

On August 26, 2013 the Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:40 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Edward T. Dressler, Jr., Bernard F. Pettit and Willard D. Cromley
Region II: Clara M. Gudolonis and Julie A. Mullin
Region III: Joseph P. Ciresi and Mark P. Dehnert
Presiding Officer: Thomas J. DiBello
Superintendent: Dr. David R. Goodin
Business Manager: Timothy Anspach
Solicitor: Mark Fitzgerald, Esq.
Student Rep.: Taylor M. Auman

The following Board Member arrived late: **Dawn R. Heine(7:42 p.m.)**

Board President, Mr. DiBello, opened the meeting with the call to order and the Pledge of Allegiance.

ANNOUNCEMENTS

Mr. DiBello announced that the Spring-Ford Area School District will be participating in Anaphylaxis Awareness through Raising Your Hand, a national competition, where the District could win a \$15,000 educational grant. He reported that Anaphylaxis is a serious allergic reaction, which acts quickly and can cause death. Common causes of this reaction include insect bites or stings, foods, and medications. Mr. DiBello advised the community that they can support us in this effort by setting up a free account and voting for our school district once a day, every day, from now until 11:59 p.m. on October 3rd. He stated that an account can be created at www.anaphylaxis101.com/raiseyourhand by anyone 13 and older. Additional information on this is available on the district's homepage. Mr. DiBello encouraged everyone to do their part to build awareness about anaphylaxis and thanked them for their continued support of Spring-Ford.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

There were no questions or comments.

II. PRESENTATION

Mark Painter commented that he wanted to do this in June but both the district and he had budget stuff to deal with so we are a little bit behind schedule but are getting this done now. He stated that he has a citation from the House of Representatives in recognition of the Ice for Autism Program. Mr. Painter read the citation wording. Mr. Painter announced that he has two sons with Autism who were educated in the Spring-Ford Area School District and he thanked the Board for the education his sons received and stated that this recognition means something to him personally. He presented the citation to The McNutt Family and Dr. Jeanmarie Mason, Special

Education Supervisor. Mrs. McNutt thanked Mr. Painter for the citation and announced that the two dates for Rita's Water Ice, "Ice for Autism", nights for 2014 will be April 9th and April 23rd. Mr. Painter commented that he feels that public education is not equitably funded and he is trying to work on this. He stated that as part of this process they will be hosting a Democratic Policy Committee Hearing in Pottstown on September 9th at the Montgomery County Community College West Campus from 2:00 p.m. to 4:00 p.m. He invited the Members of the Board and Administration to come out and attend. Mr. Painter expressed his hopes that there will be representatives from other parts of the state as well as policy experts so that we can all learn about ways to improve our property tax and school funding system in the Commonwealth of PA. Mr. Painter reported that his staff has been working on unclaimed property that the state treasurer holds and they have been looking into school districts and municipalities that may have unclaimed property. Mr. Painter revealed that they were able to identify 15 items of unclaimed property that belongs to the Spring-Ford Area School District which come to a cumulative total of a little over \$14,000. He gave the information to Mr. Anspach to investigate. Mr. DiBello thanked Mr. Painter.

- A. **State Representative Mark Painter** to present a citation to **Gregory and Beverly McNutt** and **Dr. Jeanmarie Mason** on behalf of the Spring-Ford Area School District in recognition of the "Ice for Autism" Program.

III. APPROVAL OF MINUTES

Mr. Ciresi made a motion to approve Items A-B and Mrs. Mullin seconded it. The motion passed 9-0.

- A. The Board approved the June 17, 2013 Work Session minutes.
- B. The Board approved the June 24, 2013 Board Meeting minutes.

IV. PERSONNEL

Mr. Dehnert made a motion to approve Items A-I including the addendums of E12 and G3 and Mr. Pettit seconded it.

Mr. DiBello commented that he sees that we are approving and assistant principal for the middle school and he wants to make sure that the district continues to foster within our own district the opportunity for our staff to move forward in these positions. Mr. DiBello stated that the district at large is spending a lot of money on an annual basis for education so our teachers to go to the Master's +15 and Master's +30 levels. Mr. DiBello added that the district has close to 200 teachers who now have at least Masters +15. Mr. DiBello stated that if the district is investing in our staff to go to this education then we need to make sure we have a program in place to allow them to be ready for these positions as they open up.

The motion passed 9-0.

A. Resignations

1. **Rita L. Brownholtz**, Food Service – Part-time 3 hours/day; 9th Grade Center.
Effective: August 8, 2013.
2. **Michele D. Cabot**, Registered Nurse; Royersford Elementary School.
Effective: June 18, 2013.

3. **Kathleen T. Doran**, Food Service – Part-time 4 hours/day; Oaks Elementary School. Effective: June 14, 2013.
4. **Carrie Edwards**, Food Service – Part-time 3 hours/day; Senior High School. Effective: August 5, 2013.
5. **Matthew B. Ellis**, Mathematics Teacher; Senior High School. Effective: July 2, 2013.
6. **Stephen Randolph, Jr.**, School Resource Officer; Senior High School. Effective: August 4, 2013.
7. **Eileen Sanderson**, Asst. Lacrosse Coach-Girls-HS. Effective: July 3, 2013.
8. **Genevieve S. Smith**, Attendance Secretary; Senior High School. Effective: August 13, 2013.
9. **Rebecca S. Smith**, Food Service – Part-time 6 hours/day; 5/6th Grade Center. Effective: August 26, 2013.
10. **Dawn Stover**, Food Service – Part-time 4 hours/day; Brooke Elementary. Effective: August 15, 2013.

