

On June 23, 2014 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: Willard D. Cromley, Bernard F. Pettit and Kelly J. Spletzer

Region II: Clinton L. Jackson and Todd R. Wolf

Region III: Mark P. Dehnert and Thomas J. DiBello

Presiding Officer: Joseph P. Ciresi

Superintendent: Dr. David R. Goodin

Business Manager: Timothy Anspach

Solicitor: Mark Fitzgerald, Esq.

Student Reps.:

The following Board Member was absent: **Dawn R. Heine**

Board President, Mr. Ciresi, opened the meeting with the call to order and the Pledge of Allegiance. He announced that the Board met in an Executive Session to discuss personnel.

ANNOUNCEMENTS

Mrs. Fern announced that the Spring-Ford Area School District is excited to welcome the Air National Guard Band of the Northeast this Wednesday, June 25th. Members of the community are invited to share in this free music event hosted by the Spring-Ford Educational Foundation at the Senior High School at 7:00 p.m. in the auditorium. Mrs. Fern reported that the Air National Guard Band of the Northeast is the premiere military band from within the Pennsylvania Air National Guard. The globally renowned band is recognized for playing a variety of genres, including jazz, marches, patriotic tunes and today's most popular music. She advised anyone interested in obtaining more information to go to the Community tab on the district website and click on Events and Flyers. Mrs. Fern next provided the Board with an update on Taylor Auman, Student Representative to the School Board. Taylor underwent surgery to repair a torn ACL. She reported that Taylor's surgery went well and he is home resting comfortably. Taylor had his post-op visit today and the doctor was very pleased with the progress. Taylor's goal is to be crutch free by the weekend and he is looking forward to starting the rehabilitation process. Mrs. Fern stated that she knows that everyone wishes Taylor well and hopes for a full, complete and quick recovery process.

Mr. Ciresi stated that due to the large group present tonight and wishing to speak that they keep their comments to two minutes.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Note from School Board Secretary

There were a large number of people present who wished to speak during this public comment section of the agenda. The minutes reflect a summary of the concerns expressed followed by the list of those who spoke. While some of the discussions did not take place in the exact order listed the conversations were grouped together so that the minutes flow more smoothly.

Mr. Ciresi advised all those wishing to speak to please sign in on the sheet provided.

*The sign in sheets are attached to the agenda as part of the minutes.

The following members of the public, who represented parents, former players and current players, spoke in support of Mr. Tim Hughes being awarded the extra-curricular contract as coach of the Girls' High School Softball Team for the 2014-2015 school year (Personnel, Item K #92):

Heather Rush

J.P. Norris

Mandi Rush

Wendy Williams read a letter submitted by a former player Noelle Chippolini

Maria Rush

Kristin Robinson

Mr. DiBello asked how many people were present tonight to speak on behalf of Tim Hughes and a large number of hands were raised.

Mr. DiBello made a motion to approve Item K #92, under Personnel, the extra-curricular contract for Tim Hughes as the Girls' High School Varsity Softball Coach, and Mr. Cromley seconded it. The motion passed 8-0. Mr. Hughes was approved as the 2014-2015 Girls' High School Varsity Softball Coach.

Zach Laurie, Limerick, PA, wanted to extend his personal thanks and the thanks of all of the Spring-Ford Education Association members to the home and school associations for all that they do for them. He spoke about the technology supports that have been purchased for the classrooms by the home and school associations. Mr. Laurie stated that the teachers are very excited about the use of technology in the classrooms as they see it as a really effective tool.

The following members of the public who represented the Spring-Ford Education Association, parents and the community spoke against the revision of the 2014-2015 school calendar (New Other Business, Letter E). Some of the concerns raised were that parents should have been asked for their input, the professional development days are more useful for both students and staff if held during the school year, lack of time to prepare classrooms for students due to the elimination of one of the in-service days at the beginning of the year, the proper training of teachers for the 1:1 initiative, summer job opportunities for teachers and assistants who need to supplement their income, learning and understanding new forms and new innovations for the Gifted Program,

Dr. Kristin Brown

Rhiannon Zimmerman

**Kim Slomeana
Jeffrey DiPietro
Jean Lare
Brian Aikens
Yvonne Rivera
Andrea Krauss
Susan Trimble
Ellen Luchette
Becky Barnett
Mark Luchette
Shannon Lotz
Zach Luchette
Laura DiBattista**

Dr. Goodin stated that the changes were made to provide the best opportunity for students to get the required number of days in the unlikely event of a teacher work stoppage. He added that they wanted to make sure that all of the students get their days in and the calendar is kept as stable as possible, especially the end of the calendar, in light of a possible, hopefully unlikely, teacher work stoppage.

Mr. Fitzgerald commented that with regards to the calendar, the district has until June 30th to approve and amend a calendar. Mr. Fitzgerald added that if there is a situation where there is no work stoppage then the district at that point could interface with PDE in terms of modifying the calendar if necessary. Mr. Fitzgerald added that the need to adjust a calendar is not atypical during the negotiations process and he suspects that this would have occurred last year but for the fact that it appeared that there might be a tentative agreement so there was not an imminent need to do this. Mr. Fitzgerald stated that during Act 88 bargaining districts do sometimes backfill professional development days in case of work stoppage.

Mr. Ciresi stated that if it is the three days that the teachers want put back in the front of the calendar then the Board has no problem putting them back in. Mr. Ciresi commented that the work stoppage rumors did not come from the board table but from the audience at a board meeting recently and the Board is looking out for the best interest of the kids. Mr. Ciresi said that if the teachers want the three days put back into the front then they can motion to have those days put back in.

Mr. DiBello asked for clarification on the purpose that teachers need the professional development days during the year. Mr. Aikens replied that the time is needed for all of the things that are going to be implemented in the district and if they do not have the time to get the education to give back to the students then it does a disservice to them.

Mr. Ciresi asked for clarification from the solicitor that if they are able to reach an agreement this summer with the teachers can they revert back to the original calendar and Mr. Fitzgerald replied yes he believes there would be that flexibility with PDE to modify the calendar based on new information.

Jeffrey DiPietro, Royersford, PA expressed his concern over the motion under New Personnel, Letter J, and the fact that the salary amount for Dr. Goodin was not filled in. Mr. Fitzgerald explained that the salary had not been determined by the Board prior to

the agenda going to print. The salary will be filled in when that motion comes up during the meeting.

