

On October 23, 2017 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: Dr. Edward T. Dressler and Kelly J. Spletzer
Region II: Dawn R. Heine
Region III: Mark P. Dehnert and Thomas J. DiBello
Presiding Officer: Joseph P. Ciresi
Superintendent: Dr. David R. Goodin
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Taylor Stevens and Nandini M. Patel

The following Board Member was absent: **Colleen Zasowski**

The following Board Member arrived late: **Bernard F. Pettit** (arrived at 7:35)

ANNOUNCEMENTS

Nandini announced that hundreds of Spring-Ford families came out to support Spring-Ford SNAP at the second annual Harlem Wizards Game. She extended a special thanks to the SNAP volunteers who organized this event and the Spring-Ford All-Star Team. Nandini advised that the community can find more information about SNAP, make a donation or sign up to volunteer for upcoming events by visiting sfsnap.org.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

There were no questions or comments.

II. PRESENTATIONS

Mr. Currie introduced himself and said it was his pleasure to introduce the McNutt Family. Mr. Currie reported that every year for the past 10 years in April the McNutt's, owners of Rita's Water Ice in Royersford and Collegeville, have run the "Ice for Autism" fundraiser. He stated that during that event funds are raised to benefit students with Autism across the district. Mr. Currie stated that this event is definitely a highlight of their year as district personnel have the opportunity to go in and scoop water ice on two Wednesdays in April. He expressed his appreciation for the funds that are donated and stated that they have benefitted hundreds and hundreds of students over the years.

Mrs. McNutt introduced herself and said she wanted to first thank and recognize the students at the 5th/6th Grade Center for their contribution this year from the sale of the puzzle pieces. She also thanked the teachers from Oaks Elementary and the 5/6/7 Grade Centers for their donation from funds raised during dress down days. Mrs. McNutt reported that they have been doing this event for 10 years now and over those years have raised a cumulative total of between \$40,000 and \$50,000. She stated that "Ice for Autism" would not be possible without the help of all of the teachers who scooped, the special education supervisors who scooped, Dr. Roche who scooped and a few others who have scooped in the past. Mrs. McNutt spoke about her son Justin who has been in

the Special Education Program since kindergarten and will be 21 years old in January so this will be his last year attending Spring-Ford. Mrs. McNutt stated that she and her husband Greg are extremely grateful for all of the help, guidance and support they have received over the last 15 years. She added that her son, Justin, has received speech therapy, physical therapy, occupational therapy, has been in learning support and is now in the STEP Program which is a work training program to ensure he will have the skills he needs for a paid position out in the workforce. She added that Justin currently is doing data entry for the ARC Alliance and has been recommended for a paid internship until he officially graduates. Mrs. McNutt advised that Justin did walk at graduation with his twin sister in 2015 so that they graduated together and this year he will receive his diploma. She expressed hope that Justin will be offered a full-time position at the ARC. Mrs. McNutt on behalf of her family thanked the district for providing Justin with an appropriate education that has prepared him for the next step in his life. She added that they have met the most caring and supportive people along the way and they will forever be in their hearts. Mrs. McNutt presented the district with their check for \$4,238.68 to be used for the special needs and autistic support fund at Spring-Ford.

Mr. Ciresi thanked them for doing this every year and for their commitment to Spring-Ford Programs. He stated that it is really a tribute to see them every year and we look forward to seeing them every year.

- A. **Daniel Currie and Christine Raber**, Special Education Supervisors, to accept a donation from **Beverly McNutt** on behalf of **Rita's Water Ice** sponsorship of the **"Ice for Autism"** fundraiser which benefits the Spring-Ford Area School District's Autism Program.

Dr. Colyer introduced the commended students in the 2018 National Merit Scholarship Program. He stated that these 7 students were among the 34,000 highest performers out of the 1.6 million students in the country who took last fall's PSATs. Dr. Colyer stated that the high school is very proud of these students and he asked each student to come forward so they could be presented with a certificate in recognition of their achievements.

- B. **Dr. Robert Colyer**, 12th Grade House Principal, to recognize the following 7 students on being named as "Commended Students" in the 2018 National Merit Scholarship Program.

Pooja Chawla
Katrina A. Hernandez
Jake B. Pajovich
Benjamin J. Pochet

Amal Tyagi
Abigail Varughese
Emily J. Wen

Dr. Colyer introduced the semi-finalists in the 2018 National Merit Scholarship Program and stated that these 3 students were among the 16,000 highest performers out of the 1.5 million students in the country who took last fall's PSATs. Dr. Colyer explained the process students had to follow in order to continue on and be considered for a monetary award. Dr. Colyer stated that the high school is very proud of these students and he asked each student to come forward so they could be presented with a certificate in recognition of their achievements.

- C. **Dr. Robert Colyer**, 12th Grade House Principal, to recognize the following 3 students on being named as “Semi-Finalists” in the 2018 National Merit Scholarship Program.

John T. Kelly
Nicholas D. Moore
Yash B. Shah

Dr. Goodin reported that each year the state releases various assessment results and we take time at the October Board meeting to review those assessments both for our buildings and for our individuals. Dr. Goodin advised that the state in looking at the assessments assigns a School Performance Profile (SPP) score and has done this for the past 5 years but this will be the last year for that. He stated that the state is changing this and will now give out a Future Ready PA Index. Dr. Goodin stated that SPP scores have not been made public yet so we are not able to compare with other districts but should be by the end of the week. He advised that we did have our scores but cautioned that the scores as they become public have been known to change but normally they have changed on the uptick and we would be notified if the scores were going to be lower. Dr. Goodin reminded everyone that the PSSA Test did change two years ago and they came up with a new test and that test is once again going through a change. Dr. Goodin provided the results for the 2016-2017 PSSA Test for our buildings which included the scores from 2016, the scores from 2017, the state average of advance and proficient and the comparison of Spring-Ford to the state.

Mrs. Bast provided an overview of the action steps the district planned to take based on the data. She stated that once they receive this information, normally in late July, they begin to dig in and then her office starts to look for the gap curricularly. They determine what things they can do as they look at different strands and standards that may have been weak areas or strong areas overall. Mrs. Bast reviewed the steps that they have identified, already started and put into place for this year. She added that they also look at more than just PSSA Tests and Keystone Exams as they also look at F&P scores, AIMS web scores, and curriculum based assessments which are very strong.

Mr. Ciresi asked Mrs. Bast to explain what the sharing of strategies between teachers and administrators was as he was concerned that this needed to be listed as he felt that this should be taking place all of the time. Mrs. Bast replied that this was not new and it is something that they are truly doing all of the time. She added that the building principals hold data meetings and when they see a teacher with students who may have done really well they inquire as to how the teacher provided the lesson so as to share with others.

Mrs. Spletzer expressed her concern over the math scores saying it looked like a “D” across the board in math. Mrs. Bast clarified that the numbers shown were the percent proficient so a 76% means that 76% of the students were proficient as this was not the grade so it is better than a “D”. Mrs. Spletzer commented that this also means that there are a lot of kids who are not proficient in math. She added that we have great resources, great administration, great teachers, great parents and great kids and there is so much available to us that we need to use it to the best of our ability so that we do not allow kids to be average or below average. Mrs. Bast responded that one thing that they cannot show due to time constraints is the cohort growth. She indicated that one of the best data analytics that we have is the emetric system which just became available on October 9th. She commented that traditionally when they look at the cohort

growth it is very healthy. Mrs. Bast also pointed out that state scores in math are abysmal.

Mrs. Heine asked what they believe the root cause is for this as they have talked about a lot of things such as test changes. She added that the district has put resources in place to improve the upper grades but this obviously does not address the lower grades which they chose not to do so as to not overwhelm them. Mrs. Heine felt the scores were dismal. Mrs. Bast replied that she felt our scores in a lot of cases were pretty good but the fact is that they do continue to change the test and they are asking students to do a lot more writing to show their mathematical thinking and some students still do not have that quite down. Mrs. Bast stated that we are also learning how the state scores the writing and as we learn more we are able to help the students understand how to show their work or attempt to show it.

Mr. Dehnert commented that he noticed that some of the schools from 3rd to 4th grade scores went down and the 7th to 8th grade scores went down from 72% to 61% in math. Mr. Dehnert felt that students should be tracked from year to year in order to see how kids progress. Mrs. Bast stated that this would be the cohort analysis. Mr. Dehnert said he did not feel the tracking of 3rd grade this year to 3rd grade last year was telling him much. He also added that the scores from 7th to 8th grade saw a significant drop. Mrs. Bast pointed out that when looking at 7th to 8th grade math it is important to understand that many of the 8th grade students are getting Algebra I as math but yet they have to take the PSSA math test which is a very different test than what they are preparing for all year long. She added that the students are taking the Algebra I Keystone Exam as well as the PSSA math test and may not perform as well because they have not done that kind of math. Mrs. Bast advised that they have taken steps to work on this. Mrs. Bast commented that she can break down the data and provide the Board with the cohort data.

Mr. DiBello commented that all of this is changing again for next year so all of this work and analysis does not mean much. He added that in order for us to do a true analysis we should have historical data going back several years but we do not have this as the tests keep changing. Mr. DiBello questioned how many school districts are using everyday math and Mrs. Bast replied that she did not have that information. He expressed that he would like to see how the schools who do not use it are scoring. Mr. DiBello stated that he has been against everyday math from the beginning. He relayed a story of how the Quakertown School District did away with it saying it was the worst thing they had put in place. Mr. DiBello asked how much time teachers and students spend gearing up and preparing for the test and Mrs. Bast replied that it was tough to answer that question as we spend a lot of time aligning our standards. She added that she did not feel we spent an inordinate amount of time preparing for the tests just for tests sake.

Mr. Pettit expressed his concern over everyday math and seeing scores drop rather than go the other way. He asked if there was some way Mrs. Bast could provide the data on the schools who use everyday math compared to ours. Mrs. Bast indicated that she can certainly look into this and prepare it for the Board.

Mr. Dehnert felt it might be better to look at the schools that are successful around us and above to see what they use rather than worry about those that are not successful.

Mrs. Spletzer stated that she did not feel that this was a good news story and said the results did not give her a good feeling. Mrs. Bast replied that every year when they get the scores they are nervous as its good news and bad news. She stated that she is always very proud of our results as she felt we do really well and they constantly think about how we can do better.

Mrs. Heine stated that based on the information they received she feels they should look at the curriculum being used by those districts that are higher performing so that when we are doing our curriculum review we can make sure we are using a successful program.

Mr. Dehnert requested that the information be provided to the Board in advance so that they have time to review it and prepare for the presentation.

Mrs. Bast spoke about moving away from the School Performance Profile. She stated that Pennsylvania will continue to calculate but not publicize each school's SPP score as they will still be used for the purpose of teacher evaluations but not as a comparison tool. Mrs. Bast advised that Future Ready PA Index will be used as it will provide a holistic look at school performance. Mrs. Bast reported that once they get more information from the state on the Future Ready PA Index they will provide a presentation to the Board with this information.

Mr. Ciresi asked if the district had its own formula to measure ourselves year after year as he felt the state was never going to get this right. He added that every year it is another change and we spend millions on a stupid idea that someone came up with. Mrs. Bast replied that the district has common curriculum based assessments in K-12 and we continually work on those.

Mr. Dehnert asked Mr. Fitzgerald whether the SPP score was calculated if it would not be subject to a Right to Know Request to get the information and Mr. Fitzgerald replied that if it was something that we possessed as a record then there certainly would be an opportunity for someone to request it from the district. Mr. Dehnert clarified that he was asking about the information state-wide and Mr. Fitzgerald replied absolutely and he would not be surprised if it was not someone's motivation to get a full composite of scores. Mrs. Bast advised that there is a SPP website and that is what is not yet public so we do not know the scores of anyone else.

Dr. Nugent gave an overview of the Keystone Exams saying we currently give exams in Algebra I, Literature and Biology. He added that originally there were supposed to be 10 exams and students would be required to pass 6 out of the 10 exams in order to graduate but they have only developed 3 exams to date. He advised that the Keystone scores do contribute to the SPP score. Dr. Nugent stated that the biggest thing they want to look at is % proficient and he provided this data for 2016-2017. Dr. Nugent reminded the Board that the scores are banked until the students 11th grade year so if students take the exams and are not proficient they receive remediation and then retake the test. If they still do not test proficient then they receive remediation again and are able to take the test again.

Mrs. Spletzer asked about Dr. Nugent's report of 60-70 students testing at basic or below basic range and wondered what this number equates to and if it included special needs students. Dr. Nugent replied that it includes all students taking the Keystone Exams. Mrs. Spletzer questioned if the 1.4% meant that we were graduating students that cannot read

at a basic level and Dr. Nugent stated that the 1.4% equated to less than 10 students. He added that a lot of the students are IEP students. Dr. Nugent spoke about the state coming up with project based assessments for those students who are struggling. He commented that the project based assessments have diminished significantly as they do not have the resources at the state to provide to school districts even to grade these projects. Dr. Nugent stated that they are up against it continually at the school level to keep up with the changes to get our students where they need to be. He advised that working with the lower level students is a major focus for the staff as they do not want any student leaving the high school who cannot do Algebra or read and write.

Mr. DiBello commented that over the years since they have been talking about the Keystones, the district has spent probably millions of dollars. He added that the state keeps pushing these requirements and districts are forced to spend lots of money not knowing if this is going to work or even stay in place. Dr. Nugent acknowledged that the Future Ready PA Index would be the 4th change since he has been principal at the high school.

Mr. Dehnert asked what the weight was of the Keystone Exams in calculating SPP scores and Dr. Nugent replied that he would have to find out but it was a significant piece although there are a lot of factors used in this calculation.

Mr. DiBello commented that demographics play into the scoring as well and Dr. Nugent confirmed this was correct.

Mr. Ciresi asked Dr. Nugent about the district not being invited to the stakeholder table and wondered who all is invited. Dr. Nugent advised that the district has gotten themselves invited because they barked so much about it. Mr. Ciresi said that if we were not invited then we need to start making a scene as we are one of the top districts around and one of the higher performing districts. Dr. Nugent stated that we got there but it was very frustrating. He spoke about a group of administrators going to the Educational Congress and voiced their opinion.

Dr. Nugent next reported on the AP Exams showing scores from 2012 through 2017. The report revealed that the district's number have steadily grown over the years. He advised that there has been a big push by the high school and the Board over the years to increase AP courses and students taking AP Exams. Dr. Nugent stated that in 2012 there were 378 AP Exams taken and in 2017 there were 1,191. Mr. Dehnert asked how many different students that involved and Dr. Nugent replied 672 students. Dr. Nugent commented that he would love to see every high school student take an AP course as he feels it is very beneficial and is a college level course but students still can receive a lot of support at the high school level. Dr. Nugent spoke of his daughter taking the AP Exam and scoring a 2 but felt that taking an AP course and the exam was one of the best experiences she has ever had. Mr. Ciresi asked if she had passed the course and if students scoring 1 and 2 are passing the course. Dr. Nugent indicated that she had passed the course. Mr. Ciresi asked where we were failing if students passed the course but not the exam and Dr. Nugent stated that we were not failing as students are getting a great experience. Dr. Nugent stated that by putting kids in these courses it raises the expectations for students to perform at a higher level. Mr. Ciresi asked if we knew why kids were able to pass the course but not score high on the exam and Dr. Nugent replied that they do a lot of research and that the AP teachers take it personally and want their students to excel. Mr. Ciresi stated that he just wanted to make sure that we are putting a lot of effort into determining why students who do well in the course are

not doing well on the exams. Mrs. Heine commented that the exam is a one-day thing and a student may just not test well on any given day.