New Resignations:

11. ****Margaret A Wright**, Special Education Teacher; Senior High School. Effective August 19, 2013
12. **Angela R. Bramowski**, Special Education Teacher, 7th Grade Center. Effective October 18, 2013

B. Leaves of Absence

1. **Scott A. Burr**, 3rd Grade Teacher; Royersford Elementary, for a military leave per Board Policy. Effective: August 20, 2013 through September 27, 2013 – extended until October 11, 2013.
2. **Catherine W. Cabrera**, Speech Teacher; Oaks Elementary, for a military leave per Board Policy. Effective: August 20, 2013 through December 5, 2013.
3. **Kelly K. Finn**, Learning Support Teacher; 5/6 Grade Center, for an extension of child-rearing leave per the Professional Agreement. Effective: August 20, 2013 through January 23, 2014.
4. **Heidi L. Greenwald**, Learning Support Teacher; 5/6 Grade Center, for a sabbatical leave of absence per Board Policy. Effective: August 20, 2013 through the end of the 2013-2014 school year.
5. **Yvonne Rivera**, Part-time (.25) Social Studies Teacher; Senior High School, is requesting an unpaid leave of absence per Board Policy. Effective: October 22, 2013 through December 2, 2013.

C. Changes of Status

1. **Kristine Bradley**, School Psychologist; Oaks Elementary. The position has changed from .6 School Psychologist to a .7 School Psychologist. Effective: August 20, 2013.
2. **Paula L. Weiss**, Secretary to Administrative Assistant for the Athletic Department; Senior High School, replacing Debra L Schroer who retired. Compensation will be set at \$35,100.00 prorated, with benefits per the Secretarial plan. Effective: July 15, 2013.
3. **Jennifer Moran**, Part-time (.50) Guidance Counselor to Full-time Guidance Counselor; Spring City Elementary. Compensation will be set at M Step 5, \$49,300, with benefits per the Professional Agreement. Effective: August 20, 2013.

D. Professional Employees

1. **Sara McMonigle**, Special Education Teacher-Learning Support; 8th Grade Center, replacing Stacey Shiffer who resigned. Compensation will be set at M Step 3, \$46,900 with benefits per the Professional Agreement. Effective: August 20, 2013.

New Professional Employee:

2. **Jennifer Rinehimer**, Assistant Principal (220 day), 5/6/7 Center, replacing Mary Pat Long who had a change of status. Compensation will be set at \$91,000 prorated, with benefits as per the Act 93 Plan. Effective: TBD

E. Temporary Professional Employees

1. **Megan L. Bittle**, Elementary Teacher-Kindergarten; .5-Limerick Elementary and .5-Evans Elementary, replacing Laura Camp who had a change of assignment. Compensation will be set at B Step 2, \$44,400.00 with benefits per the Professional Agreement. Effective: August 20, 2013.
2. **Krista M. Brooke**, Special Education Teacher; 8th Grade Center, replacing Denise Gebhard who had a change of assignment. Compensation will be set at M Step 3, \$46,900.00 with benefits per the Professional Agreement. Effective: August 20, 2013.
3. **Alexander Cifelli**, Music Teacher; 7th Grade Center, replacing Patti D. Roberts who retired. Compensation will be set at B+18 Step 1, \$43,500.00 with benefits per the Professional Agreement. Effective: August 20, 2013.
4. **Patricia A. Flynn**, Math Teacher; Senior High School, replacing Matthew Ellis who resigned. Compensation will be set at B+18 Step 1, \$43,500.00 with benefits per the Professional Agreement. Effective: August 20, 2013.

5. **Ashley E. Fogarty**, Special Education Teacher; 9th Grade Center. Compensation will be set at B+18 Step 2, \$44,700.00 with benefits per the Professional Agreement. Effective: August 20, 2013.
6. **Kylene Malone**, Elementary Teacher-6th Grade; 5/6th Grade Center. Compensation will be set at B Step 1, \$43,200.00 with benefits per the Professional Agreement. Effective: August 20, 2013.
7. **Paul Moser**, English Teacher; Senior High School, replacing Bradley Amersbach who resigned. Compensation will be set at B+18 Step 1, \$43,500.00 with benefits per the Professional Agreement. Effective: August 20, 2013.
8. **Indira Pothukuchi**, Learning Support-Highly Qualified Math Teacher; Senior High School, replacing Samantha Alexander who resigned. Compensation will be set at B+18 Step 1, \$43,500.00 with benefits per the Professional Agreement. Effective: August 20, 2013.
9. **Ann Richardson**, World Language Teacher; Senior High School. Compensation will be set at M Step 3, \$46,900.00 with benefits per the Professional Agreement. Effective: TBD.
10. **Dana Rosenblum**, Part-time (.50) Special Education Teacher; 5/6th Grade Center. Compensation will be set at M Step 1, \$44,500.00, prorated with benefits per the Professional Agreement. Effective: August 20, 2013.
11. **Jamie Srylo**, Special Education Teacher; 7th Grade Center. Compensation will be set at B Step 1, \$43,200.00 with benefits per the Professional Agreement. Effective: August 20, 2013.
12. **Sarah Pinard**, Part-time (.50) Special Education Teacher; Senior High School. Compensation will be set at M+30 Step 1, \$51,000, prorated with benefits per the Professional Agreement. Effective: August 26, 2013.