Jean Lare, Royersford, commented that the rumors on the teacher work stoppage did not come from the teachers as that was not even in their thought process.

Susan Trimble, Royersford, PA gave an explanation on the value of in-service days for teachers saying that it provided teachers the opportunity for staff development on state initiated programs such as SLO and Common Core. She commented on the teacher led workshops that have occurred on previous in-service days and the benefit to others.

Mr. DiBello stated that he wanted to clarify that when he asked the question on the purpose of in-service days for teachers he was not being facetious but wanted to give teachers the opportunity to explain why and he felt that the explanation that Mrs. Trimble provided was a good one.

Ellen Luchette, Limerick, PA stated that teachers did not bring up anything regarding a work stoppage before and Mr. DiBello commented that it was brought up by the teacher's representatives.

Mr. Fitzgerald stated that at this point both parties can agree to disagree regarding the rumor on teacher work stoppage. Mr. DiBello commented that from what he is hearing from the greater group of teachers is that what was communicated was not a true statement regarding that a representative stated that there was going to be a work stoppage. Mr. DiBello stated that the Board is basing decisions on the information that has been provided to them. Mr. Fitzgerald responded that the Board is basing their decisions on information they have albeit it might be hearsay from individuals in the community, it is still a reality that it is the second year into negotiations and even if it was the first year it would be prudent to adjust the calendar.

Mrs. Spletzer commented that the Board Members really are considering the students and the calendar that is on the agenda is not something that they as a group wanted. She stated that it is at the recommendation of what is best in the situation.

Mr. Fitzgerald commented that Mr. Ciresi may want to confirm with Mrs. Leiss that under the status quo contract the Board is still approving tuition reimbursement for coursework so there are still opportunities for coursework under the status quo contract. Mrs. Leiss confirmed this was correct.

Zach Laurie, Limerick, PA commented that as a member of the negotiating team they did not bring up a work stoppage. He stated that he knows a community member about a month or two ago was concerned about a work stoppage and mentioned that 20 years or so ago there was a strike. Mr. Laurie said the comment did not come from the Leadership Team from the SFEA or the Negotiating Team. Dr. Goodin asked Mr. Laurie if he was telling the Board and the community that there will not be a work stoppage next year and Mr. Laurie replied that he cannot say anything with certainty. Mr. Ciresi stated that if Mr. Laurie can tell them tonight that for the next year there is not going to be a work stoppage then the calendar will go back to the way it was. Mr. Fitzgerald interrupted the dialogue

and said that he would not put Mr. Laurie in that position nor would he want to put the Board in that position. Mr. Fitzgerald said that there is a bargaining session this week and he knows the Board is optimistic and hopeful that there could be progress made. Mr. Laurie stated that the teachers are extremely hopeful that a decision can be made as well.

Mr. Jackson commented that he wanted the audience to know that they are considering this calendar and as a parent in the district he understands everyone's concerns. Mr. Jackson stated that not everything is written in stone and that is why they are here talking to the public. Mr. Jackson added that many of the Board Members have children in the district so they have a vested interest the same as many of the public present do.

Mr. Fitzgerald commented on a statement made about the fiscal impact on the district by changing the calendar and stated that generally by back loading the calendar the fiscal impact is positive one on the district since if the teachers are out on strike they cannot be paid to be out on strike.

Ed Zoller, Collegeville, PA, stated that his son has been playing varsity baseball for two years and a group of parents have been trying to get together with the athletic director for awhile. Mr. Zoller commented that they have issues with the varsity coach and they do not believe he has the qualifications needed to coach the players at the elite level they are. Mr. Zoller stated that he believes the Board has reviewed some surveys and he asked Dr. Goodin if he had reviewed the surveys. Dr. Goodin replied that he does not review the surveys from end of season sports as this is done by the athletic director. Mr. Zoller stated that being the proximity of the season and the quickness for which the contract is being renewed he would like to ask the Board to table the renewal of the coaches' contract for a couple of months so that they can have the opportunity to get together with the athletic director. Mr. DiBello questioned what Mr. Zoller meant by the quickness of the renewal coming up and Mr. Zoller explained that the contract is on the agenda for renewal tonight and the season just ended. Mr. DiBello stated that the contracts are on an annual renewal so they start and end at the same time each year. Mr. Zoller asked the Board to give them time to meet with the athletic director. Mr. Ciresi stated that the Board will take that under consideration.

Julie Davidheiser, Limerick Township, asked why on election days when the students are off that the teachers could not use these days as in-service days rather than put the days at the end of the school year. Mrs. Davidheiser commented that she sits on the negotiating team and does not believe that anyone spoke about a strike. She added that there are rumors every day and the fear of a strike is one that their own members are dealing with. Mrs. Davidheiser spoke of her bad experience during the last teacher strike and stated that she thinks everyone needs to take a step back and look at this and do what is best for kids.

Bob Yost, Linfield, PA, stated that he wanted to discuss the vote tonight for the baseball coach. He commented that he has known Coach Brobst for a number of years. Mr. Yost stated that they have tried to meet with Mr. McDaniel twice but those meetings have been cancelled. Mr. Yost asked that the Board delay the vote a month so that their meeting with Mr. McDaniel can take place.

II. PRESENTATIONS

Dr. Goodin recognized the Home and School Associations/Leagues, Parent Teacher Associations/Organizations, and the Music Association and asked each group to come forward, introduce themselves and talk a little bit about some of the highlights of what they are doing. Dr. Goodin presented each group with a certificate in recognition of all they do for the students and their schools. Dr. Goodin also recognized the work of the Athletic Boosters although they were not able to be present for the meeting.

- A. Recognition of the volunteers of the **Home and School Associations/Leagues** and the **Parent Teacher Associations/Organizations** for their time and efforts on behalf of the students of Spring-Ford Area School District.

Dr. Floyd and Mrs. Bast presented a PowerPoint that provided an update of changes to Chapter 4 Regulations. Information presented included updates on Pennsylvania Core Standards, the elimination of the state-prescribed strategic plan, Keystone Exams, supplemental instruction and project based assessments, and new high school graduation requirements.

