

On May 23, 2005, the board meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:43 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I:

Region II: Ammon G. Morgan, Jr., Janet A. Stokes,
and Donna L. Williams

Region III: Ed Cummins, Richard J. Schroeder,
and Joseph P. Ciresi

Presiding Officer: Michael V. Masciandaro

Solicitor: Marc Davis, Esq.

Mr. Masciandaro called the meeting to order and the pledge allegiance was recited.

I. DISTRICT GOALS

Mr. Masciandaro announced that the board had an executive session on legal and personnel issues. He called for questions from the board on district goals. There were none.

II. PUBLIC TO BE HEARD

He called for public comment from residents on agenda items.

Kathleen Bryant

Referred to inaccuracies in the minutes of April 25 on page 2. Mr. Davis suggested that she submit them in writing. Said she had asked how much was budgeted for the public relations firm. She said the superintendent said the line items were being prepared. Mrs. Bryant requested that the line items be presented. She added that she requested to be contacted regarding those figures. No one contacted her regarding line items on public relations firm costs. She added that three years ago, she made an offer to write press releases for free and the district was mum. Said in-house staff such as administrators should write press releases. Added that happy productive students who speak highly of the school are the best public relations.

Mrs. Bryant referred to page 15 on the agenda, item under New Other Business and asked how long Fox Rothschild was the district's solicitor. Since the late 1970s, Mr. Davis said. Asked who is preparing the request for proposal for solicitor. The superintendent replied Mr. Masciandaro. Asked who was receiving the proposals. The district office said Mr. Masciandaro. Asked if school representation experience would be considered. Mr. Schroeder said the parameters are in writing and suggested giving a copy to Mrs. Bryant. Mrs. Bryant questioned whether the timing was good to change solicitors since the superintendent and three board members would be leaving. Mr. Schroeder said that the inference was inappropriate and said the district was seeking information. Mrs. Bryant referred to litigation that is ensuing, a past lawsuit with the architect, the architects being fired, then rehired, and are now suing. She said

that experience on the board is leaving and the timing to hire a new solicitor may not be right.

Joe Petrowski, Limerick

Referred to Item 15B and questioned having \$110,000 for a strings program when Mr. Ciresi ran for the board saying that he would seek grants. Mr. Masciandaro said this program is not related. Mrs. Stokes said the district has been discussing having a strings program for some time and Spring-Ford is the only district in the area without one. Referred to a strings program held that day that was phenomenal. Mr. Petrowski asked if there would be grants to fund the program. Mr. Schroeder said that Mr. Ciresi is the only board member who has solicited support for programs in the last 7.5 years and to stop chastising him. He invited Mr. Petrowski to seek additional funds.

Dr. Coale said that she, representatives from Teleflex, and the administration saw a program that was funded by a grant, Strings for Schools and Teleflex. The performance included string instruments such as cellos, viola, and violins, occurred at Spring City Elementary School with students participating with instruments from around the world. She said this program would not have been possible without Joe Ciresi's effort. She also mentioned a program that National Penn is discussing with the district where members of the community can donate musical instruments that will be refurbished to lend to kids who can't afford the instruments.

- A. Spring-Ford School Board to recognized Judi Rickard, Brooke Elementary teacher, for winning Wal-Mart's Teacher of the Year award, which includes \$1,000 for the school. Mrs. Stokes said that all three of her children had Mrs. Rickard as a teacher and that she is indeed teacher of the year.
- B. William Marion, principal of the Spring-Ford Intermediate School, 5-6 Grade Center, to recognize Jeff Moyer, teacher, for his fundraising efforts for the American Heart Association through Hoops for Hearts. Mr. Marion said that Mr. Moyer is an exceptional teacher. Last year, Spring-Ford placed 1st in PA and DE and 4th in the US in the level of participation. Through the program, students raised \$22,705 for the American Heart Association. Dr. Coale also thanked him for his effort.

IV. APPROVAL OF MINUTES

Mr. Masciandaro suggested tabling Item B until it is revised. Mrs. Stokes made a motion to approve Item A. Mr. Ciresi seconded it. It was approved 6-1 with Mrs. Williams voting no.

- A. The board approved of the April 18, 2005 work session minutes.
- B. The board tabled the April 25, 2005 board meeting minutes.

V. SPECIAL ITEM ACT 72**Board discussion on the direction that the district will take on Act 72****A. Comments from each board member**

Mr. Masciandaro said that there were two public forums on Act 72. He called for comments from board members. Mr. Morgan thanked the administration for its efforts with Act 72. He said that Act 72 would bring the budget cycle up by two months, cap future negotiating, and the average person wouldn't see a difference. Senior citizens would see a difference, but those who have stocks and bonds would be taxed. Senior citizens who own their own homes would be helped. He added that he felt torn but it was not enough of a tax reform.

Mr. Masciandaro said that opting out of Act 72 was not required. So taking action to opt out is a definite statement. Mr. Ciresi said that he agreed with Mr. Morgan. He said that there are a lot of blurry areas and that he favored reform for senior citizens and lower income people. Act 72 has so many unanswered questions and that he agreed with Mr. Schroeder's resolution for real tax reform that would define what tax benefits people would get. Personally, he and two other board members who work in Philadelphia would actually benefit from it but he still are against it since it won't help the district.

Mr. Schroeder said Act 72 is not tax reform and that it simply legalizes gambling and it is a backdoor effort to control teachers' salaries. It does not provide long-term tax reform. Some senior citizens will benefit but when other taxes are levied, everyone will be paying more. There will be no rebate or reduction in tax responsibility of each property owner since it will be eaten up by additional tax increases. School districts need real tax reform. He said that he would support the sales tax instead. Mr. Schroeder distributed copies of Resolution 2005-07 and he read it into the record.

RESOLUTION #2005-7**SPRING-FORD AREA SCHOOL DISTRICT**

Whereas the Spring-Ford Area School District in opting out of Act 72, concurs that Act 72 is not real tax reform nor is it educational funding reform.

Whereas the Spring-Ford Area School District would welcome and support true and basic real tax reform that creates legislation reducing the reliance on real estate property tax for "all of its residents."

And that basic straight forward tax relief could be attained by a simple constitutional amendment that addresses the following points:

Whereby school districts in the state of Pennsylvania could through local control, enact tax relief for its residents in the form of low-income or senior citizen exemptions as established by the local taxing authority.

And whereby school districts are given control to adjust the level of earned income tax, which they collect for the purpose of reducing or eliminating local property tax in a way that meets the needs of each individual community and school district.

