On April 23, 2019 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, Linda C. Fazzini and Kelly J. Spletzer
Region II: Dawn R. Heine, Clinton L. Jackson and Colleen Zasowski
Region III: Christina F. Melton
Presiding Officer: Thomas J. DiBello
Superintendent: Dr. David R. Goodin
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Nandini M. Patel and Julianna Lelli

The following Board Member was absent: Mark P. Dehnert

ANNOUNCEMENTS
Nandini announced that Juniors and Seniors will enjoy the Spring-Ford High School 2019 Great Gatsby Prom on Saturday, April 27th. She stated that hundreds of students are expected to return to the high school following the prom for SNAP’s Annual Post Prom Celebration. She explained that SNAP is a group of Spring-Ford parents and community members who work together in an effort to provide a spectacular free post-prom event for all Spring-Ford Juniors and Seniors, whether they attended the prom or not. Julianna reported that the post prom event will take place on April 27th from 11:00 PM to 4:00 AM. She invited community members to come out to see how the SNAP volunteers have transformed the high school into a movie extravaganza of fun activities. She added that Kona Ice will be there for food purchase and are graciously donating 25% of their profits from the evening back to SNAP. Julianna reminded everyone that dessert donations would be graciously accepted during the walk-through for students attending the post prom event to enjoy.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY
There were no comments from the public.

II. ACTION ITEM
Mrs. Spletzer made a motion to approve Item A and Mrs. Heine seconded it. The motion passed 8-0.

A. The Board approved Resolution #2019-10 commending Malchu Pascual for winning the 2019 Pioneer Athletic Conference (PAC) Boys’ Tennis Singles Championship and qualifying for the PIAA District One Boys’ Tennis Tournament. (Attachment A1)

III. PRESENTATIONS
Mrs. Nuneviller stated that tonight’s presentation is on the 7th grade cupcake wars. She spoke of the vision of the Ram QUEST initiative and how they have incorporated this idea into the 7th
grade level through this combined effort between the Family and Consumer Science classes and the Technology Education classes.

Mr. Fickert provided a quick overview of how this combined effort came to be. He indicated that Ms. Borgnis approached him regarding a joint project that would combine the two curriculums and as a result the Cupcake Wars Project was developed. He spoke of the group collaboration that goes on regarding how to make the cupcakes, the design for the icing and the planning and creation of a structure that will hold 15-20 cupcakes. A video was shown of the students as they participated in the baking and creating of the display structures.

Ms. Borgnis reported that they really wanted to focus on the STEM concepts of collaborating with each other, building teamwork and a little bit of engineering. She spoke of how the students love this project and the jam packed week of fun and working together.

Students spoke of how this project enabled them to express their creativity, the communication strategies they used, the challenges they faced during this project, the critical thinking involved with figuring out the dimensions of their structure and working as a productive team, their favorite part of the project which included making and eating the cupcakes, and the collaboration efforts they had to use.

Ms. Borgnis explained how as part of her Family and Consumer Science curriculum she has to demonstrate the recipes before the students have to make them. She spoke of how she worked with Andrew Rothermel to tape demo videos of her making several recipes. Students next year will be able to watch the demo videos at home as part of their homework for class and then come into school and practice what they learned through the video. She showed one of the videos that she created which demonstrated how to make a pizza bubble bread.

A. Heather Nuneviller, Principal, Melinda Borgnis and Ian Fickert, Teachers, along with Students to present on the “5th/6th/7th Grade Center’s Cupcake Wars”.

Mrs. O’Dea introduced the Choir President Sabrina Neff. Sabrina spoke about how being a part of the High School Choir has been life changing. She spoke of the amount of time they contribute to this activity and the friendships they form with each other which is one of the most rewarding parts. Sabrina spoke of the opportunities and accomplishments the High School Choir has achieved this past year such as winning the B101 Christmas Choir competition where they were able to sing live on the radio and perform at the Kimmel Center with the Philly Pops as well as winning $5,000.00 for the Music Program. Sabrina next reported on their performance at Carnegie Hall in the Choirs of America Festival and all of their experiences while in New York.

Mrs. O’Dea thanked the Board for the opportunity to showcase the High School Vocal Ensemble tonight. She also thanked the Board, the administration, Dr. Nugent and Dr. Weidenbaugh, the assistant principals, and The Music Association for all of their support. Ms. O’Dea reported that the High School Choral Department is flourishing with 170 students in the program. Ms. O’Dea also recognized Alex Cifelli and Joseph Perry for their work with the students. She introduced the Vocal Ensemble and announced that they will be performing their version of Amazing Grace, the song they sang at Carnegie Hall which they dedicated to the children of the victims of 911.

The High School Vocal Ensemble performed their outstanding rendition of Amazing Grace to which they received a standing ovation.
B. Presentation and Update by Yvonne O’Dea, High School Choir Director, and the Spring-Ford High School Vocal Ensemble on their recent performance at Carnegie Hall.

Mr. McDaniel introduced the Individual PAC Champion Athletes, Coaches and Teams and they were recognized by the Board and presented with resolutions commending them on their accomplishments.

C. Presentation of Resolution #2019-10 commending the Malchu Pascual for winning the 2019 Pioneer Athletic Conference (PAC) Boys’ Tennis Singles Championship and qualifying for the PIAA District One Boys’ Tennis Tournament. (Attachment A1)

D. Presentation of Resolution #2019-01 to the Spring-Ford High School Girls’ Basketball Team and their coaches, Michael McDaniel, John Murtin, Daniel Brittingham, Philip Roche and Marissa Moley for winning the 2019 Pioneer Athletic Conference (PAC) Girls’ Basketball Championship. (Attachment A2)

E. Presentation of Resolution #2019-02 commending Emma Thomas for winning the 2019 Pioneer Athletic Conference (PAC) Women’s 500 Meter Freestyle Championship and qualifying for the PIAA District Championships. (Attachment A3)

F. Presentation of Resolution #2019-03 commending Luke McKenna for winning the 2019 Pioneer Athletic Conference (PAC) Men’s 500 Meter Freestyle Championship and qualifying for the PIAA District Championships. (Attachment A4)

G. Presentation of Resolution #2019-04 commending Brendan Baganski, Corey Laing, Sean Laing, and Samuel Ricci for winning the 2019 Pioneer Athletic Conference (PAC) Boys’ 200 Meter Freestyle Relay Championship. (Attachment A5)

H. Presentation of Resolution #2019-05 commending Sean Brogan for winning the 2019 PIAA District I North 285 Pound Weight Class Championship and qualifying for the PIAA Southeast Regional Championship. (Attachment A6)

I. Presentation of Resolution #2019-06 commending Joseph Milano for winning the 2019 PIAA District I North 182 Pound Weight Class Championship and the PIAA Southeast Regional Championship and qualifying for the PIAA State Championships (Attachment A7)

J. Presentation of Resolution #2019-07 commending Shane Reynolds for winning the 2019 PIAA District I North 113 Pound Weight Class Championship and qualifying for the PIAA Southeast Regional Championships and the PIAA State Championships. (Attachment A8)

K. Presentation of Resolution #2019-08 commending Chase Smith for winning the 2019 PIAA District I North 170 Pound Weight Class Championship and qualifying for the PIAA Southeast Regional Championships and the PIAA State Championship-ship. (Attachment A9)
L. Presentation of Resolution #2019-09 commending the Spring-Ford High School Wrestling Team and their coaches, Timothy Seislove, Michael Busa, Doug Landis and Brendan Zimmie for winning the 2019 PIAA District I North Regional Championship. (Attachment A10)

Mr. Fink spoke about the 2019-2020 proposed final budget starting with obstacles which included the state budget which has not yet been passed, increases in special education, and the professional contract. He next presented the revenue highlights. Mr. Fink spoke about the expenditures including personnel related costs, non-personnel costs, the cost of special education services, transportation costs, Western Center tuition and debt service, charter school tuition, technology equipment costs, and all other expenses district-wide. He commented that the expense side of the ledger was growing quicker than the revenue side of the ledger. Mr. Fink advised that the district is looking at a budget gap of $2,436,769 which equates to a 2.3% tax increase or $61.88 per $100,000 assessed home value. He stated that the 2018-2019 millage rates for the district are the 6th lowest in the county with Spring-Ford having the 4th highest population. He spoke of the district highlights such as the fact that debt has been reduced by $162 million over 10 years, received a Moody’s rating of AA1, being rated one of the top districts in PA and having a high school that ranked as one of the top not only in the state but also in the country. Mr. Fink stated that the next steps are to adopt the proposed final budget tonight, make it public and advertise the intent to adopt the final budget on May 28, 2019.

Mr. DiBello reminded everyone that the budget approval process was moved up one month in order to give the Business Office staff and the tax collectors time to prepare the tax bills. He pointed out that the budget had to be prepared using last year’s state funding numbers because of not knowing what the state is doing with regards to when they will pass their budget. Mr. DiBello spoke of special education funding and that Spring-Ford provides a top notch program at a cost of approximately $35 million with only about $5 million coming from federal and state funding. He spoke of the debt drop-off and how the debt has been cut significantly over the past 10 years and will be completely paid off in about 8 years.

Mr. Jackson thanked Mr. Fink for all of his efforts and those of the Business Office staff. He advised the public that the presentation would be posted on the district website for everyone to have access to.

Mrs. Spletzer thanked Mr. Fink for the presentation and for the transparency he has brought to the whole process. Mrs. Zasowski commented that she agrees with Mrs. Spletzer on the ease of following the budget process.

M. Mr. James D. Fink, Chief Financial Officer, to present the 2019-2020 Proposed Final Budget.

IV. BOARD AND COMMITTEE REPORTS


Nandini and Julianna gave a PowerPoint presentation that highlighted events that took place in April which included Spring Break, some senior student athletes signing their letter of intent to the colleges they are committing to, the high school students who are part of the Limerick to Limerick Exchange travelled to Ireland to stay with the host families and pictures of their trip were included in the presentation. Nandini and Julianna next spoke about events that are coming up such as the String Jamboree, Prom, Senior Decision Day and AP Exams.
Nandini and Julianna presented and modeled the Student Ambassador Program jackets. Mr. Jackson reminded Mr. DiBello that they agreed to pay for the jackets for this program.

Dr. Nugent advised that several students have applied for the Student Ambassador Program as well as the Student Representative to the School Board position that will need to be filled since Nandini will be graduating and heading to college.

Curriculum/Technology   Dawn Heine  1st Tues. 6:30 p.m.
Dawn Heine reported on the Curriculum and Technology Committee Meeting that took place on April 2, 2019. The minutes from this meeting will be posted on the district website once approved at the committee level.

Policy      Colleen Zasowski  2nd Mon. 7:30 p.m.
Colleen reported on the Policy Committee meeting that took place tonight before the Board Meeting. The minutes from this meeting will be posted on the district website once approved at the committee level.

Mr. DiBello asked Mrs. Bast to elaborate on the Spring-Ford High School student who took an AP test and scored a perfect score. Mrs. Bast commented that the test was the AP Government test and the student received the total number of possible points that could be awarded on the test and that is against students taking it globally and within the United States. Mrs. Melton added that there were a total of 113 people in the world who received perfect scores and Spring-Ford’s Caitlin McGee was one of them. Mrs. Heine advised that she was also one of the students recognized by the Board in the National Merit Scholarship Program. Mr. DiBello pointed out that this is the 2nd student Spring-Ford had that scored a perfect score in AP Testing.

WMCTC   Dehnert, Dressler, Heine  1st Mon. 7:00 p.m.
Dr. Dressler reported that the Western Center Joint Operating Committee met on April 1st and Mr. Moritzen updated the enrollment figures saying there were a total of 637 students with 176 from Pottsgrove, 242 from Spring-Ford and 223 from Upper Perkiomen. Dr. Dressler advised that the Western Center students took the NOCTI Exam which tests student on their abilities to be proficient in the career choices they have chosen. He reported that the results showed that the Western Center has achieved a 93.8% competent and advanced score versus the 88% state average and it is the 6th consecutive year of scoring over 90%. Dr. Dressler added that another outstanding number is that 83.8% of the special education population scored competent and advanced with 62% scoring advanced overall. Dr. Roche shared that Spring-Ford students at the Western Center scored 95% competent and advanced with 89% of the special education students scoring competent and advanced. Dr. Dressler reported that Senator Mensch visited the Western Center and was impressed with the programs being offered. Dr. Dressler also reported that the Secretary of Labor and Industry, Gerard Oleksiak, visited the Western Center to introduce a new program that Governor Wolf is looking to fund which is an ongoing commitment to expanding job training opportunities in career and technical education for students and adult learners in Southeast Pennsylvania through the proposed State Workforce Education and Accountability Program (SWEAP). He added that SWEAP builds upon PA Smart which launched last year and encourages school business and community partnerships to prepare people for jobs of today and the future. Dr. Dressler commented that through PA Smart Grants the Wolf Administration has provided nearly $30 million to bolster STEM and Computer Science in schools and expanding apprenticeship and job training. Dr. Dressler advised that on May 6th the last Community Dinner will take place with a Greek theme. He also advised that the Annual Car Show will take place on May 4th with free admission although donations are greatly appreciated.
Mr. DiBello asked how much of the grant money the Western Center received and Dr. Dressler advised he did not have that information but would find out and provide it.

**PSBA Liaison**

Dr. Dressler reported that he recently attended the NSBA Conference in Philadelphia. He spoke about the sessions that he attended which included topics on the large number of jobs available for the number of students graduating, the statistics on the number of students who graduate from high school and go to college only to drop out after the first year and the fact that students coming out of high school lack many skills such as the ability to write a letter that is 2 paragraphs long. Dr. Dressler advised that it was suggested that we consider dealing with hard skills such as writing, problem solving skills, teaching students how to use Excel, and public speaking. Dr. Dressler spoke about a talk he attended from Apple entitled “Everyone Can Code” which he found to be informative. He added that the final session he attended was on all of the aspects available through Google. Dr. Dressler urged Board Members to consider attending future PSBA and NSBA conferences.

**Legislative Committee**

Mrs. Melton reported that the Legislative Committee meeting was cancelled but an update they received was that the House Education Committee met and there was nothing significant to report in terms of House Bill 1031, 1196 and 1210 all of which were approved in the committee and really just addressed outdated provisions. She advised that the one thing still be pushed is the cyber, charter and tuition bills. She stated that these are Senate Bill 34 and House Bill 526. Mrs. Melton stated that if the district has an in-house cyber-charter program then we are not responsible to pay for students to attend an outside cyber-charter program. Mrs. Melton stated that it appears there is no appetite right now for anyone to address funding issues specific to charter schools. She added that the district has an in-house cyber school and could take advantage of one of these bills. She commented that it is important that we continue to push back to our legislators to make sure they are hearing our voices and understand what they are putting us through and how it trickles down to our taxpayers via budgetary impacts. Mrs. Melton advised that she will be attending the Day of Advocacy in Harrisburg meeting with our legislators and expressing the needs of our district. She stated that this Day of Advocacy is through PSBA along with the Pennsylvania Association of Intermediate Units and the Pennsylvania Association of School Administrators to continue to push forward some of the basic issues such as basic education funding, special education funding, charter school finance reform and so on. Mr. Jackson expressed hope that the legislators would meet with us here rather than us having to go to Harrisburg.