F. Long Term Substitute Employees

1. **Emily Beiter**, Special Education-Learning Support; 5/6th Grade Center, replacing Crystal Stubbs who will be on a leave of absence. Compensation will be set at B Step 1, \$43,200.00 prorated with benefits. Effective: August 20, 2013 through January 23, 2014.
2. **Emily Belisario**, Special Education Teacher; 5/6th Grade Center, replacing Heidi Greenwald who will be on a leave of absence. Compensation will be set at B Step 1, \$43,200.00 with benefits. Effective: August 20, 2013 through the end of 2013-2014 school year.
3. **Katherine L. Gullo**, Elementary Teacher – 6th Grade; 5/6th Grade Center, replacing Lindsey Waltermeyer who will be on a leave of absence. Compensation will be set at M Step 1, \$44,500.00, with benefits. Effective: August 20, 2013 through the end of 2013-2014 school year.

4. **Rebecca Johnson**, Music Teacher; 8th Grade Center, replacing Jessica Pennington who will be on a leave of absence. Compensation will be set at B Step 1, \$43,200.00 prorated with benefits. Effective: August 20, 2013 through March 31, 2014.
5. **Anna Kessler**, Kindergarten Teacher; Oaks Elementary, replacing Angela Grube who will be on a leave of absence. Compensation will be set at M Step 2, \$45,700.00 prorated with benefits. Effective: August 20, 2013 through January 23, 2014.
6. **Patricia Kolodziejski**, Elementary Teacher – 3rd Grade; Oaks Elementary, replacing Christine Wike who will be on a leave of absence. Compensation will be set at M Step 2, \$45,700.00, prorated with benefits. Effective: August 20, 2013 through January 23, 2014.
7. **Daniel S. Lenko**, Math Teacher; Senior High School. Compensation will be set at B Step 1, \$43,200.00, with benefits. Effective: August 20, 2013 for the 2013-2014 school year.
8. **Michael McCarron**, English Teacher; Senior High School, replacing Katie Baker who will be on leave of absence. Compensation will be set at B Step 1, \$43,200.00 with benefits. Effective: August 20, 2013 through the end of 2013-2014 school year.
9. **Alyssa Palaia**, Special Education-Learning Support; 5/6th Grade Center, replacing Kelly Finn who will be on a leave of absence. Compensation will be set at B Step 1, \$43,200.00, prorated with benefits. Effective: August 20, 2013 through January 23, 2014.
10. **Carly Smith**, Math Teacher; Senior High School, replacing Jennifer Gillespie who will be on a leave of absence. Compensation will be set at B Step 1, \$43,200.00 with benefits. Effective: August 20, 2013 through the end of 2013-2014 school year.

G. Support Staff Employees

1. **Stacey C. Huntington**, Nurse; Royersford Elementary School, replacing Michele Cabot who resigned. Compensation will be set at \$27.25/hour per the Registered Nurses' Plan. Effective: August 20, 2013.
2. **Wendy Mason**, Secretary; Senior High School, replacing Paula Weiss who had a change of assignment. Compensation will be set at \$16.00/hour per the Secretarial Plan. Effective: August 19, 2013.
3. **Holly Yabroski**, Secretary (202 day/year); Senior High School, replacing Genevieve Smith who resigned. Compensation will be set at \$16.00/hour per the Secretarial Plan. Effective: TBD.

H. Personnel Information Items

The individuals listed below have completed three (3) years of satisfactory service as temporary professional employees and are, therefore, granted tenure status:

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|-----------------------------|--|
| 1. Vanessa Mayer | Special Education, Mid-Level Mathematics,
Mid-Level English, Mathematics 7-12, Elementary,
Early Childhood |
| 2. Jennie Moore | Mathematics 7-12 |
| 3. Crystal Zakszeski | Elementary, Special Education, Mid-level Mathematics |

- I. The Board approved the attached extra-curricular contracts for the 2013-2014 school year.

V. FINANCE

Mrs. Mullin made a motion to approve Items A-R and Mrs. Heine seconded it. The motion passed 9-0.

***DENOTES NEW PAYMENTS SINCE THE WORK SESSION**

- A. The Board approved payment for the following invoices for the month of **AUGUST** in connection with the **SERIES A of G.O.B. 2007**:

1. **OTHER CAPITAL PROJECTS**

Capital Projects Checks held for Board approval

July

Check No. 32801 – 32806	\$ 30,500.11
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***August**

Check No. 32807 – 32811	\$ 89,344.35
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- B. 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.

- C. Checks:

1. Weekly Checks prior to Work Session

June

Check No. 150180 – 150323	\$1,070,144.58
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ACH 121300608 – 121300650	\$ 5,891.36
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July

Check No. 150324 – 150613	\$1,372,945.02
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ACH 131400002 – 131400041	\$ 15,466.00
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August

Check No. 150614 – 150759	\$1,377,091.08
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ACH 131400042 – 131400045	\$ 468.00
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2. Athletic Fund

June

Check No. 305949 – 305973 \$ 33,970.47

July

Check No. 305974 – 305989 \$ 25,560.35

3. *Weekly Checks Prior to the Board Meeting

*August

*Check No. 150760 – 150769 voided/damaged

*Check No. 150770 – 150837 \$ 482,931.60

*ACH 131400046 – 131400060 \$ 10,173.07

4. *Weekly Checks Prior to the Board Meeting

*August

*Check No. 150838 – 150875 \$ 79,906.62

D. *The Board approved payment for the following invoices for the month of AUGUST, in connection with the CAPITAL RESERVE ACCOUNT – FUND 32:

AG Mauro Co.	8 th Grd Ctr - Main Entrance	\$ 17,104.13
	Security Doors & Openings	
Fox Rothschild LLP	Professional Service	\$ 496.50
TOTAL		\$ 17,600.63

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

1. **Spring Valley YMCA – Limerick, PA.** Provide supervised swimming during the 2013-2014 school year for special needs students as per their IEPs. Services will be provided for one hour once per month, not to exceed 10 hours total for the year. Funding will be paid from the Special Education Budget and shall not exceed \$350.00.
2. **HMS School for Children with Cerebral Palsy – Philadelphia, PA.** Provide educational and related services during the 2013-2014 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$90,300.00.
3. **Lyndi Puleo – Phoenixville, PA.** Provide psychological services for special needs students as per their IEPs. 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 \$67,500.00.
4. **Pediatric Therapy Services – Conshohocken, PA.** Provide psychological services for special needs students as per their IEPs. Services will be provided for 185 hours at a rate of \$68.50 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$12,672.50.
5. **The Academy – Norristown, PA.** Provide educational services for the 2013-2014 school year for a special needs student as per the IEP. Services will be provided for 180 days at a rate of \$125.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$22,500.00.