Dr. Nugent advised on the difference between the ACT and the SAT tests. He then presented the results of the ACT and SAT Exams which revealed that Spring-Ford was in line with the state averages or above in most instances. He commented that there is a lot of testing taking place at the high school level. Dr. Nugent thanked Mrs. Bast and the Curriculum Department, Dr. Weidenbaugh, the teaching staff and most importantly the students.

Mr. Ciresi thanked Dr. Nugent. He agreed with Mr. Dehnert's comment that the Board needs prior to the presentation so that they have time to review and formulate their questions. Mr. Ciresi asked about the instructional coaching positions that were hired at the elementary level and what they were doing with regards to those schools that saw significant drops in scores. Mrs. Bast responded that the Instructional Support Teachers (IST) took over the role of the Child Find and kids who are struggling so they are doing a lot of that plus interventions with students. She added that this year they are focused a lot more on math as there is a reading specialist in every building so the IST can take on a little bit more of the math and work with the teachers to build some strategies for students who might be struggling. Mr. Ciresi asked that the scores for the buildings be brought back up and questioned some of the larger drops in scores. Mrs. Bast asked that the Board keep in mind when looking at SPP scores that the calculation for K-8 is largely derived from PSSA and points are given for achievement, for growth and then points are likely given against those historically underperforming groups which is where the sub groups are listed. She stated that when you see the SPP it is for overall achievement but when you see the dashboard which is more in line with what the PA Index will look like you will get to see each category and how we did. Mrs. Bast added that those schools where their scores went up did well with the historically underperforming population but those that went down did not as that is where we see the variance.

Mr. DiBello stated that in looking at the overall scores, 8 years ago we were at one level and we worked extremely hard to raise the bar and we set the bar very high. Mr. DiBello said overall as a district we are doing well. He commended everyone on their hard work but as a Board we always want to do better. Mrs. Bast thanked Mr. DiBello for the praise and said that they always want to do their best but it was nice to hear the praise.

D. **Dr. David Goodin**, Superintendent, **Mrs. Kimberly Bast**, Director of Curriculum and Instruction, **Dr. Patrick Nugent**, Principal 10-12 Grade Center and **Dr. Theresa Weidenbaugh**, Principal 9th Grade Center, to present an overview of the 2016-2017 Spring-Ford Area School District Assessment Data.

III. BOARD AND COMMITTEE REPORTS

Community Relations
There was no report.

Colleen Zasowski

3rd Mon. 6:30 p.m.

WMCTC

Ciresi, Dressler, Heine

1st Mon. 7:00 p.m.

Dr. Dressler reported that the Joint Operating Committee met and he wanted to remind the public of the upcoming event, Girl's Night Out on November 15th. He commented that this event is being held in order to introduce girls to non-traditional career opportunities. Dr. Dressler next advised that on November 29th there will be an Open House held at the Western Center.

PSBA Liaison

Dr. Edward Dressler

Dr. Dressler reported that last week both he attended the PSBA Conference from Wednesday through Friday and heard 9 talks in all for a total of 15 hours. He advised that the talks covered topics from transgender laws to public education funding to mindfulness in the classroom. Dr. Dressler stated that there are 2 discussions that he would like to report on with the first being one by John Couch the VP for Educational Programming at Apple and the other one by Ralph Martire on how to fund education. Dr. Couch had advised that now there are so many jobs available through programming starting at over \$150,000 per year. Mr. Martire made an important point by saying that statistics show that the United States is not performing well compared to other countries. He said that if you take our best school districts and compare them with the rest of the world, we outperform everyone in the world. Mr. Martire also reported that in the last 10 years teachers' salaries have gone down 1.67% throughout the country. Dr. Dressler added that he is sorry to say but we are not funding education properly in this country. Dr. Dressler stated that while at the conference he spoke to people about class start times and he wanted to report that this is something that appears to be taking hold. He advised that the better districts are looking at this because they have found that there are fewer sports injuries and better performing students when they change class times. Dr. Dressler stated that he also asked about class rankings and found that many did away with this years ago as well as weighted grades. Dr. Dressler stated that he will give a more in-depth report on all that he learned at the conference at next month's meeting.

Legislative Committee

Joseph Ciresi

3rd Weds. 7:30 p.m.

There was no report.

MCIU

Tom DiBello

4th Weds. 7:00 p.m.

Mr. DiBello reported that the MCIU Board met on September 27th and went through all of the business and operational reports. He reported that they did apply for a grant to help improve the building where they are running the Head Start Program. He advised that with regards to the state budget, they did approve the revenue plan and he read some of the bullets from that plan. He expressed concern over the state taking money from the tobacco settlement fund to cover the \$2 billion deficit in the amount of \$1.5 billion. Mr. DiBello stated that as they have discussed at the Finance Committee meetings, you do not balance a budget with one-time disbursements. He advised that next year they will have to come up with \$1.5 billion or more. Mr. DiBello advised on the other ways the state had proposed for balancing the budget. He cautioned that 1/3 of the state educational funding is tied to all of this and we must continually prepare ourselves knowing that at some point in the near future there will be some type of takeback of state educational funding to school districts. He urged parents to get involved and understand what is going on and to contact their legislators.

Dr. Dressler asked if there was any movement on taxing the nitrogas extraction and Mr. Ciresi said no that it was pushed back for a votes so they are waiting for it to be put back on the floor.

Superintendent's Report Dr. David R. Goodin

Dr. Goodin thanked everyone who helped to make the homecoming week and weekend successful. He added that they also dedicated a new mural in the arboretum thanks to the efforts of Mrs. Wellington which is very much appreciated. Dr. Goodin recognized the fundraiser that SNAP held this past weekend to raise money for the after prom. He

added that the Harlem Wizards event was well done and he expressed his appreciation for all of the work that SNAP does.

Solicitor's Report Mark Fitzgerald

There was no report.

IV. MINUTES

Mr. Dehnert made a motion to approve Items A-B and Mr. Pettit seconded it. The motion passed 7-0.

A. The Board approved the September 18, 2017 Work Session minutes. **(Attachment A1)**

B. The Board approved the September 25, 2017 Board Meeting minutes. **(Attachment A2)**

V. PERSONNEL

Mr. Dehnert made a motion to approve Items A-F and Mr. Pettit seconded it. The motion passed 7-0.

A. Resignations

1. **Michelle Albanese**; Instructional Assistant, Upper Providence Elementary School. Effective: October 6, 2017.
2. **Janell M. Shelly**; Fitness Room Supervisor (Fall) – Senior High School. Effective: August 9, 2017.

B. Leaves of Absence

1. **Catherine W. Cabrera**; Speech Teacher, Oaks Elementary School, for a military leave of absence per Board Policy. Effective: October 16, 2017 through October 20, 2017.
2. **Katie A. Grohoski**; English Teacher, Senior High School, for child-rearing leave per the Professional Agreement. Effective: September 8, 2017 through the 2017-2018 school year.
3. **Ashley H. Pettinelli**; Elementary Teacher, Oaks Elementary School, for child-rearing leave per the Professional Agreement. Effective: December 17, 2017 through the 2017-2018 school year.
4. **Robin L. Riegel**; Elementary Teacher, 5/6th Grade Center, for child-rearing leave per the Professional Agreement. Effective: August 22, 2017 through the 2017-2018 school year.

New Leave of Absence

5. **Anna E. Haring**; Instructional Support Teacher, Evans Elementary School, for an extension of child-rearing leave per the Professional Agreement. Effective: January 24, 2018 through the 2017-2018 school year.

C. Support Staff Substitute

1. **Mary R. Newett** Office/Clerical

D. The individual listed below has completed three (3) years of satisfactory service as a temporary professional employee and was approved for tenure status:

1. **Stacey C. Huntington** 7th Grade Center

E. The Board approved the attached extra-curricular contracts and department head contracts for the 2017-2018 school year. **(Attachment A3)**

New Personnel Motions

F. Support Staff

1. **Mary E. Lynch**; Instructional Assistant, Upper Providence Elementary School, replacing Julie A. Weber who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: October 17, 2017.
2. **Joanna B. Shanley**; Instructional Assistant, 7th Grade Center. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: To be determined.

VI. FINANCE

Mr. Dehnert made a motion to approve Items A-F and Mrs. Heine seconded it. The motion passed 7-0.

A. The Board approved month's payroll, taxes, all benefits, transportation contracts, IU contracts, Vo-Tech payments, debt service payments, utility bills, maintenance agreements, copier leases, equipment maintenance, federal grants, insurance, and discounted invoices.

B. Checks:

1. General Fund Checks
Check No. 200690 – 201185 \$1,858,407.42
2. Food Service Checks
Check No. 371 – 450 \$ 88,173.18
3. Capital Reserve Checks
Check No. 2013-2015 \$ 674,718.66
4. General Fund, Food Service, & Capital Reserve ACHs
ACH 171800136 - 171800199 \$ 831,080.11
5. Procurement Payments
201700000 - 201700044 \$ 47,472.00

C. The following monthly Board reports were approved:

- Skyward Reports
 - General Fund Check Register
 - Food Service Check Register
 - Capital Reserve Check Register
 - Procurement Check Register
 - Summary Revenue Report
 - Summary Expense Report

D. The Board approved a modification to Policy #610 and #611 to reflect current legal quotation and bidding thresholds consistent with state and federal law and to authorize the Administration in conjunction with the Policy Committee to review and revise as applicable Policy #610 and #611.

E. The Board approved the following **independent contracts** that are offered free of charge or are being funded by the Home and School Associations, the Home and School Leagues, the Parent Teacher Associations, the Parent Teacher Organizations or an outside source:

1. **Perkiomen Watershed Conservancy – Schwenksville, PA.** Provide four assemblies for the kindergarten students at Evans Elementary entitled “Winter Secrets”. Funding will be paid by the Evans Elementary Home and School Association and shall not exceed \$440.00.
2. **Science Explorers – Mohonton, PA.** Provide an assembly for students in grades 1-4 at Spring City Elementary in conjunction with the kick off of the Science Explorer Club including the exploration of the Wacky World of Science and Kitchen Chemistry. There is no cost for this assembly.
3. **Benmor Enterprises – Bushkill, PA.** Provide a dinosaur presentation and dig for second grade students at Royersford Elementary entitled “Dino Dig”. Funding will be paid by the Royersford Elementary Parent Teacher Organization and shall not exceed \$525.00.
4. **Minding Your Mind Foundation – Ardmore, PA.** Provide a mental health presentation for students in 9th grade. There is no cost to the district for this presentation as all costs are being paid from a limited grant.

F. The Board approved the following independent contracts:

1. **Academic Entertainment, Inc. – Snohomish, WA.** Provide two assemblies for the students at Upper Providence Elementary entitled “Cory the Dribbler”. Funding will be paid by the Upper Providence Elementary Assembly Budget and shall not exceed \$1,345.00.
2. **Dr. Lisa Hain – Narvon, PA.** Conduct a Neuropsychological Evaluation and Functional Behavioral Assessment including a written report and participation in the follow-up meeting for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$4,000.00.

3. **Chester County Intermediate Unit – Downingtown, PA.** Provide a Speech and Language Evaluation for a special needs student as per the IEP. Services will be provided at The Child and Career Developmental Center. Funding will be paid from the Special Education Budget and shall not exceed \$839.73.
4. **Camphill Special School – Glenmoore, PA.** Provide a 1:1 Aide for a special needs student as per the IEP. Services will be provided for 156 days at a rate of \$205.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$31,980.00.
5. **Education Alternatives – King of Prussia, PA.** Provide Direct Program Supervision Applied Behavior Analysis services during the Extended School Year Program for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$688.75.
6. **LifeWorks Schools – Foundations Behavioral Health – Doylestown, PA.** Provide Educational services for a special needs student as per the IEP. Services will be provided for 180 days at a rate of \$209.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$37,620.00.
7. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide Direct 1:1 services during the 2017-2018 school year for a special needs student as per the IEP. Services will be provided for 7 hours per day for 159 student days at \$35.00 per hour (\$38,955.00). In addition, Education Alternatives will participate in a half-hour meeting once weekly for 34 weeks at a rate of \$17.50 per meeting (\$595.00). Funding will be paid from the Special Education Budget and shall not exceed \$39,550.00.

VII. CONFERENCE/ WORKSHOP RECOMMENDATIONS

Mr. Dehnert made a motion to approve Items A-F and Mr. Pettit seconded it. The motion passed 7-0.

The following individuals were approved for attendance at the following:

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

DISTRICT-WIDE

- A. **Dr. David Goodin**, Superintendent, **Dr. Elaine Ruppert**, **Dr. Robin Moyer**, and **Dr. Kathleen Kotch**, House Principals, to attend “*PA Bullying Prevention/Response Regional Training*” at the Best Western Lehigh Valley in Bethlehem, PA on November 3, 2017. The total cost of this training is \$866.00 (registration and mileage). No substitutes are needed.
- B. **Nancy Quain** and **Elaine Sandilos**, School Psychologists, to attend “*Pediatric Psychopharmacology*” at the Montgomery County Intermediate Unit in Norristown, PA on November 7, 2017. The total cost of this conference is \$280.00 (registration). No substitutes are needed.

HIGH SCHOOL

- C. **Khrystin Herb**, SAP Coordinator, **Jennie Anderson**, **Valarie Dubbs**, **Bridget Mullins**, **Douglas Reigner**, **Gerald Rogers** and **Janell Shelly**, Sap Team Members, to attend the

"PASAP Southeastern Fall Regional Workshop" at the Caron Foundation in Wernersville, PA on November 2, 2017. The total cost of this conference is \$1,809.00 (registration, mileage and substitute coverage).

- D. **Lindsay Miller**, Multiple Disabilities Teacher, to attend *"HELIX: High Expectations for Students with Low Incidence Disabilities"* at State College, PA on November 15, 2017. The total cost of this conference is \$495.68 (registration, mileage and substitute coverage).

5TH/6TH GRADE CENTER

- E. **Jeff Moyer**, Health/PE Teacher, to attend the *"2017 Pennsylvania State Association for Health, Physical Education, Recreation and Dance Convention (PSAHPERD)"* in Valley Forge, PA on November 17 and November 18, 2017. The total cost of this conference is \$396.68 (registration, mileage, meals and one day of substitute coverage).

New Conference and Workshop

- F. **Sydney McGill** and **Susan Saylor**, Human Resources Office Support, to attend the *"PASPA HR Assistants' Workshop"* at the Capital Area IU in Summerdale, PA on November 17, 2017. The total cost of this conference is \$270.00 (registration and mileage). No substitutes are needed.

VIII. OTHER BUSINESS

Mr. Pettit made a motion to approve Items A-B and Mr. Dehnert seconded it. The motion passed 7-0.

- A. The Board approved the Parent Permission and Release of Liability to allow a parent who has requested permission to transport their child to the Music Department's trip to compete at the 2018 Festival Disney Musical Competition at the Walt Disney World Resort in Orlando, Florida from Thursday, March 15, 2018 through Monday, March 19, 2018.
- B. The Board gave approval for the Spring-Ford Area High School Baseball Team to accept the invitation to participate in The Ripken Experience held in Myrtle Beach, South Carolina, March 21st – March 25th, 2018. The cost per student-athlete will be approximately \$650.00 including land transportation. The team will be scheduled to participate in two approved scrimmages and two regular season contests which are part of the 2018 schedule that permits a maximum of 20 contests and 2 scrimmages as per PIAA by laws. The High School Baseball Program and staff will conduct fundraising events to help defray the costs. Student-athletes will miss three school days and will be responsible for all missed work. The total cost to the district shall not exceed \$1,152.00 for substitute coverage for three days for each of the two coaches.
- C. The following policies are submitted for a first reading:
1. Policy #204 – PUPILS: Attendance (**Attachment A4**)
 2. Policy #434 – PROFESSIONAL EMPLOYEES: Sick Leave (**Attachment A5**)

IX. BOARD COMMENT

There were none.