**MCIU**

Mr. DiBello reported that the meeting is tomorrow night. He added that they have been and will be talking about the remodeling of the old building. He added that due to the Pre-K, other programs and the success that they have been having, the old building has been utilized and they are looking at somewhere between $7 million - $10 million dollars in remodeling costs as these programs must exist in Montgomery County.

**Superintendent’s Report**

Dr. Goodin provided an update on modernized learning saying that as of this current year the district has run approximately 5 cohorts of teachers which equals approximately 75 teachers that have been trained which includes all of the 9th grade teachers. He added that there is a training schedule for all 10-12 in order to make sure that any teacher who has not been trained as of yet will be picked up next year. Dr. Goodin informed everyone that the training for modernized learning instructional strategies has been included in the induction program so that every new group of teachers hired goes through that program. Dr. Goodin advised that they
have ordered laptops and they will be deployed next year. He added that tech room supports are in place at the 9th Grade Center for the deployment next year. Dr. Goodin advised that they are currently finalizing the Acceptable Use of Technology Policy and our legal counsel has given the green light to move forward with that. He provided an update on Safety, Security and Emergency Management saying they continue to work on the Safe 2 Say Program training, the Stop the Bleed training, and Alice training. Dr. Goodin commented that the Spring-Ford Police Department has provided a level of security for students and staff. He reported that Spring-Ford will be looking to develop a German Exchange Program similar to the one we currently have with Ireland. He advised that Dr. Nugent and Ms. Huss had visited a German school to view their program and that they are working on establishing the logistics for this potential program. He added that the German program will be a little different in that students will visit on an every other year basis.

Mr. Jackson asked if the Police Procedural Manual was vetted by the solicitor’s office and Dr. Goodin replied yes and that it was also reviewed by the Human Resource Department.

Mrs. Zasowski reported that although the Community Relations Committee did not meet she wanted everyone to know that RCTV will be working on a spotlight video featuring the Future Planning Center and their 2 day Financial Literacy Fair. She added that some upcoming events are the String Jamboree, the 5K, Decision Day, Senior Impact Awards, Film-Fest Screening, and Graduation. Mrs. Zasowski commented that the district’s Communication, Marketing and Media Department received 2 awards of honor from the Pennsylvania Schools Public Relations Association (PENSPRA) one for the school district’s use of Instagram and the other for RCTV’s Innovation Center Spotlight Video.

Mrs. Melton stated that she felt it was important for everyone to know that Decision Day is open to all High School Seniors and Families whether they plan on heading right into the working world, going into the military, heading off to a 2 year college or a 4 year college. She added that whatever the plan is post-graduation the event is open to all seniors to celebrate their next step.

**Solicitor’s Report**

Mark Fitzgerald

There was no report.

V. **MINUTES**

Mrs. Melton made a motion to approve Items A-B and Mrs. Heine seconded it. The motion passed 8-0.

A. The Board approved the March 18, 2019 Work Session minutes. *(Attachment A11)*

B. The Board approved the March 25, 2019 Board Meeting minutes. *(Attachment A12)*

VI. **PERSONNEL**

Mrs. Heine made a motion to approve Items A-N and Mrs. Spletzer seconded it.

Mrs. Heine commented on Item A3 offering her congratulations to Mary Chrisman on her retirement saying that she has been with the district a very long time. Mrs. Heine next commented on Item A5 saying that he will certainly be missed and that he has a great opportunity ahead of him. She wished him a lot of luck and success in his new position and stated that she will fortunately have the opportunity to work with him over at the Western Center for a few more months. She wished him luck and said she could not be more proud of what he has brought to the district in the time he was here.
Mrs. Zasowski said she would like to piggyback on that and stated that she will miss Dr. Roche very much but it is a great opportunity for him and that she hopes that she will see him at the Western Center also.

The motion passed 8-0.

A. Resignations

1. **Lori A. Stumpfrock;** Staff Accountant, District Office. Effective: April 10, 2019.


New Resignations

3. **Mary E. Chrisman;** Executive Secretary, District Office, for the purpose of retirement. Effective: August 16, 2019.

4. **Deborah H. Keyser;** Chemistry Teacher, Senior High School, for the purpose of retirement. Effective: The last teacher work day of the 2018-2019 school year.

5. **Allyn J. Roche, Ed.D.;** Assistant Superintendent, District Office. Effective: June 28, 2019


B. Leaves of Absence

1. **Brian R. Fisher;** Instructional Assistant, Senior High School, for an unpaid leave of absence. Effective: April 5, 2019 for the remainder of the 2018-2019 school year.

2. **Karen L. Kohr;** Instructional Assistant, Senior High School, for an unpaid leave of absence. Effective: February 19, 2019 for the remainder of the 2018-2019 school year.

3. **Nancy G. Walfish;** Instructional Assistant, 8th Grade Center, for an unpaid leave of absence. Effective: April 4, 2019 for the remainder of the 2018-2019 school year.

New Leaves of Absence

4. **Joanna M. Trautman;** School Counselor, Oaks/Royersford Elementary Schools, for child-rearing leave per the Professional Agreement. Effective: June 7, 2019 through the second marking period of the 2019-2020 school year.

5. **Catherine W. Cabrera;** Speech Therapist, Oaks Elementary School, for a military leave of absence per Board Policy. Effective: May 1, 2019 through May 3, 2019.

C. The Board approved the following Special Education Teachers to be hired for the 2019 Extended School Year – Professional Staff including: Speech & Language Service and
Tutor Programs. Compensation will be set at $40.00 per hour plus benefits (FICA & Retirement). Funding will be from IDEA funds.

1. Alyssa Brooks  
2. Hannah Coath

D. The Board approved the following Support Staff to be hired for the 2019 Extended School Year Program(s). Compensation for new employees will be set at $16.36 - $19.40 per hour depending on experience and educational degree plus benefits (FICA & Retirement). Regular hourly employees will be paid at their current Instructional Assistant hourly rate. Funding will be from IDEA funds. *Designates new additions since last week’s agenda.

1. Kelley A. Costello  
2. Angie L. Cressman  
3. Christa M. Loughlin  
4. Adrianna Martinez  
5. *Amy Schmidhuber  
6. Colleen N. Steube  
7. Alyssa D. Touey  
8. Erin R. Ward  
9. *Kathryn E. Wilson

E. The Board approved the following teachers to be hired for the 2019 Cool School Program. Compensation will be set at $30.00 per hour and will be funded through student tuitions. There will be no cost to the district. *Designates new additions since last week’s agenda.

1. Susan L. Albright  
2. Kris R. Bautsch  
3. *Jennifer Basam  
4. Gemma E. Bonetti  
5. Maria Carroll  
6. Maria L. Cottman  
7. *Heather M. Gardan  
8. Keith A. Heffner  
9. Eric Hetrick  
10. Shannon A. Hetrick  
11. Lauren M. Henzie  
12. Mark L. Kehl  
14. Ellen B. Luchette  
15. Lisa M. Michener  
16. Kaitlyn A. Morrison  
17. Daniele P. Mountz  
18. Tamura J. Rivera  
19. Kristin L. Royer  
20. Megan M. Reidnaur  
21. Amelia M. Smith  
22. Kiera M. Phillips  
23. Gabrielle G. Procario  
24. Rachael Schauder  
25. Katelyn A. Sperring  
26. David Susek  
27. Danielle N. Timbario  
28. James S. Westlake

F. The Board approved the following Certified School Nurse to work five (5) hours per day for the 2019 Extended School Year Program at a rate of $40.00 per hour.

1. Erin J. Lewandoski

G. The Board gave approval for Christopher R. Talley to be hired as the Extended School Year Coordinator. Compensation has been set at $40.00/hour, not to exceed 180 hours. Effective: April 25, 2019.

H. The Board approved hiring the following Professional Staff as substitutes for the 2019 Extended School Year Program. Compensation will be set at $40.00 per hour plus benefits (FICA & Retirement). Funding will be from the General Fund.
I. The Board approved hiring the following Support Staff as substitutes for the 2019 Extended School Year Program. Compensation will be paid at their current Instructional Assistant hourly rate per hour plus benefits (FICA & Retirement). Funding will be from the General Fund.

1. Emily A. Beiter
2. Brittany L. Berry
3. Shannon L. Dusko
4. Maureen E. Faulkner
5. Brian R. Fisher
6. Cheryl A. Goodwin
7. Charity A. Hurlock
8. Tari Lawson
9. Mary E. Lynch
10. Patricia A. McCormick
11. Julie E. Reicher
12. Debra Anne Snyder
13. Wendy H. Trump

J. The Board approved the attached extra-curricular contracts for the 2018-2019 school year. (Attachment A13)


L. The Board approved the Spring-Ford Area School District Instructional Assistants’ Benefit Summary, effective July 1, 2019 to June 30, 2021.

M. The Board approved the Spring-Ford Area School District Registered Nurses Benefit Summary, effective July 1, 2019 to June 30, 2021.

New Personnel Motion

N. Substitute Employee

1. Robin H. Ritchie  Food Service Substitute  $10.00/hour

VII. FINANCE
Mrs. Melton made a motion to approve Items A-J and Mrs. Zasowski seconded it. The motion passed 8-0.

A. The Board gave 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. 206495 – 206693 $ 938,767.22

2. **Food Service Checks**
   Check No. 1533 – 1572 $ 36,406.61

3. **Capital Reserve Checks**
   Check No. 2053 $ 32,545.32

4. **Capital Projects**
   Reserve Fund: Check No. 30-33 $ 27,495.46
   Bond Fund: Check No. 31-33 $ 781,038.33

5. **General Fund, Food Service, & Capital Reserve ACHs**
   ACH 181901146 – 181901262 $1,278,757.17

6. **Procurement Payments and Wires**
   201800032 – 201800055 $2,215,068.81
   20180198 – 20180247 $ 35,228.63

C. The following monthly Board reports were approved:

   - Skyward Reports
   - Check Register (General Fund, Food Service, Capital Reserve, Capital Projects, Procurement and Wires)
   - ACH Check Register (General Fund, Food Service, Capital Reserve, and Capital Projects)

D. The Board approved the Montgomery County Intermediate Unit’s contract for District ACCESS Medical Practitioner Review/Authorization Services for the 2019-2020 school year. The MCIU will obtain the required Medical Practitioner Reviews/Authorizations, as per the School-Based ACCESS Program Guidelines. Funding will be paid from the Medical ACCESS funds and shall not exceed $2,600.00.

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. **Pamela J. Gaal – Limerick, PA.** Provide an assembly entitled “Dog Safety” for 4th grade students at Brooke Elementary School instructing students how to approach dogs they do not know and how to be safe around unfamiliar dogs. There is no cost to the district for this assembly.

2. **Eric Belcher – Philadelphia, PA.** Provide a total of six juggling shows for students at Upper Providence Elementary by the “Give & Take Jugglers”. Funding will be paid for by Upper Providence Home and School League and shall not exceed $2,550.00
F. The Board approved the following independent contracts:

1. **Stephen Cerra, Flowstyle BMX – Blakely, PA.** Provide a total of three assemblies at Upper Providence Elementary (2 assemblies) and Spring City Elementary (1 assembly) addressing topics such as goal setting and perseverance while also introducing the relevant topics of bullying, health and wellness and diversity. Funding shall not exceed $1,249.00 and will be split between the Upper Providence Home and School League ($750.00) and the General Fund ($499.00).

2. **Dialed Action Agency, LLC. – Lincoln Park, NJ.** Provide 2 Professional BMX Stunt Shows for students in grades K-4 at Royersford Elementary addressing the topic of making responsible choices. Funding shall not exceed $1,850.00 and will be paid from the General Fund.

3. **High School to Work Transition Services, Inc. – Telford, PA.** Provide a Spring-Ford Transitional Employment Program (S.T.E.P.) during the 2019-2020 school year for special needs students as per their IEPs. Funding will come from the Special Education Budget and shall not exceed $89,301.00.

4. **High School to Work Transition Services, Inc. – Telford, PA.** Provide a Spring-Ford Transitional Employment Program (S.T.E.P.) during the 2019 Extended School Year Program for special needs students as per their IEPs. Funding will come from the Special Education Budget and shall not exceed $2,601.00.

5. **Deaf-Hearing Communication Centre – Swarthmore, PA.** Provide Professional Sign Language Interpretation services for meetings and events held within the school for the remainder of the 2018-2019 school year and during the 2019-2020 school year for a special needs student/family. Funding will be paid from the General Fund and shall not exceed $1,500.00.

6. **James Linahan – New York, NY.** Provide Anti-bullying assemblies by J-Line Dance Crew for students at both Spring City Elementary and Upper Providence Elementary focusing on respect, responsibility, settling life goals and overcoming obstacles. Funding will be split between the Upper Providence Home and School League ($1,195.00) and the General Fund ($695.00) and shall not exceed a total of $1,890.00.

7. **Jessica Gorlin-Liddell – Narberth, PA.** This is a correction to the independent contract for an Artist-in-Residence Program for students at Upper Providence Elementary School that was originally approved at the February 25, 2019 School Board Meeting. Funding will be split between the Upper Providence Home and School Association (changed from $2,000.00 to $1,575.00) and the General Fund (changed from $2,200.00 to $2,625.00) and shall not exceed a total of $4,200.00.

G. The Board approved an addendum to the independent contract with Pediatric Therapeutic Services (PTS), Inc. that was originally approved at the June 26, 2017 School Board Meeting. This addendum is necessitated due to additional costs to provide behavioral services during the 2018-2019 school year. Funding will come from the Special Education Budget and shall not exceed $20,882.00.

H. The Board approved a 3-year renewal contract with IOffice for the Copy Module for the print shop. This is a renewal of the current agreement which is set to expire the end of April 2019. The total cost is a monthly recurring charge of no more than $575.00 for 36 months.
New Finance Motions

I. The Board approved entering into a revised 3-year agreement with Stericycle, Inc. for the disposal of medical waste. The revised service agreement provides for pick up and disposal of medical waste from our buildings on demand. The cost shall not exceed $2,500.00 per year.

J. The Board adopted the Proposed Final Budget for the 2019-2020 school year in the amount of $169,214,126.00. The proposed final budget must be approved thirty (30) days prior to the final budget adoption scheduled for May 28, 2019. The proposed final budget will be available for public inspection at least twenty (20) days prior to the date of the meeting at which the proposed final budget will be considered for adoption as the final budget.

VIII. PROPERTY
Mrs. Zasowski asked that Items C and E be separated.

Mrs. Spletzer made a motion to approve Items A, B and D and Mrs. Heine seconded it. The motion passed 8-0.

Mrs. Heine made a motion to approve Items C and E and Mrs. Melton seconded it.

Mrs. Zasowski asked about Item C and whether the company being recommended is the only company the district consulted with. Mr. Hunter advised that they received 3 estimates from 3 firms and this estimate was tied for the lowest.

Mrs. Zasowski commented on Item E and the amount being spent for the scoreboard.