6. **Lindamood Bell Learning Center – Bryn Mawr, PA.** Provide Extended School Year Services for a special needs student as per the IEP. Services will be provided for 120 hours at a rate of \$109.00 per hour. Funding will be paid from the Special Education IDEA Funds and shall not exceed \$13,080.00.
7. **Delaware Valley Friends School – Paoli, PA.** Provide educational services for the 2013-2014 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$48,200.00 (\$37,400 for tuition and \$10,800 for a one to one assistant).
8. **The Phelps School – Malvern, PA.** Provide educational services for a special needs student for the 2013-2014 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$33,650.00.
9. **The Vanguard School – Paoli, PA.** Provide educational and related services for the 2013-2014 school year for three special needs students as per their IEPs. Services will be provided for 180 days at a rate of \$47,000.00 per student. Funding will be paid from the Special Education Budget and shall not exceed \$141,000.00.
10. **Dr. Frederick Fisher – Wynnewood, PA.** Provide psychiatric services, evaluations and re-evaluations for the 2013-2014 school year. Funding will be paid from the Special Education Budget and shall not exceed \$15,004.00.
11. **Perkiomen Watershed Conservancy – Schwenksville, PA.** Provide four assemblies for the kindergarten students at Upper Providence Elementary. Funding will be paid by the Upper Providence Home and School Association and shall not exceed \$440.00.
12. **Dr. Curt Hinson, PlayFit Education, Inc. – Hockessin, DE.** Provide grade level assemblies during the 2013-2014 school year entitled “Dr. Hinson’s Trouble-Free Playground Program” for the seven elementary schools and the 5/6 Grade Center. Funding will be paid from the 2013-2014 Pottstown Area Health and Wellness Foundation Grant and shall not exceed \$8,955.00.
13. **Jedlie Circus Productions, Inc. – Readville, MA.** Provide two assemblies for 1st through 4th grade students at Upper Providence Elementary entitled “We Will Roar”. Funding will be paid from the Upper Providence Home and School Association and shall not exceed \$1,000.00.
14. **Thom Stecher & Associates – Malvern, PA.** Facilitate a staff development support session for the Train the Trainer Model for each of the 12 school buildings during the 2013-2014 school year. Funding will be paid from the 2013-2014 Pottstown Area Health and Wellness Foundation Grant and shall not exceed \$4,800.00.
15. **Thom Stecher & Associates – Malvern, PA.** Provide four full-day district-wide training sessions on Resiliency. This is a continuation of the Train the Trainer Model. Funding will be paid from the 20213-2014 Pottstown Area Health and Wellness Foundation Grant and shall not exceed \$8,000.00.

16. **Academic Entertainment – Snohomish, WA.** Provide two assemblies entitled “The Bug Chicks” for students in 1st through 4th grade at Upper Providence Elementary in April 2014. Funding will be paid from the Upper Providence Assembly Budget and shall not exceed \$1,590.00.
17. **Montgomery County District Attorney’s Office – Norristown, PA.** Provide an assembly on January 29, 2014 for the students at the 9th Grade Center raising awareness of the dangers of DUI. This program is made available as a public awareness program and there is no charge to the school district.
18. **Duane DeWire – Northumberland, PA.** Provide the Spring-Ford High School Marching Band with current state-of-the-art visual design that will stage the music and color of the band for the 2013-2014 school year. Funding will be paid from the 2013-2014 High School Extra-Curricular Fund and shall not exceed \$5,498.00.
19. **Jack Bracale, DMD – Royersford, PA.** Perform state mandated dental screenings of students in grades 3 and 7 during the 2013-2014 school year as requested by parents/guardians. Funding will be paid from the General Fund and shall not exceed \$4.00 per screening.

New Independent Contract

20. **David Jack – Huntingdon Valley, PA.** Provide two assemblies entitled “Spirit of America” for students at Upper Providence Elementary on November 11, 2013. Funding will be paid by Upper Providence Home and School Association and shall not exceed \$750.00.
 21. **Full Effect Productions – Cliffwood, NJ.** Provide four assemblies entitled “The Amazing World of Turtles” for students in grades 1st through 4th grade at Upper Providence Elementary School on December 13, 2013. Funding will be paid by the Upper Providence Elementary Assembly Budget and shall not exceed \$1,800.00.
- F. The Board approved a confidential settlement agreement **#2013-05** and release agreement with the parents of a special needs student and the authorization of payment of \$128,105.73 in full satisfaction of claims and costs.
 - G. The Board approved entering into a contract with the Delaware Valley Minority Student Achievement Consortium (DVMSAC) for the 2013-2014 school year. The DVMSAC is a collaborative network of 28 regional school districts that are committed to learn and work together to support and nurture the school success of all of their students. The membership fee for 2013-2014 is \$14,000.00 and will be paid from the Superintendent’s Budget.
 - H. The Edwin A. Thomas Fund has earned interest of \$8.73. According to the stipulation, interest earned shall be allocated towards the purchase of library books. Board approval was granted to accept the interest donated.
 - I. The Board approved awarding All-Sports and Voluntary Accident Insurance to CBIZ Insurance Services utilizing the services of American Management Advisors and the ACE American Insurance Company for student accident insurance. Maximum benefit for both the voluntary & interscholastic sports student accident coverage is \$1,000,000 and the maximum for Catastrophic Accident Medical Insurance is \$5,000,000.