X. PUBLIC TO BE HEARD

There were none.

XI. ADJOURNMENT

Mr. Pettit made a motion to adjourn and Mrs. Heine seconded it. The motion passed 7-0. The meeting adjourned at 9:08 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

On September 18, 2017 the Work Session of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Bernard F. Pettit
Region II: Dawn R. Heine and Colleen Zasowski
Region III: Mark P. Dehnert and Thomas J. DiBello
Presiding Officer: Joseph P. Ciresi
Superintendent: Dr. David R. Goodin
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Taylor Stevens and Nandini M. Patel

The following Board Members were absent: **Dr. Edward T. Dressler** and **Kelly J. Spletzer**

ANNOUNCEMENTS

There were no announcements.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

There were no comments from the public.

II. BOARD AND COMMITTEE REPORTS

Student Rep. Report Taylor Stevens/Nandini Patel

Taylor stated that with the return of school comes the return of clubs and after school activities. She reminded any students in grades 9-12 that if they are interested in becoming part of the Yearbook Finance Staff they will need to complete an application by October 3rd even if they were part of the finance staff last year. Taylor advised that applications were available outside room 401 at the 9th Grade Center and in the 10th Grade House Office at the 10-12 Center. Taylor announced that the Ultimate Frisbee Club is beginning soon and their first meeting will take place on September 26th at 2:30 PM in room 105 of the 10th-12th Grade Center. She noted that students should have a ride home no later than 4:00 p.m. Taylor next announced that the Cultural Awareness Club is having their annual membership meeting on Tuesday, September 26th in room 258 of the 10th-12th Grade Center. Taylor advised that the Ram Buddies Club will have an informational meeting and election of officers on Wednesday, September 20th after school in room 186 of the 10th-12th Grade Center. Taylor invited parents to come to the High School 10th-12th Grade Center tomorrow night during the Open House beginning at 7:00 p.m. where they will have an opportunity to visit their child's teachers.

Curriculum/Technology Dawn Heine
Report next week.

1st Tues. 6:30 p.m.

Asst. Superintendent Rpt. Dr. Allyn J. Roche

Dr. Roche reported that the PDE staff conducted a thorough review of the district's special education programs and records by looking at the compliance indicators on

the State Performance Plan, our submission of the required data and any corrections needed to make our other indicators meet the requirements of IDEA. He stated that he is happy to report that PDE had given Spring-Ford the highest rating possibly of "meeting requirement" for our participation in IDEA. They commended Spring-Ford for the hard work in delivering high quality programs to students with disabilities. He offered his congratulations to all of the classroom teachers including a special congratulations to the special education teachers, the instructional assistants and the administration for meeting this criteria. Dr. Roche provided a quick update on the 10 day enrollment figures which indicated that the overall student population had increased by 73 students bringing the total enrollment to 8,007. Dr. Roche offered to provide a more in depth enrollment picture if the board would like.

Finance

Tom DiBello

2nd Tues. 7:30 p.m.

Mr. DiBello reported that the Finance Committee met on September 12, 2017 and began the new school year by looking at the monthly reports. He commented that they are only 2 months into the new fiscal year but so far it appeared that the budget is on schedule and tracking well. He added that they will continue to monitor this as the year progresses. Mr. DiBello reported that there is an audit taking place of last year's budget and it is anticipated that this will be able to be closed out and we will be able to show that we have had another successful year under Mr. Fink's guidance and that of his business office staff. Mr. DiBello informed that there is an initiative underway to look at electronic time cards and have them integrated into the existing Skyward System. The committee looked at the 5year model forecast review and knowing that there will be a drop-off coming in 7 years related to debt service, Mr. Fink broke out the forecast model to 7 years which would bring us up to that debt drop-off. Mr. DiBello reported that they are cautious about what is going on in Harrisburg and the fact that there is roughly a \$2.2 billion deficit for this year for the 2017-2018 budget. He added that House Bill 453 was put forward and there seems to be some momentum related to this. Mr. DiBello explained that it is basically called their revenue bill and he cautioned that we need to pay particular attention to this and see what is going to happen with educational spending as roughly 1/3 of the state's budget is for education. Mr. DiBello reported that the state is looking at making up the budget shortfall by getting creative by borrowing money from all of the different funds and reserves that they already have in place. He added that they are also looking at taking monies from a tobacco settlement fund to make up the shortfall. Mr. DiBello stated that they are also looking at trying to get money from an expanded gambling bill that has not been passed yet. He felt the state was kicking the can down the road and if they could make up the shortfall for this year it will ripple down next year. Mr. DiBello commented that at some point down the road the state is going to have to make cuts or raise taxes. He added that knowing we get roughly 17% - 18% of our funding from the state means we are going to have to watch this very closely to see what decisions are made. Mr. DiBello reported that Mrs. Zasowski came to the Finance Committee meeting and had advised that the Policy Committee was in the process of looking at revising the use of facilities policy for some time now. The purpose was to get some information from the Business Office and Finance Committee and she will return for the October meeting to discuss further.

Mrs. Zasowski reported that they have been working on the use of facilities policy in an effort to bring it up to date and make it equitable and fair for all who use the district's facilities. She stated that it was brought to her attention by a number of parents that Mr. Dehnert had gone to the Spring-Ford Youth Athletic League meeting and put it out there that they are going to increase costs drastically. She stated that this is not what they are trying to do and she wanted to set that record straight. She indicated that they are looking

to revise the policy and want to make the policy fair and equitable for everybody who uses the facilities. Mrs. Zasowski stated that she did go to both the Property and Finance meetings this month and asked for their input in looking at what has worked with use of facilities and what changes they would like to see included in the policy. She stated that she asked for feedback so that they, as a policy group, could take all of this into consideration and then they can make the best possible recommendations to the full board with full disclosure of everything that is going on. Mrs. Zasowski added that should there be any change to the fee structure then that would absolutely be communicated to all groups well in advance of those changes. Mrs. Zasowski stated that they are looking to make this a positive revision of the policy and if anyone were to have any questions they are welcome to attend a Policy Committee meeting in order to find out for themselves what is going on. She added that once they have a full understanding of what is needed and how they can implement them then there will be a full presentation to the Board on the use of facilities.

Mr. Dehnert stated that he went to the last meeting for the Youth Basketball to let them know that there is consideration in the Policy Committee of significantly increasing the fees that the youth sports pay which based on the schedule that was provided could probably be a \$30,000 - \$40,000 per year increase from what they pay today. Mr. Dehnert stated that he wanted them to know that this is something that is being discussed because it affects them significantly.

Mrs. Zasowski replied that she is not sure why it took that route so quickly if they are just in the phase of still revising and discussing and coming up with an equitable plan. She stated that they obviously know that there are certain groups that use the facilities a lot and we have to take into consideration everything that is going on such as how their usage is and we do not want to slight anyone in any way. She added that they are just trying to make the policy applicable to those groups that use the facilities. Mrs. Zasowski felt that Mr. Dehnert's meeting with the Youth Basketball Group was premature as there has not been a full presentation to the Board as they are still in the fact finding stages and this is why she went to the Property and Finance Committee meetings.

Mr. Dehnert stated that he wanted to give them a chance to provide input before this thing gets to the Board level. He felt their input at the committee meetings would be important. Mr. Dehnert commented that he wanted the people to know that these were serious discussions that would significantly increase the charges that they would pay for the facilities they use and would affect thousands of Spring-Ford students.

Mrs. Zasowski stated that she hears what Mr. Dehnert is saying but felt that it was too early as there are still discussions going on and everyone knows that they can attend the Policy Committee meetings. Mrs. Zasowski felt that a simple invite to the Policy Committee meeting advising them that the use of facilities policy was going to be discussed and that they may have a vested interest in the discussion would have been enough. She stated that by going to the point of saying that the fees are going to be drastically increased to the extent where parents have said to her that they were not sure they wanted their children to participate now because they felt that this was becoming very political is very discouraging to her.

Mr. Dehnert questioned whether they should wait until it is presented to the Board as a proposal before getting input rather than at the beginning stages. He added that this has progressed for many months and did not just happen in a month. Mr. Dehnert stated that he felt it was time they knew what was going on because it affects them.

Mrs. Zasowski again stated that she felt an invite to the meeting for the groups to hear what was going on would have been sufficient rather than have parents feeling that this was a political issue.

Mr. Dehnert did not feel this opinion was shared by many people and he did not feel this had anything to do with politics but rather fees that impact an organization that is of a significant benefit to Spring-Ford students at minimal cost to the district.

Dr. Roche clarified that this topic is not on the October Policy Committee agenda as there are many other items to be discussed but indicated that it will be on the November agenda. Mrs. Zasowski confirmed this was correct as she will be getting additional information on this topic from the October Property and Finance Committee meetings which won't take place until the night after the Policy meeting. Dr. Roche indicated that he just wanted to let all know that it is not being discussed in October so that people did not show up expecting to hear the discussion only to find that it was not an agenda item.

Mr. DiBello stated that he wanted to comment on the statement that this is minimal cost or impact to the district as he felt this was a misnomer and is part of the fact finding process. Mr. DiBello said that this was also discussed at the Property meeting and he believes there are tremendous costs that the district absorbs for the use of all of these facilities all of the time. He added that he felt this is what is important and what is being broken down and will be useful information to be discussed at the Policy Committee meeting and eventually with the entire Board. Mr. DiBello stated that the other two things he wanted to report on were related to the budget. He relayed that first thing is that there has not been much talk related to property tax reform but there is going to be a question on the ballot in November with regards to extending the homestead rebate. Mr. DiBello stated that he believed that the way it will be worded could mislead people. He advised that the homestead rebate is currently funded by the state but it is really not fully funded. Mr. DiBello stated that they could be setting up for something in the future as far as some type of property tax reform through the homestead rebate. Mr. DiBello commented that the second topic is with regards to the signing of the teacher contract. He stated that there is a deficit in this year's budget but it is felt that from a finance perspective that we can weather through this. Mr. DiBello reported that part of the reports moving forward is looking at the amount we are short and then see over the next couple of months how we can lessen the burden.

Mr. Ciresi stated that he also wanted to comment on the property tax and he said that one of the things out there is that there will be a shift from property tax to personal income tax. Mr. Ciresi cautioned that if they base the funding of education on personal income tax then those years when the economy tanks they will not be able to fund public education. He stated that they as Board Members and as the community all need to be on the same to tell the legislators that this is not the way to go and is the wrong way to fund public education. He added that they all pay property tax and no one is happy about it but the one thing we have seen in Spring-Ford is consistency in a great district that they have worked hard to be where we are today and do not want to see the state come in and destroy. Mr. Ciresi commented that the state stealing from one account and putting in another is just another way of kicking the can down the lane. He stated that there is no solution in Harrisburg to balance out the budget and at the end of the day education will probably have money taken away from it once again. He urged everyone to reach out to their legislators and tell them that they do not want education kicked down the lane again and that they need to fund what is right.

Property**Joseph Ciresi****2nd Tues. 6:30 p.m.**

Mr. Ciresi reported that the Property Committee met and Crabtree is about 50% - 75% complete with the designs and development and should be ready to go out to bid in February. Mr. Ciresi stated that they had wanted to get the high school lighting project completed earlier but as of now it will be taken care of over the holiday break. He advised that the committee also discussed the Royersford parking and the Upper Providence baseball field. Mr. Ciresi commented that for a long time we were part of a PECO rebate program which at first saved us over \$100,000 but now is down to about \$12,000 due to the district doing such a great job of keeping the buildings dark, limiting the summer programs to just a few buildings and the addition of the LED lighting. The committee also discussed some work that will be done to the 9th Grade Center roof, Brooke will have some new drapes for the music room/auditorium due to age, a fire panel in need of replacement at Brooke, conversations regarding the conference room and registration area at the district office, some tree removal at the high school and the conversation that Mrs. Zasowski brought up regarding the fees for the use of facilities. Mr. Ciresi stated that one thing he wants to make clear is that we do not have a clear picture yet of what it costs to have our employees in our buildings, for our use, for our custodian costs, for the lights, for every aspect. He commented that until we have a clear picture we have no idea what the fee structure will be. He indicated that all groups should keep an eye on this to see where we will go with it but we really need a clear picture. Mr. Ciresi stated that they are not looking to make money off of anyone but rather to just break even.

Mrs. Zasowski commented that they are specifically looking at tangible costs as there are some costs that they cannot measure or quantify. She stated that they need to look at this and determine whether the tangible costs are something the district wants to continue absorbing or something that the groups using the facilities need to take on and this is all part of the fact finding mission.

Mr. Dehnert stated that he would hate to see a decrease in the number of kids who participate in intramural sports. He commented that these sports provide the same benefits that we have for extra-curricular activities and these are for kids that are either too young to participate or for kids who are not good enough to make teams. Mr. Dehnert said this gives kids the same opportunities for team building or leadership skills and all of the good things that comes out of participating in sports. He added that the more the district raises the fees the more those organizations must raise the fees they charge for registration or cut back on how many can participate and how many events they have.

Mrs. Zasowski stated that she thinks that these organizations will have to budget the same way the district must budget. She added that no one wants to see anyone excluded but felt that there is a bad connotation about this when it really is not a bad thing. She commented that it is just leveling the playing field a little bit and saying that we all must do a better job of sharpening our pencils in order to budget well and make sure that the bills are paid and as many kids as possible can participate in this. Mrs. Zasowski expressed that she is a complete advocate for this as all of her girls participate but at the same time you must find a balance.

Mr. Ciresi agreed with what was said in that he does not want to see anyone pushed out and the one thing they are all missing is that they may come back from this study to say that the fees charged are too high as we don't know really how the analysis will come out and how much it really costs to have this facility rented. Mr. Ciresi stated that we hear a lot about our senior citizens, our residents and the 70% of people who live in the district and

do not have children in the district and what they are paying for. He cautioned against jumping the gun and saying that the fees are going to go up \$30,000, \$40,000 or \$50,000.

Mr. Dehnert stated that all he simply did was to tell the group that the discussions were going on so that they could provide input as it is better to have their input early rather than at the end. Mr. Dehnert stated that the way it is progressing the group would not have known about this until the end.

Mr. DiBello said he does not agree with that statement as he knows for a fact that Mr. Dehnert told them that their fees were going to go up \$30,000 - \$40,000. Mr. Dehnert denied telling the group any numbers. Mr. DiBello stated that these were the numbers that came back and that Mr. Dehnert said it earlier here this evening.

Mr. Dehnert clarified that he said it here tonight but not at the meeting. Mr. Dehnert stated that he said there was a real schedule that was presented at the Policy Committee meeting that had real numbers on it and those real numbers add up to a lot of money. Mr. Dehnert commented that this was not something he concocted and he simply wanted to tell the organizations that there were discussions that would significantly impact what it costs them to run their organization. He stated that he wanted them to know this so that they could provide input and if anyone did not agree with this then that was their prerogative.

Mr. DiBello commented that he was not saying that there was anything wrong with this but felt that the prudent thing to do would have been to suggest to Mrs. Zasowski that he was going to go around and mention that there were changes going on. He stated that the group is already under the belief that their costs are going to go up significantly when it has not even been discussed yet as we are still in a fact finding stage. Mr. DiBello added that it is all in the way the message is delivered. He commented that this is just one group that uses these facilities regularly. He stated that there was a draft fee schedule that the Policy Committee was using as part of the fact finding mission but it is unfortunate that the last couple years at the committee meetings that anything that is discussed at the table people are taking it and running out with it when it is not even close to being halfway baked. Mr. DiBello added that the fee schedule could change once more information is obtained from the Finance Committee or the Property Committee.