Whereby the enactment of such legislations would transfer the duty and responsibility of funding the local public school system from those of diminished financial resources to those with the ability to pay.

Be it resolved that today May ____, 2005 the Spring-Ford Area School District supports true and real tax reform that decreases the reliance on local property taxes for all of its residents. But most importantly, for those of low-income levels and senior citizens who have supported our public school system for all of their working lives.

Mr. Cummins said that Jeff Sutanik, Esq. did research on Act 72 and said that people don't understand the amount of loopholes in the legislation. He said that he could not support the legislation because it adversely affects students, teachers, and taxpayers. Mrs. Stokes said 40 districts opted in and 100 something opted out. It is not substantial property tax reform. It is a convoluted law that will tie the hands of local school boards and be the end of public education as we know it. She is leaving the board in November and has nothing to lose or gain from it. Property tax reform is needed. Only those with gaming licenses will gain by making big money from slots. The Pennsylvania Economy League researched and found that in order to create and maintain a \$1 billion fund to reduce taxes, all 9.4 billion adults in PA must gamble and lose \$259 every year on slots. Regular education kids will be hurt most by this legislation since IDEA will protect the special education kids. Programs for regular ed kids will be cut and class sizes will be increased. She said there must be a better way to reduce property taxes. Mrs. Williams expressed her support for the other board member comments. Legislators appeared to have pitted school boards against taxpayers since it appears that boards that opt out don't care about senior citizens. Until the program gets \$1 billion, it won't be enacted. She called for the legislators to make real, substantive tax relief and to fund the mandates that school boards are called to implement. Mr. Masciandaro expressed his agreement. He said that he had difficulty answering people who said that they could not retire and afford to live in Spring-Ford since the taxes are higher than their mortgage. He admitted that he didn't have an answer and that Act 72 was flawed legislation. He also worked in Philadelphia and would not pay a dime more in income tax and still he adamantly opposed Act 72. He said that he is mad that the governor put this decision into the school board's hands and yet objects when boards opt out.

Mr. Ciresi made a motion to approve Item B. Mr. Schroeder seconded it. The board approved it 7-0.

B. The board approved Resolution **#2005-6** to opt out of Act 72.

Mr. Masciandaro called for public comment. There was none. Mr. Anspach said that 1.5 was Spring-Ford's share and the resolution should reflect that. The board agreed to vote on the revised resolution. The board voted 7-0 to approve the revised resolution. Mr. Ciresi made a motion to approve 2005-07 and to send a

copy to the governor, local legislators, and PennLink to other school districts. Mr. Schroeder seconded it. The board approved it 7-0. Mr. Masciandro thanked the board, administration, and Mr. Murray for their efforts.

VI. PERSONNEL

Mrs. Williams made a motion to approve A-I. Mr. Schroeder seconded it. It was approved 7-0.

- A. The individual(s) listed below have completed three years of satisfactory service as **temporary professional employee(s)** and are, therefore, entitled to tenure status. The **Public School Code** requires that a record of this accomplishment be incorporated in the Minutes of this Board of School Directors. Board officers authorized the execution and presenting of a **professional employee** contract to:

Laura Camp

Learning Support

- B. The board approved of the following **resignations**:
1. **Monica Smith**, 3rd Grade Teacher at Brooke Elementary School, for the purpose of retirement, effective with the last teacher day of the 2004/2005 school year.
 2. **Cheryl Williams**, Secretary at Royersford Elementary School, effective with the last day worked May 17, 2005.
 3. **David Frankel**, Detention Room Supervisor, effective January, 3, 2005.
 4. **Paul Karwoski**, 8th Grade Assistant Softball Coach, Eco Fair Coordinator, & 8th Grade Softball Intramurals, effective with the last day worked April 29, 2005.
- D. The board approved of **Joyce Parson**, Kindergarten Teacher at Royersford Elementary School, for a fall Sabbatical for the 1st semester of the 2005/2006 school year.
- E. The board approved of **Howard L. DeHaven, Jr.**, Maintenance Employee for the District, for a **Leave of Absence** in accordance with Board Policy, effective April 7, 2005.
- F. The board approved of the Job Description for Administrative Assistant – Access Program. (Attached)

- G. The board approved of the following **Extra-Curricular Contracts** at the **8th Grade Center**:
1. **Brandon Ruppel**, Detention Room Supervisor, Code E ½
\$1460.50 (compensation should be adjusted proportionately from 1/3/05 through 6/10/05)
 2. **Alex Miscavage**, Asst. Softball Coach, Code I, \$1,508
(compensation should be adjusted proportionately from 5/9/05 to 5/19/05)
 3. **Todd Bowers**, Eco Fair Coordinator, Code K, \$890
(compensation should be adjusted proportionately from 5/9/05 to 5/20/05)
 4. **Jason Kerkusz**, Wrestling Intramural, Code L-B, \$547
 5. **Jane Ehnot**, Softball Intramural, Code L-C, \$324

- H. The board approved of the following **Professional Staff Substitutes**:
1. **Meredith Detwiler**, Royersford, PA English
 2. **Nicole Esposito**, Clementon, NJ Biology
 3. **Elijah Platchek**, Pottstown, PA Elementary
 4. **Jennifer Stauffer**, Phoenixville, PA English
 5. **E. Zachary Stewart**, Phoenixville, PA Spanish
 6. **Jayne Eisenhard**, Douglassville, PA Health & Physical Education

- I. The board approved of the following **Support Staff Substitutes**:
1. **Tiffany Hoffman**, Spring City, PA Instructional Asst.
 2. **Maggie Walsh**, Phoenixville, PA Library Asst.
Secretarial
Playground Asst.
Lunchroom Asst.

VII. FINANCE

Mr. Ciresi made a motion to approve Items A-N, excluding B1, O, and E-4. The board voted 7-0 to approve.

- A. The board approved of **Resolution 2005-4** regarding delinquent collections on Spring-Fords behalf. Act 192 clarifies existing law regarding costs in conjunction with the collection of delinquent taxes levied under Act 511 and a collection schedule of costs, to be paid by the taxpayer.