All Sports (Includes Intramural Sports 5-12)	\$ 8,652.00
Catastrophic Medical Coverage	\$ <u>2,161.00</u>
District Sponsored Payment	\$ 10,813.00

Parent Responsibility

Voluntary School-Time Coverage	\$ 22.00
Voluntary 24-Hour Coverage	\$ 88.00

- J. The Board approved the following bid awards for the 2013-2014 school year:

ART SUPPLIES-District Wide

1. Dick Blick	\$ 3,703.06
2. Commercial Art Supply	\$ 3,444.48
3. T.B. Hagstoz & Son	\$ 2,010.52
4. Kurtz Brothers	\$ 7,664.94
5. Metalliferous	\$ 948.50
6. Nasco	\$ 2,816.21
7. National Art	\$ 8,119.17
8. School Specialty Inc.	\$14,394.27
9. Standard Stationery	\$ 1,112.56
10. Triarco	\$ 4,659.87
11. WB Mason Company	<u>\$11,451.87</u>
TOTAL	\$60,325.45

NEW FINANCE

- K. The Board authorized Fox Rothschild LLP to enter into an agreement for the property located at 3 Golf Club Drive in Upper Providence Township, identified as Tax Parcel No. 61-00-01132-04-9, setting the assessments of the property at \$614,800 for tax year 2012 (school tax year 2012-13), \$672,700 for tax year 2013 (school tax year 2013-14) and \$687,890 for tax year 2014 (school tax year 2014-15).
- L. The Board authorized Fox Rothschild LLP to enter into an agreement for the property located at 100 Penco Road (formerly 87 Brower Avenue) in Upper Providence Township, identified as Tax Parcel No. 61-00-00758-00-9, setting the assessments of the property at \$2,438,940 for tax year 2011 (school tax year 2011-12), \$2,521,540 for that portion of tax year 2012 from July 1, 2012 through December 31, 2012, \$3,262,950 for that portion of tax year 2012 from January 1, 2013 through June 30, 2013, \$3,436,850 for tax year 2013 (school tax year 2013-14) and \$3,497,710 for tax year 2014 (school tax year 2014-15).
- M. The Board authorized Fox Rothschild LLP to enter into an agreement for the property located at 1201 S. Collegeville Road in Upper Providence Township, identified as Tax Parcel No. 61-00-00226-20-8, setting the assessments of the property at \$13,392,000 for tax year 2013 (school tax year 2013-14) and \$13,694,400 for tax year 2014 (school tax year 2014-15).

N. The following Treasurers' Reports were approved:
General Fund

- Money Market – June/July 2013
- PSDLAF – June/July 2013
- PSDMAX – June/July 2013
- Checking Account – June/July 2013
- PLGIT Account – June/July 2013
- Investment Accounts & Investment Schedule - June/July 2013
- Payroll Account – June/July 2013
- Tax Account – June/July 2013

Activity Accounts

- Elementary Activity – June/July 2013
- 7th Grade Activity – June/July 2013
- 8th Grade Activity – June/July 2013
- High School Activity – June/July 2013
- Athletic Account – June/July 2013

Bond Funds

- Note of 2007A – June/July 2013

Other Funds

- Capital Reserve Fund & Investment Schedule – June/July 2013
- Debt Service Fund – June/July 2013
- Reservation of Funds (Natatorium, Insurance, Retirement) – June/July 2013

Cafeteria Fund

- Cafeteria Money Market – June/July 2013
- Cafeteria Checking Account – June/July 2013
- Cafeteria PSDLAF Account – June/July 2013
- Investment Account – June/July 2013

O. The Board approved the **Cafeteria Listing** of Bills:

JUNE

Check No. 11301- 11318 \$ 33,350.03

JULY

Check No. 11413- 11427 \$ 61,990.32

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

Permits No. 4520 – 4555

Q. The Board approved the following **exonerations** from the per capita tax for the 2013-2014 school year:

Royersford Borough Exonerations	No. 001 – 030
Spring City Borough Exonerations	No. 001 – 006
Upper Providence Township Exonerations	No. 001 – 064

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

Royersford Borough Deletions	No. 001 - 056
Upper Providence Township Additions	No. 001 – 002
Upper Providence Township Deletions	No. 001 – 051

VI. PROGRAMMING AND CURRICULUM

Mr. Ciresi made a motion to approve Items A-D and Mr. Pettit seconded it. The motion passed 9-0.

- A. The Board approved the 2013-2014 student-funded exchange program with the Coláiste Chiaráin High School in Limerick, Ireland. This exchange would provide a 2 week opportunity between students at Spring-Ford Area High School and students at Coláiste Chiaráin High School. Dates to be determined. (Thanksgiving/Spring Vacation).
- B. The Board approved a contract between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for the Virtual High School (VHS) Participation Consortium. The annual membership fee for the 2013-2014 school year is \$9,200.00 and will be paid from the Curriculum and Instruction Budget.