- B. **Dr. Keith Floyd**, Director of Curriculum and Instruction, and **Kimberly Bast**, Assistant Director of Curriculum and Instruction, to present "Updates on Chapter 4 Regulations".

III. APPROVAL OF MINUTES

Mr. Cromley made a motion to approve Item A and Mr. Dehnert seconded it. The motion passed 7-0. (Mr. Pettit was not present at the table when the vote took place).

- A. Administration recommends approval of the May 19, 2014 Work Session minutes. (**Attachment A1**)

IV. BOARD AND COMMITTEE REPORTS

Community Relations **Joseph Ciresi** **3rd Mon. 6:30 p.m.**
There was no report as the Community Relations Committee did not meet.

MCIU **Tom DiBello** **4th Weds. 7:45 p.m.**
Mr. DiBello reported that the meeting will actually take place this week and the majority of the meeting will be focused on the search for a new MCIU Executive Director which is now underway.

Curriculum/Technology **Dawn Heine** **1st Tues. 6:30 p.m.**
No report as Mrs. Heine was absent.

Policy **Dawn Heine** **2nd Mon. 7:00 p.m.**
No report as Mrs. Heine was absent.

PSBA Liaison **Kelly J. Spletzer**
Mrs. Spletzer reported that the Federal Healthy Hunger Free Kids Act which became law in 2010 and provides for nutritious school lunches took effect in 2012. She stated that currently more than 90% of U.S. schools are complying with this including Spring-Ford. Mrs. Spletzer added that the results show that students that eat school meals are eating more fruits and vegetables, the new regulations are expensive for school districts to maintain. The School Nutrition Association has asked that schools be given the chance to opt out of the nutritional

guidelines for at least a year. Mrs. Spletzer next reported that the House Appropriations Committee, late last month, passed a bill that could make that happen if congress agrees. She commented that the General Assembly will soon finalize their 2014-2015 budget but possibly not on time. Mrs. Spletzer added that PSBA continues to urge legislators to adopt a pension reform plan as without any action the state and school districts will be accountable for billions of dollars in retirement contribution costs that ultimately will have to come from the pockets of taxpayers. Mrs. Spletzer reported that the recent release of the School Performance Profile further illustrates the need for all schools, public and their counterparts, to be held accountable for the same financial and academic standards. Mrs. Spletzer revealed that the average scores out of a possible 100 for traditional public schools was 77.1, brick and mortar charter schools scored a 66.4, and cyber schools scored 46.8.

Superintendent Evaluation Bernard F. Pettit

Mr. Pettit reported that the superintendent evaluation was performed this week as the Personnel Committee met with Dr. Goodin. He commented that he is happy to state that the evaluation was a positive one and they are proceeding with establishing new goals and objectives for Dr. Goodin going forward.

Superintendent's Report Dr. David R. Goodin

Dr. Goodin reminded the public that the 18th Annual Blue and Gold Scholarship Golf Outing which is sponsored by the Education Foundation will be held on Wednesday, August 13th. Dr. Goodin stated that the proceeds go towards Education Foundation scholarships and he invited everyone to come out and support this great cause. Dr. Goodin announced that the district-wide climate survey results are now posted under the "Your Voice" link on the website and that he will be making a formal presentation of the results to the Board at an upcoming meeting. Dr. Goodin congratulated Ian Fickert, a 7th grade teacher, for being awarded a \$900 grant from the Chamber of Commerce for his Magnetic Levitation Train Unit.

Solicitor's Report Mark Fitzgerald

There was no report.

V. PERSONNEL

Mr. Dehnert asked that Item K be separated. Mr. DiBello made a motion to approve Items A-I and Mr. Pettit seconded it. The motion passed 8-0.

A. Resignations

1. **Arminty J. Brewer**, Family and Consumer Science Teacher, Senior High School; for the purpose of retirement. Effective: June 18, 2014.
2. **Jillian R. Hardgrove**, English Teacher and Ramoires Advisor, Senior High School. Effective: June 18, 2014.

New Resignations

3. **Jessica L. Pennington**, Music Teacher, 8th Grade Center. Effective: August 18, 2014.
4. **Constance Volker**, Part-time (3 hour/day) Food Service, Senior High School. Effective: June 13, 2014.

B. Leave of Absence

1. **Amanda K. Leslie**, Learning Support Teacher, Senior High School; for child-rearing leave per the Professional Agreement. Effective: September 4, 2014 through January 22, 2015.

New Leave of Absence

2. **Christine N. Wike**, Elementary Teacher-3rd Grade, Oaks Elementary; for an extension of child-rearing leave per the Professional Agreement. Effective: August 19, 2014 through October 30, 2014.

C. Support Staff Employees

1. **Karlis M. Budkevics**, Instructional Assistant, Royersford Elementary School; replacing Amanda Martellucci who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits as per the Instructional Assistant's Plan. Effective: August 19, 2014.
2. **John M. Watkins**, Maintenance II, District-wide; replacing Russell W. Boyer who resigned. Compensation has been set at \$23.93 per hour with benefits per the Maintenance Plan. Effective: July 1, 2014.

D. Changes of Status

1. **Gregory V. Detwiler**, Maintenance I to Maintenance II. Compensation has been set at \$23.93/hour with benefits as per the Maintenance Plan. Effective: July 1, 2014.
2. **Marshall Fields, III**, Maintenance II to Maintenance III. Compensation has been set at \$27.13/hour with benefits as per the Maintenance Plan. Effective: July 1, 2014.
3. **Edward Nugent**, Maintenance II to Maintenance III. Compensation has been set at \$27.13/hour with benefits as per the Maintenance Plan. Effective: July 1, 2014.

New Change of Status

4. **Kristine K. Bradley**, Part-time (.7) School Psychologist, Oaks Elementary; to Part-time (.8) School Psychologist. Compensation is set at M+30, Step 13, \$85,800 prorated. Effective: August 20, 2014.
- E. The Board approved the following Special Education Teachers to be hired for the 2014 Extended School Year – Professional Staff including: Fast Forward, Speech & Language Services, and Tutor Programs. Compensation will be set

at \$30.00 per hour plus benefits (FICA & Retirement). Funding will be from 2013-2014 IDEA funds.