- B. The board approved of payment for the following invoices for the month of **MAY**, in connection with the **SERIES G.O.B. 2003**:

2. INTERMEDIATE SCHOOL/MIDDLE SCHOOL PROJECT

Amity Fence Co.	Furnish/Install Baseball Backstop	\$	7,494.00
Fox Rothschild	Professional Services (3 Inv.)	\$	9,288.11
Gale Group	Library Books	\$	542.50
U. Providence Twp.	Professional Services	\$	90.00
	TOTAL	\$	17,414.61

3. UPPER PROVIDENCE ELEMENTARY SCHOOL

Fox Rothschild	Professional Services	\$	5,145.31
Recreation Resource	Portable Baseball Backstop w/Sportsplay Transporter	\$	3,393.50
	TOTAL	\$	8,538.81

4. 9th GRADE CENTER

Boyertown Supply	36" Mop Sink /Faucet	\$	235.28
Crest Environmental	Professional Service	\$	2,528.34
DLR Group	Professional Services	\$	30,209.96
Montco Fence LLC	Install Backstop & Sidepanels	\$	4,590.00
Perkins/T.P. Trailers	6 Storage Container/Rental	\$	450.00
Reading Foundry	Misc Plumbing Sup Concess Std	\$	480.14
U.S. Engineering	Construction/Material Testing & Inspection Services	\$	6,905.00
*Adams Bickel Assoc	Applic. #9-General Contractor	\$	1,676,942.46
*Crest Environmental	Professional Services (2 Inv.)	\$	290.00
*Cunningham Piano	Rebuild Steinway	\$	8,712.50
*Franklin Chemical	Custodial Equipment	\$	15,233.00
*Hillyard, Inc.	Custodial Equipment (3 Inv.)	\$	48,368.92
*Indco, Co.	Pallet Jack	\$	342.00
*Trevdan Build. Sup	24 Acoustical Panels	\$	2,116.93
	TOTAL	\$	\$1,797,404.53

***NEW BUSINESS**

- C. The board approved of payment for the following invoices for the month of **MAY**, in connection with the **CAPITAL RESERVE ACCOUNT – Fund 22:**

Sukonik Condemnation

Fox Rothschild LLP	Sukonik Condemnation	\$	2,163.81
	TOTAL	\$	2,163.81

Phase II – Design Athletic Fields

Charlestown Paving	Cross Country Path-New Area Fields adjacent to High School	\$	3,660.00
*Martin Stone Quar.	Stone-Prep for Walkway	\$	669.00
	TOTAL	\$	4,329.00

Brooke Elementary School-Re-Roofing Project

Fox Rothschild	Professional Services	\$	242.50
	TOTAL	\$	242.50

- D. The board approved of 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.

- E. Checks:

1. Weekly Checks prior to Work Session

Check No.103389-103447	\$477,101.49
Check No. 103448-103630	\$679,988.30

2. Weekly Checks prior to Board Meeting

Check No. 103631-103712	\$305,103.39
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3. Board Checks held for approval

Check No. 103713-103856	\$133,530.48
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5. Athletic Fund- February

Check No. 297081-297266	\$ 23,485.62
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- F. The board approved of the **Cafeteria Listing** of Bills:

Checks #5623-5658	\$179,644.41
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- G. The following Treasurers' Reports were approved by the board:
- Tax Account– April 30, 2005
 - Flex CD – April 30, 2005
 - PLGIT – April 30, 2005
 - Investments CD – April 30, 2005
 - Checking Accts – April 30, 2005
 - Money Market – April 30, 2005
 - PSDLAF – April 30, 2005
 - PSDMAX – April 30, 2005
 - Payroll Acct – April 30, 2005
 - Investment Schedule – April 30, 2005
 - Debt Service Fund Acct – April 30, 2005
 - Note of 2002 – April 30, 2005
 - Note of 2003 – April 30, 2005
 - Note of 2004 – April 30, 2005
 - Capital Reserve Fund – April 30, 2005
 - Capital Reserve Investment Schedule – April 30, 2005
 - Alumni Association – April 30, 2005
 - Athletic Fund – April 30, 2005
 - Elementary Activity Acct – April 30, 2005
 - 7th Grade Activities Acct – April 30, 2005
 - Middle School Activity Acct – April 30, 2005
 - High School Activity Acct – April 30, 2005
- Cafeteria M/M Account – April 30, 2005
Cafeteria Checking Account – April 30, 2005
- H. The following reports were reviewed by the board:
- Cafeteria Savings Schedule
 - Cafeteria Investment Schedule
 - Cafeteria Profit and Loss Statement
 - Cafeteria Participation Report
- I. The board approved of the purchase of 3Com network switching equipment for the renovated Senior High Ninth Grade Center in the amount of approximately \$22,702 from ePlus Technology. The cost represents an approximate 20% voluntary discount by the manufacturer and reseller below the statewide 5850-05 Contract. Funds provided under the Technology Fund.
- J. The board approved of upgrading the existing Follett Library Circulation and Cataloging systems to Follett Destiny, a Web-based application. After a voluntary discount of approximately 9.4% offered to MCIU schools, the total cost is approximately \$66,790 divided over 3 equal annual payments of approximately \$22,264. The first year (2005-2006) cost is virtually offset in total by budgeted funds that would otherwise be spent on annual maintenance for existing systems and the cost to add a site at the Ninth Grade Center. Maintenance costs for the second and third years are included in the 3 year payment amount above. The net increase above normally anticipated annual costs in years two and three

would be approximately \$6400 (already included in the \$22,264). After the third year, the annual maintenance cost will drop 50% or more over what we currently pay for annual maintenance. The return on investment will be made up in about 4.5 years. Funding for year one is from General Fund (Library accounts) and Ninth Grade Center Construction Fund. Funding for years two and three will come from the General Fund.

- K. The board approved of the award of the bid to upgrade the existing Avaya telephone system to Prime Business Systems of Collegeville in the amount of \$74,474 pending verification of all paperwork. The phone system has not had any major hardware upgrades since it was installed in 1999 and it has had only a couple of minor software upgrades. Currently, the software is 4-5 versions behind. The upgrade will replace some of the core hardware components and make the operating system current. The upgrade will also provide the necessary capability to operate voice over IP telephony in Winnies Elementary School and throughout the district as technology continues to converge. Funding is from the Technology Fund.
- L. The board approved of the Montgomery County Intermediate Unit Special Education Services contract for the 2005-2006 school year in the amount of \$1,070,962.80. This represents a \$102,424.20 reduction over the 2004-2005 MCIU Special Education Services Contract.
- M. The board approved of authorization to seek bids for the printing of the Spring-Ford High School Post-Secondary Education Guide for the 2005-2006 school year.
- N. The board approved of the following **independent contracts**:
 1. Chester County Intermediate Unit, for provision of educational services for a student who will be receiving special education services from the Chester County Intermediate Unit at the Child Development Center, 1525 East Lincoln Highway, Coatesville, PA 19320. Services will be provided at the cost of thirty-two thousand seven hundred twenty-eight (\$32,728.00) dollars, plus ESY services at an additional cost of one thousand (\$1,000.00) dollars. This contract will be in effect from May 9, 2005 through June 30, 2006. The total cost of the contract shall not exceed thirty-three thousand seven hundred twenty-eight (\$33,728.00) dollars. Funding will be provided from the District's 2004-2005 and 2005-2006 Special Education Budgets.
 2. Chester County Intermediate Unit, for provision of education services for a student who will be receiving special education services from the Chester County Intermediate Unit at the Child Development Center, 1525 East Lincoln Highway, Coatesville, PA 19320. An individualized instructional assistant will be provided at the cost of twenty-four thousand eight hundred forty-six (\$24,846.00) dollars from May 9, 2005 through June 30, 2006. The total cost of the contract shall not exceed twenty-four thousand eight hundred forty-six (\$24,846.00) dollars. Funding