NEW PROGRAMMING AND CURRICULUM

- C. The Board approved once again participating in the Pennsylvania Youth Survey (PAYS) for students in grades 6, 8, 10 and 12. Administration of this survey is necessary in order to be eligible for Montgomery County Drug and Alcohol Funding in 2014-2016. This funding enables the district to continue delivering drug and alcohol prevention and intervention based programs to our students. The district has participated in this survey which is administered every two years since 1988. There is no cost to the district to participate in this survey.
- D. The Board approved the submission of the 2013-2014 Title I Federal Program Grant – Improving Basic Programs in the amount of \$213,706.00 and the 2013-2014 Title II Federal Programs Grant – Class Size Reduction and Professional Development in the amount of \$105,772.00.

VII. PROPERTY

Mr. Dehnert made a motion to approve Items A-B and Mr. Pettit seconded it. The motion passed 9-0.

- A. The Board approved going out and receiving bids for repaving district-wide as per the Capital Improvement Plan.
- B. The Board approved going out and receiving bids for the refinishing of gym floors district-wide as per the approved 2013/2014 budget. Funding will come from the 2013/2014 Maintenance Budget.

VIII. CONFERENCE/ WORKSHOP RECOMMENDATIONS

Mr. Pettit made a motion to approve Items A-E and Mrs. Mullin seconded it. The motion passed 9-0.

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

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

DISTRICT OFFICE

- A. **Timothy Anspach**, Business Manager, to attend “2013 Four County Business Officials Workshop” at the Inn at Pocono Manor from October 2 through October 4, 2013. The total cost of this workshop is \$460.00 from the 580 account for registration, lodging, meals and mileage. No substitute is needed.

5/6 GRADE CENTER

- B. **Agnes Bolyn**, Special Education Teacher, to attend the “Wilson Level II Certification” training at The Academy in Manyunk, PA on August 22 and August 23, 2013. Ms. Bolyn was approved to attend a Wilson training workshop in the amount of \$509.00 on the June agenda. The workshop was cancelled by the organization. Mrs. Bolyn is asking for the Board’s permission to attend this alternate training as it will meet the requirements of certification. The total cost of this training is \$375.00 from the 580 account. No substitute is needed.

8TH GRADE CENTER

- C. **Amanda Burr**, Special Education Teacher, to attend the year long “Wilson Level I Certification” training at the Montgomery County Intermediate Unit. This training is required in order to fulfill the IEPs of several special needs students and will replace the training originally approved on the April agenda which was cancelled by the IU. The total cost of this training is \$2,350.00 (\$1,900.00 from the 580 account for registration and \$450.00 for substitutes for 3 days, dates TBD).

NEW CONFERENCE AND WORKSHOPS

- D. **Dr. Edward T. Dressler, Jr.**, Board Member, to attend the “2013 PASA-PSBA School Leadership Conference” at the Hershey Lodge and Convention Center in Hershey, PA from October 15 through October 18, 2013. The total cost of this conference is \$1,236.00 for registration, mileage, lodging, and meals.
- E. **Kimberly Bast**, Assistant Director of Curriculum and Instruction, and **Patrick Nugent**, Principal, to attend “STEM Conference” at Penn State Berks in Reading, PA on September 20, 2013. The total cost of this conference is \$93.90 from the 580 account for registration and mileage. No substitutes are needed.

IX. OTHER BUSINESS

There were no questions or comments.

A. The following policy is submitted for a first reading:

1. Policy #916: COMMUNITY: Community Volunteers

X. BOARD AND COMMITTEE REPORTS

Superintendent's Report Dr. David R. Goodin

Dr. Goodin announced that the district is extremely proud that one of our own principals has recently been honored by a national appointment. He stated that Dr. Melissa Patschke has been appointed to the Board of Directors of the National Association of Elementary School Principals. Dr. Goodin explained that the National Association of Elementary School Principals is an education oriented organization that serves other principals. The principals who sit on the board are leaders in the field of elementary and middle schools throughout the United States, Canada and overseas. The organization also works to advocate for and support principals and education leaders in the field. Dr. Goodin commented that he knows Dr. Patschke will passionately represent the students throughout the entire Northeast Region of the United States just as passionately as she works at Upper Providence. Dr. Goodin offered his congratulations to Dr. Patschke.

Dr. Goodin announced that the U.S. Department of Education has approved Pennsylvania's No Child Left Behind waiver. He reported that this waiver goes into effect immediately and allows the district to use the new state level accountability system. Adequate Yearly Progress (AYP) will no longer be the state's accountability measure. Some components of AYP such as attendance and graduation rates will still be reported to the public as part of the Pennsylvania's new state-wide accountability system. Dr. Goodin next did a presentation using the PDE demo website so that he could show what the school performance profile will look like. Dr. Goodin reported that a school as part of this process will receive a numeric rating based upon several factors such as; test participation, PSSA tests, graduation rates, attendance rates, and the closing of the achievement gap for historically underperforming students. Dr. Goodin went through the demo and explained the information displayed. Dr. Goodin commented that the one nice thing about this new system is that the numbers will be comparing apples to apples across all school districts and will be based upon the same criteria. Dr. Goodin added that it will not all be testing data like in the past when AYP was primarily driven by PSSA scores. Dr. Goodin indicated that there will be a lot more information rolled out from the state and while the waiver has been in process for a long time, we have just within the last few weeks gotten the initial information on this.

Mr. Dressler asked if the school rating will be factored into the teacher evaluation and Dr. Goodin replied yes eventually. Dr. Goodin reported that the school specific score will account for 15% of their overall rating and will be based upon a three year rolling average of those scores. He added that there are pieces of the Teacher Effectiveness System that are being rolled out in a piece meal fashion. Dr. Goodin further stated that it is not all ready to go yet but the score that your school gets will factor into the rating of the individual teacher. Dr. Goodin commented that one of the things we will have to do in the district is to make sure our PIMS data correctly identifies what teacher is with what student and for what amount of time. Dr. Goodin stated that we have to do all of this on the backend in order to be ready for April. Mr. Dressler asked for clarification that the rating is for a particular school and not a school district and Dr. Goodin replied it can be both as we will get a district score and a building score.

Mr. DiBello commented that he would believe that with the roll out of this plan and all of the extensive data required to be submitted on a daily or weekly basis we would be required to have someone in place who would be dedicated to inputting that data on a constant basis. Dr. Goodin replied that the state reporting has grown exponentially and the addition of this component will eventually entail having to have someone who does nothing but data for the district. Dr. Goodin stated that we are a large district and when you have close to 8,000 students that is an extremely large amount of data. He added that we are doing the best we can right now and our intention is to try and build this into next year's budget but for this year we will rely on our district resources but it will more than likely become a full-time job. Mr. DiBello commented that while we are monitoring this we need to make sure the data is entered when it needs to be entered and on a regular basis. Dr. Goodin indicated that in an upcoming weekly Board Memo there will be a calendar showing all of the PIMS submissions that the district is required to make.

Mr. Cromley stated that currently right now we have one staff member who enters all of the PIMS data and he is concerned that we do not have anyone else who is trained to do this type of work. Dr. Goodin responded that this is definitely a concern and there is a bottleneck with only one employee being trained and that one individual is also responsible for all Skyward data as well.

Mr. Dressler asked if this was a data analysis model that was created by PDE and is it susceptible to change when a new administration comes in and everything is going to be done differently or is it something we are sure we are going to be living with for a long time. Mr. Dressler stated that it is a lot of energy being put into a system that might go down the drain after a new administration comes in. Dr. Goodin responded that he does not feel it would be quite that easy for a new administration to change it since it had to be approved by the U.S. Department of Education in order for us to receive the waiver. PDE had to submit a plan that met the requirements or the spirit of "No Child Left Behind" so it is doubtful that it will change. Dr. Goodin added that with a program that is this large the learning curve will be quite steep and it will take awhile for us to get our arms around it.

Mr. DiBello commented that as a school district we are tasked with running a district and focus on not only long term goals but everyday operational items as well. Mr. DiBello stated that this Board over the last few years has had minimal tax increases but had to increase them nevertheless. The majority of the tax increases have gone to fund the unfunded mandates handed down from the state. Mr. DiBello said he knows there is a lot of talk about property tax reform and hopefully Mr. Painter will be able to spearhead moving the legislation forward in Harrisburg. Mr. DiBello encouraged Mr. Painter to continue his hard work in driving some type of property tax reform forward so that the district can focus on its day to day operations and have no or minimal tax impact on our local taxpayers. Mr. DiBello stated that we cannot continue to run the district in the manner we are running it continually trying to fund all of the unfunded mandates that are regulated by not only the state but the federal government. Mr. DiBello commented that although the new state level accountability system is a good thing as it will give a clear picture of what every school district in Pennsylvania is doing as well as the incorporation of the teacher evaluation piece, it will come at a cost so we must be aware of what the cost is and be sure to have the right resources in place to support the PIMS data as well as Skyward and everything else we are doing in the district.

Mr. Cromley asked about the collection of academic performance data with regards to staff members, professionals, teachers saying when and how that will be incorporated into their evaluation and Dr. Roche replied that there is a schedule. Dr. Roche stated that the first year 85% of their evaluation is the observation and 15% is the academic performance data. As the development rolls out with the student learning objectives and identifying specific data that is tied to students, there is a plan that is rolled out for the next three to four years with adding a percentage of the pie. Dr. Roche reported that the end result will be that 50% of the evaluation will be observation, 15% will be the academic performance data, 15% identified individual data and another 20% piece. Mr. Cromley asked about the special area teachers such as physical education teachers and librarians. Dr. Roche replied that there is another set of pie graphs that go along with them as they will not have the individual student data tied to them for the instruction but they will have building data as well as the other data; their percentage for the observation piece data will be 15%-20% higher than for other teachers.

Mr. DiBello said he would expect that over the next upcoming months Dr. Floyd would be putting together a full PowerPoint presentation for the entire board. Dr. Goodin responded that he did have a PowerPoint presentation available for this evening but opted not to go with it as he felt it gave an awful lot of information that can make you glaze over trying to read it. Mr. DiBello stated that he thinks that it is in the Board's best interest to review all of the information and digest it so that it can be presented in a fashion that everyone could understand it.

Mr. Dehnert asked if there was a timing issue with the rating due to PSSA's being taken in the spring, all of the data must be compiled which takes awhile and evaluations are done in the same school year. Mr. Dehnert said that this could be a lagging indicator as you will be evaluating teachers in one school year for performance from a previous school year. Dr. Goodin stated that he believes that due to it being a three year rolling average this concern will be addressed as the evaluation will be based upon an average of those three years. Mr. Dehnert stated that initially the first three years would not match and Dr. Roche stated that was correct.

Mr. Ciresi asked if overall a district felt they were not going to do well what would stop them from pushing their numbers up by saying all of their teachers were outstanding. Dr. Roche explained that the teacher rating does not play into the district rating but the rating the district receives will factor into the teacher's overall evaluation. Dr. Roche further explained that with regards to Mr. Cromley's question about special area teachers, the classroom teachers that are teaching math, English and reading one of their pieces of the pie that makes up their 100% evaluation will be that it will be on the exact students they taught. Dr. Goodin added that we are currently in the process of having to match up every student to every teacher for the correct amount of time that teacher has that student and this must be done by the spring. Dr. Roche stated that this was another PIMS report we must now do.