1. **Katherine L. Helm**
2. **Alice Hollingsworth**
3. **Katherine Macel**

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

1. **Nadine L. Hoffman**
2. **Kristen K. Katzianer**
3. **Emily L. McGranahan**

G. The Board approved employing personnel during the interval between the June Board meeting and the August Board meeting for the 2014-2015 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 2014-2015 General Fund Budget.

New Personnel Motions

H. Temporary Professional Employee

1. **Wayne F. Downs**, Emotional Support Teacher, 5/6th Grade Center. Compensation will be set at B Step 1, \$43,200.00 with benefits per the Professional Agreement. Effective: August 19, 2014.

I. The Board approved the Salary Book for the 2014-2015 school year.

Mr. DiBello announced that based on the superintendent evaluation it is the Board's recommendation to provide Dr. Goodin with a 2% salary increase. Dr. Goodin's current salary is \$175,032.00 and the 2% increase is a \$3,500.64 which brings his current salary to \$178,532.64.

Mr. DiBello made the motion to approve Item J and Mr. Pettit seconded it. The floor was opened for public comment.

Jeffrey DiPietro, Royersford, PA stated that he would not speak out about anyone getting a raise but he personally is making less money now than he did in 2008. Mr. DiPietro commented that the problem he has with this system that is set up tonight is that the general public has no idea to even be here to complain about it if they have a complaint. He stated that this seems sneaky and underhanded. Mr. Ciresi clarified that with regards to the sneaky and underhanded comment that this system has gone on as long as he has sat at the board table and with every superintendent before. Mr. Ciresi said he hears what Mr. DiPietro is saying and he does not disagree that this information could be given ahead of time but this has been the process. He stated that the Board could take this into consideration as we move forward next year in order to make sure that

the number is out before the meeting. Mr. Ciresi stated that it was not the 9 of them who did a sneaky underhanded deal as this has been the tradition at Spring-Ford. Mr. DiPietro stated that he is not pointing at anyone but is saying that this system needs to be changed as people need to have advanced warning whether it be Dr. Goodin or someone else who may be in his position.

The motion passed 8-0.

J. The Board approved the salary for the Superintendent of Schools, Dr. David R. Goodin. Dr. Goodin's salary for 2014-2015, beginning July 1, 2014 will be \$178,532.64.

Mr. DiBello made a motion to approve Item K and Mr. Pettit seconded it.

Mr. Dehnert requested that the Board change the motion to remove the contract for the baseball coach so that the two parents who came here tonight could meet with the athletic director. He suggested that the contract be held until August to be voted on.

Mrs. Spletzer asked if that would include the other two contracts for the same individual that are on the agenda for approval and Mr. Dehnert replied no only Item K #20 just the baseball coach contract.

Mr. DiBello stated that Mr. McDaniel and Dr. Roche have reviewed the end of season surveys completed by the students and it is Mr. McDaniels' recommendation to move forward with Mr. Brobst for that position. Mr. DiBello stated that although he can understand that there was a meeting that was supposed to have taken place the Board is going by the information that was provided this evening.

Mr. Fitzgerald clarified that if there was a friendly amendment to the original motion to remove #20 then it could be done. After discussing the reasons why and why not to vote on K #20, it was apparent that the Board was not in friendly agreement to amend the original motion to table Item K #20. Mr. Fitzgerald advised the Board that their options, since they were not in agreement, were to approve the entire listing of extra-curricular contracts or table the entire listing. Since some contracts listed for approval begin prior to the next board meeting taking place the board opted to vote on the entire listing of contracts.

The motion passed 8-0.

K. The Board approved the attached extra-curricular contracts for the 2014-2015 school year. **(Attachment A2)**

VI. FINANCE

Mr. DiBello made a motion to approve Items A-P and Mr. Ciresi seconded it.

Mrs. Spletzer asked for an explanation on Item D and Dr. Goodin replied that this motion gives approval to issue purchase orders during July and August during the time period when no board meetings take place.

Mr. Jackson asked if there was a cap on the dollar amount for Item D and Dr. Goodin replied that all purchase orders would be for budgeted items. Mr. Fitzgerald added that

the Board approved the budget so the purchase orders would be standard purchase order items under the budget. He stated that the Board would still come back at the August meeting and affirm those purchase orders so there would not be a cap on them.

The motion passed 8-0.

***NEW ADDITIONS SINCE THE WORK SESSION**

- 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. Weekly Checks prior to Work Session

May

Check No. 153656 – 153728	\$ 700,684.16
ACH 131400543 - 131400552	\$ 424.93

June

Check No. 153729 – 153879	\$ 769,370.11
ACH 131400553 – 131400572	\$ 1,455.87

2. Athletic Fund

May

Check No. 307066 – 307136	\$ 23,720.35
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3. *Weekly Checks prior to Board Meeting

***June**

*Check No. 153880 – 153942	\$ 300,455.89
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4. *Board Checks held for approval

*Check No. 153943 – 153963	\$ 35,446.48
*ACH 131400573 – 131400620	\$ 16,771.48

- C. The Board approved paying outstanding obligations of the 2013/2014 fiscal year for which invoices have not yet been received or processed prior to the June Board meeting.
- D. The Board approved issuing purchase orders in July and August in favor of those firms that qualify under the provisions of the Public School Code for formal awards by the Board of Directors. The law requires that awards be made to the lowest responsible bidder on items specified or items equal thereto. Board authorization will help to assure that materials and supplies required for the beginning of the new school year will be received on time.