will be provided from the District's 2004-2005 and 2005-2006 Special Education Budgets.

3. Claire Choutka, 61 Eileen Lane, Limerick, PA, for provision of a behavior analysis evaluation in the school setting for a special education student as part of the IEP. This analysis evaluation shall include direct observation/evaluation of the student's behavior with feedback to parents and staff. Compensation for Ms. Choutka will be paid at the rate of one hundred (\$100.00) dollars per hour, not to exceed eight (8) hours between May 24, 2005 and June 10, 2005. Total cost of this contract agreement shall not exceed eight hundred (\$800.00) dollars. Funding will be provided through the District's 2004-2005 Special Education Budget.
4. Ms. Christine Harte, 2424 Lomara Drive, Pottstown, PA, for provision of Applied Reading Tutoring for a special education student as part of their IEP. Direct intervention services and consultation will be provided not to exceed thirty (30) hours from May 3, 2005 and June 30, 2005. Contractor shall be paid at the rate of fifty (\$50.00) dollars per hour. The total cost of the contract shall not exceed one thousand five hundred (\$1,500.00) dollars. Funding will be provided through the District's 2004-2005 IDEA Allocation.
5. Invo Health Care Associates, 350 South Main Street, Suite 315, Doylestown, PA, to provide sensory integration services as part of an Extended School Year Program as per the student's IEP. These services will include direct service, consultation, training, and report writing. The contract shall be in effect from June 27, 2005 through August 31, 2005. Compensation for these services will be fifty-five (\$55.00) dollars per hour, not to exceed twenty (20) hours. The total cost of the contract shall not exceed one thousand one hundred (\$1,100.00) dollars. Funding will be provided from the District's 2005-2006 IDEA Allocation.
6. Lapreziosa Occupational Therapist Services, 965 Malvern Drive, Pottstown, PA, for the provision of occupational therapy for the 2005 Extended School Year Program for students who receive special education services as per their IEP's. The contractor will provide direct intervention and consultation, evaluation and home visitations, and indirect services (meetings, paperwork, and progress reports) for a total of fifty-nine (59) students receiving ESY services. The total cost of the contract shall not exceed nineteen thousand two hundred three (\$19,203.00) dollars. Funding will be provided from the District's 2005-2006 Special Education Budget.
7. Mrs. Cheryl Marmer, 29 Brennan Drive, Bryn Mawr, PA, for provision of instructional services for a student who received special education services as part of an Extended School Year

Program as per the student's IEP. The contractor will provide a total of thirty-nine (39) hours of service at the rate of fifty-five (\$55.00) per hour. The total cost of the contract shall not exceed two thousand one hundred forty-five (\$2,145.00) dollars. Funding will be provided from the District's 2005-2006 IDEA Allocation.

8. Susan Parsons, 123 Cameron Drive, Wallingford, PA, to provide instructional services for a student who receives special education services as part of an Extended School Year Program as per their IEP. The contractor will provide a total of ninety-six (96) hours of service. The total cost of the contract shall not exceed five thousand two hundred eighty (\$5,280.00) dollars. Funding will be provided from the District's 2005-2006 IDEA Allocation.
9. St. Edmond's Home, 320 South Roberts Road, Rosemont, PA, for provision of an eight (8) week program as part of an Extended School Year Program for a student who receives special education services as per their IEP. The contractor will provide a total of eight (8) weeks of service at a rate of three hundred (\$300.00) dollars per week. The total cost of the contract shall not exceed two thousand four hundred (\$2,400.00) dollars. Funding will be provided from the District's 2005-2006 IDEA Allocation.
10. Dixon's Amazing Wonder Shows, PO Box 707, Smithton, PA 15479 - Bully-Free Amazing Wonder Show . There will be three (3) assembly programs on September 13, 2005 at three (3) elementary schools in the Spring-Ford School District (Brooke Elementary, Royersford Elementary and Spring City Elementary. Effective date 9/13/05. Performance not to exceed (\$1,250.00) One Thousand Two Hundred Fifty Dollars. Funding source is as follows: Brooke – Home & School Association (\$416.67) Royersford – acct. # 11-1100-329-000-000-00-19-05 and Spring City – acct. #11-2120-610-000-000-00-19-06
11. The Ringgold Bank Inc. – 3539-A Freemont St. – Laureldale, PA 19605 – A Concert will be performed at the Spring-Ford High School Auditorium, on Friday July 1, 2005 from 7:00 PM to 9:00 PM with a fifteen minute intermission. The concert band will consist of 35 musicians. Performance not to exceed (\$1,700.00) One Thousand Seven Hundred Dollars. Funding source will be the Spring-Ford Area School District Educational Foundation.

Mrs. Stokes made a motion to approve Item B-1. Mr. Ciresi seconded it. It was approved 5-2 with Mrs. Williams and Mr. Morgan voting no.

- B. The board approved of payment for the following invoices for the month of **MAY**, in connection with the **SERIES G.O.B. 2003**:

1. WINNIES PROJECT

BA Bursich Assoc.	Professional Services	\$ 469.23
DLR Group	Professional Services	\$ 1,630.82
Fox Rothschild	Professional Services	\$ 155.00
Limerick Twp MA	Sewer Plan-Escrow Agreement	<u>\$ 1,860.69</u>
	TOTAL	\$ 4,115.74

Mrs. Stokes made a motion to approve Item E-4. Mr. Ciresi seconded it. It was approved 6-0-1 with Mr. Schroeder abstaining.