Mr. Dehnert stated that he is simply warning the groups and felt that Mr. DiBello had a problem with giving the public information. Mr. DiBello stated that his problem was with putting misinformation out there. Mr. Dehnert did not feel that he put out any misinformation and he told them fact. Mr. Dehnert stated that Mr. DiBello was not at the Policy Committee meetings and did not know what the facts were.

Mr. Ciresi said he is all for everyone knowing everything and he asked all of the Board Members that when they are at the committee meetings that they suggest sending out communication or emails to all of the groups informing them that there is a conversation going on so that everyone receives the same information at the same time. He stated that they would like to see people coming to the meetings and get their input. Mr. Ciresi stated that when they are at the meetings there is nothing wrong with them knowing this and everyone who may be affected by it should know about it. Mr. Ciresi asked that administration let all groups know that we are looking at the fees and provide them with the information on when the meetings will be so that they can attend if they want to.

Solicitor's Report

Mark Fitzgerald

There was no report.

III. MINUTES

There were no questions or comments.

- A. Administration recommends approval of the August 21, 2017 Work Session minutes.
(Attachment A1)
- B. Administration recommends approval of the August 28, 2017 Board Meeting minutes.
(Attachment A2)

IV. PERSONNEL

There were no questions or comments.

A. Resignations

- 1. **Joan E. Bickley**; Level II – Secretary, Senior High School-9th Grade. Effective: September 25, 2017.
- 2. **Susan C. DeSalvatore**; Food Service, Part-time (4 hour/day), Oaks Elementary School. Effective: August 22, 2017.

B. Leaves of Absence

- 1. **Amy Reinert**; Elementary Teacher, Oaks Elementary School, for child-rearing leave per the Professional Agreement. Effective: November 23, 2017 through the 2017-2018 school year.
- 2. **Sheryl S. Wagenseller**; Elementary Teacher, 5/6th Grade Center, is requesting a Sabbatical Leave per Board Policy. Effective: September 26, 2017 through January 23, 2018.

C. Professional Employees

- 1. **Samantha M. Wren**; Science Teacher, 8th Grade Center, replacing Colleen E. Antal who had a change of assignment. Compensation has been set at \$47,571.00, BS, Step 3, with benefits per the Professional Agreement. Effective: October 27, 2017.
- 2. **Katelyn A. Sperring**; Elementary Teacher, Brooke Elementary School. Compensation has been set at \$45,900.00, BS, Step 1, with benefits per the Professional Agreement. Effective: To be determined.

D. Support Staff Employees

- 1. **Stephanie Ciliberto**; Instructional Assistant, 8th Grade Center, replacing Angeline T. Fusco who had a change of assignment. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 30, 2017.
- 2. **Tonia M. Leonard**; Part-time Food Service (4 hour/day), replacing Louise A. Quinn who resigned. Compensation has been set at \$12.91/hour per the Food Service Plan. Effective: September 14, 2017.

3. **Lisa M. Levengood**; Instructional Assistant, 7th Grade Center, replacing Ashlee E. Watson who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: September 19, 2017.
4. **Sydney E. McGill**; Level III – Secretary, District Office, replacing Ava M. Gonteski who had a change of assignment. Compensation has been set at \$16.20/hour (degree rate) with benefits per the Secretarial Plan. Effective: September 13, 2017.

E. Change of Status

1. **Billie J. Amerine**; Part-time Food Service (3 hour/day), Senior High School to Part-time Food Service (5.75 hour/day), 5/6 Grade Center replacing Brittany L. Kern who resigned. Compensation has been set at \$16.31/hour per the Food Service Plan. Effective: September 18, 2017

- F. Administration recommends approval of the attached extra-curricular contracts and department head contracts for the 2017-2018 school year. **(Attachment A3)**

V. FINANCE

There were no questions or comments.

- A. Administration recommends approval for next month's payroll, taxes, all benefits, transportation contracts, IU contracts, Vo-Tech payments, debt service payments, utility bills, maintenance agreements, copier leases, equipment maintenance, federal grants, insurance, and discounted invoices.

B. Checks:

1. General Fund Checks

Check No. 166467 – 166469 (BB&T)	\$ 3,225.25
Check No. 200280 – 200689 (WSFS)	\$2,872,924.99

2. Food Service Checks

Check No. 329 – 370 (WSFS)	\$ 44,870.53
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3. Capital Reserve Checks

Check No. 2006-2012 (WSFS)	\$ 747,023.55
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4. General Fund, Food Service, & Capital Reserve ACHs

ACH 171800074 - 171800135	\$1,569,386.95
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5. Procurement Payments

201601914 – 201601957	\$ 59,200.35
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- C. The following monthly Board reports are submitted for your approval:

- Skyward Reports
 - General Fund Check Register
 - Food Service Check Register
 - Capital Reserve Check Register
 - Procurement Check Register
 - Summary Revenue Report
 - Summary Expense Report

- D. Administration recommends approval of the following **independent contracts** that are offered free of charge or are being funded by the Home and School Associations, the Home and School Leagues, the Parent Teacher Associations, the Parent Teacher Organizations or an outside source:
1. **Richard Paul and Associates – Macomb, MI.** Provide an assembly for students at Royersford Elementary School entitled “Hey Dude, Don’t Be Rude”. Funding will be paid by the Royersford Elementary Parent Teacher Organization and shall not exceed \$950.00.
 2. **Perkiomen Watershed Conservancy – Schwenksville, PA.** Provide two assemblies for the kindergarten students at Spring City Elementary School entitled “Winter Secrets”. Funding will be paid by the Spring City Home and School Association and shall not exceed \$220.00.
- E. Administration recommends approval of the following independent contracts:
1. **Thom Stecher & Associates – Malvern, PA.** Provide Resiliency Services for the 2017-2018 school year district-wide. Funding will be paid from the Pottstown Area Health and Wellness Foundation Grant and shall not exceed a total of \$4,000.00.
 2. **Thom Stecher & Associates – Malvern, PA.** Provide Resiliency Services for Upper Providence Elementary School. Funding will be paid from the Upper Providence Elementary School Budget and shall not exceed \$1,000.00.
 3. **Mobile Ed Productions – Redford, MI.** Provide an assembly for students in grades 1-4 at Upper Providence Elementary School entitled “The Steam Museum”. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed \$1,395.00.
 4. **Alison Ueland, Party Animal Express – Sumneytown, PA.** Provide three assemblies for students at Spring City Elementary School on wild animals, their habitats and their care. Funding will be paid from the Spring City Elementary Assembly Budget and shall not exceed \$325.00.
 5. **Variety Club Camp and Developmental Center – Worcester, PA.** The provision of an Extended School Year Program for a special needs student during the 2016-2017 school year as per the IEP. Services were provided for 7 weeks. Funding will be paid from the Special Education Budget and shall not exceed \$4,420.00.
 6. **The Melmark School – Berwyn, PA.** Provide Educational and related services for 4 special needs students during the 2017-2018 school year as per their IEPs. Services will be provided for 185 days. In addition, Melmark will also provide residential services for one of the students as per the IEP. Residential services will be provided for 299 days for this student. Funding will be paid from the Special Education Budget and shall not exceed a total of \$293,192.00 for all 4 students.
 7. **Behavior Interventions – King of Prussia, PA.** Provide Individualized Behavior Support services for a special needs student as per the IEP. Services will be provided for a total of 28 hours at a rate of \$100.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$2,880.00.

8. **Behavior Interventions – King of Prussia, PA.** Provide Registered Behavioral Technician Support for a special needs student as per the IEP. Services will be provided for a total of 280 hours at a rate of \$50.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$14,000.00.
9. **Education Alternatives – King of Prussia, PA.** Provide Direct services for a special needs student during the 2017-2018 school year as per the IEP. This contract is an addendum to a previously approved contract (April 2017). This addendum is for an additional 30 minutes per day (90.5 hours) and includes an additional rate increase of \$3.00 per hour for these additional hours plus the previously approved. The new hourly amount is \$35.00. Funding will be paid from the Special Education Budget and shall not exceed a total of \$6,698.50.
10. **Education Alternatives – King of Prussia, PA.** Provide ABA Nonviolent Crisis Intervention Trained Assistant PCA services during the 2017-2018 Extended School Year for a special needs student as per the IEP. Services will be provided at a rate of \$35.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$4,830.00.
11. **PSA Healthcare – Norcross, GA.** Provide Individual Nursing services for a special needs student during the 2017-2018 school year on community based instruction trips as per the IEP. Services will be provided for a total of 120 hours at a rate of \$45.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$5,400.00.
12. **Education Alternatives – King of Prussia, PA.** Provide ABA services for a special needs student as per the IEP. Direct program supervision will be provided for a total of 14 hours per month for 10 months at a rate of \$95.00 per hour (\$13,300.00). In addition, 4 hours per week of direct 1-1 intervention will be provided for 42 weeks at a rate of \$32.00 per hour (\$5,376.00). Funding will be paid from the Special Education Budget and shall not exceed \$18,676.00.

VI. PROPERTY

Mr. Dehnert asked for an explanation on what Item B was for. Mr. Cooper explained that in the Crabtree contract under 11.1 the fee was based in the beginning during the schematic design on the low number they brought to us. We are now at the end of the schematic phase and the contract states that the fee will be adjusted between the owner and the architect at 7%. The 7% was based on the low number when we started out which was \$7.7 million and now the costs are \$10 million all in with construction costs are coming in at \$8.2 million. This gives us the difference in fees of \$108,900.00 which includes the corridor fee. Mr. Cooper explained that this amount includes all that must be done up to bidding and does not include the construction documents as these have not been approved yet. He added that this is to bring the bids in and give them to the district so that the Board can vote on whether to move forward with the project or not. Mr. Cooper informed that if the Board decides to move forward we would then pay for construction which would be 10% of what the architectural fee would be.

Dr. Goodin asked if this step takes us all the way through the bidding documents and Mr. Cooper replied yes. Dr. Goodin asked if this is the normal process that takes place behind the scenes and Mr. Cooper responded most times yes and added that in the 14+ projects with the district that he has done they normally set an architecture's fee in the beginning and it is indicated that at bid time the fee will be adjusted to a certain percent of what the actual bids will be at that time. Mr. Cooper said this time varies as because of the way it went through it was on their estimate.

Mr. Dehnert asked what this brings the total fees to up to the bid process and Mr. Cooper replied \$688,728.00 which includes the corridor and the alternate. Mr. Dehnert stated that it indicates that it is coming out of the General Fund and he asked if that was the plan all along or was it going to come out of the Capital Reserve. Mr. Fink replied that it could not come out of the Capital Reserve until it becomes an actual project which will be once the bids come in and if the Board decides to move forward. Mr. Dehnert asked if when they did the budget this year if the architect fee was in the budget as he would assume it would come out of the Capital Reserve. Mr. Fink stated that it was built into the budget. Mr. Dehnert asked if the total \$688,000 was in this year's budget and Mr. Fink responded that some of it was paid last year.

Mrs. Zasowski asked Mr. Cooper if once this part of the process is complete and paid for if it was at that point that we would own the plans and if it was decided not to move forward we could go back to the plans in the future. Mr. Cooper replied that at a point where we have these plans and the drawings are done and we are ready for bid we are fine if we go with this architect but if we decide to shop around another architect is always going to want to review the drawings and make sure they are right for them plus Crabtree would want a waiver saying that they will not be held responsible. Mr. Cooper stated that you sort of own the paper but have no recourse against the previous architect if you do not move forward with them.

Mr. Ciresi said he does not want to beat a dead horse as this project should have been done 5-6 years ago and yet they continue to discuss it. He stated that he respects anyone to have the right to vote no but enough is enough. Mr. Ciresi commented that he felt it was time to get this project moving forward as they have spent so many Board meetings talking about this project and also held a three-hour town hall meeting explaining everything top to bottom with the only change being the addition of the corridor. He expressed his trust in Mr. Cooper, Mr. Fink and Mr. Fitzgerald with this project. Mr. Ciresi added that this is the same as any other project they have done except that this was set up so that the Board would have to approve every little expense. Mr. Ciresi said he wants the public to be aware that there is nothing different with this project than any other project the district has done. Mr. Ciresi stated that he hoped the Board would move this project through in January as it is needed.

- A. Administration recommends approval for the replacement of the draperies in the music room/stage at Brooke Elementary School due to age (20+ years). Funding will come from the Maintenance Budget and shall not exceed \$9,962.00.
- B. Administration recommends approval to re-adjust Crabtree, Rohrbaugh and Associate fees as per their Contract Bids #1, #2, #3 and alternate bid for completion through the bidding stage. The total increase for this new adjustment is \$108,900.00 and shall be paid from the General Fund.

VII. CONFERENCE/ WORKSHOP RECOMMENDATIONS

There were no questions or comments.

The following individuals are recommended for attendance at the following:

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

DISTRICT OFFICE

- A. **Elizabeth Leiss**, Director of Human Resources, to attend "*PASPA Conference*" in Harrisburg, PA from February 28 through March 2, 2018. The total cost of this conference is \$960.00 (registration, mileage, and lodging). No substitute is needed.

- B. **James Fink**, Chief Financial Officer, **Mary Davidheiser**, Controller, and **Barry Ziegler**, Supervisor of Operations and Facilities, to attend the “63rd Annual PASBO Conference” at the Hershey Lodge and Convention Center from March 6 through March 9, 2018. The total cost of this conference is \$3,705.00 (registration, mileage, lodging and meals). No substitutes are needed.
- C. **Rachael Fenyus**, Accountant, to attend the “Federal Grants Forum” in Baltimore, MD from October 4 through October 6, 2017. The total cost to attend this conference is \$2,114.00 (registration, mileage, lodging and meals). No substitute is needed.

HIGH SCHOOL

- D. **Alison Reichwein**, Technology Education Teacher, to attend “PLTW Refresher Day at Bucknell University” in Lewisburg, PA on October 10, 2017. The total cost for this conference is \$342.00 (registration and a one day substitute).

OAKS

- E. **Kristine Bradley**, Psychologist, to attend “Dyslexia: Building NEW Neuropathways to Master Visual and Auditory Memory, Visual Perceptual Skills, and Visual Motor Skill Development” in King of Prussia, PA on October 26, 2017. The total cost for this conference is \$120.00 (registration). No substitute is needed.

DISTRICT-WIDE

- F. **Megan Wilmarth**, 7-12 Instructional Coach, to attend “PIIC PLO Conference – Fall 2017” in State College, PA from October 30 through November 1, 2017. The total cost for this conference is \$230.00 (mileage and meals). No substitute is needed.
- G. **Jenifer Smith** and **Caren Yucha**, Reading Specialists, to attend the “2017 CLM Conference” at the Capital Area Intermediate Unit from October 24 through October 26, 2017. The total cost for this conference is \$1,207.12 (registration, mileage, lodging and meals). No substitutes are needed.
- H. **Nicole Schieck**, Title I Math Specialist, to attend “Numberacy Consultants Math Intervention Workshop” in King of Prussia, PA on November 13 and 14, 2017. The total cost for this workshop is \$351.36 (registration and mileage). No substitute is needed.

VIII. OTHER BUSINESS

Mr. Ciresi commented that they do not know any of the people being elected to PSBA but he hoped a message gets through to these people that they need to be advocates for the districts. He stated that they need to get their voices heard and he did not want to hear that they had written a letter or spoke to a state representative. Mr. Ciresi said that he wants to know that they have taken these issues straight on as some of the issues they are facing can be the demise of public education and they are supposed to be the group that lobbies for us and with us. Mr. Ciresi stated that he would hope that the candidates know that to become friends with the state representatives, senators, and the governor is great but make sure they know what they are there for and it is not just to be buddies with them.

