2,711.50
262	Football Coach (7th Grade)	Fall	Seislove	Timothy J.	\$6,881.26
263	Wrestling Coach-HS	Winter	Seislove	Timothy J.	\$9,648.28
264	National Honor Society Advisor-HS	Year	Seltzer	Bradley J.	\$1,104.00
265	HS Club #6	Year	Shaw	Heather L.	\$402.00
266	HS Club #19	Year	Shelly	Janell M.	\$402.00
267	Asst. Volleyball Coach-Girls'- HS	Fall	Shields	Elizabeth	\$4,610.55
268	9th Grade Lacrosse Coach-Girls'	Spring	Short	Amy S.	\$3,186.00
269	Soccer Coach - Girls' (7th Grade)	Fall	Short	Amy S.	\$2,772.00
270	9th Grade Basketball Coach-Boys'	Winter	Siuchta	Michael	\$5,227.23
271	Reading Olympics-Grade 8	Year	Skrzat	Maria Elena	\$1,104.00
272	Co-Ed Fitness Intramural # 2 - Spring City	Spring	Smith	Amelia	\$402.00
273	Percussion Coordinator - Grade 7 & 8	Fall	Smith	Paul J.	\$2,215.00
274	HS Club #30	Year	Smith	Rebekah J.	\$402.00
275	Health Services Department Head (1/2 Contract)	Year	Smith	Trisha	\$1,934.00
276	Bowling Coach Boys' and Girls'- HS	Winter	Souder	Ryan N.	\$4,790.00
277	Football Coach (8th Grade)	Fall	Souder	Ryan N.	\$4,934.00
278	Asst. Tennis Coach-Girls'-HS	Fall	Staino	Devon L.	\$4,771.07
279	Track Coach Boys' & Girls'-Winter-HS	Winter	Stauffer	Danielle L.	\$9,648.28
280	Track Coach-Boys' & Girls'-HS	Spring	Stauffer	Danielle L.	\$7,990.29
281	Reading Olympics – Brooke Elementary	Year	Steiner	Rebecca H.	\$402.00
282	Art Consultant - Digital Graphic Artist HS	Year	Strickler	Chadwick A.	\$1,873.00
283	Art Department Head	Year	Strickler	Chadwick A.	\$4,194.00
284	Asst. Football Coach-HS	Fall	Strickler	Chadwick A.	\$9,462.79
285	Festival of Arts Coordinator - HS (1/2 Contract)	Spring	Strickler	Chadwick A.	\$552.00
286	9th Grade Baseball Coach	Spring	Swavely	Adam	\$4,231.80
287	Asst. Wrestling Coach (7/8/9th Grade)	Winter	Swier, III	Robert A.	\$4,445.70
288	HS Club #22	Year	Swier, III	Robert A.	\$402.00
289	Asst. Football Coach 7/8th Grade	Fall	Swier, III.	Robert A.	\$3,603.00
290	Assistant Senior High Program Planner	Fall	Tabar	Abigail M.	\$2,215.00
291	Basketball Coach-Boys'-HS	Winter	Talley	Christopher R.	\$7,375.83
292	Basketball Coach-Girls' (7th Grade)	Winter	Templeton	Mark E.	\$4,231.80
293	Softball Coach - 8th Grade	Spring	Templeton	Mark E.	\$2,910.60
294	Asst. Baseball Coach-HS	Spring	Terry	Vincent E.	\$3,991.00
295	Co-Ed Fitness Intramural # 16 - Grade 8	Winter	Terry	Vincent E.	\$402.00
296	Soccer Coach-Boys'- 8th Grade	Fall	Terry	Vincent E.	\$2,772.00
297	Reading Olympics – Evans Elementary	Year	Thompson	Jacqueline M.	\$402.00
298	Marching Band Condition Facilitator-HS (1/2 Contract)	Fall	Thurston	Luke M.	\$1,598.50
299	Marching Band Percussion-HS	Fall	Thurston	Mark D.	\$5,498.00
300	HS Club #4 (1/2 Contract)	Year	Tier	Nicholas A.	\$201.00
301	Social Studies Department Head	Year	Tier	Nicholas A.	\$4,845.00
302	HS Club #26	Year	Tornambe	Lydia J.	\$402.00
303	Asst. Cross Country Coach-HS	Fall	Varady	Matthew J.	\$4,190.55
304	Reading Olympics - Oaks Elementary	Spring	Verma	Greta L E.	\$402.00
305	Co-Ed Fitness Intramural # 2 - Oaks	Fall	Verma	Greta L E.	\$402.00
306	Co-Ed Fitness Intramural # 4 - Oaks	Spring	Verma	Greta L E.	\$502.00
307	Family & Consumer Science Department Head	Year	Viscardi	Cheryl C.	\$3,868.00
308	HS Club #9	Year	Viscardi	Cheryl C.	\$402.00
309	Basketball Coach-Girls' (7th Grade)	Winter	Wallis	Kaylee J.	\$3,186.00