- E. Checks:

4.	<u>Plotts Checks</u>	
	Check No. 103857	\$ 379.67

Mr. Masciandaro said that the figure in Item O had been revised from \$1,211,067 to \$1,200,781. Mr. Ciresi said that while Spring-Ford is leaving the WCTS, the Joint Committee is still very much devoted to improving education there and the committee wants the budget approved. Benefits include updated textbooks, keeping transportation safe and respectable, funding an adequate fund balance, and having enough funds for adequate staffing. Mr. Schroeder also recommended adoption of this budget. He added that this budget addressed previous shortfalls. Mr. Masciandaro said the Spring-Ford board is dedicated to the WCTS and there will be no lapse in service between now and when a new program is up and running at Spring-Ford. The board voted 7-0 to approve Item O.

- O. The board approved of the Western Center for Technical Studies 2005/2006 Budget of \$4,594,397. Spring-Ford's contribution is \$1,211,067.

VIII. PROPERTY

Mrs. Williams made a motion to approve Item 7-0. Mr. Ciresi seconded it. It was approved 7-0.

- A. The board approved of obtaining **Request for Proposals** for the moving of the furniture, equipment, and supplies of the current ninth grade in the Senior High School to the New 9th Grade Center for the beginning of the 2005-06 school year.
- B. The board approved of the road to be widened for **PennDot's** approval of an easement along **Neiffer Rd.** of approximately 8 ft. X 286 ft. pending the solicitor's review. This will be of **no cost** to the school district.

- C. The board approved of going to bid for **blinds** for the **9th Grade Center**. Funds will come from the **construction fund**.
- D. The board approved of entering into a change order to replace the **concrete entrance** at the auditorium side of the **9th Grade Center** not shown on the drawings to make this handicap accessible. Costs not-to-exceed **\$5,000** with funds coming from the construction fund.

IX. PROGRAMMING AND CURRICULUM

Mr. Schroeder made a motion to approve Items A-B. Mr. Cummins seconded it. It was approved 7-0.

- A. The board approved of a Pilot Flexible Professional Development Day for the 2005-2006 school year. Under this plan, professional staff would be able to participate in one day (5.5 hours) of approved professional development (unpaid) either during the summer, or before or after school, in exchange for their participation in the February 17, 2006 building-focused In-Service Day. It is estimated that the implementation of this program will produce a cost savings to the District of approximately thirty thousand (\$30,000.00) dollars. (See attachment)
- B. The board approved of having Dr. Edna Barenbaum, Philadelphia, PA, conduct an evaluation and provide an Independent Educational Evaluation Report. The Evaluation will include psychological, academic testing, and the provision of a written report. The cost will be paid from funds budgeted in the 2004-2005 Special Education Budget/General Fund. The total cost shall not exceed three thousand (\$3,000.00) dollars.

X. CONFERENCE/WORKSHOP RECOMMENDATIONS

Mr. Ciresi made a motion to approve Items A-H. Mrs. Stokes seconded it. It was approved 7-0.

The following individuals were approved for attendance at the following conferences/workshops:

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

DISTRICT OFFICE

- A. **Dolores Furlan**, Supervisor of Special Education, to attend *“IDEIA 2004 Training”* at the Montgomery County Intermediate Unit on Tuesday, June 7, 2005. This training session will provide updates on IDEIA 2004 which will be used to train the teachers and staff. The total cost of the training session is \$15.00 from the 580 account.

- B. **Dr. Lucille F. Candeloro**, Supervisor of Curriculum and Instruction, to attend *“Standards Validation”* in Camp Hill, PA from Wednesday, June 8, 2005 through Friday, June 10, 2005. Dr. Candeloro has been selected by the Pennsylvania Department of Education to serve as a table leader at the Standards Validation Committee meeting where they will work to apply and validate state standards in reference to the new state assessment for Grades 4, 6 and 7. There is no cost to the district for her attendance at this meeting.
- C. **Dr. Leslie T. Morrill**, Supervisor of Staff Development, to attend *“Pennsylvania School Health Leadership Institute”* from Monday, June 20, 2005 through Wednesday, June 22, 2005. This seminar will assist the district in being able to create a school environment that will positively affect learning and school performance as well as respond effectively to health issues that affect the students. The cost of this seminar is being covered by the American Cancer Society.

HIGH SCHOOL

- D. **Denise Johnston and Abbey Smith**, Teachers, to attend *“SAP Training”* at the Berks County Intermediate Unit in Reading, PA from Tuesday, June 14 through Friday June 17, 2005. This is mandatory training for anyone wishing to participate in the SAP team and with the 9th Grade Center opening up next year there will be a need for Sap team members in that building. The total cost of this conference is \$750.00 from the Safe and Drug Free Grant. No substitutes are needed.
- E. **Daniel Holman**, Athletic Trainer, to attend *“Pennsylvania Athletic Trainers Society Clinical Symposium”* at the Lancaster Host Resort and Conference Center in Lancaster, PA from Friday, June 3 through Sunday, June 5, 2005. This conference will help Daniel stay current with issues facing high school athletic trainers such as concussion management, adolescent back injuries, and provide assessor training for wrestling weight certification. The total cost of this conference is \$258.20 from the Athletic Budget. No substitute is needed.

8TH GRADE CENTER

- F. **James Zawislak**, Technology Education Teacher, to attend *“Lab Volt Module Training”* in Toms River, New Jersey from Tuesday, August 2, through Friday, August 5, 2005. This training is required for the new technology education lab in grade 8. The total cost of the conference is \$757.00 from the Curriculum Budget - Instruction and Curriculum Development for technology education in grades 7-12. No substitute is needed.

7TH GRADE CENTER

- G. **Arlene Major, Brenda Haydt, Agnes Bolyn**, learning support teachers, to attend *“Adequate Yearly Progress (AYP) & Students with IEPs: A Focus on Improving Student Achievement Through Effective Practices”* at

Penn State University in University Park, PA from Monday, June 27 through Friday, July 1, 2005. This conference will review effective instructional and organizational practices that result in improved student performance and meeting achievement targets for the special education subgroup. The total cost of the conference is \$340.44 from the Special Education Budget. No substitutes are needed.

OAKS

- H. **Tara Chester**, ESL teacher, to attend “*Rosetta Stone Software Training*” at the MCIU in Norristown, PA on Thursday, May 26, 2005. This training is limited to one person per district and will instruct Tara on the use of the Rosetta Stone Software which she will report back and train other personnel in the district. There is no cost to the district for this training. No substitute is needed.