- A. A Board majority vote is needed to select a candidate for the office of PSBA President-Elect. There are two candidates running for this office: **David Hutchinson** and **Otto W. Voit III**.
- B. A Board majority vote is needed to select a candidate for the office of PSBA Vice President. There are two candidates running for this office: **Eric Wolfgang** and **Gary Michael Smedley**.
- C. A Board majority vote is needed to select a candidate for the office of PSBA Treasurer. There is one candidate running for this office: **Mike Gossert**.
- D. A Board majority vote is needed to select two candidates for the office of PSBA Insurance Trust Trustee. There are two candidates running for these two spots: **Michael Faccinetto** and **Marianne L. Neel**.

IX. BOARD COMMENT

Mr. Dehnert relayed that he read an article regarding privacy issues with student data due to the usage of a lot more devices, freeware and open source software programs being used. He stated that he read there is an issue with the collection of student data that sometime could be personal information. Mr. Dehnert asked what the district does when software is used or those types of services are purchased and what protections we have in our agreements that protects the student data particularly the private information so that the data on any student is not being sold or used without the district's knowledge or consent.

Mr. Fitzgerald responded that this is an issue for many districts but depending on the vendor this is something that is tandem on what the agreement needs to look like, how they possess it when we are under contract with them and how it is returned to us after the term of the service has expired. Mr. Fitzgerald stated that districts are cognizant of this.

Mr. Dehnert stated that some of the things he is concerned with is that there are a lot of click through agreements. He added that teachers are not contract experts and if they go to use software there could be click through agreements that potentially give permission to use data and they may not be aware of this kind of thing. Mr. Dehnert suggested possibly having some training so that people know that simply clicking can introduce issues. He stated that many people when they go to websites scroll to the bottom and click that they agree without even reading the numerous pages of fine print.

Mr. Fitzgerald replied that this could be an issue and cautioned clicking through and suggested that instead they have it looked at by administration or his office to make sure that we are good to go.

Mr. Dehnert recommended that a future in-service contain a seminar or session on this topic.

Mrs. Heine advised that there already is a process in place for any time a teacher is using a new website or new application that they must go through including the Technology Group before they would have access to it.

Mr. Catalano responded that any application or program must go through the Curriculum Department as well as Technology before it is approved for any teacher to use.

Mr. Dehnert felt an in-service session should still be held as anyone who works in the district may go onto a site thinking it is pretty innocuous to use. He again expressed that he would like to see this as a potential topic for an in-service because things happen and it is not just in the world of education but this issue exists in the private sector as well.

Dr. Goodin stated that last month they approved a contract with the Professional Staff and he wanted to take a minute to share his appreciation on behalf of the Administrative Team for the hard work that went into play on both sides. Dr. Goodin gave special thanks to the Board Members who worked on the negotiation process, Mrs. Leiss, Mr. Fink, and the Association's Negotiation Team. Dr. Goodin expressed his appreciation on behalf of the administrators and the public especially in light of a neighboring district that is not having success during the negotiation process.

X. PUBLIC TO BE HEARD

Zach Laurie, Limerick Township, stated that he was speaking this evening as the Association President. Mr. Laurie commented that he wanted to echo what Dr. Goodin said in that they are really happy that they were able to work together to end up getting a fair contract for everyone involved. Mr. Laurie thanked both sides; the Association's Negotiation Team as well as the Personnel Committee. He stated that it was a long road but he felt that in the end they achieved a good result for everyone and a fair contract for all. Mr. Laurie expressed his thanks to everyone involved.

Mr. Ciresi commented that Eric Devlin, the reporter for The Mercury, has moved onto another job. Mr. Ciresi advised that we do not know who the new reporter will be. He stated that he wanted to publicly thank Eric for covering our district above and beyond where he had to as he had a lot of extra stories on Spring-Ford and really took a liking to the district. Mr. Ciresi stated that if anyone sees Eric around town to tell him how much we miss him.

Mr. Ciresi announced that the Board will be meeting in an Executive Session following the meeting this evening regarding personnel.

XI. ADJOURNMENT

Mr. Pettit made a motion to adjourn and Mrs. Heine seconded it. The motion passed 6-0. The meeting adjourned at 8:20 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

On September 25, 2017 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:	Dr. Edward T. Dressler and Kelly J. Spletzer
Region II:	Dawn R. Heine and Colleen Zasowski
Region III:	Mark P. Dehnert and Thomas J. DiBello
Presiding Officer:	Joseph P. Ciresi
Superintendent:	Dr. David R. Goodin
Chief Financial Officer:	James D. Fink
Solicitor:	Mark Fitzgerald, Esq.
Student Reps.:	Taylor Stevens and Nandini M. Patel

The following Board Member was late: **Bernard F. Pettit (arrived at 7:39 PM)**

ANNOUNCEMENTS

Nandini announced that earlier today, Spring-Ford Area High School Senior, Charlie Nawa, was inducted as the newest member of the U.S. Army All-American Marching Band. She stated that Charlie was joined by his family, classmates, band instructor, school administration and peers for this very special ceremony. Nandini invited everyone to look for Charlie during the 2018 U.S. Army All-American Bowl which will be held Saturday, January 6, 2018 live on NBC.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

There were no comments from the public.

II. PRESENTATIONS

Mrs. Wellington provided a PowerPoint presentation on the Art Goes to School Program at Spring-Ford. She reported that Art Goes to School has been in existence for at least 25 years and that many of those involved in the Spring-Ford program have been a part of it for over 17 years. She explained that Art Goes to School of the Delaware Valley is a non-profit volunteer organization that provides an art appreciation program for the elementary school students. Gail provided the membership specifics of the program and gave an overview of how the program works in the district. Gail explained that the Spring-Ford volunteers consisted of moms and grandmoms with a love for art but added that dads and granddads were certainly welcome to volunteer. She expressed thanks for the small contributions they receive from the various school's parent associations and stated that the funds are used to maintain portfolios, pay for learning lectures and provide classroom teaching tools. Gail explained that they need more volunteers who love kids and are interested in art. She added that no experience in art or teaching was required as they all learn together about the art pieces they present to the students. Gail invited anyone with interest to visit the Art Goes to School website for additional information.

Mr. Ciresi thanked Mrs. Wellington and the volunteers for all they do. He stated that he thinks it is interesting that Mrs. Wellington's background is that of an engineer and added that they talk a lot about STEM which is now changed to STEAM and the importance and influence of the arts in engineering, science, technology and mathematics. He commented that this program exposes children, who may have never had this opportunity, to understand or see the arts. Mr. Ciresi asked if Mrs. Wellington if they ever have the opportunity to visit the Philadelphia Art Museum and she replied yes that some of their lectures are there. Mrs. Wellington gave credit to the Spring-Ford Art Teachers and the job they do in finding activities to include all students. She added that not all students can achieve at drawing, painting or even the simplest art activities but all students can have an opinion when they see art and they can appreciate it. Mrs. Wellington commented that she sees this program as a leveling chance for students to be able to realize that art is a part of their life even if they can draw. Mr. Ciresi said that he knows he speaks for everyone at the Board table when he thanks her for her commitment to not only this program but to many projects in the district over the many years. Mr. Ciresi spoke about the Arboretum Project that Mrs. Wellington took on and stated that it was an art form as well and she transformed it and brought the beauty of the art and nature to the community. Mr. Ciresi commented that on October 14th a new mural will be unveiled in the arboretum. He thanked her for her continued support of the district, the community and everything that she does and continues to do.

Mrs. Spletzer spoke about her daughter and how much she loved the program. She relayed that her daughter actually enjoyed the program so much that when it came time to update her room she wanted it to resemble an art museum.

Mrs. Heine gave recognition to the home and school organizations for helping to support this program through their donations.

Dr. Dressler suggested that perhaps Mrs. Wellington could help female students in the district discover how to go into the STEM world and become future engineers. He stated that Mrs. Wellington is a role model for the many female students in our district.

A. **Gail Wellington** to present on Art Goes to School.

Dr. Goodin thanked Mrs. Wellington and stated that he knows many schools in the district have benefitted from the Art Goes to School Program. He added that the district is very appreciative of all that she and the group does and wished her continued success with the program.

Dr. Goodin stated that he wanted to take a minute to recognize a few of the School Board Members. He reported that the Pennsylvania School Board Association (PSBA) recognizes dedicated local school directors with long term commitments with what they call their honor roll as a way of saying thank you. Dr. Goodin advised that this year we have 3 Board Members being recognized by PSBA with honor roll certificates. He presented certificates to the following Board Members who were recognized for their long term commitment to the district: Thomas DiBello for 8 years of service, Joseph Ciresi for 12 years of service and Bernard Pettit for 16 years of service.

B. **Dr. David Goodin**, Superintendent of Schools, to present the **2017 Honor Roll of School Board Service Program** certificates.

III. BOARD AND COMMITTEE REPORTS

Curriculum/Technology Dawn Heine

1st Tues. 6:30 p.m.

Mrs. Heine reported that the Curriculum and Technology Committee met on September 5th and opened the meeting with the good news that the opening in-service days were successful and convocation was inspirational as Cheryl Heiser, Dan Leppold and Steve Bonetz all were honored as Golden Ram Award recipients. Mrs. Heine advised that on the curriculum side the committee received updates from Mrs. Bast, Mrs. Gardy and Mrs. Rochlin in the areas of English/Language Arts and Math which indicated that summer work was complete. She reported that 3 of the district's Health/PE Teachers are working to create a virtual physical education classroom on Google to permit students who need this flexibility the ability to take the course. They are finishing the work this quarter and will monitor it to see how it goes and whether it could be a model for future courses. The Curriculum Department worked with the new teacher of Young Adult Literature to revise the curriculum documents and the novels for this newer course. Mrs. Bast and Mrs. Gardy provided an update on the success of the PreK Readiness Program that ran during the summer. Mrs. Heine reported that long range planning for the Modernized Learning Project (9-12) is taking place and that they are working on a five-year plan to fully implement the program in a responsible manner. On the technology side Mr. Catalano reported to the committee that as part of the summer projects they have rolled out over 2000 new devices, 100 new access points, 10 new switches and deployed a Casper Management System for all mobile devices. It was relayed that the Technology Department is working on Phase 1 of the installation of 600 projectors and to date 120 have been installed. The committee was advised that quotes were received and a motion will be on the agenda for the camera refresh project at grades 9-12. Mrs. Heine reported that \$200,000 was earmarked for 2016 but the project did not take place so they are in the process of getting the quote refreshed as well as working with security to ensure that all areas are covered by the cameras. Mrs. Heine advised that the district will need to look into a phone system refresh in the near future; possibly a year or two. She reported that money has been set aside each year in preparation of this project. Mrs. Heine stated that Mrs. Spletzer asked that the committee look into the option of potentially going without a phone system and this was investigated by found not to be a feasible option at this time. She stated that one issue is that teachers would need to use their personal cell phones to speak to parents and this would be a roadblock to going without a phone system. Mrs. Heine reported that the Modernized Learning High School Project is ready to go for this year with training having already begun. She also added that Hybrid Learning is off to a good start and she will continue to provide updates on the project.

Mr. Dehnert asked if the Technology Department was planning on looking into Skype for Business as a replacement of the phone system and Mr. Catalano stated that he looked into this and that a couple other districts had looked into this as well in an effort to eliminate their phone systems. He commented that the 3 vendors he had spoken to about this said that there are a lot of headaches along the way and that it was a bit too aggressive at this point but possibly in 3-5 years that may be an option. He added that there would be a lot of hurdles to get through at this point in order to get to that point.

Mr. Ciresi commented that a pet peeve of his for a long time has been with regards to the on hold message and music. He stated that he would like to see the district get our own message on hold and possibly get our own kids performing for people to listen to while on hold. He added that he would like to hear announcements played of upcoming events in the district as opposed to radio music stations or Musak. He asked what would have to be done in order to make this happen.

Community Relations**Colleen Zasowski****3rd Mon. 6:30 p.m.**

Mrs. Zasowski reported that the Community Relations Committee met on September 18th and discussed the naming of the RCTV Studio. She advised that it would be named the Steve Bonetz TV Studio in honor of Steve and the dedication would take place on January 10, 2018. The committee also discussed some past events such as The Royersford Community Day which was a successful day. She advised that RCTV debuted the mobile studio trailer and invited community members to tour the trailer and participate in a brief interview which was quickly packaged so that the participants could watch an instant replay. Mrs. Zasowski reported that the trailer has already been on the move and visited 3 offsite locations and producing 3 home games. Mrs. Zasowski advised on upcoming events such as an ALICE Information Night for parents and will take place on October 2nd. She also reminded everyone that Homecoming will take place on October 14th and that the dedication and unveiling of a new mural in the Arboretum will occur prior to the parade. The SNAP Wizards Game is scheduled to take place on October 22nd, a parent camp on November 4th, Oaks Elementary will celebrate their 50th Anniversary on November 5th, and a Math Night on November 6th.

Mr. DiBello commented that he thought it was great to name the studio after Steve Bonetz but felt that it was not necessary to have the word TV in the name as there is a lot more going on in the studio than things relating to television programming. He suggested that it be named The Steve Bonetz Studio. Mrs. Zasowski stated that she would take that suggestion back to the committee.

WMCTC**Ciresi, Dressler, Heine****1st Mon. 7:00 p.m.**

Dr. Dressler reported that the Joint Operating Committee of the Western Center met on September 11th where Mr. Moritzen gave his executive report and mentioned that in the morning a commemorative ceremony was held with the local police, fire departments and students taking part in the ceremony in memory of the events of 911. Dr. Dressler advised that on October 19th there will be a Spaghetti Dinner fundraiser to benefit the Skills USA Program and raises money to support sending the kids to participate in the Skills USA competition. He reminded everyone of the community buffet dinner coming up on November 6th that will have a Thanksgiving theme. He spoke about the Girls Night Out event on November 15th from 5:00 PM – 6:00 PM which helps to introduce girls into non-traditional career paths. Dr. Dressler announced that an Open House will be held on November 29th and on November 30th a High Tea event is being planned. The JOC next discussed the HVAC system which is in need of major repairs possibly costing in the area of \$30,000. Dr. Dressler reported that an active shooter training drill is planned for October 28th. Dr. Goodin had mentioned to the JOC that there was a discussion going on between the 3 sending districts regarding the entry requirements into the Western Center programs. Mr. Weneck provided a detailed enrollment report which indicated a total of 533 students with 135 from Pottsgrove, 173 from Upper Perkiomen and 225 from Spring-Ford. Dr. Dressler stated that of the 533 students enrolled, 291 are in the morning programs and 242 in the afternoon programs. Dr. Dressler reported that the Little House Project that Western Center students are working on is supposed to be complete in November.

Mr. DiBello commented that with Spring-Ford having 225 students enrolled it goes to show what can happen with a lot of hard work. He reported that 8 years ago we only had roughly 100 students enrolled and that one of the missions in Spring-Ford was to promote the advantages that there are at the Western Center. He stated that it was amazing for us to get our numbers up to 225 and that it was great that students were taking advantage of the opportunities there as there are many wonderful programs.

Dr. Dressler replied that he believes a lot of credit goes to Chris Moritzen who has introduced some really interesting new programs that have attracted a lot of new students with great career opportunities.

Mr. DiBello said he does not disagree with this but there was a whole movement before Mr. Moritzen came on board so over the years many can be thanked for getting Springfield to take advantage of the school.

PSBA Liaison

Dr. Edward Dressler

Dr. Dressler reported that with the election coming up in November he wanted to mention that there is a constitutional amendment on the ballot. He stated that he believes that the purpose of the amendment is to take the first step towards eliminating school property taxes. Dr. Dressler commented that if legislators want to eliminate property tax they must first take the steps towards amending the constitution. Dr. Dressler pointed out that this theoretical possibility can only become a reality if there is another source of revenue that could replace all of the taxes that are currently being paid.

