

On November 22, 2010 the Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Edward T. Dressler, Jr., Bernard F. Pettit and David R. Shafer
Region II: Clara M. Gudolonis and Julie A. Mullin
Region III: Mark P. Dehnert and Thomas J. DiBello
Presiding Officer: Joseph P. Ciresi
Superintendent: Dr. Marsha R. Hurda
Business Manager: Timothy Anspach
Solicitor: Marc Davis, Esq.
Student Rep.: Taylor Daily

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

ANNOUNCEMENTS

Mr. Ciresi reminded parents and students that there is no school for students for the remainder of this week while parent-teacher conferences are taking place. The district is closed Thursday and Friday for Thanksgiving break. The newly renovated Western Montgomery Career and Technology Center will be holding an Open House for prospective students and their families on Wednesday, December 1, 2010 from 5 to 8:30 p.m. The school, located at 77 Graterford Road in Limerick, will open its doors to the community so that people may tour the building, meet instructors and administrators, learn about school programs, and talk to current students. Mr. Ciresi announced that the Board met in an Executive Session regarding the hiring of a firm to conduct the search for the next superintendent. The Board chose Ray and Associates from Cedar Rapids, Iowa. Mr. Ciresi read this addendum to the Personnel Agenda.

- K. The Board of School Directors recommends approval for an independent contract with **Ray and Associates, Inc., Cedar Rapids, Iowa** to provide employment search consultant services for the position of the Superintendent of Schools for the Spring-Ford Area School District. Funding will be paid from the School Board Account and the base fee shall not exceed \$17,500. Additional funds will be incurred for consultant expenses (travel, lodging, meals, advertising, postage, faxing, photocopying, color printing, long distance phone charges, and other search related expenses) and candidate interview expenses (travel, lodging, and meals for the candidate and spouse).

Mrs. Mullin made a motion to approve Item K and Mr. Dehnert seconded it. There were no questions or comments from the public or the Board. The motion passed 8-0.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

There were no questions or comments.

II. PRESENTATIONS

Mr. Scott Malin spoke about his company, the Spiezle Architectural Group, and showed a presentation on how solar panels can be installed and used as a source of alternate energy. Mr. Malin presented information on three different options for the installation of the solar panels.

The first option discussed was for the district to own the system by either financing the costs or paying cash by taking the money out of capital funds. Mr. Malin estimated that if the district were to finance the project at a 4% interest rate over 20 years the district would be cash positive over the 30 year life of the panels because even though you are paying finance costs you are going to earn income in two ways. The first way would be the reduction in the need for electricity within the school and the second would be through the sale of Solar Renewable Energy Credits (SREC) also known as Alternative Energy Credits (AEC). The SRECs currently for the past year have been averaging \$320 per credit, an amount which varies based on the supply and demand of the credits. Mr. Malin explained that for every megawatt hour the district makes you will sell one credit. The system being highlighted tonight would make over 350,000 kilowatt hours in a year which is roughly 350 megawatt hours or 350 credits. Mr. Malin said every credit is worth approximately \$300. Mr. Malin reported that the panels are pretty much inert as there are no moving parts and nothing that could break down so they will produce power for 30 – 40 years. Mr. Malin said the only thing that could fail before 30 years would be the inverters and it is recommended that you purchase new inverters after 20 years. The inverter is what takes the DC power from the panels and converts it to AC.

Mr. Malin said that besides owning the system the second option is called a Power Purchase Agreement (PPA). Mr. Malin said the PPA option is basically a third party who would own and operate the system on your roof so they would be considered the owner and you would be the host. You would sign an agreement for normally a 15 year period and during the time of that agreement you might get a discount of approximately 10% off on your electric costs and the PPA would get the rest of the benefits. Mr. Malin stated that the advantage of this option to the district is that you would completely eliminate the risk to the district.

Mr. Malin stated that the third option would be for the PPA to lease rooftop space from the school district. Mr. Malin commented that they have not done this yet so they do not know how viable it would be but it may be an option for the district to consider.

Mr. Malin reported that the cost for the 285 KW system installed would be basically \$5 per watt or \$1.6 million and the average annual cost including all of the financing (based on a 20 year financing model) would be \$83,000 but the income would average about \$140,000 (based on the utility rate of 12 cents a kilowatt hour and a \$300 SREC valuation). The net income for the district would then be \$57,000 per year based on this model. Mr. Malin said the financial situation will depend on a few variables, one is the interest rate at which you can borrow and the other variable is the SREC value.

Mr. Dehnert asked where the SREC comes from and Mr. Malin replied that it is basically a commodity you get every time you make a megawatt hour. Mr. Malin reported that the meter records this and you get something like a certificate for every megawatt hour which you then can sell various ways such as through a broker or yourself through an online system. Mr. Dehnert asked who buys them and Mr. Malin responded that it is basically utilities that need to show a percentage of green power within their portfolio.

Mr. Dressler asked about the PPA owner/operator option questioning the 15 year commitment and Mr. Malin replied normally they are 15 year terms but it could vary and the district could do a term of any amount they wanted but typically after 15 years either the PPA would sell the whole system back to you at a discount or you could renew it with new panels. Mr. Malin stated that typically the panels cannot be given to you for free because they have taken advantage of federal tax credits for the system and the tax law requires that they be sold at market value. Mr. Dressler commented that the one thing our school district has in addition to rooftop space is parking areas and he wondered about systems that are installed over parking areas. Mr. Malin responded that yes they are doing solar canopies and ground mount systems as well. Mr. Dressler asked about the cost and Mr. Malin replied that the cheapest would be a ground mount system followed by the flat metal roof installation with the canopies being the most expensive.

Mr. Shafer commented that this is a fantastic opportunity and asked about the calculations for the annual net income and whether the upcoming deregulation would impact this. Mr. Malin responded that they were pretty conservative on the escalation. Mr. Shafer said his biggest concern is the possibility of getting into a situation where the net income is not as significant because of competition. Mr. Malin said they could run numbers with any amount the Board would want but felt comfortable with the numbers used for the calculations.

Mr. DiBello asked about the list of school districts that currently have panels up now and wondered how long those panels had been installed in the buildings and how much of a savings are they realizing. Mr. Malin replied that they have panels in schools in New Jersey for about 7 years now but the schools shown in Pennsylvania do not have the panels installed yet as they are still in the construction phase.

Mr. Pettit asked if all the New Jersey schools listed have the panel project complete and Mr. Malin answered yes he believes so. He offered to take interested Board Members to visit some of the schools to see the panels and get answers to some of their questions.

Mr. DiBello asked what direction the Board wanted to take and the consensus was to take it back to the Property Committee for further investigation.

- A. Presentation by **Scott L. Malin**, of the Spiezle Group, on the use of Solar Panels as a way to conserve energy.