Discussion took place on the need for the replacement, the lack of parts available for the current board, the cost compared to the amount of use and the potential for advertising.

Mrs. Spletzer asked that they vote on C and E separately.

The motion for Item C passed 8-0.

The motion for Item E passed 6-2 with Mrs. Zasowski and Mrs. Spletzer voting no.

A. The Board approved purchasing two replacement zero turn mowers from Passmore Service Center for a total cost of $22,540.40, PA state contract 4400011379. Funding will come from the Capital Reserve.

B. The Board approved purchasing a grounds utility vehicle from Lawn and Golf for a cost of $8,880.96, PA State Contract 4400020096. Funding will come from the Capital Reserve.

C. The Board gave approval for professional services for a district wide facility condition assessment with ICS Consulting Inc. for a total cost of $18,500.00. Funding will come from the 2019-2020 Maintenance Budget.

D. The Board gave approval for Johnson Controls to upgrade building HVAC controls and system reprogramming for dehumidification at Oaks Elementary for a total cost of $38,530.96, Costars 008-415. Funding will come from the 2018-2019 Maintenance Budget.
E. The Board approved the replacement of scoreboard at McNelly Stadium by S.J. Thomas Company for a total cost not to exceed of $142,715.00, KPN Contract 201801JOCC027. Funding will come from the Capital Reserve.

IX. PROGRAMMING AND CURRICULUM
Mrs. Heine made a motion to approve items A-B and Mrs. Zasowski seconded it. The motion passed 8-0.

A. The Board approved the 2019 English Language Development (ELD) Summer Program to be held at Brooke Elementary for ELD students entering grades 1-4. The program will run for two weeks in the summer, 4 days a week, for two hours per day, Monday, July 8 through Thursday, July 11, 2019 and Monday, July 15 through Thursday, July 18, 2019. This program will be offered to students at no cost. Teachers will be paid at the current summer school salary rate of $30.00 per hour plus benefits. There will be no cost to the district as all costs will be funded through Title III Funds and shall not exceed $2,500.00 (including material costs and teacher compensation for instructional and preparation time).

B. The Board approved the following new textbooks and curricular resources for the 2019-2020 school year. Funding will come from the Curriculum Budget and shall not exceed $112,500.00.

<table>
<thead>
<tr>
<th>Course</th>
<th>Textbook</th>
<th>TEACHER MATERIALS provided FREE of charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. FCS 7 &amp; 8 ($25,500.00)</td>
<td>Discovering Life Skills Glencoe McGraw Hill Class set with 6 yr online license for all students</td>
<td></td>
</tr>
<tr>
<td>2. FCS 9-12 *($87,000.00)</td>
<td>Textbooks are listed below Goodheart-Wilcox Publisher</td>
<td>Preparing for Life and Career – FCS Major</td>
</tr>
<tr>
<td></td>
<td>*Minor, Sewing, Design &amp; Crafts (230 copies)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>*Prenatal &amp; Infant Development, Parenting and Early Child Development (250 copies)</td>
<td>Child Development – FCS Major</td>
</tr>
<tr>
<td></td>
<td>*Child Development (60 copies)</td>
<td>Working with Young Children – FCS Major</td>
</tr>
<tr>
<td></td>
<td>*Personal Living Textiles &amp; Design (185 copies)</td>
<td>Succeed in Life – FCS Major, FCS Minor</td>
</tr>
<tr>
<td></td>
<td>* Food and Nutrition (180 copies)</td>
<td>Guide to Good Food</td>
</tr>
</tbody>
</table>

X. OTHER BUSINESS
Mrs. Spletzer made a motion to approve Items A-D and Mrs. Heine seconded it. The motion passed 8-0.
A. The following policies were approved:

1. Policy #311 – ADMINISTRATIVE EMPLOYEES: Suspensions and Furloughs  
   (Attachment A14)
2. Policy #411 – PROFESSIONAL EMPLOYEES: Suspensions and Furloughs  
   (Attachment A15)
3. Policy #511 – CLASSIFIED EMPLOYEES – Suspensions and Furloughs  
   (Attachment A16)

B. The Board acknowledged the acceptance of the donation from the Oaks Elementary Parent  
   Teacher Association in the amount of $40,566.25 for the purchase and installation of  
   playground equipment at Oaks Elementary School. There will be no cost to the district.

C. The Board gave approval for Christopher R. Talley, Varsity Head Coach, along with the  
   Spring-Ford Area High School Boys Basketball Team to accept the invitation to participate in  
   the KSA Events Holiday Classic Tournament, and games, from December 18, 2019 through  
   December 22, 2019 in Orlando, Florida. The program will be for varsity level competition and  
   the team will be scheduled to participate in three regular season contests which are part of  
   the 2019-2020 schedule, which allows a maximum of 22 contests as per PIAA by laws. The  
   cost per student-athlete will be approximately $1,700.00 including transportation. The High  
   School Boys’ Basketball Program and staff will conduct fundraising events to help defray the  
   costs. Student-athletes will miss four school days. The total cost to the district will be $768.00  
   for four days of substitute coverage for the Mr. Talley.

New Other Business

D. The Board acknowledged the acceptance of the donation and installation of a Buddy  
   Bench at Evans Elementary by Mr. Scott and Mrs. Becky Magdycz, owners of ATA  
   Martial Arts. There will be no cost to the district.

XI. BOARD COMMENT
There were no Board comments.

XII. PUBLIC TO BE HEARD
Erica Spletzer, stated that she wanted to talk about DECA which is the Distributed Education  
   Clubs of America. She said it was the school district’s first year participating in it. She advised  
   that DECA focuses on career interests in marketing, entrepreneurship, finance, hospitality and  
   management for mainly students in high school. Erica stated that it was an overall great  
   experience and thanked the district for participating in it. Mr. DiBello pointed out that the group  
   did a great job their first year and Erica responded that she placed 3rd for hospitality and tourism  
   at districts and she also had the opportunity to compete at states.

XIII. ADJOURNMENT
Mrs. Spletzer made a motion to adjourn and Mr. Jackson seconded it. The motion passed  
   8-0. The meeting adjourned at 9:51 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary
RESOLUTION 2019-10

The Spring-Ford Area School District Board of Education commends Malchu Pascual, a member of the Spring-Ford High School Boys' Tennis Team, and Spring-Ford Boys' Tennis Head Coach John Brennan and his Assistant Coaches Ryan Rendick and Brent Kissel.

Whereas, the Spring-Ford High School Boys' Tennis Team is a member of the Pioneer Athletic Conference and,

Whereas, the Spring-Ford High School Boys' Tennis Team member Malchu Pascual, under the guidance, leadership, and direction of its coaches, was able to win the Pioneer Athletic Conference Boys' Tennis Singles Championship for the second year in a row and,

Whereas, Spring-Ford High School's Malchu Pascual won the Pioneer Athletic Conference Boys' Tennis Championship by scoring 6-1, 6-0 in the Championship Match and,

Whereas, Spring-Ford High School's Malchu Pascual also qualified for PIAA District One Boys' Tennis Tournament,

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the student-athletes and,

Further resolved, that the achievements, the recognition, the accomplishments, the goals set by the 2019 Pioneer Athletic Conference Boys' Tennis Singles Champion Malchu Pascual, demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in being a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 23rd day of April, 2019.

By: _______________________________  By: _______________________________
    Thomas J. DiBello                             Diane M. Fern
    Board President                             Board Secretary

Phone: 610-705-6000  |  Fax: 610-705-6245  |  Internet: www.spring-ford.net

ATTACHMENT A1
RESOLUTION 2019-01

The Spring-Ford Area School District Board of Education commends Spring-Ford Girls’ Basketball Coach Michael McDaniel and his Assistant Coaches John Murtin, Daniel Brittingham, and volunteer coaches, Philip Roche and Marisa Moley for winning the Pioneer Athletic Conference Championship with a league record of 16 wins and 0 losses.

Whereas, the Spring-Ford High School Girls’ Basketball Team is a member of the Pioneer Athletic Conference,

Whereas, the Spring-Ford High School Girls’ Basketball Team under the guidance, leadership, and direction of both its coaches and captains was able to win the PAC Final Six Semi-finals over Pope John Paul II 71-21 and the PAC Final Six Championship Game over Methacton by a score of 55-41,

Whereas, the Spring-Ford High School Girls’ Basketball Team won their eighth PAC Championship and had an overall record of 24-5,

Whereas, the Spring-Ford High School Girls’ Basketball Team’s varsity and junior varsity players all contributed and played a significant role in having a successful and outstanding basketball season.

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the players and,

Further resolved, that the achievements, the recognition, the accomplishments, the goals and the new records set by the Spring-Ford High School Girls’ Basketball Team demonstrated over and throughout the season the toughness, good-will, sportsmanship, and all that is embodied in a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 15th day of April, 2019.

By: ____________________________  By: ____________________________

Thomas J. DiBello  Diane M. Fern
Board President  Board Secretary
RESOLUTION 2019-02

The Spring-Ford Area School District Board of Education commends Emma Thomas, a member of the Spring-Ford High School Swimming Team and Spring-Ford Swimming Head Coach Mark Agnew and Assistant Coaches, Greg Huff and Melinda Borgnis

Whereas, the Spring-Ford High School Swimming team is a member of the Pioneer Athletic Conference and PIAA District One and PIAA State Association and,

Whereas, Emma Thomas, a member of the Spring-Ford High Swimming Team, under the guidance, leadership, and direction of her coaches was able to win the Pioneer Athletic Conference Girls’ 500 Meter Freestyle and,

Whereas, Spring-Ford High School’s Emma Thomas won the Pioneer Athletic Conference Girls’ 500 Meter Freestyle with a time of 5:27.6 and qualified for the PIAA District Championships and,

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the student-athletes and,

Further resolved, that the achievements, the recognition, the accomplishments, and the goals achieved by the 2019 Pioneer Athletic Conference Girls’ 500 Meter Freestyle Champion, Emma Thomas, demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in being a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 15th day of April, 2019.

By: ____________________________ By: ____________________________

Thomas J. DiBello
Board President

Diane M. Fern
Board Secretary
RESOLUTION #2019-03

The Spring-Ford Area School District Board of Education commends Luke McKenna, a member of the Spring-Ford High School Swimming Team and Spring-Ford Swimming Head Coach Mark Agnew and Assistant Coaches, Greg Huff and Melinda Borgnis

Whereas, the Spring-Ford High School Swimming Team is a member of the Pioneer Athletic Conference and PIAA District One and PIAA State Association and,

Whereas, Luke McKenna, a member of the Spring-Ford High Swimming Team, under the guidance, leadership, and direction of his coaches was able to win the Pioneer Athletic Conference Boys' 500 Meter freestyle and,

Whereas, Spring-Ford High School's Luke McKenna won the Pioneer Athletic Conference Boys' 500 Meter Freestyle with a time of 4:44.73 and qualified for the PIAA District Championships and,

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the student-athletes and,

Further resolved, that the achievements, the recognition, the accomplishments, and the goals achieved by the 2019 Pioneer Athletic Conference Boys' 500 Meter Freestyle Champion, Luke McKenna, demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in being a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 15th day of April, 2019.

By:___________________________ By:___________________________
Thomas J. DiBello Diane M. Fern
Board President Board Secretary

ATTAACKMENT A4
RESOLUTION #2019-04

The Spring-Ford Area School District Board of Education commends Brendan Baganski, Corey Laing, Sean Laing, Samuel Ricci and members of the Spring-Ford High School Boys' Swimming Team and Spring-Ford Swimming Head Coach Mark Agnew and Assistant Coaches, Greg Huff and Melinda Borgnis,

Whereas, the Spring-Ford High School Boys’ Swimming Team is a member of the Pioneer Athletic Conference and,

Whereas, Brendan Baganski, Corey Laing, Sean Laing, and Samuel Ricci, members of the Spring-Ford High School Boys' Swimming Team, under the guidance, leadership, and direction of their coaches was able to win the Pioneer Athletic Conference Boys' 200 Meter Freestyle Relay Championship and,

Whereas, Spring-Ford High School’s Brendan Baganski, Corey Laing, Sean Laing, and Samuel Ricci won the Pioneer Athletic Conference Boys' 200 Meter Freestyle Relay with a time of 1:29.80 and,

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the student-athletes and,

Further resolved, that the achievements, the recognition, the accomplishments, the goals achieved by the 2019 Pioneer Athletic Conference Boys’ 200 Meter Freestyle Relay Champions of Brendan Baganski, Corey Laing, Sean Laing, and Samuel Ricci demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in being a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 15th day of April, 2019.

By:__________________________________ By:___________________________
  Thomas J. DiBello                           Diane M. Fern
  Board President                           Board Secretary

Phone: 610-705-6000 | Fax: 610-705-6245 | Internet: www.spring-ford.net
RESOLUTION #2019-05

The Spring-Ford Area School District Board of Education commends Sean Brogan, a member of the Spring-Ford High School Wrestling Team and Spring-Ford Wrestling Head Coach Timothy Seislove and Assistant Coaches, Michael Busa, Doug Landis and Volunteer Coach Brendan Zimmie

Whereas, the Spring-Ford High School Wrestling team is a member of the Pioneer Athletic Conference and PIAA District One and PIAA State Association and,

Whereas, Sean Brogan, a member of the Spring-Ford High Wrestling Team, under the guidance, leadership, and direction of his coaches was able to win the PIAA District One North 285 pound weight class and,

Whereas, Spring-Ford High School’s Sean Brogan won the PIAA District One North 285 pound weight class with a 3-1 decision and qualify for the PIAA Southeast Regional Championships,

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the student-athletes and,

Further resolved, that the achievements, the recognition, the accomplishments, and the goals achieved by the 2019 PIAA District One North and PIAA Southeast Regional Championships 285 pound weight class Champion, Sean Brogan, demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in being a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 15th day of April, 2019.

By: ___________________________  By: ___________________________
Thomas J. DiBello                        Diane M. Fern
Board President                         Board Secretary

Phone: 610-705-6000  |  Fax: 610-705-6245  |  Internet: www.spring-ford.net
RESOLUTION #2019-06

The Spring-Ford Area School District Board of Education commends Joseph Milano, a member of the Spring-Ford High School Wrestling Team and Spring-Ford Wrestling Head Coach Timothy Seislove and Assistant Coaches, Michael Busa, Doug Landis and Volunteer Coach Brendan Zimmie

Whereas, the Spring-Ford High School Wrestling Team is a member of the Pioneer Athletic Conference and PIAA District One and PIAA State Association and,

Whereas, Joseph Milano, a member of the Spring-Ford High Wrestling Team, under the guidance, leadership, and direction of his coaches was able to win the PIAA District One North 182 pound weight class and PIAA Southeast Regional Championships,

Whereas, Spring-Ford High School’s Joseph Milano won the PIAA District One North 182 pound weight class with a pin at 1:16 and won PIAA Southeast Regional Championships with a pin at 3:34 and qualified PIAA State Championships finishing fourth and,

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the student-athletes and,

Further resolved, that the achievements, the recognition, the accomplishments, and the goals achieved by the 2019 PIAA District One North and PIAA Southeast Regional Championships 182 pound weight class Champion, Joseph Milano, demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in being a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 15th day of April, 2019.