Mr. DiBello stated that he has been an advocate sitting at the Board table for several years regarding the whole property tax reform bill and he has discussed the problems associated with it. Mr. DiBello stated that he believes there is a misconception with regards to what the question will be on the November ballot. Mr. DiBello stated that he did not feel this should be supported no matter what as it is giving the illusion that it could be the first step but it is really more associated to the homestead and not geared towards property tax elimination.

Mr. Fitzgerald commented that he agreed and stated that his understanding is limited to the referendum question but the question is limited to the homestead exception. He added that the other issue is that to eliminate school property taxes does not need to go through a constitutional convention or an amendment to the state's constitution as it can come through statutory change. Mr. Fitzgerald doubted that the state legislature would want to go down the route of a constitutional amendment when they can go through statute which is easier.

Dr. Dressler asked if the constitution caps the homestead exclusion at 50% then how would you eliminate the tax? Mr. Fitzgerald replied that this was a different question and may require more of a constitutional issue. He added that the elimination of a property taxes can come through the act of the two bodies of congress. Dr. Dressler asked if this was true even though it was contrary to this constitutional cap.

Mr. Dehnert stated that the issue is that if you eliminate property taxes it has to be both commercial and residential. He added that if they did that then the part that commercial properties pay would have to be picked up through other taxes. Mr. Fitzgerald replied that with the constitution issue there is a uniformity component with regard to taxation so we cannot treat commercial taxpayers, senior taxpayers or individual property owners differently. He added that if they were to deviate from the uniformity component then that would have to be addressed through a constitutional amendment.

Dr. Dressler commented that this amendment according to PSBA is to enable future tax reform legislation and he asked what the nature of this reform would be. Mr. Fitzgerald replied that he would have to look further into the history of how the referendum got to the ballot box and who was pushing it but as of now he could not comment on the specific implications.

Mr. DiBello stated that it goes back to when they put the homestead exclusion in place and when they did this a cap of 50% was set on reimbursement. He commented that everyone needs to forget about property tax reform as the biggest issue with this is that the state cannot meet the 50% conditions that they put in place. Mr. DiBello stated that this is a ploy and a way to get the taxpayers excited that they are possibly doing something when they have not even passed the budget and are over \$2 billion in debt. Mr. DiBello commented that the reason this needs to be voted down is because it provides no value whatsoever to the community at-large.

Mr. Dehnert spoke about when Act 1 was instituted and the homestead was put in place that school districts, in order to take full advantage of this, had to pass an income tax to replace the property tax that went away. He stated that to his knowledge he did not believe that any districts chose to go the increased income tax route but rather chose to stay with property taxes. Mr. Fitzgerald confirmed this was correct.

Mr. Ciresi commented that all of the Board sits there and are very involved yet they do not 100% understand what they are trying to pass so how are those who are not so involved understand this referendum. Mr. Ciresi stated that it is a smoke and mirrors move where they say to the taxpayers that they are trying to get rid of property taxes but the school district keeps wanting to raise them. Mr. Ciresi spoke about the state legislature that has put the state nearly \$3 billion in debt and has no funding for the budget while we on the other hand must have our budget approved by June 30th. Mr. Ciresi urged the public to contact their elected officials and hold them accountable for funding education properly.

Mrs. Heine added that while we continue to sit without a state budget and once they finally do approve a budget that if they make any adjustments to whatever the education funding is, it will not allow districts to go back and change their budget. She commented that our budget is approved and we must now live by it, breathe by it and die by it so if any funding changes are made then we must figure out how we are going to fund our budget. Mr. Fitzgerald corrected Mrs. Heine saying that under the law the budget can be reopened but he was not aware of any district who may have done this but the option does exist.

There was discussion and disagreement on whether or not there was in fact a state budget.

Superintendent Eval.

There was no report.

Dr. Edward Dressler

(As Needed)

Legislative Committee

There was no report.

Joseph Ciresi

3rd Weds. 7:30 p.m.

MCIU

There was no report.

Tom DiBello

4th Weds. 7:00 p.m.

Superintendent's Report Dr. David R. Goodin

Dr. Goodin reminded the public that homecoming activities would be taking place between October 10th and October 14th, culminating on Saturday with the parade, football game and dance. Dr. Goodin advised that over the next few months throughout the district in grades K-4, we will be conducting lock down drills/armed intruder drills.

Continue to look for bus drivers. Dr. Goodin announced that they, as well as, Custer's Garage continue to look for bus drivers. He stated that there is a shortage of bus drivers nationwide. He asked that anyone interested in driving a bus to please contact Custer's Garage.

Mr. Ciresi asked if Dr. Goodin wanted to share anything from the last few weeks with regards to an update on the opening of school and the great things we have been doing this year. Dr. Goodin said he would like to defer this until next month.

Solicitor's Report Mark Fitzgerald

Mr. Fitzgerald stated that most of the Board is probably aware that the district last week received another Right to Know request from Simon Campbell. Mr. Fitzgerald clarified that every district is receiving these requests and the target is not the district but rather another issue dealing with the Pennsylvania School Board Association. Mr. Fitzgerald advised that if any Board Members have any questions they can discuss those with him after the meeting this evening. He added that as in the past, the district will be responding to the request.

IV. MINUTES

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

A. The Board approved the August 21, 2017 Work Session minutes. **(Attachment A1)**

B. The Board approved the August 28, 2017 Board Meeting minutes. **(Attachment A2)**

V. PERSONNEL

Mr. Ciresi clarified that Item A3 should read "2018" not "2017".

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

A. Resignations

1. **Joan E. Bickley**; Level II – Secretary, Senior High School-9th Grade. Effective: September 25, 2017.
2. **Susan C. DeSalvatore**; Food Service, Part-time (4 hour/day), Oaks Elementary School. Effective: August 22, 2017.

New Resignations

3. **Janet H. Gebhardt**; Reading Specialist, 5/6th Grade Center, for the purpose of retirement. Effective: June 14, 2018.
4. **Nicole A. Wake**; Special Education Teacher, 5/6th Grade Center. Effective: August 22, 2017.

B. Leaves of Absence

1. **Amy Reinert**; Elementary Teacher, Oaks Elementary School, for child-rearing leave per the Professional Agreement. Effective: November 23, 2017 through the 2017-2018 school year.
2. **Sheryl S. Wagenseller**; Elementary Teacher, 5/6th Grade Center, is requesting a Sabbatical Leave per Board Policy. Effective: September 26, 2017 through January 23, 2018.

C. Professional Employees

1. **Samantha M. Wren**; Science Teacher, 8th Grade Center, replacing Colleen E. Antal who had a change of assignment. Compensation has been set at \$47,571.00, BS, Step 3, with benefits per the Professional Agreement. Effective: October 27, 2017.
2. **Katelyn A. Sperring**; Elementary Teacher, Brooke Elementary School. Compensation has been set at \$45,900.00, BS, Step 1, with benefits per the Professional Agreement. Effective: To be determined.

D. Support Staff Employees

1. **Stephanie Ciliberto**; Instructional Assistant, 8th Grade Center, replacing Angeline T. Fusco who had a change of assignment. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 30, 2017.
2. **Tonia M. Leonard**; Part-time Food Service (4 hour/day), replacing Louise A. Quinn who resigned. Compensation has been set at \$12.91/hour per the Food Service Plan. Effective: September 14, 2017.
3. **Lisa M. Levensgood**; Instructional Assistant, 7th Grade Center, replacing Ashlee E. Watson who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: September 19, 2017.
4. **Sydney E. McGill**; Level III – Secretary, District Office, replacing Ava M. Gonteski who had a change of assignment. Compensation has been set at \$16.20/hour (degree rate) with benefits per the Secretarial Plan. Effective: September 13, 2017.

New Support Staff Employee

5. **Kristin Richter**; Instructional Assistant, 5/6th Grade Center. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: To be determined.

E. Change of Status

1. **Billie J. Amerine**; Part-time Food Service (3 hour/day), Senior High School to Part-time Food Service (5.75 hour/day), 5/6 Grade Center replacing Brittany L.

Kern who resigned. Compensation has been set at \$16.31/hour per the Food Service Plan. Effective: September 18, 2017.

- F. The Board approved the attached extra-curricular contracts and department head contracts for the 2017-2018 school year. **(Attachment A3)**

New Personnel Motions

G. Temporary Professional Staff

1. **Hannah Carrier**; Math Teacher, Senior High School-9th Grade, replacing Shannon Mowrer who resigned. Compensation has been set at \$46,359.00, BS, Step 2, prorated with benefits per the Professional Agreement. Effective: To be determined.
 2. **Maura K. Finnegan**; Special Education Teacher, 5/6th Grade Center, replacing Nicole A. Wake who resigned. Compensation has been set at \$47,571.00, BS, Step 3, prorated with benefits per the Professional Agreement. Effective: To be determined.
- H. The Board approved salary for the Assistant Superintendent of Schools, Dr. Allyn J. Roche. Dr. Roche's salary for the 2017-2018 fiscal year shall be \$168,096.00.
- I. The Board approved the salary for the Superintendent of Schools, Dr. David R. Goodin. Dr. Goodin's salary for 2017-2018 fiscal year shall be \$193,417.50.

VI. FINANCE

Mr. Ciresi noted a change on Item F saying it "shall not exceed \$525.00 per week".

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

- A. The Board approved next month's payroll, taxes, all benefits, transportation contracts, IU contracts, Vo-Tech payments, debt service payments, utility bills, maintenance agreements, copier leases, equipment maintenance, federal grants, insurance, and discounted invoices.

B. Checks:

1. General Fund Checks

Check No. 166467 – 166469 (BB&T)	\$ 3,225.25
Check No. 200280 – 200689 (WSFS)	\$2,872,924.99

2. Food Service Checks

Check No. 329 – 370 (WSFS)	\$ 44,870.53
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3. Capital Reserve Checks

Check No. 2006-2012 (WSFS)	\$ 747,023.55
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4. General Fund, Food Service, & Capital Reserve ACHs

ACH 171800074 - 171800135	\$1,569,386.95
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5. Procurement Payments
201601914 – 201601957

\$ 59,200.35

C. The following monthly Board reports were approved:

- Skyward Reports
 - General Fund Check Register
 - Food Service Check Register
 - Capital Reserve Check Register
 - Procurement Check Register
 - Summary Revenue Report
 - Summary Expense Report

D. The Board approved the following **independent contracts** that are offered free of charge or are being funded by the Home and School Associations, the Home and School Leagues, the Parent Teacher Associations, the Parent Teacher Organizations or an outside source:

1. **Richard Paul and Associates – Macomb, MI.** Provide an assembly for students at Royersford Elementary School entitled “Hey Dude, Don’t Be Rude”. Funding will be paid by the Royersford Elementary Parent Teacher Organization and shall not exceed \$950.00.
2. **Perkiomen Watershed Conservancy – Schwenksville, PA.** Provide two assemblies for the kindergarten students at Spring City Elementary School entitled “Winter Secrets”. Funding will be paid by the Spring City Home and School Association and shall not exceed \$220.00.

New Independent Contract

3. **The Montgomery County SPCA – Conshohocken, PA.** Provide an assembly for second grade students at Royersford Elementary School entitled “Pet Care”. There is no cost to the district for this presentation.

E. The Board approved the following independent contracts:

1. **Thom Stecher & Associates – Malvern, PA.** Provide Resiliency Services for the 2017-2018 school year district-wide. Funding will be paid from the Pottstown Area Health and Wellness Foundation Grant and shall not exceed a total of \$4,000.00.
2. **Thom Stecher & Associates – Malvern, PA.** Provide Resiliency Services for Upper Providence Elementary School. Funding will be paid from the Upper Providence Elementary School Budget and shall not exceed \$1,000.00.
3. **Mobile Ed Productions – Redford, MI.** Provide an assembly for students in grades 1-4 at Upper Providence Elementary School entitled “The Steam Museum”. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed \$1,395.00.

4. **Alison Ueland, Party Animal Express – Sumneytown, PA.** Provide three assemblies for students at Spring City Elementary School on wild animals, their habitats and their care. Funding will be paid from the Spring City Elementary Assembly Budget and shall not exceed \$325.00.
5. **Variety Club Camp and Developmental Center – Worcester, PA.** The provision of an Extended School Year Program for a special needs student during the 2016-2017 school year as per the IEP. Services were provided for 7 weeks. Funding will be paid from the Special Education Budget and shall not exceed \$4,420.00.
6. **The Melmark School – Berwyn, PA.** Provide Educational and related services for 4 special needs students during the 2017-2018 school year as per their IEPs. Services will be provided for 185 days. In addition, Melmark will also provide residential services for one of the students as per the IEP. Residential services will be provided for 299 days for this student. Funding will be paid from the Special Education Budget and shall not exceed a total of \$293,192.00 for all 4 students.
7. **Behavior Interventions – King of Prussia, PA.** Provide Individualized Behavior Support services for a special needs student as per the IEP. Services will be provided for a total of 28 hours at a rate of \$100.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$2,800.00.
8. **Behavior Interventions – King of Prussia, PA.** Provide Registered Behavioral Technician Support for a special needs student as per the IEP. Services will be provided for a total of 280 hours at a rate of \$50.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$14,000.00.
9. **Education Alternatives – King of Prussia, PA.** Provide Direct services for a special needs student during the 2017-2018 school year as per the IEP. This contract is an addendum to a previously approved contract (April 2017). This addendum is for an additional 30 minutes per day (90.5 hours) and includes an additional rate increase of \$3.00 per hour for these additional hours plus the previously approved. The new hourly amount is \$35.00. Funding will be paid from the Special Education Budget and shall not exceed a total of \$6,698.50.
10. **Education Alternatives – King of Prussia, PA.** Provide ABA Nonviolent Crisis Intervention Trained Assistant PCA services during the 2017-2018 Extended School Year for a special needs student as per the IEP. Services will be provided at a rate of \$35.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$4,830.00.
11. **PSA Healthcare – Norcross, GA.** Provide Individual Nursing services for a special needs student during the 2017-2018 school year on community based instruction trips as per the IEP. Services will be provided for a total of 120 hours at a rate of \$45.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$5,400.00.
12. **Education Alternatives – King of Prussia, PA.** Provide ABA services for a special needs student as per the IEP. Direct program supervision will be provided for a total of 14 hours per month for 10 months at a rate of \$95.00 per hour (\$13,300.00). In addition, 4 hours per week of direct 1-1 intervention will be provided for 42 weeks at

a rate of \$32.00 per hour (\$5,376.00). Funding will be paid from the Special Education Budget and shall not exceed \$18,676.00.

New Finance Motion

- F. The Board approved a service agreement replacing confidential settlement and release agreement #2017-01 originally approved at the May 2017 Board Meeting. This service agreement is with the parents of a special needs student and authorizes the payment of homebound instruction due to medical necessity. Funding will be paid from the Special Education Budget and shall not exceed \$525.00 per week.

VII. PROPERTY

Mr. Dehnert asked that Item B be separated.

Mr. Pettit made a motion to approve Item A and Mrs. Heine seconded it. The motion passed 8-0.

- A. The Board approved the replacement of the draperies in the music room/stage at Brooke Elementary School due to age (20+ years). Funding will come from the Maintenance Budget and shall not exceed \$9,962.00.

Mrs. Heine made a motion to approve Item B and Mr. Pettit seconded it.

Mr. Fitzgerald stated that it is his understanding that should the Board approve Item B that this would permit this matter to proceed through the bidding stage and the next step for the Board would be that bids would be brought back to them. Dr. Goodin confirmed that this was his understanding.

The motion passed 7-1 with Mr. Dehnert voting no.

- B. The Board gave approval to re-adjust Crabtree, Rohrbaugh and Associate fees as per their Contract Bids #1, #2, #3 and alternate bid for completion through the bidding stage. The total increase for this new adjustment is \$108,900.00 and shall be paid from the General Fund.

VIII. NEW PROGRAMMING AND CURRICULUM

Mrs. Spletzer made a motion to approve Item A and Mr. Pettit seconded it. The motion passed 8-0.

- A. The Board approved entering into a contract with SimplexGrinnell NJPA to upgrade and improve the existing Security Camera System at the 9th Grade Center and 10th-12th Grade Center. This will complete the deployment of the Security Camera System at both buildings. The total cost for this contract shall not exceed \$220,000.00 and will be paid from the Capital Reserve.

IX. CONFERENCE/ WORKSHOP RECOMMENDATIONS

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

The following individuals were approved for attendance at the following:

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

DISTRICT OFFICE

- A. **Elizabeth Leiss**, Director of Human Resources, to attend "*PASPA Conference*" in Harrisburg, PA from February 28 through March 2, 2018. The total cost of this conference is \$960.00 (registration, mileage, and lodging). No substitute is needed.
- B. **James Fink**, Chief Financial Officer, **Mary Davidheiser**, Controller, and **Barry Ziegler**, Supervisor of Operations and Facilities, to attend the "*63rd Annual PASBO Conference*" at the Hershey Lodge and Convention Center from March 6 through March 9, 2018. The total cost of this conference is \$3,705.00 (registration, mileage, lodging and meals). No substitutes are needed.
- C. **Rachael Fenyus**, Accountant, to attend the "*Federal Grants Forum*" in Baltimore, MD from October 4 through October 6, 2017. The total cost to attend this conference is \$2,114.00 (registration, mileage, lodging and meals). No substitute is needed.

HIGH SCHOOL

- D. **Alison Reichwein**, Technology Education Teacher, to attend "*PLTW Refresher Day at Bucknell University*" in Lewisburg, PA on October 10, 2017. The total cost for this conference is \$342.00 (registration and a one day substitute).

OAKS

- E. **Kristine Bradley**, Psychologist, to attend "*Dyslexia: Building NEW Neuropathways to Master Visual and Auditory Memory, Visual Perceptual Skills, and Visual Motor Skill Development*" in King of Prussia, PA on October 26, 2017. The total cost for this conference is \$120.00 (registration). No substitute is needed.

DISTRICT-WIDE

- F. **Megan Wilmarth**, 7-12 Instructional Coach, to attend "*PIIC PLO Conference – Fall 2017*" in State College, PA from October 30 through November 1, 2017. The total cost for this conference is \$230.00 (mileage and meals). No substitute is needed.
- G. **Jenifer Smith** and **Caren Yucha**, Speech Therapists, to attend the "*2017 CLM Conference*" at the Capital Area Intermediate Unit from October 24 through October 26, 2017. The total cost for this conference is \$1,207.12 (registration, mileage, lodging and meals) to be paid from Ice for Autism Funds. No substitutes are needed.
- H. **Nicole Schieck**, Title I Math Specialist, to attend "*Numberacy Consultants Math Intervention Workshop*" in King of Prussia, PA on November 13 and 14, 2017. The total cost for this workshop is \$351.36 (registration and mileage). No substitute is needed.

New Conferences and Workshops

- I. **Debra Dietrich**, Autistic Support Teacher, to attend the "*35th Annual Autism Conference*" in Atlantic City, NJ on October 19 and October 20, 2017. The total cost for this conference is \$884.00 (registration and 2 days of substitute coverage).

- J. **Donna Mackowiak**, Payroll Specialist, to attend “*Applications in Payroll Provided by PASBO*” at the Holiday Inn – Kulpsville on September 27, 2017. The total cost for this conference is \$190.00 (registration). No substitute is needed.
- K. **Kathleen Baker, Allison Dorn, Elizabeth Ferko, Heather Kronstain, Jennifer Papa, Joseph Perry, Ashley Rotondo, Jessica Saloky and Melissa Wasko**, to attend “*SAP Training*” at the Caron Foundation in Plymouth Meeting, PA on October 5, 2017, October 19, 2017 and November 2, 2017. The total cost for this 3 day training is \$7,632.00 (registration, mileage and 3 days of substitute coverage).

X. OTHER BUSINESS

Mr. Dehnert asked if Dr. Dressler had any recommendations since he serves as the PSBA Liaison.

Mr. Ciresi stated that this was a message to PSBA again that there should be a video presentation on the candidates given to every Board Member rather than a quick bio that is provided. He questioned voting on these candidates when they do not even know who they are and how they will represent us.

Mr. Fitzgerald recommended that he has seen other districts vote via ballots that are given to the Board who then vote on the candidates and then the results are announced by the Board Secretary.

Mr. Ciresi asked if they have to vote this evening. Mrs. Fern indicated that the voting results were due to PSBA this week and that she had included in the Board Memo the biographies on the candidates for the past couple of weeks.

Mr. Pettit pointed out that Items C and D did not have more than one candidate so there really is not choice to be made. Mr. DiBello asked that the Board move ahead and vote on these two items.

Mr. Dehnert made a motion to approve the candidates listed for Items C and D and Mr. Pettit seconded it. The motion passed 8-0.

Mr. DiBello made a motion to approve the first candidate listed in Items A and B, namely Mr. Hutchinson and Mr. Wolfgang and Mr. Dehnert seconded it. The motion passed 8-0.

- A. The Board selected **David Hutchinson** for the office of PSBA President-Elect.
- B. The Board selected **Eric Wolfgang** for the office of PSBA Vice President
- C. The Board selected **Mike Gossert** for the office of PSBA Treasurer.
- D. The Board selected Michael Faccinetto and Marianne L. Neel for the office of PSBA Insurance Trust Trustees.

XI. BOARD COMMENT

Mr. Ciresi commented on the community education program that the district had at one time operated saying he was not sure why it was not successful when Perkiomen Valley and Owen J. Roberts have successful programs. He stated that he had a senior citizen express to him that these types of programs are great as they help to get senior citizens

into our buildings where they can see what they are paying for. Mr. Ciresi said he wanted to ask the Board if once again they can look at this idea of community classes and also look at why we failed the last time. He commented that he did not want us to reinvent the wheel but go to our neighboring districts and see what they are doing.

Mr. Dehnert stated that we had a program and he believes it was discontinued around 2009 or 2010 when there was a budget issue.

Mr. Ciresi asked that it be looked at again to see how other districts made it through the tough times and then come back to the Board with a recommendation.

Mr. Dehnert suggested that possibly this could go to Community Relations Committee to investigate and Mrs. Zasowski commented that possibly this is something that they could look into. Mrs. Zasowski indicated that they had talked about doing something that would help them to reach the senior citizens. She spoke about a mailing that Limerick Township puts out either monthly or seasonally with the highlights of what is going on in the township. Mr. Ciresi stated that what he is talking about is educational programs and different than a newsletter. He asked that Community Relations look to see how the other districts are successful and how we could get the program back.

Mr. DiBello said that Mrs. Zasowski brought up a good point as we used to send out community newsletters and that kind of dropped off. Mrs. Spletzer stated that there is so much information out there on our website that it could be overload. Mr. DiBello replied that a lot of people do not have access to the information overload that is on the internet. He suggested that possibly this could be looked at as well in order to make sure we are getting the information out.

Dr. Dressler indicated that he sent Mr. Ciresi, Dr. Goodin, and Dr. Roche some information about a program he would like to see some of our science teachers and students get involved with. He advised that it is the Pulsar Detection Program and a training program is going to be run through Penn State and West Virginia University. He stated that it is a real research program that our students can be involved in along with some teachers who can help guide them. Dr. Dressler stated that Mrs. Bast has the information on this and will be passing it on to the appropriate staff. Dr. Roche responded that it has already been distributed. Dr. Dressler expressed hope that some interest could be generated in this program. He commented that if anyone knows a student with scientific interest to please encourage them to take a look at this program. Mrs. Zasowski asked what grade level this was for and Dr. Dressler said he felt it was for the high school junior and senior level.

XII. PUBLIC TO BE HEARD

There were no comments from the public.

XIII. ADJOURNMENT

Mr. Pettit made a motion to adjourn and Mrs. Heine seconded it. The motion passed 8-0. The meeting adjourned at 8:40 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

2017-2018 EXTRACURRICULAR CONTRACTS
OC TOBER 2017

Contract Title	Season	Last Name	First Name	Contract Rate
Reading Olympics - Evans Elementary	Year	Angstadt	Adria	\$402.00
Reading Olympics - Royersford Elementary	Year	Baumgardner	Celeste D.	\$402.00
Co-Ed Fitness Intramural #1 - Royersford	Fall	Baumgardner	Celeste D.	\$402.00
Powderpuff Football - Girls - HS	Fall	Bogus	Stacey	\$678.00
Reading Olympics - Evans Elementary	Year	Cooper	Stephanie M.	\$402.00
Bandfront & Majorettes - Grades 7 & 8	Fall	Eddowes-Kiernan	Annette	\$1,471.00
Indoor Winter Color Guard Coach 7 & 8	Winter	Eddowes-Kiernan	Annette	\$1,471.00
Soccer Coach-Boys (7th Grade Head)	Fall	Frame	David	\$2,772.00
Reading Olympics - Evans Elementary	Year	Gnias	John A.	\$402.00
SAP Building Coordinator - Grade 8	Year	Hillegas	Susan L.	\$402.00
Reading Olympics - Evans Elementary	Year	Hollinger	Jessie L.	\$402.00
8th Grade Club #1	Year	Kardick	Maria B.	\$402.00
8th Grade Club #2	Year	Kardick	Maria B.	\$402.00
Reading Olympics - Royersford Elementary	Year	Kehl	Carrie A.	\$402.00
Asst. Cross Country Coach - HS	Fall	Kraynak	John	\$3,991.00
Co-Ed Fitness Intramural #2 - Evans	Fall	McNeil Murphy	Laura	\$402.00
Co-Ed Fitness Intramural #4 - Evans	Spring	McNeil Murphy	Laura	\$402.00
Co-Ed Fitness Intramural #2 - Royersford	Fall	Michener	Lisa M.	\$402.00
Asst. Basketball Coach-Girls - HS	Winter	Murtin	John	\$4,790.00
Head Cheerleading Fall - 8th Grade	Fall	Needles	Joy S.	\$1,875.00
Reading Olympics - Royersford Elementary	Year	Pogwist	Kathryn A.	\$402.00
Co-Ed Fitness Intramural #1 - Evans	Fall	Polsz	Jody L.	\$402.00
Asst. Basketball Coach-Boys - HS	Winter	Pufko	George T.	\$4,790.00
Fitness Room Supervisor-Fall - HS	Fall	Rhodenbaugh	Gary W.	\$679.00
Asst. Volleyball Coach-Girls - HS	Fall	Shields	Elizabeth	\$4,391.00
Co-Ed Fitness Intramural #1 - Oaks	Fall	Smith	Trisha	\$402.00
Head Cheerleading Fall - 7th Grade	Fall	Stokley	Jennie C.	\$1,875.00
Asst. Cross Country Coach - HS	Fall	Varady	Matthew	\$3,991.00
Reading Olympics - Royersford Elementary	Year	Walsh	Katelyn M.	\$402.00
FCS Advisor - HS	Year	Ward	Diane M.	\$402.00

SPRING-FORD AREA SCHOOL DISTRICT

SECTION: PUPILS

TITLE: ATTENDANCE

ADOPTED: March 25, 1991

REVISED: February 24, 2014

REVIEWED: October 9, 2017

204. ATTENDANCE	
1. Purpose SC 1301, 1326, 1327 Title 22 Sec. 11.12, 11.13, 11.41, 12.1 Pol. 200	The Board requires that school-aged students enrolled in district schools attend school regularly, in accordance with state laws. The educational program offered by this district is predicated upon the presence of the student and requires continuity of instruction and classroom participation in order for students to achieve academic standards and consistent educational progress.
2. Authority SC 1327, 1329, 1330 Title 22 Sec. 11.23, 11.25, 12.1	Attendance shall be required of all students enrolled in district schools during the days and hours that school is in session, except that a principal/assistant principal may excuse a student for temporary absences when receiving satisfactory evidence of mental, physical, or other urgent conditions that may reasonably cause the student's absence. Students are expected to be in school, on time. The Board shall establish and enforce attendance requirements, in accordance with applicable laws and regulations, Board policy and administrative regulations.
22 PA Code 11.13 24 P.S. 1326	<u>Definitions</u> Compulsory school age shall mean the period of a child's life from the time the child's parents/guardians elect to have the child enter school, and which shall be no later than eight (8) years of age until the child reaches seventeen (17) years of age. The term does not include a child who holds a certificate of graduation from a regularly accredited, licensed, registered or approved high school.
24 P.S. 1326	Habitually truant shall mean six (6) or more school days of unexcused absences during the current school year by a child subject to compulsory school attendance.
24 P.S. 1326	Truant shall mean having incurred three (3) or more school days of unexcused absences during the current school year by a child subject to compulsory school attendance.

24 P.S. 1326	<p>Person in parental relation shall mean a:</p> <ol style="list-style-type: none"> 1. Custodial biological or adoptive parent. 2. Noncustodial biological or adoptive parent. 3. Guardian of the person of a child. 4. Person with whom a child lives and who is acting in a parental role of a child.
42 Pa. C.S.A. 6302	<p>This definition shall not include any county agency or person acting as an agent of the county agency in the jurisdiction of a dependent child as defined by law.</p>
24 P.S. 1326	<p>School-based or community-based attendance improvement program shall mean a program designed to improve school attendance by seeking to identify and address the underlying reasons for a child's absences. The term may include an educational assignment in an alternative education program, provided the program does not include a program for disruptive youth established pursuant to Article XIX-C of the Pennsylvania Public School Code.</p> <p><u>Guidelines</u></p> <p><u>Compulsory School Attendance Requirements</u></p>
24 P.S. 1327	<p>All students of compulsory school age who reside in the district shall be subject to the compulsory school attendance requirements.</p>
22 PA Code 11.23 24 P.S. 1327 22 PA Code 11.22 22 PA Code 11.28 Pol. 115 Pol. 116 Pol. 117 Pol. 118	<p>A student shall be considered in attendance if present at any place where school is in session by authority of the Board; the student is receiving approved tutorial instruction, or health or therapeutic services; the student is engaged in an approved and properly supervised independent study, work-study or career education program; or the student is receiving approved homebound instruction.</p> <p>The Superintendent of Schools or the Superintendent's designee(s) shall excuse the following students from the requirements of attendance at the schools of this district:</p>
SC 1329, 1330 Title 22 Sec. 11.34	<ol style="list-style-type: none"> 1. On certification by a physician or submission of other satisfactory evidence and on approval of the Department of Education, children who are unable to attend school or apply themselves to study for mental, physical or other reasons that preclude regular attendance.
24 P.S. 1327 22 PA Code 11.32	<ol style="list-style-type: none"> 2. Students enrolled in nonpublic or private schools in which the subjects and activities prescribed by law are taught, except that such students and students

<p>Title 22 Sec. 11.5, 11.32</p> <p>24 P.S. 1327 Pol 117 22 PA Code 11.31 22 PA Code 11.31a 24 P.S. 1327.1 Pol. 137 24 P.S. 1327</p> <p>SC 1330 Title 22 Sec. 11.28</p> <p>Title 22 Sec. 11.23, 11.25</p> <p>SC 1333, 1354 Title 22 Sec. 12.1</p> <p>22 PA Code 11.41 24 P.S. 510.2</p> <p>24 P.S. 1332 24 P. S. 1339</p>	<p>attending college who are also enrolled part-time in the district schools shall be counted as being in attendance in this district.</p> <p>3. Students attending a home education program or private tutoring in accordance with law.</p> <p>4. Students fifteen (15) or sixteen (16) years of age whose enrollment in private trade or business schools has been approved.</p> <p>5. Students sixteen (16) years of age regularly employed during the school session and holding a lawfully issued employment certificate.</p> <p>The Board will recognize other justifiable absences for part of the school day. These shall include medical or dental appointments, court appearance, driver examination and/or family emergency.</p> <p>The Board may report to appropriate authorities infractions of the law regarding the attendance of students below the age of seventeen (17). The Board shall issue notice to those parents/guardians who fail to comply with the statutory requirements of compulsory attendance that such infractions will be prosecuted according to law.</p> <p><u>Delegation of Responsibility</u></p> <p>The Superintendent or designee shall annually notify students, parents/guardians, staff, local children and youth agency and local Magisterial District Judges about the district's attendance policy by publishing such policy in the student handbook, parent newsletters, district website and other efficient methods.</p> <p>The Superintendent or designee, in coordination with the building principal, and school social worker shall be responsible for the implementation and enforcement of this policy.</p> <p>The Superintendent or designee shall:</p> <ol style="list-style-type: none"> 1. Govern the maintenance of attendance records in accordance with law. 2. Detail the process for submission of requests and excuses for student absences.
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	<ol style="list-style-type: none"> 3. Detail the process for written notices, School Attendance Improvement Conferences, School Attendance Improvement Plans, and referrals to a school-based or community-based attendance improvement program, the local children and youth agency, or the appropriate judge. 4. Details the school rules and regulations governing student attendance, absences and excusals. 5. Ensure that students legally absent have an opportunity to make up work. 6. Identify district staff authorized to excuse a student for temporary absences. <p><u>Excused/Lawful Absence</u></p> <p>For purposes of this policy, the following conditions or situations constitute reasonable cause for absence from school:</p>
22 PA Code 11.25 24 P.S. 1329	<ol style="list-style-type: none"> 1. Illness, including if a student is dismissed by designated district staff during school hours for health related reasons.
24 P.S. 1329	<ol style="list-style-type: none"> 2. Obtaining professional health care or therapy service rendered by a licensed practitioner of the healing arts in any state, commonwealth or territory. 3. Quarantine. 4. Family emergency. 5. Recovery from accident. 6. Required court attendance. 7. Death in family.
24 P.S.1329 22 PA Code 11.41	<ol style="list-style-type: none"> 8. Participation in a project sponsored by a statewide or countywide 4-H, FFA or combined 4-H and FFA group, upon prior written request.
22 PA Code 11.21	<ol style="list-style-type: none"> 9. Observance of a religious holiday observed by bona fide religious group, upon written parental request. 10. College or postsecondary institution visit, with prior approval.
22 PA Code 11.25 24 P.S. 1329	<ol style="list-style-type: none"> 11. Other urgent reasons. Urgent reasons shall be strictly construed and do not permit irregular attendance.

12. Adult-Sponsored Tours and Trips

Upon receipt of a written request from the parents of the pupils involved, pupils may be excused from school attendance to participate in a family trip provided during the school term at the expense of the parents when such trip is evaluated by the district Superintendent or the Superintendent's designee(s). Pupil participants therein are subject to direction and supervision by an adult acceptable to the district Superintendent or the Superintendent's designee(s) and to the parents of the pupils concerned.

The following regulations are applicable:

- 1. Absences for non-school trips shall not be excused unless a written request by the parent has been approved by the building principal. Such requests are to be submitted in a format developed by school officials ten (10) days prior to the date of the trip.**
- 2. Only ten (10) days of absence for non-school trips during any school year will be classified as excused. If a student already has a number of excused days for that school year, only the difference between the number of accrued excused days up to ten (10) will be approved as excused. The remaining days will be considered unexcused. Additional days will be classified as unexcused and/or unlawful and will be subject to the legal procedure prescribed by attendance regulations.**
- 3. Coursework missed during a period of excused absence to participate in a trip must be completed satisfactorily after return to school within fourteen (14) calendar days subsequent to the last approved day of absence. Given adequate notice of planned absences, teachers are requested, insofar as such is possible, to provide an outline of assignments for completion during the period of absence. Work submitted by students in conforming with this requirement is to be evaluated, without penalty, for late submission.**
- 4. Absences from school to participate in adult-sponsored tours and trips may not be approved for students who are failing two (2) or more subjects; for students who are identified as habitually truants and/or, for students for whom a physician's excuse is required.**
- 5. Students who participate in non-school trips of educational**

<p>24 P.S. 1327 22 PA Code 11.22 Pol. 116</p> <p>22 PA Code 11.21 24 P.S. 1546</p> <p>22 PA Code 11.34</p>	<p>merit shall, at the discretion of the teacher, give an oral or submit a written report concerning the highlights of the trip. At the discretion of the teacher, such report may be accepted in lieu of comparable course requirements.</p> <p><i>Temporary Excusals –</i></p> <p>The following students may be temporarily excused from the requirements of attendance at district schools:</p> <ol style="list-style-type: none"> 1. Students receiving tutorial instruction in a field not offered in the district's curricula from a properly qualified tutor approved by the Superintendent, when the excusal does not interfere with the student's regular program of studies. 2. Students participating in a religious instruction program, if the following conditions are met: <ol style="list-style-type: none"> a. The parent/guardian submits a written request for excusal. The request shall identify and describe the instruction, and the dates and hours of instruction. b. The student shall not miss more than thirty-six (36) hours per school year in order to attend classes for religious instruction. The Board shall not provide transportation to religious instruction. c. Following each absence, the parent/guardian shall submit a statement attesting that the student attended the instruction, and the dates and hours of attendance. d. All absences from school for religious holidays or for religious instruction shall be excused, and no student so excused shall be deprived of an award or eligibility to compete for an award or the opportunity to make up a test given on the religious holiday. 3. School age children unable to attend school upon recommendation of the school physician and a psychiatrist or school psychologist, or both, and with approval of the Secretary of Education. <p><i>Parental Notice of Absence</i></p> <p>Absences shall be treated as unlawful until the district receives a written excuse explaining the absence, to be submitted within three (3) days of the absence. Failure to submit a written excuse signed by the parent, legal guardian or</p>
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	<p>attending physician within three (3) school days of the student's return to school will be recorded as an unexcused and/or unlawful absence. Messages left on the district absentee hot line are not accepted in place of the written excuse note.</p> <p>A maximum of ten (10) days of cumulative lawful absences verified by parental notification shall be permitted during a school year. All absences beyond ten (10) cumulative days will require an excuse from a licensed practitioner or physician. An absence or period of absence shall be deemed unexcused if a physician's statement is not submitted as required under the provisions of this policy.</p> <p><u>Unexcused/Unlawful Absence</u></p> <p>For purposes of this policy, absences which do not meet the criteria indicated above shall be considered an unexcused/unlawful absence.</p>
24 P.S. 1326	<p>An out-of-school suspension may not be considered an unexcused absence.</p> <p><i>Parental Notification -</i></p> <p>District staff shall provide notice to the person in parental relation upon each incident of unexcused absence.</p>
24 P.S. 1333	<p><u>Enforcement of Compulsory Attendance Requirements</u></p> <p><i>Student is Truant -</i></p> <p>When a student has been absent for three (3) days during the current school year without a lawful excuse, district staff shall provide notice to the person in parental relation who resides in the same household as the student within ten (10) school days of the student's third unexcused absence.</p>
24 P.S. 1333	<p>The notice shall:</p> <ol style="list-style-type: none"> 1. Be in the mode and language of communication preferred by the person in parental relation; 2. Include a description of the consequences if the student becomes habitually truant; and 3. When transmitted to a person who is not the biological or adoptive parent, also be provided to the child's biological or adoptive parent, if the parent's mailing address is on file with the school and the parent is not precluded from receiving the information by court order.
24 P.S. 1333	<p>The notice may include the offer of a School Attendance Improvement</p>

	Conference.
24 P.S. 1333	If the student incurs additional unexcused absences after issuance of the notice and a School Attendance Improvement Conference was not previously held, district staff shall offer a School Attendance Improvement Conference.
	<i>School Attendance Improvement Conference -</i>
24 P.S. 1333	District staff shall notify the person in parental relation of the date and time of the School Attendance Improvement Conference.
24 P.S. 1326	The purpose of the School Attendance Improvement Conference is to examine the student's absences and reasons for the absences in an effort to improve attendance with or without additional services.
24 P.S. 1326	<p>The following individuals shall be invited to the School Attendance Improvement Conference:</p> <ol style="list-style-type: none"> 1. The student. 2. The student's person in parental relation. 3. Other individuals identified by the person in parental relation who may be a resource. 4. Appropriate school personnel. 5. Recommended service providers.
24 P.S. 1333	Neither the student nor the person in parental relation shall be required to participate, and the School Attendance Improvement Conference shall occur even if the person in parental relation declines to participate or fails to attend the scheduled conference.
24 P.S. 1333	The outcome of the School Attendance Improvement Conference shall be documented in a written School Attendance Improvement Plan. The Plan shall be retained in the student's file. A copy of the Plan shall be provided to the person in parental relation, the student and appropriate district staff.
24 P.S. 1333	<p>The district may not take further legal action to address unexcused absences until after the date of the scheduled School Attendance Improvement Conference has passed.</p> <p><i>Student is Habitually Truant -</i></p>

24 P.S. 1333.1	<p>When a student under fifteen (15) years of age is habitually truant, district staff:</p> <ol style="list-style-type: none"> 1. Shall refer the student to: <ol style="list-style-type: none"> a. A school-based or community-based attendance improvement program; or b. The local children and youth agency. 2. May file a citation in the office of the appropriate judge against the person in parental relation who resides in the same household as the student.
24 P.S. 1333.1	<p>When a student fifteen (15) years of age or older is habitually truant, district staff shall:</p> <ol style="list-style-type: none"> 1. Refer the student to a school-based or community-based attendance improvement program; or 2. File a citation in the office of the appropriate judge against the student or the person in parental relation who resides in the same household as the student.
24 P.S. 1333.1	<p>District staff may refer a student who is fifteen (15) years of age or older to the local children and youth agency, if the student continues to incur additional unexcused absences after being referred to a school-based or community-based attendance improvement program, or if the student refuses to participate in such program.</p>
24 P.S. 1333.1	<p>Regardless of age, when district staff refer a habitually truant student to the local children and youth agency or file a citation with the appropriate judge, district staff shall provide verification that the school held a School Attendance Improvement Conference.</p> <p><i>Filing a Citation -</i></p>
24 P.S. 1333.2	<p>A citation shall be filed in the office of the appropriate judge whose jurisdiction includes the school in which the student is or should be enrolled.</p>
24 P.S. 1333.2	<p>Additional citations for subsequent violations of the compulsory school attendance requirements may only be filed against a student or person in parental relation in accordance with the specific provisions of the law.</p> <p><u>Special Needs and Accommodations</u></p>

<p>Pol. 113 Pol. 113.3 Pol. 114</p>	<p>If a truant or habitually truant student may qualify as a student with a disability, and require special education services or accommodations, the Director of Special Education shall be notified and shall take action to address the student's needs in accordance with applicable law, regulations and Board policy.</p>
<p>Pol. 113 Pol. 114</p>	<p>For students with disabilities who are truant or habitually truant, the appropriate team shall be notified and shall address the student's needs in accordance with applicable law, regulations and Board policy.</p>
<p>24 P.S. 1333</p>	<p><u>Discipline</u></p> <p>The district shall not expel or impose out-of-school suspension, disciplinary reassignment or transfer for truant behavior.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 510.2, 1332, 1326, 1327, 1327.1, 1329, 1330, 1333, 1333.1, 1333.2, 1339, 1354, 1501, 1504, 1546</p> <p>State Board of Education Regulations – 22 PA Code Sec. 11.5, 11.8, 11.13, 11.21, 11.22, 11.23, 11.24, 11.25, 11.26, 11.28, 11.31, 11.31a, 11.32, 11.34, 11.41, 12.1</p> <p>Board Policy – 115, 116, 117, 118, 137, 200, 218, 233</p>

SPRING-FORD AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: SICK LEAVE

ADOPTED: March 25, 1991

REVISED:

REVIEWED: October 9, 2017

<p>1.Purpose SC 1154</p> <p>2.Guidelines SC 1154</p>	<p style="text-align: center;">434. SICK LEAVE</p> <p>There shall be a sick leave policy for professional employees that ensures that such employees will receive no less than the minimum sick leave provided under law. Such policy shall be in accordance with the following guidelines.</p> <p>The district will provide up to ten days annually for sick leave (must be ten minimum) of which all shall be cumulative and is intended for non-work-related use only.</p> <p>The Board reserves the right to require of any employee claiming sick leave pay sufficient proof, including a physician's certification, of the employee's illness or disability. The Board shall consider the application of any eligible employee for an extension of sick leave, pursuant to law where applicable, when the employee's own accumulated sick leave is exhausted.</p> <p><u>Sick Leave Bank</u></p> <p>Within thirty (30) days of any September 1 included in the term of the collective bargaining agreement, any member of the bargaining unit who has not already done so may contribute one (1) day of sick leave entitlement to the common bank to be administered by the Spring-Ford Area Education Association. When the balance of the bank is below 150 days, members may contribute an additional day. A member of the bank may apply during each year of the collective bargaining agreement, after all other sick leave provisions are exhausted, for a maximum of sixty (60) days at 65% of the employee's per diem salary.</p> <p>The administration of the bank is subject to the following regulations as the Association may adopt, subject to concurrence by the school district.</p> <p>1. Donations to the bank are to be authorized and substantiated by a properly executed form of assignment approved by the school district.</p>
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SC 1154	<p>2. The bank is to be administered according to rules which are to be applied in a uniform fashion in relation to each member of the bargaining unit who contributed to this bank.</p> <p>The following conditions shall be part of this policy.</p> <p><u>A. Eligibility</u></p> <p>A sick leave shall commence when the employee or agent, if the employee is sufficiently disabled reports the absence. A sick leave day, once commenced, may be reinstated as a working day only with the approval of the Superintendent or designee.</p> <p>Whatever the claims of disability, no day of absence shall be considered to be a sick leave day on which the employee has engaged in or prepared for other gainful employment, or has engaged in any activity which would raise doubts regarding the validity of the sick leave request.</p> <p><u>B. Proof Of Disability</u></p> <p>Any employee absent on sick leave may be required to submit a physician's written statement certifying his/her disability.</p> <p>Such statements, in and of themselves conclusively, may not be presumed to establish the employee's disability.</p> <p><u>C. Duration Of Leave</u></p> <p>Upon the expiration of all then currently earned and accumulated sick leave, upon request of the employee, the Board may grant unpaid leave for the remainder of the school year.</p> <p>Should leave be required beyond the end of the school year, an employee may request that the Board grant a one year extension. If granted, the Board may provide a position of like responsibility upon the employee's return.</p> <p><u>D. Records</u></p> <p>Attendance records shall be maintained electronically and shall be available to the employee to access.</p>
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<p>School Code 1154</p>	<p><u>Benefit for Unused Sick Leave</u></p> <p>Professional employees who retire from service within the Spring-Ford Area School District shall receive a non-elective contribution to one or more annuity contracts described in Code Section 403(b) the dollar amount derived from the application of the following schedule payable on the 10th day of the month following the month of retirement.</p> <p>Accumulated sick leave will be compensated at a rate of 50% of the maximum per diem substitute rate per day.</p> <p>The Collective Bargaining Agreement with the Spring-Ford Education Association provides for procedures that may differ from this policy. In the event that such a condition exists, the procedures must be adapted to the Collective Bargaining Agreement for the bargaining unit personnel.</p>
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