Mr. Ciresi and Mr. DiBello made a PowerPoint presentation on the current economic challenges facing the district. Mr. Ciresi spoke about the town hall meeting held last year saying there was talk about holding future town hall meetings. Mr. Ciresi indicated that the district will be setting up a meeting for some time in the February/March timeline. Mr. Ciresi reported that tonight's presentation is a preview of some of the issues and financial concerns the Board has. Mr. Ciresi presented information on the current loss of assessment appeals, the loss of stimulus funds, the PSERS crisis, and the overall increase in operational costs (salary, benefits, maintenance, transportation, etc.). Mr. Ciresi stated that the district is continuing to grow as we had approximately 70 new students this year which is roughly 2 new teachers and 2 more classrooms. Mr. Ciresi said the costs are continuing to go up and our funding is continuing to decrease. The real estate market has been extremely sluggish, the ten year average growth was \$2.7 million and in 2009-2010 we grew by \$1.66 which was a slight bump from 2008-2009 so the future is not really all that bright.

Mr. Ciresi spoke about the large decline in the real estate transfer tax, the earned income tax, and interest earnings. Mr. Ciresi commented that we do not know what is going to happen on the federal level as we have a new governor coming into Pennsylvania and new state representatives. Mr. Ciresi stated that as the numbers keep declining we must continue to operate on what we have been operating on in the past.

Mr. DiBello stated that as we enter the budget season we are experiencing a tremendous loss in revenue that is not being made up in any type of gains. Mr. DiBello presented a chart of local revenues for the past 7 years which showed that from 2004-2005 through 2007-2008 there was a consistent gain in new revenues. In 2008-2009 when the recession hit the district saw a loss of \$2.5 million and going into this budget year we will actually see a loss of about \$4.5 million. Mr. DiBello reported that over the years the district has carried about \$5 - \$6 million in what is called an unreserved fund balance. Last year we went through several reassessments which caused us to realize a loss in revenue because when a corporation comes in for a reassessment not only is the property reassessed and a new tax set for that property but the district must then go back and pay the money back based on when they filed. The district, because of this, is going to have to realize somewhere about a \$3 - \$4 million payback to these corporations. Mr. DiBello stated that because of this we had to realize that loss and pull the money out of our unreserved fund balance which has dropped it down to about \$1.6 million. Mr. DiBello commented that the millage has gone up over past 3-4 yrs. and on average over the past 5-8 years the district has averaged a 4% tax increase. Last year's when the budget was done the Board tried to keep the tax increase as close to zero as possible to lessen the impact on residents and they were able to come in at 2% but what was done last year has no direct impact on this year. Mr. DiBello stated that what this really means is our local revenues are down with little hope for a full rebound, state revenues are down, federal stimulus will disappear at the end of this year and the loss of all this revenue will significantly impact next year's budget. Mr. DiBello spoke about PA Act 1 which was passed in 2006 which limits the local option to raise taxes to wage inflation levels. The district pre-recession saw a 3.5% index and in 2010-11 the index went down to 2.9% and for the budget year 2011-2012 the index will be 1.4% with future indexes more than likely going down even further. Mr. DiBello reported that if a district cannot meet the index based on expenses growing then you are forced to go to referendum where the voters will have an opportunity to vote on passing the referendum or not. Mr. DiBello said the Board still feels very strongly that education is still critical to our nation's success but no matter how you slice it we are going to continue to experience traumatic impacts based on what is going on at the state and federal level. Mr. DiBello stated that there is more to come over the next several months and more details will be given at the town hall meeting in January or February in order to keep the public informed.

Mr. Dressler asked about the unreserved fund balance and asked if the remaining balance will be wiped out with reassessments and Mr. DiBello replied that this could happen. Mr. Dressler questioned if this does get consumed and we end up with a negative then the money will have to come out of the operating budget. Mr. Anspach replied that for obvious reasons if you get into a negative balance then the financial health of the district will suffer which will impact your Moody's rating which could influence costs for future bond debt so you want to do everything possible you can not to go into a negative status.

Dr. Hurda commented that there are so many factors over which we have no control and all of these things are not due to poor board decisions or poor administrative decisions but the state of the economy today. Dr. Hurda said we have experienced a mixed blessing as we have seen so much growth and development and this is what has allowed us to create the

wonderful facilities we have here. Dr. Hurda continued by saying now we are beginning to see the loss of assessments and unfortunately they are a permanent loss because if you lose \$2.5 million this year then you will lose \$2.5 million not only this year but every year going forward. Dr. Hurda stated that the challenge we have, and she will continue to advocate this, is to do what is right for kids and we can never forget that this is the reason we are here as this is their number one charge in the district. Dr. Hurda further commented that unfortunately we have an economic reality that we are all going to have to struggle with and the Board and the people sitting at the table this evening have a very tough few months ahead of them. Dr. Hurda stated that she will be the constant reminder saying it's about kids and how do we maintain this wonderful district that we have while facing those kinds of challenges. Dr. Hurda said she believes that at the end of the day we can compromise and not do it on the backs of children. Dr. Hurda stated that we will need the community's support as we move forward to do what is right for the school and the community.

Mr. DiBello pointed out that when the district experiences a loss on an assessment appeal that not only do we lose money for this year and every year thereafter but we also have to go back and pay the business back for the years as far as when they first filed.

Dr. Hurda commended the Business Office saying that had we not made such strong and wise financial decisions in the past, we would really be in a bad situation right now. Dr. Hurda stated that it looks bleak but it could be a whole lot worse.

Mr. Anspach added that the critical nature of assessment numbers is that real estate income for the district makes up about 65% of the total income for revenue and when you miss that important piece of assessment value it is a hard to make up.

B. **Joseph Ciresi**, Board President, and **Thomas DiBello**, Board Vice President, to present an overview of the financial challenges facing the Spring-Ford Area School District.

III. **APPROVAL OF MINUTES**

Mrs. Mullin made a motion to approve Items A&B and Mr. Pettit seconded it. The motion passed 8-0.

A. The Board approved the October 18, 2010 Work Session minutes.

B. The Board approved the October 25, 2010 Board Meeting minutes.

IV. **BOARD AND COMMITTEE REPORTS**

Community Relations Joe Ciresi 4th Thurs. 6:00 p.m.

Mr. Ciresi reported that the Community Relations Committee met on October 28th and talked about a doing a program similar to Supe's On but from the Board's perspective. The program will deal with some of the issues like we have seen here tonight, the continued search for the next superintendent and other hot topic issues that are happening within the district. The Committee discussed establishing a President's Council which will be made up of presidents and vice presidents from all of the Home and School Associations, the Booster Club, the Music Association and SNAP in order to have a couple meetings a year to talk about the needs of all the organizations together and what each organization may have that other organizations may use. The Committee talked about their portion of the district goals which included community engagement and felt that the way to accomplish this goal would be through the President's Council, the Board television program, the Board Members

attending the Home and School meetings, different community events, the town hall meeting, the district website, and the email system. The second goal discussed was increasing partnerships with businesses and the community and the Committee talked about the possibility of hiring someone to be a grant writer. The final item discussed was the Board Leadership Workshop which is in the works and dates are in the process of being determined.