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310	Reading Olympics - Royersford Elementary	Year	Walsh	Katelyn M.	\$402.00
311	Asst. Lacrosse Coach-Girls'-HS	Spring	Ward	Rose M.	\$4,609.61
312	Field Hockey Coach (7th Grade)	Fall	Ward	Rose M.	\$2,910.60
313	Reading Olympics – Oaks Elementary	Spring	Wike	Christine N.	\$402.00
314	Reading Olympics - Limerick Elementary	Spring	Williams	Kristin K.	\$402.00
315	Safety Patrol Sponsor – Limerick Elementary	Year	Williams	Kristin K.	\$585.00
316	8 th Gr. Club #12	Year	Wise	Laura A.	\$402.00
317	8 th Gr. Club #8	Year	Wren	Samantha M.	\$402.00

Book	Policy Manual
Section	800 Operations
Title	Use of Audio and Video Monitoring Equipment
Code	816
Status	New
Adopted	
Last Revised	

Purpose

Protecting the safety of students, staff and others on school buses and school property is a paramount concern to the Spring-Ford Area School District. Safeguarding school property and maintaining student discipline are also very important goals.

To help achieve these objectives, the School Board authorizes the use of audio and video monitoring equipment in school buses, and in public areas on school property.

The School Board is mindful of privacy issues and laws prohibiting interception of oral communications where the speaker has a reasonable expectation of privacy. Accordingly, notice of the school district's use of monitoring equipment will be provided to students, persons in parental relation, and others whose actions or oral communications may be recorded. Such notice is intended to ensure there is no expectation of privacy with respect to actions or oral communications recorded.

The equipment will be installed in conspicuous locations, to enhance the deterrence of improper conduct, and to alleviate any concern about lack of knowledge of monitoring. The goal in monitoring is to ensure safety and protect property, without invading privacy.

Authority

Balancing the right of privacy of students and staff against the district's duty to maintain order and discipline, the Board deems it appropriate to provide for the use of video camera surveillance on school grounds, school buses, and in school buildings.

Definitions

Audio and video monitoring equipment means equipment with audio and/or video recording capabilities, which is permanently or temporarily affixed at a particular location in a school bus or school building pursuant to this policy and at the direction of the Superintendent or designee.

Public areas means all areas of school buildings and grounds other than restrooms, locker rooms, nurses' offices, counseling rooms, and areas designated primarily for staff use.

School bus means any motor vehicle used by the school district to transport students to or from school or school-sponsored activities.

Guidelines

The School Board authorizes use of audio and video monitoring equipment in school buses that transport students and in public areas on school property. Audio and video monitoring equipment shall be located in a visible location.

Images and sounds recorded by the audio and video monitoring equipment may be used as evidence in disciplinary proceedings conducted by the school district. Such information also may be shared with law enforcement officials, if school officials reasonably believe that it constitutes evidence of a crime.

Delegation of Responsibility

Subject to the limitations and purposes of this policy, and School Board approval of equipment purchases, the Superintendent or designee shall be responsible to determine the extent to which audio and video monitoring devices are used, and the type and location of all audio and video monitoring equipment.

The Superintendent or designee shall notify students, persons in parental relation, and others whose actions or oral communications may be recorded that the school district is using audio and video monitoring equipment. This may include the following or other notices to the extent deemed appropriate by the Superintendent or designee:

1. Notice posted prominently at entrances to school buses, or in common areas on school property where monitoring may occur.
2. Notice in student and staff handbooks.
3. Notice sent home with students and provided to staff at the start of each school year, and at the time any enrollment or employment begins after the start of the school year
4. Notice in the annual school calendar.
5. Instruction by teachers and coaches accompanying students on school buses to athletic contests or field trips not to use the school bus as a changing area.

The Superintendent or designee shall take the following precautions with respect to the review, copying or distribution of an audio or video recording:

1. Audio or video recordings should not be reviewed, copied or distributed except as reasonably necessary to implement the school safety and discipline program, or for law enforcement purposes.
2. Audio or video recordings should be reviewed by or distributed to only the following persons:
 - a. Those participating in investigation or evaluation of an incident.
 - b. Those who are the subject of an investigation or evaluation of an incident (including the persons in parental relation of any student) to the extent deemed appropriate by the Superintendent or designee.
 - c. Those providing professional guidance to the school district or to the subject of an investigation or evaluation to the extent deemed appropriate by the Superintendent or designee.
 - d. School Board members or others involved in a hearing or legal proceeding relating to matters recorded.
3. Anyone who reviews or is provided an audio or video recording must keep the contents confidential, except as required in connection with school district or law enforcement action

relating to matters recorded.

4. The disclosure of audio or video recordings shall be in accordance with Federal and State laws, including but not limited to the Family Educational Rights and Privacy Act ("FERPA").

The Superintendent or designee shall establish written procedures for the following:

1. Individuals responsible for installation, removal, and review of audio and video recordings.
2. A schedule for inspecting the operation of equipment and replacement of audio and video recordings.
3. A schedule for erasing or re-recording of audio and video recordings not needed in connection with an investigation or evaluation of an incident.
4. Storage and safekeeping of audio and video recordings, before they are erased or recorded over, including any audio or video recordings that are used in connection with a legal or administrative proceeding or that must be maintained as part of an official school record.
5. Making a written record of anyone who reviews any audio or video recording.

References:

School Code – 24 P.S. §§ 510, 511

Pennsylvania Wiretapping and Electronic Surveillance Act – 18 Pa. C.S.A. § 5704

Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g.