E. The Board approved the following **independent contracts**:

1. **Jessica Gorlin-Liddel – Haddonfield, NJ.** Provide an “Artist in Residence Program” at Upper Providence Elementary School. The 4th grade class along with professional artist, Jessica Gorlin-Liddell, will design and create mosaic murals to hang in the courtyard as a permanent artwork collection. Funding will be split between the Upper Providence Elementary Assembly Budget and the Upper Providence Home and School Association and shall not exceed \$3,605.00.
2. **K12 Insight – Herndon, VA.** Provide a comprehensive data collection service including “Let’s Talk” for the 2014-2015 school year that through the use of surveys will help the school district improve the engagement of its key stakeholders (parents, teachers, students, and community members). Funding will be paid from the Superintendent’s Budget and shall not exceed \$25,095.00.
3. **Spring Valley YMCA – Royersford, PA.** Provide an Extended School Year Program for a special needs student as per the IEP. Services will be provided for 7 weeks at a rate of \$215.00 per week. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed \$1,505.00.
4. **Overbrook School for the Blind – Philadelphia, PA.** Provide an Extended School Year Program for a special needs student as per the IEP. Services will be provided for 18 days at a rate of \$198.00 per day. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed \$3,564.00.
5. **Lyndi Puleo – Phoenixville, PA.** Provide Psychological services during the 2014-2015 school year for students who require initial psychoeducational evaluations and/or reevaluations. Services will be provided for 22.5 hours per week for 40 weeks at a rate of \$75.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$65,500.00.
6. **Spring Valley YMCA – Royersford, PA.** Provide an Extended School Year Program for a special needs student as per the IEP. Services will be provided for 6 weeks at a rate of \$67.50 per week. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed \$405.00.
7. **Joy Brewster and Associates – LaGrangeville, NY.** Provide Applied Behavior Analysis Training in the home as part of the Extended School Year Program for a special needs student as per the IEP. Services will be provided for 270 hours at a rate of \$35.00 per hour for a cost of \$9,450.00. In addition 24 hours of ABA Consult Services will be provided at a rate of \$95.00 per hour for a cost of \$2,280.00. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed a total of \$11,730.00.
8. **Lisa Kowalski – Connecting the Pieces - Norristown, PA.** Provide instructional services for extracurricular activities for a special needs student as part of an Extended School Year Program as per the IEP. Services will be provided for 145 hours at a rate of \$30.00 per hour. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed \$4,290.00.

9. **The Academy – Norristown, PA.** Provide an educational placement for the 2014-2015 school year for a special needs student as per the IEP. Services will be provided for 180 days at a rate of \$128.50 per day. Funding will be paid from the Special Education Budget and shall not exceed \$23,130.00.
10. **Austill's Rehabilitation Services, Inc. – Exton, PA.** Provide Occupational Therapy services during the 2014-2015 school year for a special needs student attending an approved private school as per the IEP. Services will be provided for 38 weeks at a rate of \$60.59 per week. Funding will be paid from the Special Education Budget and shall not exceed \$2,302.42.
11. **Amy Feldmann – Royersford, PA.** Provide Physical Therapy services during the 2014-2015 school year for special needs students as per their IEPs. Services will be provided for 34 hours per week for 36 weeks at a rate of \$65.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$79,560.00.
12. **Variety Club – Worcester, PA.** Provide Extended School Year Programs for 6 special needs students as per their IEPs at a rate of \$3,625.00 per student or a total of \$21,750.00. In addition, 72 total sessions of speech therapy and 36 total sessions of occupational therapy will be provided at a rate of \$90.00 per session for a total of \$9,720.00. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed \$31,470.00.
13. **Variety Club – Worcester, PA.** Provide an Extended School Year Program for a special needs student as per the IEP. Services will be provided for 8 weeks at a cost of \$4,875.00. In addition, 8 total sessions of speech therapy will be provided at a cost of \$90.00 per session for a total of \$720.00. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed \$5,595.00.
14. **Melissa Yonchuk – Collegeville, PA.** Provide Behavior Specialist and Support services during the 2014-2015 school year for special needs students as per their IEPs. Services will be provided for 7 hours per day for a total of 190 days at a rate of \$70.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$93,100.00.
15. **Devereaux Foundation – King of Prussia, PA.** Provide an Extended School Year Program for a special needs student as per the IEP. Services will be provided for 30 days at a rate of \$210.00 per day. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed \$6,300.00.
16. **Cynthia Mosier – Jeffersonville, PA.** Provide Physical Therapy services during the 2014-2015 school year for special needs students as per their IEPs. Services will be provided for 36 hours per week for 36 weeks at a rate of \$65.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$84,240.00.
17. **HMS School for Children with Cerebral Palsy – Philadelphia, PA.** Provide an Extended School Year Program for a special needs student as per the IEP. Services will be provided for 27 days at a rate of \$475.00 per day. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed \$12,825.00.

18. **Christina Turley – Havertown, PA.** Provide Music Therapy services for the multiple disabilities support classroom as per student's IEPs. Services will be provided for 2 hours per week for 35 weeks at a rate of \$85.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$5,950.00.
19. **PSA Healthcare – Reading, PA.** Provide Nursing services during the Extended School Year Program and the 2014-2015 school year for a special needs student who attends an approved private school as per the IEP. Services will be provided for 5 days per week for 7 hours per day at a rate of \$45.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$66,150.00.
20. **Lakeside Educational Network – Fort Washington, PA.** Provide 11 educational slots (6 at the Souderton Vantage Academy and 5 at the Upper Merion Vantage Academy) including transportation for 180 days for special needs students requiring an alternative placement for the 2014-2015 school year. Lakeside shall also reserve 1 general education and 3 special education slots for students referred by the district to a program of Lakeside, i.e. Lakeside School and/or Lakeside Girls Academy for the 2014-2015 school year. Funding will be paid from the Alternative Education Budget and shall not exceed \$417,590.25.
21. **Lakeside Educational Network – Fort Washington, PA.** Provide 4 full-time Mainstay Program Counselors to deliver on-campus problem/resolution services for the 2014 - 2015 school year. Funding will be paid from the Alternative Education Budget and shall not exceed \$267,350.00.
22. **Dr. John Aylward – Royersford, PA.** Provide Medical Supervision and Emergency Treatment services for the 2014-2015 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 \$3,000.00.
23. **Dr. Adam Chrusch – Jenkintown, PA.** Provide Medical Supervision and Emergency Treatment services in the absence of Dr. John Aylward for the 2014-2015 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 \$3,000.00.
24. **Friendship Hook Ladder and Ambulance, Inc. – Royersford, PA.** Provide Ambulance services for the 2014-2015 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 up to a maximum of \$250.00 per game depending on the requirement of stay. Funding will be paid from the Athletic Budget and shall not exceed \$8,500.00.

New Independent Contracts

25. **Richard Weidner – Telford, PA.** Provide Spring-Ford Transitional Employment Programs (S.T.E.P.) for the 2014-2015 school year for special needs students as

per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$85,000.00.