Mr. Dehnert asked what is done with the evaluation because teachers are compensated on collective bargaining agreements so what is the relevance of the evaluation and what will it be used for. Dr. Goodin replied that right now in the teacher evaluation system, in our teacher contract or at the state level there is no merit component to it so obviously it will function in the same way our current one does meaning a teacher will be considered satisfactory or if unsatisfactory you would be put on an improvement plan. Mr. Dehnert asked what the criteria was for satisfactory and unsatisfactory and if it would be

decided by each district or would the state determine this. Dr. Goodin replied that the state has done this and there is a clinical observation model. Mr. Dehnert asked if all of this information was confidential to the teacher and not publicized and Dr. Goodin confirmed this was correct.

Mr. Cromley asked if all of the teachers and administrators were up to date on this new differentiated model and Dr. Roche replied absolutely.

Mr. Pettit stated that once again we are left in a position that regardless of the ranking of a teacher we are unable to provide financial reward for the excellent teacher. He added that this breaks his heart that they are being punished basically because we cannot reward them.

Mr. Dehnert asked if the district was going to try and use this information to try and improved teacher performance because otherwise we will spend a lot of money on a new system and it will not produce anything different other than having a new way of saying they are satisfactory for whatever the classifications are. Dr. Goodin replied that we can still take a look at the PSSA data to drive our planning instructional process. Mr. Dehnert stated that this really is just a way for the public to easily see information and Dr. Goodin confirmed this was correct. Dr. Goodin added that the other change will be that schools will no longer be classified as making AYP or not making AYP based upon PSSA scores. Schools will now receive a score between zero and one hundred. Mr. Dehnert commented that we will have a system which may require us to have to pay for another person so that we can have public information. We will pay a lot of money so information is more readily available to the public which will be state mandated and they will bear no responsibility for the cost.

Mr. DiBello stated that he does not agree with the assessments as we should be using this data to make sure that we are educating our students properly. Mr. DiBello said that he does not believe it has been mentioned yet but a requirement of this is that every year districts go up in their score from the previous year. Mr. DiBello commented that we should be taking a lot of benefits out of this and if we see that a teacher is not performing at the level they should be performing at then we can use this to help guide that teacher. Mr. DiBello stated that if the data is in front of you and you do not do anything else with it then it is a waste of time but he feels that we should be sharing all of this data with the public as nothing should be kept from them. Mr. DiBello further added that administrators should be looking at all of the data and using it to see what improvements they could be making in their buildings from year to year.

Mr. Ciresi asked Mr. Fitzgerald if the teacher's union were to agree to base merit pay in their contract would it be legal or would there have to be a state law change. Mr. Fitzgerald replied that they could agree to it and in fact about 20 years ago Colonial School District had a pilot program that compensated teachers for performance in the classroom. He reported that it evolved over time and went away but they absolutely could agree to it but it is a big issue for PSEA that this is essentially a non-negotiable issue and is a tough issue for them and always has been. Mr. Ciresi stated that we have had the whole district this past year go this way from administration to support staff and the salary increases are now all based on merit. Mr. Ciresi asked that Mr. Painter take this back to the state level to begin to base on merit the teacher salary increases as he agrees with Mr. Pettit that we should begin to reward those who need to be rewarded.

Mr. Ciresi stated that when we have a teacher who is not performing up to par and another who is exceeding where they should be, it is really not fair to them. Mr. Ciresi questioned if this year the more comprehensive evaluation process will start and Dr. Goodin replied that this year we have started our Differentiated Supervision Plan.

Mr. Dressler stated that he does not understand a system where a teacher's evaluation is calculated based on a building's average. He added that if you are a really outstanding teacher and doing a terrific job and the rest of the building is a bunch of lousy teachers then your evaluation is going to be pulled down which is not a fair evaluation system. Dr. Goodin replied that on a national level there has been a push to tie teacher ratings to student performance. Mr. Dressler stated that he understands student performance but this is building performance and not a measure of your student's performance.

Dr. Goodin commented that he would like to introduce some of the new employees just approved this evening. He introduced Jennifer Rinehimer who will be the new 5th Grade House Principal. Dr. Goodin introduced Ashley Fogarty a new Special Education Teacher at the 9th Grade Center. Paul Moser, a new English Teacher at the Senior High School, was introduced. Dr. Goodin next introduced Mrs. Ann Richardson who will be a new World Language Teacher at the Senior High School. Dr. Goodin stated that the district is very happy to have Mrs. Richardson as she is dually certified in French and Spanish. Dr. Goodin welcomed all of them and stated that the district is very pleased to have them and he congratulated them on their approval to be hired.

**Dr. Goodin advised the Board that there is a change that needs to be made on the agenda under New Resignation, A11. He stated that the name should be Margaret Smith and not Margaret A. Wright. Mr. Fitzgerald clarified that we only need to note the amendment changing the name. Mr. Dehnert made a motion to amend the name under New Resignation, A11, to Margaret Smith and Mr. Ciresi seconded it. The amendment passed 9-0. Margaret Smith was approved for resignation as a Special Education Teacher at the Senior High School, effective August 19, 2013.

XI. SOLICITOR'S REPORT

There was no report.

XII. PUBLIC TO BE HEARD

There were no questions or comments from the public.

Mr. DiBello announced that the Board was heading into an Executive Session at the conclusion of this meeting to discuss a real estate matter.

XIII. ADJOURNMENT

Mr. Pettit made a motion to adjourn and Mrs. Heine seconded it. The motion passed 9-0. The meeting adjourned at 8:25 p.m.

Respectfully submitted,

Diane M. Fern
Board Secretary