Finance

Mark Dehnert

1st Thurs. 8:00 p.m.

Mr. Dehnert reported that the Finance Committee met on November 4 and reviewed the executive reports which showed that for September fiscal year to date compared to the previous year the expenditures are down about \$800,000 and revenue has increased about \$3.7 million. The Committee reviewed the Moody's report which gave the district an AA rating for the refinancing of our 2002 bonds. The Committee talked about assessment appeals and the fund balance. The Business Office was asked to prepare a list of capital projects that could be funded from the \$9 million remaining from the High School Project. The Committee also reviewed reports showing the growth of revenues and expenditures over the last five years which showed that local revenue is up about 5%, expenditures increased 6.7%, and tax revenue increased 4%. The Committee also talked about the challenges facing the district such as loss of stimulus funds and those areas highlighted in the presentation this evening. The Business Office was asked to maintain report for tracking the self-funded insurance showing the budgeted amount to the actual amount in order to make sure that the expenses do not exceed what was planned and budgeted.

Policy

David Shafer

1st Thurs. 7:00 p.m.

Mr. Shafer reported that the Policy Committee met on November 4 and reviewed policies 910, 102, 103, 105, and 105.1. Policies 910, 102, and 105.1 are on the agenda tonight for a first reading. The Committee recommended no change for policy 105. Policy 103, due to the degree of changes that were made, was given to the district solicitor for review and it is expected that the Committee will have this policy back for their next meeting. Dr. Hurda added that the policy was received back today from the solicitor's office. Mr. Shafer reported that the next policies the Committee will be reviewing are policy numbers 105.2, 106, 107, and 108. Mr. Shafer commented that the last item the Committee discussed was at the request of the Property Committee and that was to review the need to have a policy that addresses the governing of the school district's property lines and what happens if and when it is discovered that neighboring property owners have either placed or erected structures encroaching on the school district's property. Mr. Shafer stated that administration is going to research the existence of any of these policies throughout the Commonwealth of Pennsylvania through PSBA and then report the findings back to the Policy Committee at their next meeting.

Mrs. Mullin asked where the discussion regarding the use of facilities during school hours was left at after last week's meeting because the more she thought about it the more she did not understand why it does not fall under the policy regarding Raptor which is enforced when people go into the school buildings. Mrs. Mullin stated when her children are outside on school property during a gym class she is under the assumption that her child is protected by the same rules that are in place when they are inside the school. Dr. Hurda responded that if you remember that the whole idea regarding clearances was that an adult would not be alone or supervising students without going through the Raptor System. Dr. Hurda commented that if a school were to hold a public event the parents would not be Raptured in because this could not possibly be done due to the numbers. Dr. Hurda added that her perception is that when a teacher is there with their class and someone is going

around the track then the teacher is supervising those students but this is something that is going back to the Policy Committee to discuss. Mrs. Mullin commented that she thinks the whole Raptorware Policy needs to be either revisited or reviewed as she is finding that some buildings do it for everyone and other buildings do not and that it may possibly have been left to the building's interpretation. Mrs. Mullin said her personal feeling is that if she must be checked in to sit in a classroom and help a teacher then she surely thinks that she would have less of an opportunity to cause harm than if you have kids spread out over a gym field or any kind of outdoor classroom with someone just wandering around. Mrs. Mullin stated that she would like all of this to go back to the Policy Committee to be reviewed. Dr. Hurda replied that she is not disagreeing with Mrs. Mullin but remember that Spring-Ford was one of the early initiators of Raptorware and we had given the principals some leeway if it was a public event and impossible to get all parents Raptored in. Dr. Hurda added that she will take a look at all of this and take it back to the Policy Committee to review. Mr. DiBello commented that if we are going to do this then we must also look at the policy regarding whether school grounds are open to the public during the school day. Mr. DiBello said he agrees with Mrs. Mullin in that he is not comfortable that during the school day people can come and use the school grounds whenever they want as we have all seen newspaper articles and movies about how it only takes about three seconds for someone to grab a kid. He stated that it is important that we look at what our policies are regarding when school grounds are open to the public as we want to support the public's use of our facilities but we need to check ourselves regarding the times.

Mr. DiBello asked if we had finalized what the actual savings is going to be regarding the bond. Mr. Anspach said he believes that when Mr. Murray was there on the closing date that the savings was \$608,000. Mr. DiBello said if he understands this correctly then this year we budgeted a certain amount of money and we refinanced the bond so the money we actually budgeted we are not going to spend so there is a one-time savings of refinancing that bond that is somewhere around \$600,000 or so. Dr. Hurda confirmed that the Board approved the resolution regarding the refinance of the bond at last month's meeting and the savings was around \$608,000. Mr. DiBello stated that he had been in India last month and was not at the meeting but just wanted to confirm the amounts.

Mrs. Mullin asked how it will be decided as to what is going to be done with the money that is saved and are there limitations on what the money can be used for and Mr. Anspach replied his understanding is that the recommendation from the Finance Committee was that the money be transferred to the Capital Reserve Account and the Board has the authority to vote on how they want to handle those funds. Mrs. Mullin asked if it could be used for the \$427,000 worth of books that the Curriculum Committee has passed up on for over a year now and Mr. Anspach responded that in the past books were not considered Capital Reserve items. Mr. DiBello asked if the money had been moved into the Capital Reserve Account already and Mr. Anspach replied that he would have to check into this as he thought there had been a Board motion on this but he does not see it in the minutes right now but he thought that was the intent. Mr. Pettit stated that it appears that the Board simply approved the refinancing of the bond but as of now the money is still in the General Fund and has not been transferred to the Capital Reserve Account and Mr. Anspach said that would be correct since he cannot locate a motion for moving it to the Capital Reserve Account. Mr. Pettit questioned if that was the case then the response to Mrs. Mullin's question would be that it could be utilized to increase the book budget as long as it was coming out of the General Fund and not the Capital Reserve Account and Mr. Anspach replied that it could be used this way, however we need to know where we stand with the General Fund as we have taken a big hit of almost \$6 million for the last two and one-half years. Mr. Pettit stated that he is not