26. **The Melmark School – Berwyn, PA.** Provide intensive educational and related services for a special needs student for the 2014-2015 school year as per the IEP. Services will be provided for 185 days at a rate of \$498.92 per day. Funding will be paid from the Special Education Budget and shall not exceed \$92,300.20.
 27. **Devereaux Ascent Program – Villanova, PA.** Provide an Extended School Year Program for a special needs student as per the IEP. Services will be provided for a period of 5 weeks for 8 hours per week at a rate of \$40.00 per hour for a total of \$1,600.00. In addition, behavior analyst services will be provided for 10 hours at a rate of \$80.00 per hour for a total of \$800.00. Funding will be paid from the Special Education Budget IDEA Funds and shall not exceed \$2,400.00.
 28. **PA Friends of Agriculture – Camp Hill, PA.** Provide a mobile agricultural education science laboratory for students at Limerick Elementary School. Funding will be paid by the Limerick Home and School League and shall not exceed \$2,500.00.
- F. The Board approved of a month to month independent contract with Communication Solutions for the 2014-2015 school year commencing on July 1, 2014 and remaining in force until June 30, 2015, unless sooner terminated by either party upon thirty days prior written notice. The monthly rate shall be \$3,348.00 for retained services. Additional services not included in the monthly retainer will be billed separately at an hourly rate of \$170.00 plus costs upon approval of the quote.
- G. The Board approved continuing with the legal services, for the 2014-2015 school year, of Fox Rothschild LLP at a blended hourly rate of \$195.00 per hour for those services listed in the agreement. Items not covered under the agreement of services letter will be billed at the established rates under the Miscellaneous Matters and Rates as outlined in Fox Rothschild's agreement.
- H. The Board approved **Resolution 2014-22** for the adoption of the 2014-2015 General Fund Budget in the amount of \$136,988,745 which represents a tax increase of 1.95% (millage is 25.746). A PowerPoint of the 2014-2015 June Budget and PDE form 2028 is available on the Spring-Ford website under Departments/Business Office/ A 2014-2015 Budget Documents. (**Attachment A3**).
- I. The Board approved **Resolution 2014-23** for the 2014-2015 Homestead and Farmstead Exclusion. (**Attachment A4**).

New Finance

- J. The following Treasurers' Reports were approved:
- General Fund
- Money Market – May 2014
 - PSDLAF – May 2014
 - PSDMAX – May 2014
 - Checking Account – May 2014
 - PLGIT Account – May 2014

- Investment Accounts & Investment Schedule - May 2014
- Payroll Account – May 2014
- Tax Account – May 2014

Activity Accounts

- Elementary Activity – May 2014
- 7th Grade Activity – May 2014
- 8th Grade Activity – May 2014
- High School Activity – May 2014
- Athletic Account – May 2014

Bond Funds

- Note of 2007A – May 2014

Other Funds

- Capital Reserve Fund & Investment Schedule – May 2014
- Debt Service Fund – May 2014
- Reservation of Funds (Natatorium, Insurance, Retirement) - May 2014

Cafeteria Fund

- Cafeteria Money Market – May 2014
- Cafeteria Checking Account – May 2014
- Cafeteria PSDLAF Account – May 2014
- Investment Account – May 2014

- K. The Board approved a change in the charge for the replacement of lost Employee ID Badges. The new rate will be \$10.00 which represents a decrease on the previous rate of \$25.00.
- L. The Board approved a confidential settlement agreement and release agreement #2014-03 with the parents of a special needs student and the authorization of payment of tuition in the amount of \$38,415.00. Funding will be paid from the Special Education Budget.
- M. The Board approved the **Cafeteria Listing** of Bills:

MAY

Check No. 11657 - 11751 \$ 213,673.96

- N. The Board approved the acceptance of the following bid awards for the 2014-2015 school year. The bids were due on April 23, 2014.

ART SUPPLIES-District Wide

1. Blick Art Materials	\$ 6,205.09
2. Commercial Art Supply	\$ 5,261.76
3. T.B. Hagstoz & Son, Inc.	\$ 3,429.09
4. Kurtz Brothers	\$ 8,268.32
5. National Art	\$13,404.30
6. Quill	\$ 3,042.95
7. School Specialty Inc.	\$13,564.20
8. Standard Stationery	\$ 952.99
9. Triarco	<u>\$ 6,736.34</u>
TOTAL	\$60,685.04

PAPER SUPPLIES-District Wide

10. Becker's School Supplies	\$ 6,279.01
11. Kurtz Brothers	\$ 4,573.74
12. School Specialty	<u>\$ 1,928.10</u>
TOTAL	\$12,780.85

PHYSICAL EDUCATION SUPPLIES-District Wide

13. Aluminum Athletic Equipment Co.	\$ 422.25
14. BSN Sports/US Games	\$ 9,138.06
15. Gopher Sports	\$ 4,224.56
16. Quill Corporation	<u>\$ 2,653.71</u>
TOTAL	\$16,438.58

- O. The Board approved the following **additions/deletions** from the per capita tax for the 2013-2014 school year:

Limerick Township Deletions	No.	1141 - 1146
Royersford Borough Deletions	No.	600 – 614

- P. The Board approved the following **Use of Facilities Permits**:

Permits No. 4854 – 4865

VII. PROGRAMMING AND CURRICULUM

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

Mr. Pettit commented on Item A saying that the district has made great strides in providing AP courses for the students and the teachers have done a great job in getting them ready.

- A. The Board approved the following **new textbooks** for the 2014-2015 school year. Funding will come from the Curriculum Budget and shall not exceed \$5,900.00.

<u>Course</u>	<u>Textbook</u>	<u>Publisher</u>
1. AP Human Geography	<i>The Cultural Landscape: An Introduction to Human Geography, 11th Edition</i>	Pearson Education, Inc. Upper Saddle River, NJ

New Programming and Curriculum

- B. The Board approved the acceptance of the Pottstown Area Health and Wellness Foundation Grant in the amount of \$80,000.00. The grant will continue to support our district-wide Healthy Choices Program.