XI. OTHER BUSINESS

Mr. Schroeder asked whether the board is comfortable with soliciting sponsorships to get private money for public education system. Mr. Morgan said he was comfortable and that the solicitor reviewed it. Mr. Schroeder said that he has read several e-mails putting a negative spin on this school district for going out to partnership and he was not sure of the motivation. Mrs. Williams made a motion to approve Items A-D. Mr. Ciresi seconded it. It was approved 7-0.

- A. The following policies were approved by the board:
1. Policy # 140.1 – PROGRAMS: Extracurricular Participation by Charter/Cyber Charter Students
 2. Policy # 707 – PROPERTY: Use of School Facilities
 3. Policy # TBD – COMMUNITY: Partnerships/Sponsorships
- B. The board approved of student number 120405 be expelled from the Spring-Ford Area School District in accordance with the conditions presented by the Superintendent.
- C. The board approved of student number 130405 be expelled from the Spring-Ford Area School District in accordance with the conditions presented by the Superintendent.
- D. The board approved of **Resolution 2005-05** to amend the articles of agreement for continuation and operation of the Western Montgomery County Area Vocational Technical School.

INFORMATION ITEM

- A. The following policies were submitted as a first reading with approval at the June board meeting:

1. Policy # 143 – PROGRAMS: Standards for Persistently Dangerous Schools–
2. Policy # 144 – PROGRAMS: Standards for Victims of Violent Crimes
3. Policy # 227 – PUPILS: Drug Abuse
4. Policy # 518 – CLASSIFIED EMPLOYEES: Penalties for Tardiness and Attendance

NEW BUSINESS

XII. NEW PERSONNEL

Mrs. Stokes made a motion to approve Items A-E. Mr. Ciresi seconded it. It was approved 7-0.

- A. The board approved of the following **resignations**:
 1. Nancy Saul, Collegetown, PA, Speech Therapist for Limerick Elementary School, and the 7th and 8th Grade Middle Schools, effective June 14, 2005.
 2. Jeanne Ferry, Royersford, PA, Certified Nurse at the Senior High, effective June 14, 2005.
- B. The board approved of **Gina Romanelli**, 4th Grade Teacher at Brooke Elementary School, for a **Leave of Absence** in accordance with the Professional Contract, effective tentatively October 13, 2005, through the remainder of the 2005/2006 school year.
- C. The board approved of **Nancy Saul**, Collegetown, PA, for the Supervisor of Special Education-Elementary Level, replacing Dolores Furlan who is retiring. Mrs. Saul received her undergraduate and graduate degrees in Speech Pathology from George Washington University. She completed her post-graduate work for certification in Administration and Supervision at the University of Virginia and George Mason University, and holds PA certification as Supervisor of Special Education, and is currently a Speech Therapist with the District. Compensation will be set at \$96,211.58 with benefits as per the Administration plan, effective July 1, 2005.
- D. The board approved of the following Special Education teachers to be hired for the **2005 Summer ESY program(s)** that were previously Board approved. Compensation will be set at \$30 per hour plus benefits (FICA & Retirement) for each teacher. Funding will be from IDEA funds.
 1. Andrea Bersaglia, Pottstown, PA
 2. Jean Bertucci, Phoenixville, PA
 3. Laura Camp, Perkiomenville, PA
 4. Amber Cornwell, Harleysville, PA
 5. Shonna Dudas, Schwenksville, PA
 6. Theresa Dundon, Collegetown, PA
 7. Tara Fischer, Holland, PA
 8. Sandra Gallagher, Pottstown, PA

9. Erin Keohane, Pottstown, PA
10. Stacy Hinrichs, Royersford, PA
11. Megan Seip, Royersford, PA
12. Erin Siuchta, Royersford, PA

E. The board approved of the following Speech Therapists for the **2005 Summer ESY program(s)** that were previously Board approved. Compensation will be set at \$30 per hour plus benefits (FICA & Retirement) for each speech therapist. Funding will be from IDEA funds.

1. Gina Lasky-Butterweck, Pennsburg, PA (.6 FTE)
2. Jennifer Smith, Schwenksville, PA (1.0 FTE)
3. Sharon Hohenstein, Limerick, PA (.4 FTE)

XIII. NEW FINANCE

Mrs. Stokes made a motion to approve Item A. Mr. Ciresi seconded it. It was approved 7-0.

A. The board approved of the following **independent contract**:

1. **Joy Brewster and Associates**, P.O. Box 159, LaGrangeville, NY to provide in-home Applied Behavior Analysis Services for a special needs student as per the ESY IEP. The contract will be in effect from June 15, 2005 to August 26, 2005. The total cost of the contract will not exceed six thousand three hundred sixty (\$6,360.00) dollars. Funding will be provided from the District's 2004-2005 IDEA Allocation.

XIV. NEW PROPERTY

The board broke for executive session on Item B at 8:48 p.m. and returned at 8:50 p.m. Mrs. Williams asked why the home and school league is paying for fencing when it has traditionally paid for educational enrichment. Dr. Coale and Mr. Cooper said it is a nature area that shouldn't be mowed. Mr. Schroeder concurred with Mrs. Williams and asked why landscaping and enhancements are being handled by the home and school groups. He said that in the future, the district should pick up the tab for items like this. Mr. Ciresi made a motion to approve Item A. Mr. Schroeder seconded it. It was approved 7-0.

A. The board approved of Brooke Elementary's Home and School Association request to purchase split rail fencing to enclose the nature area behind Brooke Elementary School. The association will also be paying for the cost of the installation of this fence.

Mr. Masciandaro announced that there was no need to approve Item B.

- B. The board approved of acceptance of the lowest bidders for the **Brooke Re-Roof** project as listed below pending solicitor's review of all documents.

The general contractor was SMJ base bid \$1,599,900.00

The low bidder for HVAC contractor All States Mechanical \$854,000

The low bidder for electrical contractor Silas Bolef \$66,500

Alternates as follows:

- GC-2 replace existing metal roof in the front portion for a total add of \$21,600
- GC-6 supply water proofing to the exterior of the entire building add of \$23,300
- GC-7 replace the thickness of the insulation of the roof from 3" to 1 1/2" deduct of \$19,000
- Rejecting all other alternates

Total cost of the project \$2,546,300

Mr. Schroeder made a motion to approve Item C. Mrs. Stokes seconded it. It was approved 7-0.

- C. The board approved of bids for the **Brooke E S Re-Roof** project be rejected.

XV. NEW OTHER BUSINESS

Mr. Morgan said that he agreed with Mrs. Bryant and that the district has a lot on its plate and that the timing is poor. Mrs. Williams said the decision to go solicit bids was not unanimous and timing is poor. Mr. Cummins said he did not have problems with Fox Rothschild and hadn't heard about this before. Said no one objected to solicitations for a new architect.

Mr. Ciresi made a motion to approve Item A. Mrs. Stokes seconded it. It was approved 5-2 with Mrs. Williams and Mr. Morgan voting no.

- A. The board approved of soliciting proposals for a solicitor for the Spring-Ford Area School District.

Mrs. Stokes thanked Mr. Ciresi for assembling this program. Mr. Ciresi announced that there were two representatives from National Penn Bank present. Mrs. Williams asked if this is the first time the board was seeing this letter. Mr. Ciresi said there was an original letter that said any leftover funds from this program would go to a digital sign. When it was realized that even \$10,000 would not fund a digital sign, that portion was deleted. Mrs. Williams asked about Item 4, regarding financial workshops. Mr. Ciresi said National Penn offered

workshops in retirement planning and educational spending for taxpayers in the district. She asked if they would be subject to Policy #707. No said Mr. Ciresi, they would be under the partnership policy. Mr. Masciandaro invited the two gentlemen from National Penn Bank to explain the partnership.

Tom Spann of National Penn Bank said under the program, the community would donate instruments. National Penn would donate up to \$20,000 for the refurbishment of those instruments via George's Music Store in Spring City. National Penn asks for acknowledgement on the instrument's case that would say "This instrument was refurbished by National Penn Bank." National Penn would also provide a series of classes ranging from saving money for students to retirement planning for adults. He said that the bank would be receptive to the district's requests. The bank would also offer exclusive products to district employees as perks. Mrs. Williams expressed concern whether this program would be advertising for the bank. Mr. Spann said there would no solicitation of personal information or solicitation for business. If the person were to approach them, they would enjoy that. Mrs. Stokes said this is a win-win situation. Mr. Schroeder said the board has been upgrading the music department and instruments. This will offset the need to purchase new instruments by refurbishing old instruments so it helps the bottomline. Mr. Morgan said the new policy said that anyone coming in as a partner can not come for their own financial gain. Mr. Masciandaro thanked the two representatives from National Penn. Mr. Schroeder made a motion to approve Item B. Mrs. Stokes seconded it. It was approved 7-0.

- B. The board approved of the Spring-Ford Partnership program whereby National Penn Bank will contribute up to \$20,000 to a district-wide drive for donations of musical instruments and National Penn Bank will pay for the refurbishment of the donated musical instruments for the District's instrumental programs.

XVI. OLD BUSINESS

- **PSBA Report** – Ray Rocchio, Jr. – Mr. Rocchio was out of the district.
- **Report from Ad Hoc Committee** on police officer consideration – Mrs. Stokes said that she spoke with Limerick Police Chief Bill Albany and if the district chooses to go with a school police officer rather than a school resource officer, it will cost a lot more money for the equipment, salary, benefits, and a police officer would encompass cooperation with the township. She said if the need is for a resource officer that may be the way to go. Mr. Schroeder withdrew his proposal for a having a school police officer.
- Finance Committee review of billing approval for previously authorized work – Mr. Masciandaro said this item will be taken up in the next Finance Committee meeting.

XVII. SOLICITOR'S REPORT

There was no report.

XVIII. PUBLIC TO BE HEARD

Joe Petrowski

Complained that changing to new polling place at flex school confused voters. Signs were put up later to address the confusion. The only door open required crossing the grass and offered no handicapped entry. Poll workers would have to stand out in the rain. Another door was opened by the principal to allow people to enter via the pavement. Mr. Masciandaro said that the entry point would be addressed since the agreement with Voter Services included using an entry via pavement. The school district is not responsible for signage, local polling officials are responsible for that. Mr. Masciandaro said that Joe Passarella of Voter Services thought the facility was one of the better ones in terms of accessibility, parking, and bathrooms.

Mr. Petrowski said that the registration card sent out by Voter Services says Spring-Ford Middle School and a number of buildings say Middle School.

Mr. Petrowski referred to the minutes of April 25th, page 23, Item H, the contract for the School of the 21st Century. Sounds like a done deal. Asks if there is a clause in the contract if the new school board members decide against it instead of saying 7% of construction cost. Mr. Masciandaro said the contract would be reviewed by all board members.

Mr. Schroeder asked that the administration come back with an amended calendar with two additional days off for each election day. Dr. Coale said Mr. Masciandaro had requested that and the administration was in the process of preparing a revised calendar for the 2005-06 school year. Mr. Morgan requested to moving the locations to the front of the buildings. He said that Voter Services says it's the school district's responsibility to put up signs.

Julie Mullen, Upper Providence, committee person

Said Voter Services listed the polling place as Upper Providence Middle School and it is voter registration's responsibility. Regarding signage, that is the county's responsibility. People will complain no matter where polling is. That was the perfect polling place had the county done it's job with signage and the voter registration cards listed the location correctly. Added that she has handed out literature in the cold rain at the district office while she was pregnant and that is not the school district's responsibility. Dr. Coale said that Mr. Masciandaro did contact her and she had signs put up and people were directed to the correct location. It flowed beautifully after that, she added. Mr. Ciresi thanked the administration and staff of both buildings for working through the issues. He added that he favored closing the schools for election days and using the front of the buildings.

Carol Wetzel, Limerick

Asked what staff for special education was reduced in the budget. Dr. Coale said that there was no reduction of existing staff. Dr. Hurda said the cuts were made to proposed new positions, which were based on projected enrollments. There has been no reduction of staff for the upcoming year. Mrs. Wetzel said that

parents purchase clarinets. Mr. Schroeder said that the district does own hundreds of thousands of dollars in instruments.

XIX. ACTION REVIEW

XX. ADJOURNMENT

Mrs. Stokes made a motion to adjourn. Mr. Cummins seconded it. The board adjourned.

Spring-Ford Goals May 14, 2004

Actions from last meeting:

1. Each committee assigned will begin working their goal and report progress at the board work session.
2. We gave a piece of goal 5 to the Community Relations committee, see below.
3. The Board made a request to the administration to begin creating baselines, especially for goal 5. We are looking for this to be completed in May.
4. Reaffirmed that the original goals should be used as reference.

Process for working goals:

1. Define goals clearly. A good goal is a measurable result. The Board articulates the desired result or end, not the means.
2. The goals are given to the administration for execution. The following are the steps the administration is responsible for:
 - Establishing the baseline or current state
 - Formulating plans for goal achievement
 - Costs or other resource requirements
 - Recommendations on intermediate steps in goal achievement.
3. Board approval is obtained
4. The administration reports progress toward the goal in the district report card.

Goal Action Proposals:

1. Reduce class sizes (Original Goal #1)
Assignment: Property and Facilities Committees
2. Perform Feasibility Study on creation of "in house" alternative educational program (Original Goal #3)
Assignment: Curriculum Committee
3. Student Health and Safety - Reduce drug usage. (Original Goal #2)

Assignment - Extra Curricular Committee

4. Improve public perceptions of the district, Local industry as a district partner and alternative funding. Non-Monetary Employee Incentive: (Original Goals #4, 5, 16)
Assignment: Community Relations Committee
5. Key Measures: (Original Goals #6, 7, 8, 9,12)

Graduation rate increase, Increase percent of graduates going to post secondary school, Establish a listing of our graduates continuing education school placement, Increase scholarships achieved by our students. Graduate acceptance at top universities and colleges

Assignment: Full Board.

Tracking graduates to see how we are doing.

Assignment: Community Relations

6. School Media centers / libraries open weekends, evenings and summer. Create continuing education programs. (Original Goals #10, 11)

Assignment: Curriculum Committee

7. Reduce Childhood obesity:(Original Goal #13)

Assignment: Healthy Choices Committee

8. Increase PSSA and Terra Nova Test Scores: (Original Goal #14)

Assignment: Full Board

9. Plan for District wide Construction needs: (Original Goal #15)

Assignment: Facilities Committee

10. Establish a Blue Ribbon School (Original Goal #17)

Assignment: Curriculum Committee

11. Develop and implement a Five Year Financial Plan (Original Goal #18)

Assignment: Finance Committee

12. District Office replacement (Original Goal #19)

Assignment: Full Board

Referenced below are the original goals:

Spring-ford goals Feb 24, 2004 Version 2

Proposals:

1. Reduce class sizes

- Establish and maintain smaller class sizes K - 6 to lower levels than present that would be in keeping with the desires of the community as established as a goal, of the Districts' Strategic Plan.

- Class Size: establish a standard of smaller class size through out the district. Begin with K-6 and move into the middle and high school.

2. Reduce drug usage

Formally Establish a beefed up Drug prevention program that will both quantify and qualify the types of drugs that are prevalent in the SF School district. Include alcohol, inhalants, and over the counter drugs along with all illicit drugs. Formulate a plan that will address these findings, thru awareness programs, counseling programs, possibly integrated with community based programs. Also provide strong prevention and intervention measures. All results to be reported publicly to the Board twice a year.

3. Reduce costs and provide more services for alternative education.

- Establish a program for alternative Education within the district. Feature career based programs. programs should be of high quality with approved articulation

agreements with Technical institutes and various colleges. DO NOT OVERLAP Programs that are available at WCTS. It is important to keep 'OUR STUDENTS' interested in their future. Any program must be flexible, It should offer Flex hours, day care, internships, intense counseling, and ultimately job placement components. We should stop sending our difficult students out of the district, and along with them hundreds of thousands of our communities tax dollars with them. It is time to treat this issue with respect and dignity and be accountable for all of our students.

- Determine the feasibility of operating our own alternative school.
- Special needs Children: Would like to see a study on what the district spends on these children and if possible for the district to bring these children back into the district and instruct them in a district building. With the state cutting its share of funding every year, and tuition going up we need to look at this matter and maybe set up a five-year goal

4. Improve public perceptions of the district

- Drastically Improve public relations getting positive as well as (possible negative) information to the immediate community expeditiously.

5. Local industry as a district partner

- Establish a program that beseeches large local industry to be part of District initiatives. This will create an environment that brings fresh ideas (from industry leaders) as well as possible project funding (such as help with technical initiatives, adult evening courses, co-ops etc.

- Alternative Funding: Interview companies that deals exclusively in marketing and sponsorship/grants to help the district target possible sources of revenue i.e. Merck, PECO, GM , etc., to help advance programming opportunities in the district.

6. Graduation rate increase

7. Increase percent of graduates going to post secondary school

- Establish a listing of our graduates continuing education school placement. Create diversity guidelines.

8. Increase scholarships achieved by our students

9. Tracking graduates to see how we are doing:

- Create a graduate report, where are they 10, 20 and 30 years later
- Track graduates to see where and what careers they pursue.

10. School Media centers / libraries open weekends, evenings and summer.

Establish a timeline of Fall 2006 for Lifelong Learning.

11. Create continuing education programs

- Renew Spring-Ford's commitment to Life-Long Learning by commissioning an Adult Ed Board responsible for oversight and operation of said adult education separate from the operations and involvement of the SFASD Board and Administration, similar to the model currently in use for many successful years in Owen J. Roberts SD.

12. Graduate acceptance at top universities and colleges:

- Improve the prospects for Spring-Ford students being accepted at top universities and colleges.

13. Reduce Childhood obesity:

- Promote healthy lifestyles to combat the growing epidemic of childhood obesity.

14. Increase PSSA and Terra Nova Test Scores:

- Alarming number of test scores in the below average category in the 9th grade of the terra nova test scores in reading and mathematics. I would like to see these numbers brought into the single digits. The same holds true for the 11th grade PSSA test in mathematics. These numbers also need to be brought up into the single percentages also

15 Plan for District wide Construction needs:

- I would like for this board to sit down together and come up with a plan for future needs based on actual numbers. Keep in mind that the state is still looking at some kind of education reform. We do not know what future state funding will be and we may possibly lose the ability to direct the portion of taxes that we collect

16. Non-Monetary Employee Incentive:

- Work with local business to establish a discount or a special rate for example on mortgage and car loans for our staff. This will help in the bargaining process and help to retain good employees.

17. Establish a Blue Ribbon School

18. Financial Plan:

- Develop and implement a Five Year Financial Plan indicating not only debt service and capital reserve, but also projecting future operating costs and additional personnel costs as impacted by the opening of new buildings and renovation of current buildings. As part of this five-year plan, use the information to project future budget and tax increases.

19. District Office:

- Commit to a plan, with a time line of no longer than 18 to 24 months (start to finish), to move district office operations to the Bechtel Road site. If this site is unsuitable, find another. Review this topic in August 2005 (six months from February 2005).

Respectfully submitted,

Pat Dillon
Board Secretary