By:______________________________  By:______________________________

Thomas J. DiBello               Diane M. Fern
Board President                 Board Secretary

Phone: 610-705-6000 | Fax: 610-705-6245 | Internet: www.spring-ford.net

ATTACHMENT A7
RESOLUTION 2019-07

The Spring-Ford Area School District Board of Education commends Shane Reynolds, a member of the Spring-Ford High School Wrestling Team and Spring-Ford Wrestling Head Coach Timothy Seislove and Assistant Coaches, Michael Busa, Doug Landis and Volunteer Coach Brendan Zimmie

Whereas, the Spring-Ford High School Wrestling Team is a member of the Pioneer Athletic Conference and PIAA District One and PIAA State Association and,

Whereas, Shane Reynolds, a member of the Spring-Ford High Wrestling Team, under the guidance, leadership, and direction of his coaches was able to win the PIAA District One North 113 pound weight class and,

Whereas, Spring-Ford High School’s Shane Reynolds won the PIAA District One North 113 pound weight class with a 8-0 decision and qualified for the PIAA Southeast Regional Championships and PIAA State Championships,

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the student-athletes and,

Further resolved, that the achievements, the recognition, the accomplishments, and the goals achieved by the 2019 PIAA District One North 113 pound weight class Champion, Shane Reynolds, demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in being a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 15th day of April, 2019.

By: ____________________________    By: ____________________________

Thomas J. DiBello                  Diane M. Fern
Board President                    Board Secretary
RESOLUTION 2019-08

The Spring-Ford Area School District Board of Education commends Chase Smith, a member of the Spring-Ford High School Wrestling Team and Spring-Ford Wrestling Head Coach Timothy Seislove and Assistant Coaches, Michael Busa, Doug Landis and Volunteer Coach Brendan Zimmie

Whereas, the Spring-Ford High School Wrestling team is a member of the Pioneer Athletic Conference and PIAA District One and PIAA State Association and,

Whereas, Chase Smith, a member of the Spring-Ford High Wrestling Team, under the guidance, leadership, and direction of his coaches was able to win the PIAA District One North 170 pound weight class and,

Whereas, Spring-Ford High School’s Chase Smith won the PIAA District One North 170 pound weight class with a 6-1 decision and qualified for the PIAA Southeast Regional Championships and PIAA State Championships,

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the student-athletes and,

Further resolved, that the achievements, the recognition, the accomplishments, and the goals achieved by the 2019 PIAA District One North 170 pound weight class Champion, Chase Smith, demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in being a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 15th day of April, 2019.

By: ___________________________ By: ___________________________

Thomas J. DiBello Diane M. Fern
Board President Board Secretary

Phone: 610-705-6000 | Fax: 610-705-6245 | Internet: www.spring-ford.net

ATTACHMENT A9
RESOLUTION 2019-09

The Spring-Ford Area School District Board of Education commends Spring-Ford Wrestling Coach Timothy Seislove and his Assistant Coaches Michael Busa, Doug Landis and volunteer coach, Brendan Zimmie for winning the PIAA District One North Championship and,

Whereas, the Spring-Ford High School Wrestling Team is a member of the Pioneer Athletic Conference,

Whereas, the Spring-Ford High School Wrestling Team under the guidance, leadership, and direction of both its coaches and captains was able to win the 2019 PIAA District One North Championship with a score of 238.5 points,

Whereas, the Spring-Ford High School Wrestling Team had an overall record of 21-6,

Whereas, the Spring-Ford High School Wrestling Team’s varsity and junior varsity players all contributed and played a significant role in having a successful and outstanding wrestling season.

Therefore, let it be resolved that the Spring-Ford Area School District Board of Education recognizes the coaching staff for creating a disciplined and caring environment for the players and,

Further resolved, that the achievements, the recognition, the accomplishments, the goals and the new records set by the Spring-Ford High School Wrestling Team demonstrated over and over throughout the season the toughness, good-will, sportsmanship, and all that is embodied in a SPRING-FORD RAM.

NOW THEREFORE BE IT RESOLVED, this 15th day of April, 2019.

By: ___________________________  By: ___________________________
    Thomas J. DiBello            Diane M. Fern
    Board President              Board Secretary

Phone: 610-705-6000 | Fax: 610-705-6245 | Internet: www.spring-ford.net
On March 18, 2019 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 Linda C. Fazzini
Region II: Dawn R. Heine, Clinton L. Jackson and Colleen Zasowski
Region III:

Presiding Officer: Thomas J. DiBello
Superintendent: Dr. David R. Goodin
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Nandini M. Patel and Julianna Lelli

The following Board Member participated via phone: Mark P. Dehnert
The following Board Members were absent: Christina F. Melton and Kelly Spletzer

ANNOUNCEMENTS
Julianna announced that on Thursday, March 21st, everyone should wear their most colorful, spunky socks in celebration of people with Down Syndrome and the many ways that they make our world brighter. She added that people around the world will be celebrating along with us.

Nandini advised the Board that she has been accepted and has committed to Penn State University to study Biology. She reported that she will start her college career at Penn State Berks but will transfer to Penn State Main Campus for future years.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Chris Yohn, Upper Providence Township, stated that he is here this evening for the Policy 707 update. He added that he is the recreation director for Spring-Ford Youth Basketball and that he attended one of the meetings over the summer and one again in January. Mr. Yohn stated that the update affects them greatly as they have over 1500 kids in the league and as it is written it would be a big change for them.

Marty Magazzolo, Upper Providence Township, stated that he has had children go through the district and is also a member of Spring-Ford Youth Basketball. Mr. Magazzolo commented that although he understands the intent of Policy 707 which is to try and balance out the costs, he felt it was a pretty big burden to put upon an organization that is not for profit. He stated that they are looking to understand what the timeframe is and what potential remediation activities they have.
II. ACTION ITEMS
Mr. DiBello reported that Item A is being moved off as an Action Item and put on for voting next week. He added that he wanted to move Property, Item G, up as an Action Item.

Mr. DiBello opened the floor up for public comment on Item B since it was moved to an Action Item. There were no comments.

Mr. DiBello announced that Mr. Dehnert was participating in the meeting via phone from Australia. Mr. Dehnert was out of the country for business reasons.

Mrs. Fazzini made a motion to approve Items A-B and Mr. Jackson seconded it. The motion passed 7-0.

Administration recommends approval to amend the current telephone contract to purchase three analog phone lines for the elevators in Royersford, Brooke and Oaks Elementary Schools. This will make the elevators compliant with current fire code standards. The total cost will be a one-time installation fee of $210.00 ($70.00 per building) and a recurring fee of $134.55 per month ($44.85 per building). Funding will come from the Technology Budget. *Will be placed on next week's agenda for approval.

A. The Board gave approval for design services by Crabtree, Rohrbaugh & Associates for Ram Stadium sewer connections. Funding will come from the Maintenance Budget and shall not exceed $18,000.00.

B. The Board approved moving forward with the purchase of one police vehicle. The vehicle will be procured through the Costars Purchasing Agreement and shall not exceed $42,000.00. Funding will come from the Capital Reserve.

III. PRESENTATIONS
Ms. Bignotti thanked the Board for the opportunity to come to the Board meeting to highlight Limerick Elementary’s High Five Pro-Social expectations for behavior. She stated that when she first arrived at Limerick she noticed a lack of school-wide common language for expectations and she brought the concept of High Five Behaviors with her from her previous school. Ms. Bignotti advised that Mr. Hughes the school counselor has been a pivotal part of bringing it to life at Limerick.

Mr. Hughes stated that he will be talking about how they took Ms. Bignotti’s High Five Behaviors and incorporated them into everyday school life in Limerick Elementary. He went through the High Five Rules and stated that they are posted outside of every classroom. Those rules were; Be Responsible, Be Respectful, Be There, Be Ready, Follow Directions, and Use Self Control. Mr. Hughes advised that each classroom teacher, instructional assistant, specialists and cafeteria staff receive High Five slips to give to any student who represents one of the High Five Behaviors. Students receive one slip to take home to show their parents and the second slip is placed in a box for a weekly drawing where 4-5 slips are drawn to receive of a high five pencil. Mr. Hughes next spoke about the quarterly celebration assemblies where the entire school gathers once a quarter in the gym and they highlight some of the things that have been done. Mr. Hughes stated that for specific High Five Award winners each quarter they take one of the behaviors and choose those students who were exemplifying the behavior in the classroom and those students have their names called, they have their paper read off with their achievement on it, and they receive a big high five from Ms. Bignotti along with a certificate. The students have one certificate that they can take home for their parents to display and the
other certificate is put up on the Limerick High Five Wall of Fame located it the main lobby. Mr. Hughes invited the Limerick Teachers to come forward and read the slips of the students they have nominated. He added that the students will then comment on how they feel the High Five Program is working in their school.

Kristin Williams, 4th Grade Teacher, stated that she selected 2 young men to receive their awards for Respectful Behavior. She presented the certificiates to Evan Dinh and Bryce Moyer and explained how they exemplify respectful behavior. Evan stated that he felt it was important to show respectful behavior because you want to treat others the way you want to be treated. Bryce stated that he felt it was important to be respectful of the teacher and other students by not talking when the teacher is talking so that everyone can hear what is being said.

Laura Goodhart, 2nd Grade Teacher, stated that she chose Chloe Bentman and Ryan Breyer as they exemplify all of the High Five Behaviors all of the time as they are always helpful and kind both in the classroom and on the playground. Chloe stated that one way of demonstrating a High Five Behavior is by helping a classmate pick up their things when their pencil box falls. Ryan said he modeled High Five Behavior when he saw someone on the playground looking sad and he went over and played with them.

Erin Marcellus, 3rd Grade Teacher, stated that she chose Victoria Sebrell as she is always demonstrating respect with the adults in the school and her peers. Ms. Marcellus added that Victoria is a leader in the classroom in a wonderful way and has mastered the skill of sharing a disagreeing opinion and still delivering it respectfully. Victoria stated that she was excited to be recognized at the school assembly by her teacher as she knows only 2 people per class and per grade get this honor per marking period so it felt special.

Mr. Hughes commented that as you can hear from the students, this is a school-wide initiative that has impacted them well beyond the classrooms. He introduced Mr. Riordan and Mrs. Stroop, Limerick Teachers in attendance, saying they are all part of this team to make the High Five Behaviors a fabric of their life at Limerick. Mr. Hughes stated that this has been well accepted at Limerick and they are looking forward continuing this for many more years.

A. **Ms. Lori Bignotti**, Principal, and **Mr. John Hughes**, School Counselor, along with Students and Teachers to present on Limerick Elementary’s “High Five Pro-Social Campaign”.

Mrs. Zasowski spoke about the history of Policy 707 as far as the past updates, those over the last 3 years and the most recent work of the Policy Committee. She stated that they have been working diligently to revise Policy 707 keeping in mind that Spring-Ford is about the education and school first but also wanting the members and affiliated members of our community to have access to use our facilities in order to keep their programs alive. Mrs. Zasowski stated that with regards to the fees they tried to keep in mind the information that was provided to them by Mr. Cooper, Mr. Hunter and Mr. Fink so none of the numbers being presented were made in isolation by just one person as it was a group effort. She added that many eyes went onto this information and many discounts were provided in order to make it more palatable. Mrs. Zasowski reported that one of the first things they did was to look at other local districts regarding how they were handling their use of facilities in comparison to what we are doing. She stated that they also looked at The 422 SportsPlex and All Sports Center.
Dr. Roche spoke of the substantive changes to the policy such as the timeline for applications for rental to be submitted, the appropriate use of facilities, fees established by the Business Office, long-term facility rental agreements, building and door security during rentals. Dr. Roche next explained the various organization classifications.

Mrs. Zasowski advised on the difference between rental fees and service charges. She next spoke about the various classifications and whether those groups would incur a rental fee or a service charge for use of facilities. Mrs. Zasowski went through and showed a rental fee schedule comparison of the fees under the current policy fees versus the fees under the new policy. She provided an explanation of what the service charge hourly rates include.

Dr. Roche highlighted the service charge schedule comparison of the current charges versus the new charges based on the various classifications and the facility being rented. Dr. Roche added that there were 4 addendums connected to the policy which included the certificate of insurance, the hold harmless clause, the facility rental fee and service charge schedule and the application for use of school facilities. He stated that they put these in as addendums in the event that a change needed to be made it would be just a change to an addendum rather than a change to the overall policy.

Mrs. Zasowski pointed out that there used to be 4 free events that an organization could have and the Policy Committee has made the recommendation to take this down to 1 free event. She stated that one of the reasons for this was so that a better job of tracking the events could be done. She added that they also wanted to make sure that everything in the policy could be enforceable. She reminded everyone that if they are using the facility for an extended period of time that they are invited to work with Mr. Fink to hopefully find an amicable meeting ground so that the organizations can accomplish their goals and the district can try to become a little more whole than what we are now.

After lengthy discussion and objections raised to lowering the free events from 4 down to 1 as well as allowing organizations to contact Mr. Fink regarding negotiating an amicable price, the decision was made for the Policy Committee to take another look at their recommended changes. A request was also made to work out the figures for total cost “all in” for an organization if they were to continue to use the facilities the same way they currently do so that they can see what the potential impact to that organization may be. Mr. Fink was asked to try and figure out what the impact of the new fees will be for the district and the overall budget.

Mrs. Zasowski said she will report back next week after the Policy Committee meets tomorrow night on the requests made by the Board this evening.

Mr. Fitzgerald offered the opinion that with regards to the long-term usage provision, he believes the Board should be relying on the schedules as they are objective and clear and it does not put Mr. Fink or the organization into that subjective mindset. He added that if they need to deviate from the schedules then they should create an objective criteria that is being adhered to consistently. Mr. Fitzgerald stated that this should be built into the policy in that subsection or in the administrative regulations.

The Policy Committee was thanked for the work they have put into this policy over the years.

B. Mrs. Colleen Zasowski, Board Vice President, and Dr. Allyn J. Roche, Assistant Superintendent, to present the final Policy Committee recommendations for Policy 707: Use of School Facilities.
IV. BOARD AND COMMITTEE REPORTS

Curriculum/Technology  Dawn Heine  1st Tues. 6:30 p.m.

Mrs. Heine reported on the Curriculum/Technology Committee Meeting held on March 5, 2019. The minutes from this meeting will be posted on the district website once approved at the committee level.

Finance  Thomas J. DiBello  2nd Tues. 6:30 p.m.

Mr. DiBello reported on the Finance Committee Meeting held on March 12, 2019. The minutes from this meeting will be posted on the district website once approved at the committee level.

Property  Thomas J. DiBello  2nd Tues. 7:30 p.m.

Mr. DiBello reported on the Property Committee Meeting held on March 12, 2019. The minutes from this meeting will be posted on the district website once approved at the committee level.

Chief David Boyer introduced School Police Officer Robert Greenwood and spoke of his law enforcement background. Officer Greenwood stated that he is happy to be here and that he enjoys meeting the students.

Mr. Dehnert stated that in light of the Board just approving the purchase of a new police car, he would like to see what the plan is for growing the police force and vehicles and how we are going to use them throughout the district. Mr. DiBello informed Mr. Dehnert that the Board is going to hold an executive session next Monday and part of that will be to talk about security which is now permitted topic for discussion.

Asst. Superintendent Rpt.  Dr. Allyn J. Roche

There was no report.

Solicitor’s Report  Mark Fitzgerald

Mr. Fitzgerald reported that his firm is reviewing the Police Procedures Manual and suggested that when complete that it should come before the Board for an affirmative approval. He stated that it is not going to be a classic policy per say but he would like the Board’s stamp of approval on it.

Mr. DiBello announced that the High School Color Guard Gold Team has been ranked 16th in the country. Mr. DiBello commented that this is extremely impressive as just a few short years ago we began to build out our Color Guard Program and now we have 2 teams and the competition is very fierce.

V. MINUTES

There were no questions or comments.

A. Administration recommends approval of the February 19, 2019 Board Meeting minutes.  
   (Attachment A1)

B. Administration recommends approval of the February 25, 2019 Board Meeting minutes.  
   (Attachment A2)

VI. PERSONNEL

There were no questions or comments.
A. Resignations

1. Carol Y. Keene; Part-time Food Service (4 hours/day), 8th Grade Center. Effective: March 5, 2019.


B. Leaves of Absence

1. Brian G. Cooper; Systems Technician, Senior High School-9th Grade, for a military leave of absence per Board Policy. Effective: April 7, 2019 through April 19, 2019.

2. Allison R. Eddinger; Certified School Nurse, 5/6th Grade Center, for a child-rearing leave per the Professional Agreement. Effective: May 10, 2019 through the end of the 2019-2020 school year.

3. Debora Huber; Instructional Assistant, 7th Grade Center, for an unpaid leave of absence per Board Policy. Effective: March 6, 2019 through March 29, 2019.

4. Suzanne D. Laurie; ESL Teacher, 5/6th Grade Center; for an extension of child-rearing leave per the Professional Agreement. Effective: August 21, 2019 through the 2019-2020 school year.

C. Substitute Employee

1. Maria G. Romano Food Service Substitute

D. Administration recommends approval of the following Special Education Teachers to be hired for the 2019 Extended School Year – Professional Staff including: Speech & Language Service and Tutor Programs. Compensation will be set at $40.00 per hour plus benefits (FICA & Retirement). Funding will be from IDEA funds.

1. Ashley L. Brod
2. Krista M. Brooke
3. Kathryn A. Calvert
4. April Collins
5. Karen M. DeLange
6. Allison L. Dorn
7. Lauren N. Edmunds
8. Maura K. Finnegan
9. Kathleen D. Gebhard
10. Emily E. Marzewski
11. Brenda A. Haydt
12. Emily M. McCallister
13. Barbara J. McGuigan
14. Lindsay N. Miller
15. Shana L. Savard
16. Kyle J. Smolsky
17. Chris R. Talley
18. Tara Talley
19. Megan L. Taylor
20. Gina G. Walters

E. Administration recommends approval of the attached extra-curricular contracts for the 2018-2019 school year. (Attachment A3)

VII. 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. 206256 – 206494 $1,109,723.67

2. **Food Service Checks**
   Check No. 1472 – 1532 $ 89,785.00

3. **Capital Reserve Checks**
   Check No. 2052 $ 2,655.00

4. **Capital Projects**
   Reserve Fund: Check No. 28-29 $ 2,977.25
   Bond Fund: Check No. 27-30 $ 444,406.72

5. **General Fund, Food Service, & Capital Reserve ACHs**
   ACH 181901022 – 181901145 $1,638,153.61

C. The following monthly Board reports are submitted for your approval:

- Skyward Reports
  - Check Register (General Fund, Food Service, Capital Reserve, Capital Projects, Procurement and Wires)
  - ACH Check Register (General Fund, Food Service, Capital Reserve, and Capital Projects)

D. Administration recommends approval of the following independent contracts:

1. **J-Line Dance Crew – New York, NY.** Provide an anti-bullying assembly focusing on respect, responsibility, setting life goals, and overcoming obstacles for students in 1st through 4th grade at Evans Elementary School. Funding will be paid from the Evans Elementary Professional Services Budget and shall not exceed $795.00.

2. **Magic Touch Entertainment – Canadensis, PA.** Provide two assemblies entitled “Brainshow” for students at Spring City Elementary School. Funding will be paid from Spring City Elementary Professional Services Budget and shall not exceed $1,750.00.

3. **Kara Canale – Collegeville, PA.** Provide psychological services for students who require initial psychoeducational evaluations and/or reevaluations. This contract is an extension of the previously approved contract in January 2019. Services will be provided for 15 hours per week for 12 weeks at a rate of $70.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed $12,600.00.

E. Administration recommends approval of a confidential settlement and release agreement #2019-01 with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed $90,550.00.
F. Administration recommends approval to sign a 5-year contract with Crown Castle for the 10GB dark fiber connectivity between all the district buildings. This is a renewal of the current agreement which is due to expire on 6/30/2019. This was an RFP issued under Category 1 E-Rate, the lowest bid was selected. The total cost is a monthly recurring charge of no more than $5,200.00 for 60 months.

G. Administration recommends approval to move forward with the purchase of the Coach McNelly Stadium IP Camera Solution. The camera system quotation PSX 18Q8027 will be procured through the Costars Purchasing Agreement and shall not exceed $25,000.00. Funding will come from the School Safety and Security Grant Program 2018 (Part A).

H. Administration recommends approval for the establishment of a 7th Grade Aevidum Student Activity Account.

VIII. PROPERTY
Mr. Dehnert questioned Letter I saying he believed the 9th Grade Center was refurbished sometime in the early 2000's and he thought this included windows. He stated that if this was the case then he would have expected the windows to last longer than 17-18 years. Mr. Hunter responded that he would have to get the actual installation date of the windows. He added that the 9th Grade Center windows are experiencing window failure where they are no longer functioning and opening. Mr. Hunter advised that this was brought up for replacement last year and he is following through with one of the projects previously established. Mr. DiBello asked if it was all windows at the 9th Grade Center being replaced and Mr. Hunter replied that it was Phase 1 which is 51 windows not counting storefront windows.

A. Administration recommends approval for the following custodial supplies to be purchased thru the Costars Purchasing Agency. Funding will come from the Maintenance Budget.

1. PA Paper $ 104,441.56
2. Hillyard $ 95,845.72
3. WB Mason $ 39.90
4. Franklin Cleaning $ 13,793.70
5. General Chemical $ 7,492.20
6. Grainger $ 8,972.41

B. Administration recommends approval for the replacement of the Oaks Elementary School fire alarm equipment by Johnson Controls for a cost of $74,859.41, PA State Contract #4400015469. Funding will come from the Capital Reserve.

C. Administration recommends approval for the replacement of fiberglass pipe insulation at Royersford Elementary School by S.J. Thomas Company Inc. for a cost of $98,152.41, contract KPN-201801JOCC-26. Funding will come from the Capital Reserve.

D. Administration recommends approval for the replacement of fiberglass pipe insulation at the 8th Grade Center by S.J. Thomas Company Inc. for a cost of $143,376.91, contract KPN-201801JOCC-26. Funding will come from the Capital Reserve.

E. Administration recommends approval to award to the lowest responsible bidder, Advanced Disposal Service, for district-wide trash disposal and recycling for a total yearly amount of $49,741.12. Funding will come from the Maintenance Budget.
F. Administration recommends approval to award to the lowest responsible bidder, A.J. Bolinski for the open top roll-off dumpster at a cost of $160.00 per haul and $75.00 per ton. Funding will come from the Maintenance Budget.

G. Administration recommends approval for design services by Crabtree, Rohrbaugh & Associates for Ram Stadium sewer connections. Funding will come from the Maintenance Budget and shall not exceed $18,000.00. *Moved to Action Item B

H. Administration recommends approval to purchase new LED lighting for the parking lots at the 9th Grade Center and Evans Elementary School thru the Costars Purchasing Agency. Funding will come from the Capital Reserve and shall not exceed $46,560.14.

I. Administration recommends approval for Phase 1 Window Replacement at the 9th Grade Center by S.J. Thomas Company, Inc. at a cost of $272,877.22. Funding will come from the Capital Reserve.

IX. PROGRAMMING AND CURRICULUM
There were no questions or comments.

A. Administration recommends approval to purchase 700 student laptops as part of the district’s ongoing Modernized Learning Initiative for all 9th grade students for the 2019-2020 calendar year. Four competing quotes were received through the government contract via Costars. The total equipment cost shall not exceed $280,000.00 and will be self-financed initially from the Capital Reserve Fund, which will be replenished in equal annual installments of $70,000.00 from the 2019-2020 through the 2023-2024 Technology Budgets.

B. Administration recommends approval of the following new textbooks and curricular resources for the 2019-2020 school year. Funding will come from the Curriculum Budget and shall not exceed $460,000.00.

<table>
<thead>
<tr>
<th>Course</th>
<th>Textbook</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Health and PE (11th)</td>
<td><strong>Glencoe Health</strong></td>
</tr>
<tr>
<td>($60,000.00)</td>
<td>Modern Times, c.2018</td>
</tr>
<tr>
<td></td>
<td>Class set with 6 years online access for all students</td>
</tr>
</tbody>
</table>
| | *Teacher materials provided free of charge for the purchase above*

<table>
<thead>
<tr>
<th>Course</th>
<th>Textbook</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Grades K-4 Math</td>
<td><strong>Everyday Mathematics 4+</strong></td>
</tr>
<tr>
<td>*(+$247,000.00)</td>
<td>7 year Digital License Agreement</td>
</tr>
<tr>
<td>Includes PD, manipulatives</td>
<td>teacher materials, student</td>
</tr>
<tr>
<td>materials are ordered by buildings</td>
<td>materials are ordered by buildings</td>
</tr>
<tr>
<td></td>
<td><em>(+$54,000.00 EDM teacher materials, $144,000.00 manipulatives, $49,000.00 PD)</em></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course</th>
<th>Textbook</th>
</tr>
</thead>
<tbody>
<tr>
<td>3. Digital Content</td>
<td><strong>ST Math with Fluency Component</strong></td>
</tr>
<tr>
<td>($153,000.00)</td>
<td>New to Brooke, Evans, Limerick, Oaks, UPE</td>
</tr>
<tr>
<td></td>
<td>Continue at Spring City, Royersford, 5/6</td>
</tr>
</tbody>
</table>

X. 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. **Erin Crew**, Director of Communications, Marketing and Media, to attend the “PenSPRA Symposium” at Shippensburg University on March 28 and March 29, 2019. The total cost of the conference is $350.00 (registration, mileage and lodging). No substitute is needed.

**XI. OTHER BUSINESS**

There were no questions or comments.

A. The following policies are listed as a second reading for approval at next week’s meeting:

1. Policy #323 – ADMINISTRATIVE EMPLOYEES: Tobacco Use *(Attachment A4)*
2. Policy #423 – PROFESSIONAL EMPLOYEES: Tobacco Use *(Attachment A5)*
3. Policy #523 – CLASSIFIED EMPLOYEES: Tobacco Use *(Attachment A6)*

B. Administration recommends approval for the Spring-Ford Area School District Graduation Commencement to be set for the evening of Friday, June 14, 2019 at 7:00 PM in Coach McNelly Stadium. In the event of bad weather, commencement will be moved indoors to the High School 10-12 Grade Center.

C. Administration recommends approval for the travel of **Dr. Patrick J. Nugent**, High School 10-12 Principal, and **Ms. Ingris Hess**, German Teacher, to Stuttgart, Germany to explore a German Exchange Program with Friedrich–Eugens-Gymnasium (FEG). FEG is a high performance school offering academic programs focusing on Science and Engineering as well as International Languages. The total cost shall not exceed $6,500.00 (transportation, lodging, meals and four days of substitute coverage for Ms. Hess).

D. The following policy is listed as a first reading:

1. Policy #707 – PROPERTY: Use of School Facilities *(Attachment A7)*

**XII. BOARD COMMENT**

Dr. Dressler reported that today the representatives from Ursinus College who administer the Science in Motion Program came and presented their offerings so that we can best utilize all that they have to offer.

Mrs. Bast commented that this went very well as we had some teachers, Mrs. Fazzini, Mrs. Rochlin and herself in attendance and able to talk with the two professors who present. She added that they shared some documentation which will be distributed to all of our science teachers. Mrs. Bast stated that they were very happy to discover that many classrooms are already utilizing the program.

**XIII. PUBLIC TO BE HEARD**

**Clinton Fetterman, Limerick Township**, commented that they have 4 indoor units that start rehearsing from December and compete and rehearse through the end of April. He added that every Saturday they are either in the cafeteria, Auxiliary Gym or the Main Gym rehearsing before they go to competition and he questioned if the hours they spend in the facilities rehearsing would be billable for fees. Dr. Roche replied no, that the groups are all part of Class 1A as it is all school related unless they are using the facilities for a fundraising event.
Bill Dengler, Upper Providence, stated that he used to be a board member for the organization being talked about earlier. He thanked the Policy Committee for all of their work on the Use of Facilities Policy. He advised that he has been in attendance at many of the meetings over the past two and a half years and he knows that a lot of the issues have been going back and forth. Mr. Dengler commented that in the end what the School Board does every day when they come to these meetings and the work they put in at their daily jobs is the same work that the people who run the leagues put in. He stated that they all have the same thing in common and that is that everyone is doing it for the kids. He added that the classroom education and the education on the court all goes hand in hand towards what makes Spring-Ford one of the best around. Mr. Dengler stated that over the last 15 years he had the privilege of going all over Southeastern Pennsylvania and into New Jersey working with different basketball organizations and other student organizations and he is very proud of what we have here but he is afraid that we are running the risk of losing it. He advised that they have never turned anyone down from their league because they couldn’t pay as they always found a way to make sure a kid could play. He commented that every day every organization that is part of this school is trying to do fundraising to try and get more money from the same people. Mr. Dengler stated that they do not want to have to try and compete with every other organization for the same dime but at the same time parents need something to do with their kids. He commented that every so often you hear stories about making sure kids exercise and during the dark days of winter they are one of the only organizations providing that and they get to provide that because of the help they get from the school district. Mr. Dengler asked the Board to think long and hard about what they are going to do and the impact it will have. He stated that when you look at the raw numbers you are looking at raising fees almost 50% to 100% from what they currently are and the impact that will have on families will be incredible. He added that the dollars everyone is asking for can only go so far but what we give the kids from this program cannot be replaced. Mr. Dengler stated that this is a large school district and many kids manage to get through the change of moving from their elementary school to the 5-7 Grade Center by knowing other kids they have met through the outside programs. He commented that these things reach way into education and you cannot separate the youth organization and what they provide for kids from the education provided by the school district. Mr. Dengler stated that the thing he is proudest of is what they have done for their senior division in expanding the league to 400+ kids. He spoke of the crowds coming in to watch the basketball games and that although the kids may not become professional basketball players or high school basketball players they are making memories that help get them through high school and that they will talk about for years in addition to building some skills. He asked the Board to take a really hard look at this before making a decision. Mrs. Zasowski responded that when she first started to speak tonight she specifically said that they are not in any way trying to eliminate an activity that the kids benefit so much from. She stated that she knows this firsthand as a parent of twins who are in Spring-Ford Youth Basketball and she knows what they get out of it. She added that in no way are they trying to handicap the organization or limit the function of what the group does but at the same time we are trying to find a balance that can be palatable and acceptable. She asked that no one jump the gun about what the numbers look like until they can work some magic with Mr. Fink. She asked that everyone understand that they have thought long and hard for 3 years about revising this current policy that is not really in effect. Mrs. Zasowski commented that they need to make this something that works for them and not something that we have and do not look at. Mr. Dengler stated that he has read many of the drafts of the policy and has seen the many changes and he appreciates them but where the policy is going to end up he has no more clarity on tonight from when he walked into the meeting and in fact has probably less.
Mr. DiBello stated that he believes everything will be clear at some point when they are able to adopt the policy change. He commented that what did not come out of the presentation and he believes that what our community does not understand is the amount of people and the amount of organizations that are utilizing our facilities as well as the amount of organizations who are contacting us to use our facilities. Mr. DiBello added that our buildings are used and if we allowed it then they would be used 24/7. He stated that our number one priority is to provide the facilities for our students during the day and in the evening associated to the school activities themselves and then everything else is secondary. Mr. DiBello commented that a policy like this is important because of the amount of use and the cost of usage associated with the use so it needs to be in place and it needs to be fair and equitable for everyone.

XIV. ADJOURNMENT
Mrs. Heine made a motion to adjourn and Mrs. Zasowski seconded it. The motion passed 7-0. The meeting adjourned at 9:48 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary
On March 25, 2019 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: Clinton L. Jackson and Colleen Zasowski
Region III: Christina F. Melton
Presiding Officer: Thomas J. DiBello
Superintendent: Dr. David R. Goodin
Chief Financial Officer: James D. Fink
Solicitor: Mark Fitzgerald, Esq.
Student Reps.: Nandini M. Patel and Julianna Lelli

The following Board Member participated via phone: Mark Dehnert

The following Board Members were absent: Dawn R. Heine and Linda C. Fazzini

ANNOUNCEMENTS
Nandini announced that as of tomorrow, there are only 52 days left in the school year. She stated that the end of the third marking period is April 4, 2019 and that report cards will be available on Skyward after 4:00 p.m. Nandini reminded students to use the next few days to make sure their work is handed in and to utilize any opportunity available for extra credit.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY
There were no comments from the public.

II. PRESENTATIONS
Mr. Moyer stated that they are thrilled to be here this evening as there are a lot of great things happening at Oaks Elementary. He said they are here tonight to talk about the Ram QUEST Program which the students are very excited about.

Steve Hull thanked Mrs. Bast for her support and help, Mr. Moyer, and stated that he could not do this without his team of other Ram QUEST Teachers; Jess Rusinski, Jill Shull, Shawn Riordan, Zach Laurie and Mark Kehl. He added that this really is a team effort when it comes to putting the program together and he could never do it alone. Mr. Hull introduced the students with him tonight. Mr. Hull reported that during National Computer Science Week all students at Oaks kick off their Hour of Code which is their coding curriculum. He stated that during this time Vanguard presenters have been coming in for the past couple of years to talk with students. He advised that Ram QUEST is designed to foster the 4 C’s which are Communication, Collaboration, Critical Thinking, and Creativity. Mr. Hull stated that students in his class practice resiliency so they may fail but they learn through their mistakes. Mr. Hull commented that Ram QUEST follows the International Society for Technology in Education standards and that they stress digital citizenship with the students. He added that they also
follow the Engineering Design Model which includes: Ask, Imagine, Plan, Create, Improve and Present. Mr. Hull spoke about the projects that each grade level worked on and asked the students with him from those grades to speak about their project.

1st Grade - Marcus McCutchen learned how to program a robot. He said that during the activity he learned you can make it do whatever you want.

1st Grade – Parker Umbehauer learned about coding and said for coding you need to tell the robot how to code and he will do it.

2nd Grade – Bailey Perkins learned about vibration and her ability to build things through the second grade project of making a guitar out of an empty box.

2nd Grade – Jediah Shuebrook learned how to make a guitar and create vibration. He said he used a cereal box, rubber bands, cardboard, towel tubes and tape.

3rd Grade – Jillian Hays learned how to make a pulley system and to use other materials to make a pulley system to use in different ways.

3rd Grade – Grant Hommer learned how to use a pulley and how to create mechanical advantage.

4th Grade – Patrick Clark learned how to build a lunar landing module and used shock absorbers. He stated that he used straws and coffee filters as a parachute to slow the module down.

4th Grade – Reece Escobar learned how to make a space craft out of cardboard and paper cups. She added that she also learned how to make her project land upright by putting cardboard on the bottom.

Mr. Hull spoke about Clever a program that Oaks Elementary is piloting to help decrease the amount of time students spend logging into the Spring-Ford network. He explained the current steps that students must use to log into the network. Mr. Hull next explained how with the Clever Program students can use a QR code to login.

A. Mr. Mark Moyer, Principal, and Mr. Steven Hull, Ram QUEST Teacher, along with Students to present on the “Ram QUEST Program” at Oaks Elementary School.

III. BOARD AND COMMITTEE REPORTS

Student Rep. Report

Nandini Patel/Julianna Lelli

Julianna reported on some of the events that took place in the district during the month of March such as Pi Day, 3rd Grade Anti-bullying Presentations, the Spring Musical and the College and Career Fair. Nandini spoke further on the Anti-bullying Presentations saying High School Student in Student Council or the Interact Club had an opportunity to sign up to go to all of the elementary schools to talk with 3rd graders one-on-one about bullying, the characteristics of a bully, how to prevent becoming a bully and how to stop a bully. Nandini commented that one thing they heard at the elementary schools they visited were the words “Don’t Be a Bully Be a Buddy”. Julianna and Nandini shared a video entitled “4 Ways to Deal with a Bully”. Julianna next reported on the events that are coming up which included prom ticket sales, Spring Break, the String Jamboree, Junior and Senior Prom and PSSA Testing for grades 3-8.

Policy

Colleen Zasowski

2nd Mon. 7:30 p.m.

Mrs. Zasowski reported on the Policy Committee Meeting held on March 19, 2019. The minutes from this meeting will be posted on the district website once approved at the committee level.
WMCTC Dehnert, Dressler, Heine 1st Mon. 7:00 p.m.

Dr. Dressler reported that the Western Center Joint Operating Committee met on March 4, 2019. He advised that the Community Dinner was cancelled due to bad weather. Mr. Moritzen gave his executive report and in terms of applications for the center the number was up to 297 which is 17 ahead of last year’s numbers. Dr. Dressler stated that he recently checked and the number of applicants was up to 320. He advised that this week the center is going through its NOCTI (National Occupational Competency Testing Institute) Testing and added that HOSA (Health Occupational Students of America) Testing is also taking place. Dr. Dressler informed that tomorrow representatives from the Valley Forge Casino will be touring the Western Center to try and create a job pipeline for students. He reported that on March 13th State Senator Bob Mensch visited the facility and was very impressed with the work being done. Dr. Dressler stated that he hoped our state representatives would find time to visit the Western Center in the near future. He next reported that the school went through an audit and the Western Center was found to be fiscally sound and in great financial shape. The JOC was also given a budget for the 2019-2020 school year which revealed that Spring-Ford will have an increase of 8.71% due to the increase in our number of students attending the Western Center. Dr. Dressler advised that Mr. Moritzen has agreed to attend a May Spring-Ford Board Meeting.

PSBA Liaison Dr. Edward Dressler

Dr. Dressler reported that the 2020 Legislative Platform is now accepting proposals. He added that these are things that are presented as lobbying initiatives from PSBA to help the school districts in their support from the state legislature. He stated that as an example, a few years ago he proposed that they send forth a proposal to the Platform Committee to support the Science in Motion Program and this was accepted by the PSBA. He commented that this program has seemed to regenerate to become a very viable support system for educating our students in the Science Program. Dr. Dressler expressed that he thinks these initiatives are very important and if there are any initiatives that the School Board would like to present then we have until June to submit something to be placed on the Legislative Platform. Dr. Dressler reported that the National School Board Association is meeting this weekend at the Philadelphia Convention Center and he will be in attendance. Dr. Dressler asked the Board to let him know if there is any particular session or topics that they would like him to attend and report on at a future meeting.

Extracurricular Christina Melton 2nd Mon. 6:30 p.m. (alt. months)

Mrs. Melton reported on the Extracurricular Committee Meeting held on March 19, 2019. The minutes from this meeting will be posted on the district website once approved at the committee level.

Legislative Committee Christina Melton 3rd Weds. 7:30 p.m.

Mrs. Melton reported that the Legislative Committee was cancelled but a report was sent to all of the Committee Members. She advised that Senator Aument, Chair of the Senate Education Committee, was up for a Senate Leadership position which he did get so he may not be able to lead the Education Committee. Mrs. Melton stated that this is a bit of a concern as he has been very agreeable and easy to work with. She commented that from a state perspective discussion took place on cyber-charter school tuition and Senator Judy Schwank introduced Bill 34 and Representative Sonny from Erie sponsored House Bill 526 both of which are similar. Mrs. Melton advised that the Senate Education Committee met on bills regarding taking the language of vocational technical schools to career and technical schools. She added that CPR curriculum has been approved by the Senate Education Committee. Mrs. Melton reported that reviewed was Senate Bill 144 with regards to homebound students and establishes a grant program for intermediate unit students for telepresence equipment to help support them. She commented that
Senate Bill 440 regarding the provision of flexible instruction days was also discussed. Mrs. Melton advised that career workforce bills were looked at in the House. She added that also reviewed was Senate Bill 113 regarding pension forfeiture for offenses punishable by more than 5 years imprisonment.

**Personnel Committee**

Thomas J. DiBello  As needed

Mr. DiBello reported that the Board met in an executive session tonight prior to the meeting to discuss personnel.

He advised that the Personnel Committee met separately last week with representatives from the maintenance, nurses and instructional assistant support groups to go through their agreements. Mr. DiBello stated that the information from these meetings was presented in the executive session and there will be follow up with these groups and the changes to the agreements will be incorporated into the upcoming budget.

**MCIU**

Thomas J. DiBello  4th Weds. 7:00 p.m.

Mr. DiBello stated that he was unable to attend the meeting last month so there was no report.

**Superintendent’s Report**

Dr. David R. Goodin

Dr. Goodin reported that there are a lot of businesses opening up in the community and one that opened up recently that caught his attention was Urban Air. He stated that it is an awesome place with lots of trampolines and fun activities for kids. He urged the community to check it out.

**Solicitor’s Report**

Mark Fitzgerald

There was no report.

Mr. DiBello asked for a motion for Items IV through IX.

Mrs. Melton made a motion to approve Items IV – IX and Mrs. Zasowski seconded it. The motion passed 7-0.

**IV. MINUTES**

A. The Board approved the February 19, 2019 Board Meeting minutes. *(Attachment A1)*

B. The Board approved the February 25, 2019 Board Meeting minutes. *(Attachment A2)*

**V. PERSONNEL**

A. Resignations

1. Carol Y. Keene; Part-time Food Service (4 hours/day), 8th Grade Center. Effective: March 5, 2019.


New Resignation

3. Heather Miscavage; Part-time Food Service (4 hours/day), Upper Providence Elementary School. Effective: March 22, 2019.
B. Leaves of Absence

1. **Brian G. Cooper;** Systems Technician, Senior High School-9th Grade, for a military leave of absence per Board Policy. Effective: April 7, 2019 through April 19, 2019.

2. **Allison R. Eddinger;** Certified School Nurse, 5/6th Grade Center, for a child-rearing leave per the Professional Agreement. Effective: May 10, 2019 through the end of the 2019-2020 school year.

3. **Debora Huber;** Instructional Assistant, 7th Grade Center, for an unpaid leave of absence per Board Policy. Effective: March 6, 2019 through March 29, 2019.

4. **Suzanne D. Laurie;** ESL Teacher, 5/6th Grade Center; for an extension of child-rearing leave per the Professional Agreement. Effective: August 21, 2019 through the 2019-2020 school year.

New Leave of Absence

5. **Jessica M. Kemp;** Administrative Assistant, District Office, for an unpaid leave of absence per Board Policy. Effective: On or about July 27, 2019 for approximately 6 weeks.

C. Substitute Employee

1. **Maria G. Romano** Food Service Substitute

D. The Board approved the following Special Education Teachers to be hired for the 2019 Extended School Year – Professional Staff including: Speech & Language Service and Tutor Programs. Compensation will be set at $40.00 per hour plus benefits (FICA & Retirement). Funding will be from IDEA funds. *Designates new additions since last week.

1. *Alix L. Abraham* 20. *Carol M. Gorshe*  
3. Krista M. Brooke 22. *Alice B. Hollingsworth*  
5. Kathryn A. Calvert 24. *Gina L. Lasky*  
6. *Laura E. Camp* 25. Emily E. Marzewski  
7. April Collins 26. Emily M. McCallister  
12. Lauren N. Edmunds 31. *Jennifer P. Smith*  
15. Maura K. Finnegan 34. Tara Talley  
17. *Crystal L. Fritz* 36. *Johannah M. Timbario*  
18. *Catherine J. Garger* 37. Gina G. Walters  
E. The Board approved the attached extra-curricular contracts for the 2018-2019 school year. * Designates new additions since last week. (Attachment A3)

New Personnel

F. Professional Staff

1. Naomi C. Morissette; School Psychologist, Upper Providence Elementary School, replacing Reesa G. Wurtz who retired. Compensation has been set at MS+30, Step 2, $56,106.00 prorated with benefits per the Professional Agreement. Effective: To be determined, but will not exceed May 28, 2019.

G. Support Staff

1. Debra H. Wood; Instructional Assistant, 5/6th Grade Center, replacing Greta L. Ertzgard who resigned. Compensation has been set at $17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: March 28, 2019.

H. The Board approved the following Support Staff to be hired for the 2019 Extended School Year Program(s). Compensation for new employees will be set at $16.36 - $19.40 per hour depending on experience and educational degree plus benefits (FICA & Retirement). Regular hourly employees will be paid at their current Instructional Assistant hourly rate. Funding will be from IDEA funds.

1. Lauren M. Boylan
2. Joan Clare Callow
3. Maryann Christy
4. Cheryl L. Colmary
5. Janet T. Copenhaver
6. Debra A. DeMitis
7. Lisa J. Denner
8. Judy Denning
9. Paula T. Donatelli
10. Vanessa G. Donatelli
11. Joan D. Flack
12. Dana Freas
13. Angeline T. Fusco
14. Laura Gilmore
15. Dallas A. Groshardt
16. Andrew T. Howe
17. Erin E. Hughes
18. Timothy J. Hunsberger
19. Naomi L. Keen
20. Lynn Marie D. Keene
21. Colleen Krieble
22. Jeanna Laire
23. Tiffany M. Landis
24. Lisa M. Levengood
25. Patricia A. McCormick
26. Laura B. McQuaid
27. Sherry Molishus
28. Melanie A. Pierce
29. Katelyn M. Reynolds
30. Ryan M. Robison
31. Patricia A. Young

VI. FINANCE

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. 206256 – 206494 $1,109,723.67
2. **Food Service Checks**  
   Check No. 1472 – 1532 $ 89,785.00

3. **Capital Reserve Checks**  
   Check No. 2052 $ 2,655.00

4. **Capital Projects**  
   Reserve Fund: Check No. 28-29 $ 2,977.25  
   Bond Fund: Check No. 27-30 $ 444,406.72

5. **General Fund, Food Service, & Capital Reserve ACHs**  
   ACH 181901022 – 181901145 $1,638,153.61

C. The following monthly Board reports were approved:
   - Skyward Reports  
     - Check Register (General Fund, Food Service, Capital Reserve, Capital Projects, Procurement and Wires)  
     - ACH Check Register (General Fund, Food Service, Capital Reserve, and Capital Projects)

D. The Board approved the following independent contracts:
   1. **J-Line Dance Crew – New York, NY.** Provide an anti-bullying assembly focusing on respect, responsibility, setting life goals, and overcoming obstacles for students in 1st through 4th grade at Evans Elementary School. Funding will be paid from the Evans Elementary Professional Services Budget and shall not exceed $795.00.

   2. **Magic Touch Entertainment – Canadensis, PA.** Provide two assemblies entitled “Brainshow” for students at Spring City Elementary School. Funding will be paid from Spring City Elementary Professional Services Budget and shall not exceed $1,750.00.

   3. **Kara Canale – Collegeville, PA.** Provide Psychological services for students who require initial psychoeducational evaluations and/or reevaluations. This contract is an extension of the previously approved contract in January 2019. Services will be provided for 15 hours per week for 12 weeks at a rate of $70.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed $12,600.00.

E. The Board approved the confidential settlement and release agreement #2019-01 with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed $90,550.00.

F. The Board approved signing a 5-year contract with Crown Castle for the 10GB dark fiber connectivity between all the district buildings. This is a renewal of the current agreement which is due to expire on 6/30/2019. This was an RFP issued under Category 1 E-Rate, the lowest bid was selected. The total cost is a monthly recurring charge of no more than $5,200.00 for 60 months.

G. The Board approved moving forward with the purchase of the Coach McNelly Stadium IP Camera Solution. The camera system quotation PSX 18Q8027 will be procured through the Costars Purchasing Agreement and shall not exceed $25,000.00. Funding will come from the School Safety and Security Grant Program 2018 (Part A).
H. The Board gave approval for the establishment of a 7th Grade Aevidum Student Activity Account.

New Finance

I. The Board gave approval for Fox Rothschild LLP to enter into an agreement for the property located at 500 South Main Street in Spring City Borough, Chester County, PA, and further identified as Parcel ID 14-07-0095.0000, setting the assessment of the property at $166,725.00 for tax year 2019 (school tax year 2019-20) and for each subsequent tax year until a change in the property’s assessment pursuant to applicable law.

J. The Board gave approval of an addendum to the independent contract with Education Alternative for ABA, LLC that was originally approved at the June 28, 2018 School Board Meeting. This addendum is necessitated due to additional costs needed to provide Direct Program Supervision of ABA services during the 2018 Extended School Year Program. Funding will come from the Special Education Budget and shall not exceed $950.00.

VII. PROPERTY

A. The Board gave approval for the following custodial supplies to be purchased thru the Costars Purchasing Agency. Funding will come from the Maintenance Budget.

1. PA Paper $104,441.56
2. Hillyard $95,845.72
3. WB Mason $39.90
4. Franklin Cleaning $13,793.70
5. General Chemical $7,492.20
6. Grainger $8,972.41

B. The Board approved the replacement of the Oaks Elementary School fire alarm equipment by Johnson Controls for a cost of $74,859.41, PA State Contract #4400015469. Funding will come from the Capital Reserve.

C. The Board approved the replacement of fiberglass pipe insulation at Royersford Elementary School by S.J. Thomas Company Inc. for a cost of $98,152.41, contract KPN-201801JOCC-26. Funding will come from the Capital Reserve.

D. The Board approved the replacement of fiberglass pipe insulation at the 8th Grade Center by S.J. Thomas Company Inc. for a cost of $143,376.91, contract KPN-201801JOCC-26. Funding will come from the Capital Reserve.

E. The Board approved awarding to the lowest responsible bidder, Advanced Disposal Service, for district-wide trash disposal and recycling for a total yearly amount of $49,741.12. Funding will come from the Maintenance Budget.

F. The Board approved awarding to the lowest responsible bidder, A.J. Bolinski for the open top roll-off dumpster at a cost of $160.00 per haul and $75.00 per ton. Funding will come from the Maintenance Budget.

G. The Board approved the purchase of new LED lighting for the parking lots at the 9th Grade Center and Evans Elementary School thru the Costars Purchasing Agency. Funding will come from the Capital Reserve and shall not exceed $46,560.14.
H. The Board gave approval for Phase 1 Window Replacement at the 9th Grade Center by S.J. Thomas Company, Inc. at a cost of $272,877.22. Funding will come from the Capital Reserve.

New Property

I. The Board approved the service agreement for district-wide mowing for one year with Heaps Landscaping, as per the RFP. The total cost for the year is $1,333.00 per mowing based on an average of twenty-three mowings per year. Funding will come from the General Maintenance Budget.

VIII. PROGRAMMING AND CURRICULUM

A. The Board approved purchasing 700 student laptops as part of the district’s ongoing Modernized Learning Initiative for all 9th grade students for the 2019-2020 calendar year. Four competing quotes were received through the government contract via Costars. The total equipment cost shall not exceed $280,000.00 and will be self-financed initially from the Capital Reserve Fund, which will be replenished in equal annual installments of $70,000.00 from the 2019-2020 through the 2023-2024 Technology Budgets.

B. The Board approved the following new textbooks and curricular resources for the 2019-2020 school year. Funding will come from the Curriculum Budget and shall not exceed $460,000.00.

<table>
<thead>
<tr>
<th>Course</th>
<th>Textbook</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Health and PE (11th)</td>
<td>Glencoe Health</td>
</tr>
<tr>
<td>($60,000.00)</td>
<td>Modern Times, c.2018</td>
</tr>
<tr>
<td><em>Teacher materials provided free of charge for the purchase above</em></td>
<td></td>
</tr>
<tr>
<td>2. Grades K-4 Math</td>
<td>Everyday Mathematics 4+</td>
</tr>
<tr>
<td><em>(+$247,000.00)</em></td>
<td>7 year Digital License Agreement</td>
</tr>
<tr>
<td>Includes PD, manipulatives teacher materials; student materials are ordered by buildings</td>
<td></td>
</tr>
<tr>
<td><em>(+$54,000.00 EDM teacher materials, $144,000.00 manipulatives, $49,000.00 PD)</em></td>
<td></td>
</tr>
<tr>
<td>3. Digital Content</td>
<td>ST Math with Fluency Component</td>
</tr>
<tr>
<td>($153,000.00)</td>
<td>New to Brooke, Evans, Limerick, Oaks, UPE</td>
</tr>
<tr>
<td>Continue at Spring City, Royersford, 5/6</td>
<td></td>
</tr>
</tbody>
</table>

New Programming and Curriculum

C. The Board approved the 2019 Summer Instrumental Lesson Program to be held at the 7th Grade Center for students in grades 4-12. The program will run in conjunction with the district’s summer school programs, 4 days a week for 5 weeks, Monday, June 24 through Thursday, July 25, 2019. Lessons will be offered to students on a tuition basis at a cost of $28.00 per half-hour private lesson. Teachers will be paid at the current summer school salary rate of $30.00 per hour plus benefits. There will be no cost to the district, including payment to a Program Coordinator for all duties associated with the program, as all expenses will be covered by the student tuition fees.
IX. CONFERENCE/ WORKSHOP RECOMMENDATION
The following individuals were approved for attendance at the following:

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

DISTRICT OFFICE

A. Erin Crew, Director of Communications, Marketing and Media, to attend the “PenSPRA Symposium” at Shippensburg University on March 28 and March 29, 2019. The total cost of the conference is $350.00 (registration, mileage and lodging). No substitute is needed.

X. OTHER BUSINESS
Mrs. Melton made a motion to approve Items A-C and Mr. Jackson seconded it. The motion passed 7-0.

A. The following policies were approved:

1. Policy #323 – ADMINISTRATIVE EMPLOYEES: Tobacco Use (Attachment A4)
2. Policy #423 – PROFESSIONAL EMPLOYEES: Tobacco Use (Attachment A5)
3. Policy #523 – CLASSIFIED EMPLOYEES: Tobacco Use (Attachment A6)

B. The Board gave approval for the Spring-Ford Area School District Graduation Commencement to be set for the evening of Friday, June 14, 2019 at 7:00 PM in Coach McNelly Stadium. In the event of bad weather, commencement will be moved indoors to the High School 10-12 Grade Center.

C. The Board gave approval for the travel of Dr. Patrick J. Nugent, High School 10-12 Principal, and Mrs. Ingrid Huss, German Teacher, to Stuttgart, Germany from April 7, 2019 through April 11, 2019 to explore a German Exchange Program with Friedrich–Eugens-Gymnasium (FEG). FEG is a high performance school offering academic programs focusing on Science and Engineering as well as International Languages. The total cost shall not exceed $6,500.00 (transportation, lodging, meals and four days of substitute coverage for Ms. Hess).

New Other Business

D. The following policies are submitted as a first reading:

1. Policy #311 – ADMINISTRATIVE EMPLOYEES: Suspensions and Furloughs (Attachment A7)
2. Policy #411 – PROFESSIONAL EMPLOYEES: Suspensions and Furloughs (Attachment A8)
3. Policy #511 – CLASSIFIED EMPLOYEES – Suspensions and Furloughs (Attachment A9)

XI. BOARD COMMENT
There were no Board comments.

XII. PUBLIC TO BE HEARD
Kate Doyle, Upper Providence, commented that she has two children that attend Evans Elementary School. She stated that last month she spoke about the serious, adverse mental and physical impacts, identified by abundant scientific research, that early school start times have on our adolescents. She added that she also addressed the gains many school districts across the country and in our region have experienced in these areas when delaying start times for their secondary schools. Ms. Doyle commented that some may see our adolescent
students as mini-adults with limited growth remaining in their lifetime when quite the opposite is true. She stated that adolescent brains and bodies are actually developing just as rapidly as they did when they were toddlers and sleep is a critical facilitator of this development. She advised that between the delayed shift in the release of melatonin and scientifically determined need of about 9 hours of sleep every night, we now know that our secondary school start times are repeatedly violating their biologically driven sleep cycles and creating huge sleep deficits that seriously compromise the health of our adolescent students. Ms. Doyle provided a handout that she said vividly illustrated this point. She asked the Board to be sure to note that REM sleep is concentrated in the last third of the night (i.e., about 5-8am for adolescents) and plays a critical role in memory consolidation and emotional regulation. Ms. Doyle expressed that she hoped the Board was wondering to what extent this serious sleep deficit exists for Spring Ford students as she was. She stated that this is why she is advocating for the school district to take the responsible step of looking at chronic adolescent sleep deprivation as it exists right here in Spring-Ford. And here’s how we can do that. It’s simple, and it’s free. Ms. Doyle reported that on Thursday, March 7th, the Montgomery County Office of Public Health offered, free of charge, to provide Spring-Ford with a research validated student sleep survey to administer to our secondary students and that they will gladly help organize the administration of the survey and have their staff professionally analyze and deliver the results. She stated that having this data will help us all have a much more data driven conversation here in Spring-Ford and also provide a means by which to measure our success should Spring-Ford decide to take any number of steps to address sleep debt here. Ms. Doyle asked that the Board consider the recommendations of major medical and academic organizations and take this first step to assess if the students are struggling with chronic adolescent sleep deprivation as well as accept the offer by the Office of Public Health. She stated that when we know that our students could be suffering due to practices of ours in any regard, as a school district we have a responsibility to investigate. She thanked the Board for their time.

Mr. DiBello questioned Ms. Doyle’s comment regarding the gains that many districts across the country have experienced by pushing back start times saying there are probably over 20,000 school districts in the United States and the best he can see is that maybe 100 have done this so he did not believe it classified as many. He asked if any school districts in Montgomery County had pushed back their start times and Ms. Doyle replied no but several schools in Montgomery County are in the process of doing the evaluation.

Mrs. Spletzer asked what the appetite was for administering the survey and Dr. Goodin replied that he would need Board approval in order to do that.

Mr. Dehnert commented that the survey is not by Montgomery County but rather by an organization that went to the county to conduct the survey. Ms. Doyle said the Regional Adolescent Sleep Needs Coalition, which she is a part of, helped the Office of Public Health in Montgomery County to connect with the sleep researcher Dr. Wendy Troxel and several others to help develop the validated sleep survey. She added that the survey is being run by the Office of Public Health under the Board of Health in Montgomery County. Mr. Dehnert commented that everything was being done at the request of the Regional Adolescent Sleep Needs Coalition. Ms. Doyle stated that they went to the Office of Public Health asking if they were interested in the topic and they felt that rather than doing a mandate it was felt that they could do something to help the school districts in Montgomery County to study this issue which they felt was important due to the health issues involved. Ms. Doyle offered to put the Board in touch with Dr. Brenda Weis, Public Health Director in Montgomery County, so that she can answer any questions the Board may have.
Mrs. Spletzer asked what Ms. Doyle’s affiliation was with them and she explained that she had gone to them as part of the coalition to talk to them about this concern and they offered help.

Dr. Dressler asked if it was correct that the Radnor School District had done an extensive survey on what the costs are for the various start time changes and Ms. Doyle confirmed this saying she believes they are presenting the information tomorrow at their school board meeting and voting on it next month. Dr. Dressler stated that he believes the districts that have moved forward on this did their own work and are not waiting on the surveys. Ms. Doyle replied that the survey did not exist so they did their own. He added that he also believed that

Mr. Fitzgerald spoke about Board Policy #235 regarding student rights and surveys. He stated that there specifically is a provision which limit surveys to those that are endorsed by the school district for educational objectives. He added that there is a specific provision in the policy that notes “surveys conducted by outside agencies, organizations, and individuals, will not be permitted”. Mr. Fitzgerald said this could be read to suggest that only those specific internal surveys endorsed by the board through the administration can be approved. He advised that this policy has been in place for about 25-30 years in the district.

Dr. Dressler commented that he believed that under this system, we would administer the survey and they would just analyze it. Ms. Doyle confirmed this saying they will work with the district to conduct the survey in any way the district wants to complete it so that it meets the policy requirements.

Mr. Jackson stated that he was not aware of any issues that have been brought up by the administration so he was not sure why we would expend funds for something we do not know is a problem. Ms. Doyle said she was not sure there would be any funds as they are offering to do the work for the district. He asked if Ms. Doyle’s organization took this matter to the county or if the county came to them and she confirmed that she on behalf of her organization took it to the county. Mr. Jackson asked how many Pennsylvania Districts out of 500 have implemented this and Ms. Doyle responded 12 or 15.

Mr. DiBello asked how many districts that changed their start times changed them to 9:30 or 10:00 as recommended and Ms. Doyle replied none that she was aware of. Mr. DiBello expressed that he was not in favor of turning the district upside down for 15 minutes. He said he would be curious to see a school district that is actually going to follow all of the information provided and changes their start time to 9:00 or 10:00 in the morning. Dr. Dressler suggested that possibly Spring-Ford be the one district to do just that.

Mr. Jackson stated that we were not going to move towards the upheaval of the infrastructure of the district as this was just not going to happen.

Dr. Dressler responded that it was being implied that the conclusion has already been made that this will upset the system. He stated that we have not even looked at the issue as all we have done is talked around it and all that is being asked is for it to be looked at; not implemented. Dr. Dressler said he did not see the harm in this but all that is being said is that it is going to cost us. He questioned the amount of time being spent talking about the intramural athletic programs and the hesitation to talk about this health issue that might be important to our students.
Mr. DiBello stated that he did not say anything about costs but what he said was that he was extremely interested to see what district actually followed the recommendation and changed their start time to 9 or 10 in the morning as he wants to see the lessons learned from that. Mr. DiBello stated that he is only one Board Member but this is one of those times when he is not buying into being innovative in this area because there is a lot that is going to be trial and tribulation so he would like to learn from what another district did. Mr. DiBello next expressed that he is all about student health but he would like to see information from a district that actually followed all of the information provided and they have changed their start time. He added that we would, in reality, have to change our start times to 9:30 – 10:00 in order to be in alignment with the study for the kids to properly get 9 hours of sleep. He felt that the study would be devalued if you did not follow the recommendations and have students get 9 hours of sleep. Mr. DiBello said he is interested in this but wants to see the outcome from a district who has done this.

Mrs. Spletzer asked why he keeps equating a sleep study with changing our start time. She said the sleep study is free data and is out there now and available to us for free to gather information on possibly the mental health, physical health and mental well-being of our students. Mr. DiBello said he did not have a problem with this.

Mrs. Melton expressed concern and said she would like someone to take a look at the survey’s questions as they can be asked in a way that will skew the data on the writer’s behalf as opposed to true, realistic, reliable data that we can use to continue to better our environment to create better circumstances for our students. She suggested that find someone really look at the survey to see what each of the questions are really asking. Ms. Doyle responded that she can get the survey questions and provide them to the Board.

Mr. Jackson commented that the solicitor addressed this issue with Policy 235 and the reading of the policy was pretty clear. Dr. Dressler disagreed on the clarity.

Mrs. Melton said that the policy states that as a Board they can review and approve a questionnaire that can be administered by Spring-Ford. Mr. Fitzgerald clarified that they would have to approve a modification to the policy. He stated that if the Board decides to look at the questions and endorse the survey then they can choose to override the policy.

Dr. Dressler stated that nothing will happen without the Board approving it.

Mr. DiBello advised that the Board will have to see what the questions are and then go forward from there.

Mrs. Spletzer commented that they will possibly also wait to see what some of the other districts that have administered the survey have decided to do as far as whether they are choosing to act on the results or what value they found in the survey.

XIII. ADJOURNMENT
Mrs. Melton made a motion to adjourn and Dr. Dressler seconded it. The motion passed 7-0. The meeting adjourned at 9:19 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary
<table>
<thead>
<tr>
<th>Contract Title</th>
<th>Season</th>
<th>Last</th>
<th>First</th>
<th>Stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Softball Coach (Head) (7th Grade)</td>
<td>Spring</td>
<td>Avans</td>
<td>Julia A.</td>
<td>$2,772.00</td>
</tr>
<tr>
<td>2 Co-Ed Fitness Intramural # 4 - Oaks</td>
<td>Spring</td>
<td>Cedrone</td>
<td>Gillian</td>
<td>$402.00</td>
</tr>
<tr>
<td>3 Co-Ed Fitness Intramural # 3 - Oaks</td>
<td>Spring</td>
<td>Henzie</td>
<td>Lauren M.</td>
<td>$402.00</td>
</tr>
<tr>
<td>*4 JV “B” Lacrosse Coach-Boys'</td>
<td>Spring</td>
<td>Mayer</td>
<td>Christian A.</td>
<td>$3,186.00</td>
</tr>
<tr>
<td>*5 Lacrosse Coach - Boys' (8th Grade)</td>
<td>Spring</td>
<td>McGinley</td>
<td>William J.</td>
<td>$2,772.00</td>
</tr>
<tr>
<td>*6 Co-Ed Fitness Intramural # 1 - Grade 5-6</td>
<td>Spring</td>
<td>Miller</td>
<td>Douglas K.</td>
<td>$402.00</td>
</tr>
<tr>
<td>7 Reading Olympics – 5/6</td>
<td>Winter</td>
<td>Plitnick</td>
<td>Jeannine</td>
<td>$402.00</td>
</tr>
<tr>
<td>*8 9th Grade Lacrosse Coach-Girls'</td>
<td>Spring</td>
<td>Short</td>
<td>Amy S.</td>
<td>$3,186.00</td>
</tr>
<tr>
<td>9 Senior Elementary Band Director - 4th Grade</td>
<td>Spring</td>
<td>Westlake</td>
<td>James S.</td>
<td>$2,215.00</td>
</tr>
<tr>
<td>10 Reading Olympics – 5/6</td>
<td>Winter</td>
<td>Wobensmith</td>
<td>Melissa A.</td>
<td>$402.00</td>
</tr>
</tbody>
</table>
### 311. SUSPENSIONS AND FURLOUGHS

**1. Purpose**

Maintenance of an administrative and supervisory staff appropriate to effectively manage the affairs of the district is a Board responsibility. The purpose of this policy is to establish the manner in which necessary reductions of that staff shall be accomplished.

**2. Authority**

The Board has the authority and responsibility to determine how suspensions and furloughs of administrative staff shall be made when necessary and in accordance with law.

**3. Delegation of Responsibility**

The Superintendent shall develop administrative procedures for the reduction of staff in accordance with this policy and with applicable law and which ensure the following:

- The efficiency and effectiveness of district organization and staffing patterns shall be under continuing review, and recommendations for abolishing positions and reallocating duties shall be presented for Board consideration when the Superintendent considers such actions to be in the best interest of the district.

- Data necessary for the computation of each administrative staff member's rating and seniority status shall be recorded and maintained. The rating system shall comply with State requirements where such requirements exist.

- Standards shall be established for the suspension or furlough of one administrative employee over another when one or more must be suspended. Such standards shall be based upon the background necessary to perform the duties of the affected position, seniority in district, and scope of certification.

School Code 524, 1109, 1123, 1124, 1125.1

**ATTACHMENT A14**
| PA Statute | 2 PA C.S.  
| Sec. 551  |
**SPRING-FORD AREA SCHOOL DISTRICT**

**SECTION:** PROFESSIONAL EMPLOYEES  
**TITLE:** SUSPENSIONS AND FURLOUGHS  
**ADOPTED:** March 25, 1991  
**REVISED:**  
**REVIEWED:** March 19, 2019

<table>
<thead>
<tr>
<th>411. SUSPENSIONS AND FURLOUGHs</th>
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</table>
| **1. Purpose**  
SC 1124 |  
Maintenance of professional staff appropriate to effectively carry on the educational program of the district is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff will be accomplished.  

**2. Authority**  
SC **1124, 1125.1, 524** |  
In the exercise of its authority to reduce staff through suspensions (furloughs) and eliminations of positions, the Board shall give primary consideration to the staffing needs of the district, the effect upon the educational program and the financial stability of the district, and shall ensure compliance with law, regulations, collective bargaining agreements, individual contracts and Board resolutions.  

The Board shall not prevent any professional employee from engaging in another occupation during the period of suspension.  

Nothing in this policy shall be construed to limit the cause for which a temporary professional employee, or any employee other than a professional employee, may be suspended.  

**3. Delegation of Responsibility**  
SC **1124, 1125.1** |  
The Superintendent shall be responsible for the continuous review of the efficiency and effectiveness of district organization and staffing, and shall present recommendations for reduction in staff for Board consideration when such actions are deemed to be in the best interest of the district.  

The Superintendent shall consult with the district solicitor as necessary to ensure that reduction in staff is implemented in accordance with applicable laws  

**4. Guidelines**  
Employees Other than Professional Employees and Temporary Professional Employees |  
The employment status of employees other than professional employees and temporary professional employees may be terminated or temporarily
suspended whenever deemed necessary in the best interests of the school district.

**Temporary Professional Employees**

The employment status of a temporary professional employee may be non-renewed when the employee’s position has been eliminated or when the conditions for which professional employees may be suspended otherwise exist.

**Professional Employees**

The necessary number of professional employees may be suspended for the following reasons:

1. Substantial decrease in student enrollment in the district.

2. Curtailment or alteration of the educational program as a result of substantial decline in class or course enrollments or to conform with standards of organization or educational activities required by law or recommended by the Pennsylvania Department of Education. Such curtailment or alteration must be recommended by the Superintendent, agreed to by the Board, and approved by the Pennsylvania Department of Education. If not prevented by a provision of the collective bargaining agreement or employee contract, such a suspension may be effectuated without approval of the Pennsylvania Department of Education provided that, where an educational program is altered or curtailed, the district shall notify the Pennsylvania Department of Education of such action.

3. When new school districts are established as the result of reorganization of school district and such reorganization makes it unnecessary to retain the full staff of professional employees.

4. Economic reasons that require a reduction in professional employees; however, the district is prohibited from using an employee’s compensation in the suspension determination. A Superintendent knowingly in violation of this prohibition shall have a letter from the Secretary of Education placed in his/her permanent employee record.

**Economic Suspension Requirements**

The Board may suspend professional employees for economic reasons if all of the following apply:

The Board approves the proposed suspensions by a majority vote of all school...
directors at a public meeting.

No later than sixty (60) days prior to the adoption of the final budget, the Board adopts a resolution of intent to suspend professional employees in the following fiscal year; setting forth:

The economic conditions necessitating the proposed suspension and how the economic conditions will be alleviated by the proposed suspensions, including:

The total cost savings expected from the proposed suspensions.

A description of other cost-saving actions taken by the Board, if any.

The projected district expenditures for the following fiscal year with and without the proposed suspensions.

The projected total district revenues for the following fiscal year.

The number and percentage of employees to be suspended who are:

Professional employees assigned to provide instruction directly to students.

Administrative staff.

Professional employees who are not assigned to provide instruction directly to students and who are not administrative staff.

The impact of the proposed suspensions on academic programs to be offered to students following the proposed suspensions, as well as the impact on academic programs to be offered to students if the proposed suspensions are not undertaken, compared to the current school year, and the actions if any, that will be taken to minimize the impact on students achievement.

### Professional Employees Assigned to Provide Instruction Directly to Students

Suspensions, due to economic reasons, of professional employees assigned to provide instruction directly to students may be approved by the Board only if the Board also suspends at least an equal percentage of administrative staff, except when the following apply:

The Secretary of Education determines that the district’s operations are already sufficiently streamlined or that the suspension of administrative staff would cause harm to the school stability and student programs.

The Secretary of Education submits the determination to the State Board of
SC 1124 Education.

The State Board of Education approves the determination by a majority of its members.
The Board may choose to exempt from this requirement any five (5) administrative positions, one of which shall be the Business Manager or another staff member with the primary responsibility of managing the district’s business operation.

SC 1123, Pol. 313 Order of Suspensions

Data necessary for computation of each professional employee’s performance rating and seniority status shall be recorded and maintained to ensure compliance with the required order for suspensions.

SC 1123, 1125.1, Pol. 313 Performance Evaluation Rating

Professional employees shall be suspended, within the area of certification required by law for the professional employee’s current position, in the following order based on the two (2) most recent annual performance evaluations:

- Consecutive unsatisfactory ratings.
- One (1) unsatisfactory rating and one (1) satisfactory rating.
- Consecutive satisfactory ratings which are either consecutive ratings of proficient, or a combination of one (1) proficient or distinguished rating and one (1) needs improvement rating.
- Consecutive satisfactory ratings which are consecutive distinguished, or a combination of one (1) rating of proficient and one (1) rating of distinguished.

SC 1125.1 Seniority

When the number of professional employees within each certification area receiving the same performance rating is greater than the number of suspensions, professional employees with the least seniority within each certification area shall be suspended before employees with greater seniority having the same performance rating.

SC 1125.1 Seniority shall continue to accrue during a suspension and all approved leaves of absence.

When there is or has been a consolidation of schools, departments or programs,
<table>
<thead>
<tr>
<th><strong>SC 1125.1</strong></th>
<th><strong>Reinstatement</strong></th>
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<tr>
<td>Suspended professional employees, or professional employees demoted for reasons of this policy, shall be reinstated within the area of certification required by law for the vacancy being filled in the district, in the inverse order by which they were suspended and on the basis of their seniority within the district.</td>
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| **SC 1125.1** | **No new appointment shall be made while there is a suspended or demoted professional employee available who is properly certified to fill such vacancy.** |

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<thead>
<tr>
<th><strong>SC 1125.1</strong></th>
<th><strong>Positions from which professional employees are on approved leaves of absence shall be considered temporary vacancies.</strong></th>
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<tbody>
<tr>
<td>To be considered available, suspended professional employees shall annually report in writing to the Board their current address and intent to accept the same or similar position when offered.</td>
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<thead>
<tr>
<th><strong>SC 1125.1, C.S.A 551 et seq</strong></th>
<th><strong>Local Agency Law Hearings</strong></th>
</tr>
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<tbody>
<tr>
<td>The decision to suspend a professional employee shall be considered an adjudication for the purposes of the Local Agency Law, and professional employee subject to such a decision shall have the right to a Local Agency Law hearing before the Board, if a hearing is requested within ten (10) days after being notified of a suspension.</td>
<td></td>
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| **C.S.A 551 et seq** | **A decision to non-renew the employment of a temporary professional employee whose position has been eliminated or who is being non-renewed for reasons which professional employees may be suspended, shall be considered an adjudication for purposes of the Local Agency Law, and the employee shall be entitled to a Local Agency Law hearing, if a hearing is requested within ten (10) days after being notified of the decision to non-renew.** |
511. SUSPENSIONS OR LAYOFFS

1. Purpose
   Maintenance of classified staff appropriate to effectively operate the educational program of the district is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff will be accomplished.

2. Authority
   Consistent with law, the Board has the authority and responsibility to determine how suspensions and layoffs will be made.

3. Guidelines
   The abolishment of classified positions may be brought about by many facts, such as: decline in student enrollment, utilization of new techniques and technology, changes in the physical facilities of the district, and/or changes in the economic and tax base of the district.

4. Delegation of Responsibility
   The Superintendent shall provide administrative procedures that provide for determination of furlough based on performance evaluations; provide for a system of recall if a furlough list is to be maintained, specifying the manner in which such recalls will be made, and the period for which furloughed personnel will be retained on the furlough list.

School Code 406
PA Statute 2 PA C.S. Sec. 551