VIII. PROPERTY

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

- A. The Board gave approval for Tyco-Simplex/Grinnell to upgrade the fire alarm at Royersford Elementary School. This is necessary to meet all new life and safety code issues. This will be completed through their proposal as per the NJPA # 031913-SGL contract. This work will be completed over the summer months. Funding will come from the Capital Reserve Fund and shall not exceed \$59,574.00.
- B. The Board approved awarding the Trash and Recycle Bid to **Waste Management of PA**, for the third year in the amount of \$50,076.00. **A.J. Blosenski** for the Compactor Closed Top Roll-Off for the third year for the Flex Building in the amount of \$200 per haul, \$62 per ton and \$100 rental per month beginning July 1, 2014. **Advance Disposal** for the Open Top Roll-Off for the third year in the amount of \$165 per haul, \$62 per ton for the school year July 1, 2014 - June 30, 2015, pending paperwork. The District has the option to continue the contracts for another year if service is satisfactory. Funding will come from the 2014-2015 Maintenance Budget.
- C. The Board approved the following Maintenance Service Agreements as per the RFP's for the 2014-2015 school year:
1. Anchor Fire Protection Company

Sprinkler System Inspection	\$ 6,615.00
Backflow Preventer Inspections	\$ 3,310.00
 2. Barber's Septic Service

Kitchen Grease Traps	\$ 1,625.00
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 3. FSC Pro Services

Annual Cleaning, Testing and Inspection of Turf Fields at the High School	\$ 3,200.00
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 4. International Salt – Sodium Chloride Road Salt

	\$ 10,000.00
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 5. Johnson Controls (District-Wide)

HVAC & ATC Controls	\$ 121,000.00
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 6. Kensol Airways

Kitchen/Dishwasher Hood Exhaust Cleaning	\$ 3,886.00
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 7. Lewis Environmental

Emergency Response/Renewal Commitment	As needed, per their fee
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 8. MARCO Inc.

Portable Fire Extinguisher Inspection	\$ 8,000.00
Kitchen Hood Fire Suppression Systems	\$ 1,555.30

9. Oehlert Brothers	
Diesel	\$ 4,000.00
Gasoline	\$ 4,000.00
10. Otis Elevator – Service Agreement – District Wide	\$ 13,024.00
11. Parks Construction	
Playground Inspections	\$ 4,250.00
12. PROASYS, Inc. - HVAC Water Treatment	\$ 15,960.00
13. R J McCarville Associates	
HS, 9 th G C, 8 th G C, I/MS – Bleacher Inspections	\$ 2,810.00
14. R J McCarville Associates (District Wide)	
Folding Door/Partition Inspection	\$ 5,790.00
15. Secure-A-Home (District-Wide)	
Security Monitoring	\$ 4,080.00
16. Terminix	\$ 2,993.64
17. Tyco Simplex/Grinnell, Allentown, PA	
Fire Alarm Systems	\$ 12,054.00

IX. CONFERENCE/ WORKSHOP RECOMMENDATIONS

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

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

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

DISTRICT-WIDE

- A. **Dr. Keith Floyd**, Director of Curriculum & Instruction, **Christine Raber**, Supervisor of Special Education, **Jennifer Rinehimer**, House Principal, **Holly Smith**, Math Intervention Specialist, **Jen McGlade**, Reading Specialist, **Krista Brooke**, **Brenda Haydt**, and **Megan Wiley**, Teachers, to attend the *“Project Max Summer Institute”* from August 4 through August 7, 2014 at the Hershey Lodge and Convention Center. There is no cost to the district for this training as all expenses are being paid through the Project Max Grant.

HIGH SCHOOL

- B. **Sarah Kalish**, Spanish Teacher, to attend *“AP Summer Institute – AP Spanish”* at the Montgomery County Intermediate Unit in Norristown, PA from July 14 through July 18, 2014. The total cost for this conference is \$925.00 (registration) from the 580 account.

X. OTHER BUSINESS

Mr. Ciresi pointed out that Item A should read for approval tonight and that the wording appearing on the agenda is a misprint.

Mr. Dehnert made a motion to approve Items A-E and Mr. Cromley seconded it. The motion passed 8-0.

A. The Board approved the following policy:

1. Policy #004.1 – LOCAL BOARD PROCEDURES: Student Board Representation (**Attachment A5**).

B. The Board approved the appointment of **Timothy Anspach** to the office of the Board Treasurer of the Spring-Ford Area School District Board of Directors for a term of one (1) year, effective July 1, 2014.

C. The Board approved the submission of a waiver application to the Pennsylvania Department of Education prior to the August 15, 2014 deadline. This waiver application, if approved by PDE, will allow the 9th Grade Center and the 10-12 Grade Center to operate under one one single state generated “school branch number”. Currently the 9th Grade Center and the 10-12 Grade Center operate under separate numbers. This new single identification number will assist the district with data collections and reporting requirements in the future.

D. The Board granted permission for the High School Cheerleading Competition Squad to attend the UCA National Competition in Orlando, Florida from Thursday, February 5th through Monday, February 9, 2015. Attendance at this competition will be based on the squad qualifying at the regional competition which will be held in December 2014 at Kutztown University. The total cost per student-athlete for the UCA National Competition will be approximately \$999.00 which will cover transportation, lodging and meals. The High School Cheerleading Competition Squad and the coaching staff will conduct fund-raising events to help defray the costs. Student-athletes will miss two days of school on Friday, February 6 and Monday February 9, 2015 and will be responsible for making up all missed work. There will be no cost to the district other than a substitute for two days for Coach Kylene Malone.

New Other Business

E. The Board approved the Revised 2014-2015 school calendar. (**Attachment A6**).

XI. PUBLIC TO BE HEARD

Julie Davidheiser, Limerick Township, stated that she wanted to address a comment made last month regarding the board’s concern for the turnover of leadership on the negotiating team and their feeling that it was hindering the negotiation process. She stated that members of the SFEA based on a recent vote declared their faith in and their commitment to the union leadership and the negotiations team. Mrs. Davidheiser stated that turnover is not the culprit for an unsettled contract. Mrs. Davidheiser next provided information on the length of time the members of the union leadership team and negotiations committee have served.