recommending one thing or another but just asking about the response to Mrs. Mullin's question and Mr. Anspach replied that yes you could use the General Fund for the purchase of books. Mrs. Mullin stated that the books have taken a huge hit and these are books that are already overdue and in a \$125 million budget she is just looking for \$427,000 for books that are already overdue. Mr. DiBello asked if these were the books that were cut out of the budget last year and Mrs. Mullin replied yes they were. Dr. Hurda commented that the Board may recall that in this current school year we only budged \$20,000 in a \$125 million budget for books. Mrs. Mullin added 3/10 of a percent for books that are over a year overdue. Mr. DiBello said based on current events we may have the opportunity to go back and revisit the amount of money that was cut out of the budget and tried to push off until next year for the books. Mr. DiBello asked about what was pushed off until next year and if we have a priority list for this and Mrs. Mullin replied yes we do and she read the list of priority one's and priority two's for books. Mr. DiBello said based on what is being said we could take the money related to the bond and buy the books this year or we have to look at it for next year and try to find in the budget where we are going to get the money or push the purchase off. Mr. Anspach clarified that it is very critical that we understand the Capital Fund balance issue and that is that we are at a \$1.6 million right now and the \$2.5 million we have been eating for the last 2 ½ years is not counted towards this number yet so by doing nothing we are already going to be in a hole so to add a \$400,000 expenditure he is not sure that from a financial standpoint how this could be fixed. Mr. DiBello said he understands this and he was just putting the options on the table. Mr. Anspach replied that we have a \$2.5 million hole in our budget that we need to plug due to the assessment appeals. Mr. DiBello stated that was correct but we also need to plug a hole in our curriculum since we have not purchased books. Mr. Anspach commented that this is what happens with challenges and they are not easy to deal with and we are all going to be faced with how to make this work and we are going to be feeling pain. Mr. DiBello said he is not arguing with Mr. Anspach but just stating that for the past few years the Board has pushed off buying new books and he believes that if you add up the last couple of years there was approximately \$900,000 that was pushed off so at some point and time the books are going to be outdated or beyond their usefulness and we are going to have to come up with \$1 million for books so it is like we are robbing Peter to pay Paul. Mr. Anspach said one of the options talked about is to use the money in the Capital Reserve account for those bad years with the understanding that at some time we will have to try to replace those dollars but with what the district is looking at with assessments we may have to take from some of the healthy accounts to help us get through this financial turmoil we are in.

V. PERSONNEL

Mr. Shafer commented that there are a lot of good names leaving the district and this is tough to swallow.

Mr. Pettit made a motion to approve Items A-J and Mrs. Mullin seconded it. The motion passed 8-0.

Mr. Ciresi commented that as of July 16th both Dr. Hurda and Dr. Donahue are free from the Spring-Ford Area School District and he is sure they will be on an island somewhere in the Caribbean. Dr. Hurda replied that her guess would be that they will be driving around the district trying to figure out what to do with themselves. Dr. Hurda commented that the last twelve years have been a wonderful experience for her and the 5 or 6 that she has worked with Ken have been outstanding. Dr. Hurda said they will turn in their phones and though the Board may not be able to get them on their cell phones they have made a commitment that they will do everything they possibly can to help make the transition as smooth as

possible. Dr. Hurda said in speaking for herself she loves this district and wants it to move forward and so she leaves here offering her services in any way, shape or form but by July 15th or June 30th they may be glad to see her go. Mr. Ciresi said he doubts that very much and he said it last week and he will say it again this week that the Board accepts both of their letters of retirement with a heavy heart and this was not a decision that the Board was thrilled with making in any way, stretch or form but understands that Dr. Hurda and Dr. Donahue need to make their own choices, go out and relax a little while but he knows they will be somewhere that they will be able to find them. Mr. Ciresi stated that they will both be well missed in the district.

A. Resignations:

1. **Kevin Czapor**, High School; Fitness Room Supervisor, effective November 9, 2010.
2. **Daniel Miscavage**, High School; Assistant Softball Coach, effective October 26, 2010.
3. **Michael Siuchta**, High School; Assistant Boys' Lacrosse Coach, effective October 26, 2010.

New Resignation:

4. **Sheila Egleston**, 8th Grade, Winter Play Director, effective November 16, 2010.

Retirement:

5. **Marsha R. Hurda, Ed.D.**, District; Superintendent, resignation for the purpose of retirement, effective with last work day, July 15, 2011.
6. **Kenneth P. Donahue, Ed.D.**, District; Assistant Superintendent, resignation for the purpose of retirement, effective with last work day, July 15, 2011.
7. **Diane C. Ewing**, 5/6th Grade Center; Part-Time Food Service Employee, resignation for the purpose of retirement, effective with last work day, tentatively, June 15, 2011.
8. **David Imes**, Brooke Elementary School; Instructional Assistant, resignation for the purpose of retirement, effective with last work day, June 30, 2011.
9. **Donatina F. Miller**, High School; Biology Teacher, resignation for the purpose of retirement, effective with last work day, January 20, 2011 (end of second marking period).
10. **Gloria Moyer**, District; Coordinator of Transportation, resignation for the purpose of retirement, effective with last work day, March 31, 2011.
11. **Sharon Tobin**, District Office; Secretary, resignation for the purpose of retirement, effective with the last work day January 3, 2011.
12. **Joyce E. Dramby**, 9th Grade Center; Instructional Assistant, resignation for the purpose of retirement, effective with the last work day, November 19, 2010.

New Retirement:

13. **Kathleen Parker**, District; Coordinator of Food Services, resignation for the purpose of retirement, effective with the last work day, February 11, 2011.

B. Leaves of Absence:

1. **Courtney Briddes**, Upper Providence Elementary School; Instructional Assistant, for a Leave of Absence in accordance with Board Policy, effective retroactive October 28, 2010.
2. **Michael Costello**, District; Maintenance Employee, for a Leave of Absence in accordance with Board Policy, effective September 20, 2010 for up to maximum of twelve (12) weeks.
3. **Gary Kirby**, 7th Grade Center; Custodian, for a Leave of Absence in accordance with Board Policy, effective November 12, 2010 for up to a maximum of twelve (12) weeks.
4. **Amanda Leslie**, High School; Special Education Teacher, for a Leave of Absence in accordance with the Professional Agreement, tentatively March 30, 2011 until the end of the 2010/2011 school year.
5. **Erin Marcellus**, Limerick Elementary School; Elementary Teacher, for a Leave of Absence in accordance with the Board Policy, tentatively January 27, 2011 for approximately ten (10) to eleven (11) weeks.
6. **Jason Marcellus**, 5/6th Grade Center; Elementary Teacher, for a Leave of Absence in accordance with the Board Policy, tentatively January 27, 2011 for approximately one (1) to two (2) weeks.
7. **Cristina McCoach**, 9th Grade Center; Science Teacher, for a Leave of Absence in accordance with the Professional Agreement, tentatively April 18, 2011 through the 2011/2012 school year.
8. **Meghan A. Neiswender**, Brooke/Spring City Elementary School; Librarian, for a Leave of Absence in accordance with the Board Policy, effective January 18, 2011 for up to a maximum of twelve (12) weeks.
9. **Alane Rey**, 5/6th Grade Center; Elementary Teacher, for a Leave of Absence in accordance with Board Policy, effective October 21, 2010 for up to a maximum of twelve (12) weeks.
10. **Andrea Curry**, High School; Chemistry Teacher, for a Leave of Absence in accordance with Board Policy, tentatively April 2, 2011 for up to a maximum of twelve (12) weeks.
11. **Miranda Paradise**, Oaks Elementary School; Elementary Teacher, for a Leave of Absence in accordance with the Professional Agreement, tentatively January 9, 2011 through the end of the 2010/2011 school year.

New Leaves of Absence:

12. **Vicki Maumus**, 7/8th Grade Centers; School Psychologist, for an *extended* Leave of Absence in accordance with the Professional Agreement, effective November 15, 2010 until the end of the 1st semester for the 2010/2011 school year.
 13. **Meghan Timmes**, 8th Grade Center; Special Education Teacher, for a Leave of Absence in accordance with the Professional Agreement, effective tentatively January 28, 2011 until the end of the 2010/2011 school year.
- C. **Extra-Curricular Contract:** 5/6th Grade Center
1. **Susan Koss**, 6th Grade Chorus Coordinator, \$1,471
- D. **Extra-Curricular Contracts:** 7th Grade Center
1. **Deanne Snelling**, Newspaper Advisor, \$367.75 (1/4 position)
 2. **Cheryl Viscardi**, Newspaper Advisor, \$367.75 (1/4 position)
- E. **Extra-Curricular Contract:** 8th Grade Center
1. **Kate Seward**, Winter Play Director, \$1,471
- F. **Support Staff Change of Status:**
1. **Trudy Durante**, 8th Grade Center; Food Service Employee, increase from a 3 hour position to a 4.5 hour position, replacing Karen Yaffie who resigned, effective November 1, 2010.
 2. **Megan Schaeffer**, 8th Grade Center; Food Service Employee, increase from a 3 hour position to a 3.5 hour position, replacing Pamela Carty who resigned, effective November 1, 2010.
- G. **Professional Staff Substitute:**
1. **Ashley Mason** English
- New Professional Staff Substitute:**
2. **Eileen Sanderson** General Science
- NEW PERSONNEL ITEMS:**
- H. **Support Staff Employees:**
1. **Theresa Carfagno**, 5/6th Grade Center; 3-hour Food Service Employee, replacing Mary Heelan who resigned. Compensation will be set at \$14.61 per hour without benefits as per the Food Service Plan, effective November 29, 2010.

ER Stuebner	Applic. #16- General Contractor	\$ 270,871.19
Fresh Metered Concrete	Concrete (13 ¼ yds)	\$ 1,710.50
Indepen. Contract Floor.	Furnish/Install Carpet Tile (2 Inv)	\$ 7,544.00
Johnson Controls	Security Cameras/Digital Video Recorder System	\$ 20,521.00
Kurtz Brothers	Husky Table (3)	\$ 815.50
Martin Stone Quarries	Stone - Sidewalk	\$ 287.52
MBR Construction Serv	Applic. #18- Electric Contractor	\$ 56,484.00
Officenter	Master Key (4)	\$ 29.12
Reading Foundry	Sprayer-Kitchen	\$ 340.04
Reading Foundry	Supplies-Water Line (2 Inv)	\$ 380.60
Scantron Corporation	Forms/Scantron Score	\$ 621.24
Seller's Painting	Waterproofing/Caulking (2 Inv)	\$ 5,466.00
Shiffler	Marsh /Burlap Boards (5)	\$ 2,050.60
Tri-State Balancing	Professional Services	\$ 1,000.00
UPS Store	Drawing Copies (2 Inv)	\$ 1,027.25
Waste Management	20 yd. Roll Off	\$ 375.00
*APEX Plumbing Inc.	Applic. #14- Plumbing Contr.	\$ 39,596.00
*Gary Britcher Masonry	Material/Labor Replacement of Brick Paver with Concrete	\$ 5,490.00
*John DiBattista	Remove Glass Divid Wall/Café	\$ 2,850.00
*Monoprice Inc.	Cables-Security System Monitor	\$ 65.98
*Peter Lumber Company	Misc. Supplies-Cafeteria	\$ 402.32
*Shiffler	Flag Holders (10)	\$ 48.76
	TOTAL	\$ 443,795.94

2. **9th GRADE CENTER PARKING LOT**

Bursich Associates	Professional Services	\$ 3,225.50
Denney Electric Supply	Misc. Supplies/Lighting	\$ 630.74
	TOTAL	\$ 3,856.24

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

<u>October</u>		
Check No. 139053 – 139191		\$ 714,939.32
<u>November</u>		
Check No. 139192 – 139329		\$ 485,874.53

2. Weekly Checks prior to Board Meeting

Check No. 139430 – 139500		\$ 352,289.62
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3. Board Checks held for approval

Check No. 139330 – 139429		\$ 113,246.47
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4. Athletic Fund
October
 Check No. 302822 – 302969 \$ 35,341.58

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

1. **Lyndi Puleo – Phoenixville, PA.** Provide thirty (30) hours of psychological services per week for three (3) weeks for a total of ninety (90) hours replacing Vicki Maumus who is on a leave of absence. Services will also include an additional one hundred (100) hours to assist with the completion of psychological reports for Early Intervention students for a total of one hundred ninety (190) hours at a rate of seventy-five dollars (\$75.00) per hour. Funding will be paid from the 2010-2011 IDEA, Part B, ARRA Stimulus Funds and shall not exceed fourteen thousand two hundred fifty dollars (\$14,250.00).
2. **Blue Sky Puppet Theatre, Inc. – University Park, MD.** Provide an assembly at Spring City Elementary entitled “Bananas” in conjunction with the Health and Wellness Program. Funding will be paid from the 2010-2011 Pottstown Area Health and Wellness Foundation Grant and shall not exceed seven hundred twenty-five dollars (\$725.00).
3. **Perkiomen Watershed Conservancy – Schwenksville, PA.** Provide an assembly on plant life, animal life and human life at Spring City Elementary. Funding will be paid by the 2010-2011 Spring City Elementary Home & School Association and shall not exceed two hundred twenty dollars (\$220.00).
4. **Mark Seaman, Earth Rhythms – Reading, PA.** Provide two (2) assemblies for students at Upper Providence Elementary entitled “Living in the Rhythm” as part of the Artist in Residence Program. Funding will be paid from the 2010-2011 Upper Providence Elementary Artist in Residence Account and shall not exceed one thousand dollars (\$1,000.00).
5. **Perkiomen Watershed Convergence – Schwenksville, PA.** Provide an assembly for the kindergarten students at Upper Providence Elementary entitled “Winter Secrets...Animals in Winter”. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed four hundred forty dollars (\$440.00).
6. **Rob Guarino – Newark, DE.** Provide an interactive weather assembly at Brooke Elementary. Funding will be paid by the 2010-2011 Brooke Elementary Home and School Association and shall not exceed three hundred fifty dollars (\$350.00).

New Independent Contract:

7. **Dr. Jim Cianciulli – Jeffersonville, PA.** Conduct neuropsychological testing and provide an educational report for a special needs student as per the IEP. Funding will be paid from the 2010-2011 IDEA, Part B, ARRA Stimulus Funds and shall not exceed one thousand six hundred dollars (\$1,600.00).

- E. The Board approved entering into an agreement with Clark Food Service Equipment for the purchase of a Gas Convection Steamer and Garland 36" Gas Range for the Limerick Elementary School from DGS State Contract. The total cost will be \$17,497.75; \$13,069.75 for the Steamer, \$2,243.00 for the Gas Range and \$2,185.00 for the installation and removal/disposal of existing units. Funding will be from the High School Construction Account.
- F. The Board approved **Resolution #2010-31**, in conjunction with the Montgomery County Tax Collection Committee, authorizing Berkheimer Associates to serve as the Earned Income Tax (EIT) Collector and the Local Service Tax (LST) Collector for a three (3) year term at a rate of 1.39%, effective January 1, 2011.
- G. The Board approved seeking bids for the printing of "**Publications**"(Newsletters– 4 issues, District Activity Calendars, Student Handbooks, Crisis Prevention/Intervention/Postvention Plan Flip Chart, Post-Secondary Guidance Handbooks and Student Planners) for the 2011-2012 school year.
- H. The Board approved seeking bids for supplies for the 2011-2012 school year. Supplies would include but not be limited to custodial, art, general, paper, physical education, science, technology education, and furniture.
- I. The Board approved the participation in the Montgomery County Intermediate Unit's bid for Copier Paper and other bids deemed to be advantageous for the 2011-2012 school year.

NEW FINANCE

- J. The following Treasurers' Reports were approved:

General Fund

- Money Market – October 2010
- PSDLAF – October 2010
- PSDMAX – October 2010
- Checking Account – October 2010
- PLGIT Account – October 2010
- Investment Accounts & Investment Schedule - October 2010
- Payroll Account – October 2010
- Tax Account – October 2010

Activity Accounts

- Elementary Activity – October 2010
- 7th Grade Activity – October 2010
- 8th Grade Activity – October 2010
- High School Activity – October 2010
- Athletic Account – October 2010

Bond Funds

- Note of 2007A – October 2010

Other Funds

- Capital Reserve Fund & Investment Schedule – October 2010
- Debt Service Fund – October 2010
- Reservation of Funds (Natatorium, Insurance, Retirement) – October 2010

able to get a better price? Mr. Dehnert stated that he would just like to see us enforce some discipline on the decisions we make so that the Board can see the information as opposed to just voting on something without knowing why. Mr. Cirese confirmed that the original motion had been withdrawn and Mr. Pettit said yes he had withdrawn his motion.

Mr. Shafer said he would like to make a motion to approve Item C and Mr. DiBello seconded it. Mr. DiBello stated that he understands the importance of the template and support that but he also agrees with Mr. Shafer that this is going out to state contract so in this situation it is either that the carpet is ripped and needs to be replaced or not. Mr. DiBello said he is comfortable in this situation and we can continue forward in presenting and filling out the template but he does not anticipate seeing anything changing. The motion passed 6-2 with Mr. Dehnert and Mr. Pettit voting no.

- C. The Board approved replacing worn carpeting, using PA State Contract List, in the High School 10-12 Grade Center Auditorium as part of the ongoing High School Renovation Project. Funding will come from the High School Construction Account and shall not exceed \$30,000.00.

Mrs. Mullin made a motion for Item D and Mr. Shafer seconded it. Ms. Gudolonis asked if the original motion was to approve everything except for C and D rescinded and Mr. Cirese said no that C and D were the motions that were separated. Ms. Gudolonis said that she should have said D, E and F but her question is regarding the wording and these items say we are going to request specifications to be generated and then go out for bid and she is not clear if we are actually getting specifications and allowing the items to go out for bid or are we just requesting specifications for the purpose of going out for bid. Dr. Hurda said she recalls that in the memo she sent to the Board last Friday that she indicated that in order for us to do anything we must first do the specifications and nothing can happen until they are written and it comes back to the Board for approval. Dr. Hurda said the motion really is to come up with the specs and then we will have to go out to bid to see what the cost will be but there is no opportunity to do anything until it comes back to the Board and the Board accepts one of the bids. Ms. Gudolonis asked if we are going to get specifications and bids and Dr. Hurda replied yes but no action will be taken whatsoever until the bids are open and we have the information to provide but we do not know where we stand right now until this is done. The motion passed 8-0.

- D. The Board approved entering into a contract with Desmond A. Baker & Associates, LLC to prepare specifications and go out to bid for the replacement of the High School 10-12 Grade Center chiller as part of the ongoing High School Renovation Project. Funding will come from the High School Construction Account and shall not exceed \$15,000.00.
- E. The Board approved hiring a consultant to prepare specifications and go out to bid for the replacement of the High School 10-12 Grade Center Auditorium stage lighting system as part of the ongoing High School Renovation Project. Funding will come from the High School Construction Account and shall not exceed \$5,000.00.
- F. The Board approved hiring a consultant to prepare specifications and go out to bid for the replacement of the High School 10-12 Grade Center Television Studio equipment as part of the ongoing High School Renovation Project. Funding will come from the High School Construction Account and shall not exceed \$5,000.00.

- G. The Board approved Colm Engineering to prepare specifications for bidding and oversee the project for the installation of the Royersford Elementary Chiller. Funding will come from the High School Construction Account and shall not exceed \$20,000.00.
- H. The Board approved **DEDUCT** Change Order E#2 (High School Addition Project) – MBR Commercial Services, Inc. in the amount of (\$39,139.08). This deduct change order is for unused equipment.

NEW PROPERTY

- I. The Board approved a **DEDUCT** change Order P#1 (High School Addition Project) – Apex Plumbing and Heating, Inc. in the amount of (\$14,557.50). This deduct change order is for unused equipment.

VIII. PSBA REPORT/MCIU REPORTS Tom DiBello

Mr. DiBello said the main topic discussed at the MCIU Legislative meeting was the preliminary budget for the 2011-2012 school year. The combined overall budget for all the business units within the IU is approximately \$125 - \$130 million. The meeting focused on two of the areas which were the General Operating Budget and the Special Education Budget. The General Operating Budget for the IU for 2011-2012 is going to be approximately \$7.8 million which is broken into 4 segments consisting of General Administration, Curriculum & Instruction, Legislative Services, and Technology Information Services. Mr. DiBello reported that some areas will see an increase and other areas will see a decrease. The increase in services on average per district is going to be \$886.00 per district on top of what we are currently paying. Mr. DiBello reported that the Special Education Budget for the IU is approximately \$75 million and this is broken up into preschool programs, school age programs, mental health programs and grant/federal programs. Mr. DiBello said that basically school districts do not pay a member contribution into this budget but pay based on the services they use so when you hear \$75 million you should know that Spring-Ford will only pay for those services used. Mr. DiBello stated that the interesting thing is that unfortunately there seems to be an increase in the number of early intervention students that are coming into the IU. The estimate for the 2010-2011 year is somewhere around 2400 which is kind of disheartening. Mr. DiBello reported that the other topic discussed was legislation that was passed regarding PSERS. Dr. Shively presented an overview of the meeting he held with all of the Superintendents in the area which seemed to be very positive. Mr. DiBello said the final topic addressed pertained to year long discussion regarding the IU purchasing a new building but currently based on the economic climate the IU has decided to continue the search but have decided that they have put on pause aggressively seeking out buildings until they see what the changeover in the government will bring.

IX. CONFERENCE/ WORKSHOP RECOMMENDATIONS

Mr. Pettit made a motion to approve Items A-G and Mrs. Mullin seconded it.

Mr. Dressler asked if there is a certain amount of money budgeted for conferences and is there a certain amount for each teacher or administrator. Dr. Hurda stated that there has been a very hard line taken in terms of conferences based on the economic condition so you will notice that most conferences have no cost or little cost or the employee is paying their own way. Mr. Anspach said with the budget cuts his recollection is that we have a range of \$50,000 total and this is being cut down year after year. Mr. Dressler asked again if each teacher or administrator were allowed a certain amount and Dr. Hurda replied no that there

is a pool of money. Mr. Dressler asked if the final decision was made by her and Dr. Hurda replied yes.

The motion passed 8-0.

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

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

DISTRICT OFFICE

- A. **Daniel Currie, Carol Frankel** and **Dr. Jeanmarie Mason**, Special Education Supervisors, to attend "*PDE Annual Conference 2011*" in Hershey, PA from January 12 through January 14, 2011. The total cost of this conference is \$1,621.00 from the 2010-2011 IDEA, Part B, ARRA Stimulus Funds. No substitutes are needed.
- B. **Judy Kuhns**, Technology Integration Specialist, to attend "*Pennsylvania Educational Technology Expo and Conference*" in Hershey, PA on from February 14 through February 15, 2011. There is no cost to the district for this conference as all expenses are being paid by Mrs. Kuhns. No substitute is needed.

HIGH SCHOOL

- C. **Elaine Ruppert**, Teacher, to attend "*Standards Aligned System Institute*" in Hershey, PA from December 5, through December 8, 2010. The total cost of this conference is \$535.00 - \$85.00 for mileage and \$450.00 from the substitute account.

5/6 GRADE CENTER

- D. **JoAnn Sibley** and **Lisa Knaub**, Teachers, to attend "*SMART Exemplary Educator*" in Philadelphia, PA on November 18, 2010. The total cost for this conference is \$300.00 for substitutes.
- E. **Shonna Schulz**, Autistic Support Teacher, to attend "*Competent Learner Model*" at the Montgomery County Intermediate Unit in Norristown, PA on November 3, 2010, February 2, 2011 and April 27, 2011. The total cost of this conference is \$486.00 – \$36.00 for mileage and \$450.00 from the substitute account.

UPPER PROVIDENCE

- F. **Dr. Melissa Patschke**, Principal, and **Mark Matthews**, Emotional Support Teacher, to attend "*Using Communities of Practice (CoP) as a Strategy to Provide TA*" in Washington, DC from November 29-30, 2010. Dr. Patschke and Mr. Matthews have been invited by the United States Department of Education, Office of Special Education, to speak on behalf of elementary Emotional Support Programs. The only cost to the district for this meeting is \$ \$225.00 for a substitute for Mr. Matthews (½ a day on the 29th and a full day on the 30th). All other costs are being paid by the Office of Special Education.

New Conference/Workshop

- G. **Timothy Anspach**, Business Manager, to attend “*TOPS Leadership Panel Discussion – A Perspective on Regional Health Care*” at The Crowne Plaza Hotel in Valley Forge, PA on Tuesday evening, November 30, 2010. The total cost for attending this panel discussion is \$50.00 from the 580 account.

X. OTHER BUSINESS

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

- A. The following policy was approved:

1. Policy #100 – PROGRAMS: Strategic Plan

- B. The Board approved the following annual reports of income and expenses as required by Policy #229 – Student Fund Raising.

1. Brooke Elementary Home and School Association
2. Evans Elementary Home and School Association
3. Limerick Elementary Home and School League
4. Oaks Elementary School Parent Teacher Association
5. Royersford Elementary Parent Teacher Organization
6. Spring City Elementary Home and School Association
7. Upper Providence Elementary Home and School Association
8. Spring-Ford Intermediate School Home and School Association
9. Spring-Ford Middle School Home and School Association
10. Spring-Ford Athletic Booster Club
11. Spring-Ford Music Association Incorporated

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

1. Policy #102 – PROGRAMS: Academic Standards
2. Policy #105.1 – PROGRAMS: Curriculum Review by Parents and Students
3. Policy #910 – COMMUNITY: Community Relations/Dissemination of Printed Materials

XI. SOLICITOR'S REPORT

Mr. Davis reported that Mr. Ciresi and Mr. DiBello attended the pre-trial conference held last week on the Smith Kline assessment appeal. Tonight we talked about the magnitude of dollars if the taxpayer is successful in their appeal. Mr. Davis reported that the taxpayer is requesting relief of \$2 million for the years 2008, 2009, and 2010. Mr. Davis said the judge in this particular case was not an activist and showed no interest in having meaningful settlement negotiations but quite frankly viewed the matter as status call as to where the parties were and said he would have another status call in February. Mr. Davis stated that the parties then agreed to schedule settlement discussions on their own and the last he saw it appeared that we were getting closer to a date somewhere before the Christmas holidays. Mr. Davis reported that he, Mr. Ciresi and Mr. DiBello approached the representative from Smith Kline and Mr. DiBello articulated very clearly the need of the school district and the potential devastation this would have and the response from the representative was essentially that they have their own problems. Mr. Davis said he does not know where this

will end but this is just the beginning and he is trying to push this to trial because we will have to pay it sooner or later and hopefully we will settle on a better basis than where Smith Kline is at the moment.

XII. PUBLIC TO BE HEARD

Steve Lampmann, Limerick Township, commented that he has a son currently in the 10th grade and a son who graduated this past year. Mr. Lampmann stated that he is here on behalf of the athletes of the Spring-Ford Ice Hockey Club where he is a board member. Mr. Lampmann reported that he had a brief discussion at the Extracurricular Committee meeting earlier this month. Mr. Lampmann said the students have voiced a number of concerns and would hope that the School Board could understand some of their views. Mr. Lampmann stated that 45 of the 60 student athletes have taken it upon themselves to write letters to the Board saying how much it would mean to them for the Board to allow a discussion to occur at their next Extracurricular meeting. He left the student's letters for the Board to read. Mr. Lampmann also gave each Board Member an envelope containing a schedule of games and he invited them to attend the games. He informed the Board that the home games are played at Center Ice Rink in Oaks, PA. Mr. Lampmann stated that core of this is that the students have tremendous pride in wearing the Spring-Ford Ice Hockey jersey. Mr. Lampmann said he would like the Board to understand their views and would like to possibly be included in the agenda for a future Extracurricular Committee meeting. Mr. DiBello said that the Extracurricular Committee plans on inviting the group to their January meeting in order to sit down and understand what the goals of the group are for being recognized by Spring-Ford.

Dawn Heine, Limerick Township, commented that both Dr. Hurda and Dr. Donahue have made a tremendous impact on the district. Ms. Heine stated that it would be remiss if she did not state some of their accomplishments that she has noticed. Ms. Heine said Dr. Hurda and Dr. Donahue's Leadership has brought the district to a more forward thinking district, test scores continue to rise and we are a district to follow. They have a staff and community that are thankful for all they have done and they will be greatly missed. Ms. Heine stated that she says this because teachers she has talked to in the district have all said how sad they are about Dr. Hurda and Dr. Donahue's departure and parents she has talked to have expressed how thankful they are to live in a district where you as an individual are recognized not only as a person but as someone who has made an impact on the district. Ms. Heine said she knows they have worked tireless hours to see the district succeed and their efforts are very much recognized. She wished them well in their retirement and looks forward to working with them until the end of July. Ms. Heine concluded by saying it is because of Dr. Hurda and Dr. Donahue that she has become so much more involved with the district.

Kathleen Bryant, Upper Providence Township, commented that in light of some of the very serious economic issues budgetary wise regarding the large industrial and commercial assessment appeals, she honestly believes that the district should be issuing press releases posted on the district website naming specifically these organizations that are looking for an appeal. Ms. Bryant stated that the School Board owes the candor regarding this economic budgetary problems and disaster to the residents whether they have students in the district or not. Ms. Bryant pleaded with the Board to issue the press releases and place them on the website. Mr. Ciresi responded that they have discussed this exact topic and Mr. Davis could probably speak better to this but some names the Board cannot issue until we get to a certain point due to legal issues. Mr. Ciresi stated that if Ms. Bryant remembers from the Town Hall Meeting they did list some of those organizations and he agrees one hundred percent and he

would love to put out a list but we need to find out what we can do legally. Mr. Davis commented that once the organization takes the appeal then it is all public record and Ms. Bryant said that is correct. Ms. Bryant said this is not really about the Board and Mr. Davis going back and forth with these companies but it is about every district resident who pays taxes. Ms. Bryant questioned Ray and Associates from Cedar Rapids, Iowa, asking why the Board would hire a search firm from out there rather than a local firm when Philadelphia is one of the largest resource management hubs in the United States. Mr. DiBello replied that the firm hired has their corporate office in Iowa but the representative we will be working with is local. Ms. Bryant said that the addendum motion did not state this and Mr. DiBello replied that is because we are hiring the company to do the local search and they have representatives who are spread out throughout the county. Mr. DiBello reported that the Board looked at several different firms and narrowed it down to two firms they thought would do the best job for the district and based on presentations and information received the decision was made. Ms. Bryant asked which committee was in charge of making this decision and Mr. Ciresi said all nine Board Members were part of the decision making process as this was a full Board action. Ms. Bryant gave her views on what should have been put in the motion as it is reading that all of the travel is going to be based out of Cedar Rapids, Iowa and Mr. Ciresi replied that the travel listed is for potential candidates and he emphasized that this is a national search similar to the one done previously when Dr. Hurda was hired. Ms. Bryant stated that at last week's meeting Mr. Ciresi made a comment that Dr. Hurda was out of her home 125 nights per year and she wondered in all honesty if that would be the expectation for the incoming superintendent and would this be clearly spelled out for that individual. Mr. Ciresi replied that the Board's expectations are going to be extremely high and there will be some large shoes to fill so this will be a huge commitment from anyone coming into the district. He stated that Dr. Hurda has chosen over the course of the years to give this much time so we will be looking for someone to be very dedicated but the Board is not going to say you must be out 125 nights per year but they will have to do the job. Ms. Bryant commented that she was just responding to Mr. Ciresi's reference last week and it sounds like being out 125 nights a year that Dr. Hurda has gone above and beyond and then some. Mr. Ciresi agreed saying way above and beyond. Dr. Hurda commented saying she wants to make it clear that a lot of what she has done has been because she wanted to do it and she is her own worst enemy in that her expectations for herself were very, very high. Dr. Hurda said she does not regret one moment of this time but part of the reason for retiring is that at some point you must reevaluate your priorities and find a way to put a balance in your life. Dr. Hurda said at this point she feels the need to advocate for her family and be home a little bit more and she feels that she could not the job and do it halfway as it is not her nature. Dr. Hurda stated that as painful as this is for her it is the right thing to do and she holds herself to high standards. Mr. DiBello said it is safe to assume that this is what Dr. Hurda has done for the past 12 years and Dr. Hurda said that was correct. Ms. Bryant said her comments are not in any way, shape or form a criticism but rather a lauding the over and above nature that Dr. Hurda has taken this job to and she has seen Dr. Hurda's predecessors and nobody has done what she has done. Dr. Hurda thanked Ms. Bryant and stated that she loved every minute of it. Ms. Bryant congratulated Dr. Hurda on her retirement.

Mr. Ciresi reminded everyone to watch the Thanksgiving Day Parade on Channel 6 to see the Spring-Ford High School Marching Band. Mr. Ciresi congratulated group who did the play "Arsenic and Old Lace" at the high school this past weekend as they put on a great performance. Mr. Ciresi stated that this goes back to the commitment not only by administration and teachers but also by the students who give up an unbelievable amount of

time, nights, holidays and weekends in order to make our school district look good in the public and especially this weekend on a national level we will shine to a national community.

XIII. ADJOURNMENT

Mr. DiBello made a motion to adjourn and Mr. Pettit seconded it. The motion passed 8-0. The meeting adjourned at 9:22 PM.

Respectfully submitted,

Diane Fern
Board Secretary