Jeffrey DiPietro, Royersford, PA , asked for confirmation that the Board just approved the change to the calendar and this was confirmed. Mr. DiPietro next spoke about the 1:1 computer initiative and expressed concerns over current issues with the server crashing just from teacher use. Mr. Ciresi replied that he had never heard about this before. He stated that his concern is the huge expense to the taxpayers and wondered why this needed to be considered. Mr. DiPietro spoke about Upper Merion and the problems they encountered with providing students with computers. Mr. DiPietro stated that he cannot afford a laptop and does not want to pay for other to have laptops. He wondered what would happen when the students break them and told the Board to just take a look at the student's phones from being dropped. Mr. DiPietro said he is not saying that he does not want students to have access to a computer as some people do not have access to the internet at home. He commented that the system worked well for his daughter for the last 12 years and stated that she finished school with a 93 GPA due to her work ethic and this is what we need to be teaching the students.

Rhiannon Zimmerman, Limerick, Township, questioned the earlier comment that the Board may be open to reinstating the 3rd in-service day at the beginning of the school year as it is vital to setting up and preparing classrooms for the kids. Dr. Goodin stated that certainly that change can be made by the Board and it would just be a matter of making a motion to take the 22nd of June and add it to the August opening days.

Mr. DiBello made a motion to amend the calendar so that the June 22, 2015 in-service day be moved to August 21, 2014. Mr. Cromley seconded the motion. The motion passed 8-0.

Ms. Zimmerman stated that she did not understand how on the original calendar the students already had off and were getting in the required number of days while teachers were coming in for in-service and now the teachers are off with them. She questioned how a teacher work stoppage would have impacted the kids. Ms. Zimmerman asked about election days that the students are off and why teachers could not come in for important professional development. She thanked the Board for giving the teachers the day back at the beginning of the year.

Kris Brown, Limerick Township, commented that the teachers all came here tonight and asked parents to come and speak about the calendar. She stated that the teachers gave the Board reasons why these days are important. Ms. Brown added that one of the speakers tonight stated that this is about trust and she feels that the Board did not have the courtesy to discuss this issue but rather lumped it all together and disregarded every thing that was said tonight. She questioned where the trust was and added that she is appalled. Ms. Brown stated that she does not come to board meetings but will now.

Mrs. Spletzer addressed the comment that they did not discuss this and stated that she can confirm that they have spent hours of their volunteer time at meetings as a board discussing this ad nauseam.

Zach Laurie, Limerick Township, asked that Maria Kardick be given the opportunity to speak. The Board agreed to this.

Maria Kardick, stated that the association was under the impression that something would be said regarding a mistake that was made during the taping of OnBoard. Mr. Fitzgerald stated that he was informed by Mr. Ciresi about this issue and that the Board acknowledges that the teachers are in status quo and in that regard step movement and horizontal movement have been frozen at the levels from the beginning of the 2013-2014 school year. Mr. Fitzgerald stated that Mr. Ciresi made a comment as it relates to take home pay of a teacher in comparison to the 2012-2013 fiscal year and the 2013-2014 fiscal year. Mr. Fitzgerald commented that when you look at take home pay when comparing the two years, the employee is making more money in 2013-2014 than in 2012-2013 and this was Mr. Ciresi's comment that raises did occur and there had not been a freeze. Mr. Fitzgerald stated that it may depend on the individual's view of the issue but certainly there has been more take home pay in 2013-14 than in 2012-2013. Mrs. Kardick stated that she begs to differ on this as the statement was made by Mr. DiBello that they all received vertical and horizontal movement on the schedule and then later on in the conversation Mr. Ciresi confirmed that this was the case. Mrs. Kardick stated that she had not had a raise, she is at the top so there was no money or increase for her this year. Mr. Fitzgerald replied that they are clarifying that position here tonight. Mrs. Kardick stated that they would like something in writing on the website clarifying that position. Mr. Fitzgerald said there will absolutely be nothing in writing on the website as the statement this evening clarifies that issue. Mrs. Kardick stated that was too bad because the OnBoard is a public forum and everyone can watch it. Mr. Fitzgerald replied that the board meeting is also reproduced on the same television station so the statement is here. Mrs. Kardick asked if she could get a copy of the statement and Mr. Fitzgerald replied that she had heard what he said.

Dan Miscavage, Upper Providence Township, asked for clarification on the statement that was made. Mr. Fitzgerald stated that to clarify Mr. Ciresi and Mr. DiBello's position they were looking at and comparing 2012-2013 payrolls to 2013-2014 payrolls and the 2013-2014 are higher than 2012-2013. Mr. Miscavage asked where the numbers came from and Mr. Fitzgerald replied that he believes Mr. Miscavage can talk to Mr. Anspach or look at the PDE 2028 from 2012-2013 versus 2013-2014 and see that the payroll is higher in 2012-2013 than in 2013-2014. Mr. Miscavage asked if that included all district employees and Mr. Fitzgerald replied that the report could be individualized for each employee and the salary for the two years could be compared. Mr. Miscavage disagreed with this saying that if you take into account healthcare costs that went up and salaries that did not then how can you say that there was more take home money. Mr. Fitzgerald stated that there was more take home money. Mr. Miscavage asked if the only response was going to come from Mr. Fitzgerald and not Mr. Ciresi or Mr. DiBello.

Mr. Ciresi replied that the statement was made and the numbers presented to them showed an increase in salary and he hears what Mr. Miscavage is saying regarding healthcare costs. The comment was on the salary number which reflected a change between the two years. Mr. Ciresi stated that we are in status quo, everything is frozen from this point forward but there was an increase in salary. Mr. Miscavage reported that when he first heard the comment he was surprised at what he heard and thought that they must have misspoke but what he is hearing tonight is that they did not misspeak and what they said, in their opinion, is true. Mr. Ciresi stated that what he said was what the numbers they were presented with, and Mr. Anspach has those numbers, show that there was a salary increase in 2013-2014.

Mr. DiBello commented that it was not a salary increase but what it was is that there was a half of a column in 2012-2013 that went into effect the second half of the year and then the following year in 2013-2014 the full year accommodates that movement. Mr. DiBello stated that what they are saying is that if you look at the total compensation package for the 2012-2013 year and compare it to the total compensation package for the 2013-2014 year then there is a difference in salary. Mr. Miscavage stated that this was the explanation they were looking for and it is now clear but that they wanted to hear it from Mr. Ciresi and Mr. DiBello. He thanked Mr. DiBello for clarifying the statement.

XII. ADJOURNMENT

Mr. Pettit made a motion to adjourn and Mr. Cromley seconded it. The motion passed 8-0. The meeting adjourned at 9:43 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary