

On June 22, 2020 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:	Wendy Earle, Linda C. Fazzini and Dr. Margaret D. Wright
Region II:	Clinton L. Jackson and David R. Shafer
Region III:	Thomas J. DiBello, Christina F. Melton and Diane C. Sullivan
Presiding Officer:	Colleen Zasowski
Superintendent:	Dr. David R. Goodin
Chief Financial Officer:	James D. Fink
Solicitor:	Mark Fitzgerald, Esq.
Student Reps.:	Eshika Seth

## **ANNOUNCEMENTS**

Mrs. Zasowski reminded everyone of the process for the virtual school board meeting. Mrs. Zasowski advised that the Board met in an executive session prior to tonight's meeting regarding personnel.

### **I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY**

There were no comments from the public.

### **II. PRESENTATION**

**Dr. David Goodin**, Superintendent, explained the three color phases related to COVID-19 and what they mean for the next school year. He spoke of the three groups that were organized to work on the planning for the 2020-2021 school year under each of the different color phases.

**Mrs. Kelly Murray**, Curriculum Director, chaired the Full School Closure Committee (Red Phase). She reported that her committee consisted of 24 members including principals, teachers, special education personnel, ELD teachers, human resource personnel, technology personnel, communications department personnel, instructional coaches and curriculum supervisor. Mrs. Murray reported that the goal was to reflect on the current practice of online learning and identify areas to improve for the fall if necessary. She reported that the district will be offering a full in-district cyber experience for students whose families are not ready to send students back into school buildings. She spoke about a survey sent out to parents, students and staff in order to gather feedback on how they felt the online learning process went. Dr. Murray reported on the feedback received which included top challenges students and parents faced as well as trends needing to be addressed. Dr. Murray spoke of the budgetary needs for the continuation of learning under this scenario and the inclusion of full in-district cyber learning.

**Dr. Heidi Rochlin**, Curriculum Supervisor, chaired the Hybrid Model Committee - Part in School; Part Online (Yellow Phase). She reported that her committee consisted of principals, teachers, special education supervisors, ELD teachers, instructional coaches

and nurses. She spoke of the possible scenarios that would support as many students as possible with face-to-face instruction while working within the CDC guidelines. Some of those scenarios were K-4 with face-to-face instruction everyday with the student population being split in half with AM and PM sessions being held; Grades 5-12 possible alternating days of attendance or utilizing ½ day sessions or virtual options; synchronous and asynchronous instruction being offered for students participating virtually; increased support for the special education population. Dr. Rochlin spoke of the plans under each of these scenarios as well as the overarching health and safety guidelines that need to be considered. She next presented on the potential budgetary needs for this hybrid model with the major difference being the cost for transportation. Discussion took place on what the potential costs could be under this scenario. The Board requested that in the weekly update they be provided with the approximate costs totaled for each of the various phases individually.

**Mr. Robert Hunter**, Director of Planning, Operations and Facilities and **Chief David Boyer**, Coordinator of Safety, Security and Emergency Preparedness, chaired the All Students Return to School Committee (Green Phase). Mr. Hunter reported that their committee consisted of teachers, principals, nurses, operations staff, athletic staff and school police. He advised that their areas of focus were PPE, social distancing, student logistics, disinfecting/sanitizing, screening and emergency response. He spoke of the Pennsylvania Department of Education green phase school reopening requirements that were put out on June 3, 2020. Mr. Hunter provided an outline of the plan and procedures should students return to school under this green phase. He explained that protocols will need to be established for sporting activities, physical education classes and recess. Mr. Hunter commented that faculty and staff will need to be trained on safety procedures including professional development for teachers and administrators as well as internal training and review of cleaning protocols for Spring-Ford and Interstate staff. Mr. Hunter spoke about the potential budgetary needs for all students returning to school.

Discussion took place on the use of facilities after school hours and professional development for returning staff. Dr. Goodin advised that currently the committees have been very focused on how to get kids back into school and that they will need further discussion on the use of school facilities after school hours by the various groups who regularly use our buildings as well as the professional development piece for staff. Discussion continued with regards to the costs for any unfunded mandates that come down from the state in order for students to return to school. Questions were also asked regarding the events previously planned for the graduating class under a green phase if there are still limits in place with regards to the number of people permitted at any one

- A. **Dr. David R. Goodin**, Superintendent, to provide an “Update on the District Re-opening Plan”.

### III. BOARD AND COMMITTEE REPORTS

#### **Student Rep. Report                      Eshika Seth**

Eshika reported on events that happened during the month of June which included the last day of school for students and faculty, the end of the 4<sup>th</sup> marking period and the release of report cards, the Class of 2020 Virtual Commencement, district-wide locker clean out and distribution of materials and yearbook pickup dates. Eshika advised that Spring-Ford Area High School had been ranked in Newsweek as “One of the Best STEM High Schools”. She reported that what is coming up will be the start of online summer school classes and the first day of school to be determined.

**WMCTC**

**DiBello/Melton/Zasowski 1<sup>st</sup> Mon. 7:00 p.m.**

Mrs. Melton reported that the Joint Operating Committee met on June 16, 2020 reviewed and discussed plans for reopening of school next year. She commented that at the Western Center social distancing is not as big an issue there as the majority of the programs offered, the classrooms and instructional spaced do support a fair amount of spacing and distancing. Mrs. Melton added that there were a few new staff members identified and the administrative raises were reviewed and approved. Ms. Melton advised that the next meeting planned will be the first week of August.

**PSBA Liaison**

**David Shafer**

Mr. Shafer reported that this year's conference will be a virtual conference as previously reported. He commented that he sent an email to PSBA in order to find out the details on when to submit paperwork for presentation consideration at this year's conference but he had not heard back as of yet but will keep the Board informed once he receives any information. He advised that this coming Thursday he has registered for an ongoing webinar series "Building the Foundation for Equity and Trauma Informed Approaches Through Policy". He stated that if any Board Member is interested in attending then he can send them the link. Mr. Shafer also advised that he continues to forward emails that he feels are of importance to the district leadership.

**Superintendent Eval.**

**Christina Melton**

**(As Needed)**

Mrs. Melton advised that in accordance with school code superintendents must be evaluated annually using objective performance standards. She stated that in September of 2019 the mutually agreed upon objective standards for the 2019-2020 school year were adopted. Mrs. Melton reported that on June 15<sup>th</sup> the Spring-Ford School Board concluded the annual performance evaluation of Dr. David Goodin, Superintendent. She added that it is the opinion of the Board that Dr. Goodin satisfactorily met all of the performance standards in the areas of student growth and achievement, organizational leadership, district operations, communication, community relations and human resources management. Mrs. Melton advised that this statement will be posted to the district website in accordance with school code.

**Legislative Committee**

**Christina Melton**

**3<sup>rd</sup> Weds. 7:30 p.m.**

Mrs. Melton reported that the legislators are scheduled to return to session tomorrow. She advised that Representative Bryan Cutler has been named as the Speaker of the House. Mr. Cutler is out of the 100<sup>th</sup> legislative district in Lancaster County.

**MCIU**

**Thomas J. DiBello**

**4<sup>th</sup> Weds. 7:00 p.m.**

There was no report as the meeting takes place this week.

**Superintendent's Report Dr. David R. Goodin**

Dr. Goodin stated that he wanted to take a moment to thank his Administrative Team for the year they put in as this was unprecedented. He added that they faced challenges this year that none of them anticipated and none of them had planned for. Dr. Goodin stated that the first two weeks following the closure were very stressful for the Administrative Team but they rose to the occasion. He advised that they spent countless hours prepping and planning for what they needed to get done in order to get students back into the learning process. Dr. Goodin expressed his sincere thanks to his Administrative Team all the way down from his directors/supervisors down to the building principals and support staff for all their help during this time. Dr. Goodin next stated that he wanted to recognize the retirees on the agenda today saying Joe Bean has been a fixture at the high school for 23 years and he wanted to wish him well. Dr. Goodin also acknowledged the retirement of Joanne Peterson saying she has spent 22 years in the district and he wanted to thank her. Dr. Goodin commented that he also wanted to especially recognize the retirement of Dr.

Patrick Nugent, a good friend of his and someone he has counted on to come through since arriving in the district. Dr. Goodin stated that he will miss Dr. Nugent as he was always one of those individuals who always had a “can do” attitude no matter what was brought to him even if it was something that he did not agree with as he made it work. Dr. Goodin commented that he could always count on Dr. Nugent to be there and stated that he ran a tight ship. Dr. Goodin said it will be hard to replace Dr. Nugent but he wanted to wish him and his family well and that it has been a good 9 years.

Mrs. Zasowski stated that she thinks they all echo Dr. Goodin’s sentiments and said that in her experience with Dr. Nugent, he is top notch and the best of the best. She added that they will miss him very much and that Spring-Ford has been very fortunate to have had Dr. Nugent for this time. She wished him the best but wanted him to know that he will be very much missed. She thanked him for everything.

Mr. DiBello echoed what Dr. Goodin said regarding the administration and the professional staff related to the district having to move towards a virtual academy. He stated that he always took the opportunity to remind the parents who contacted him that the district was notified on a Thursday that the schools would be locked down that Friday. He added that there was given 2 weeks to put something together in order to continue to provide education to our students for an unknown time period. Mr. DiBello felt that what administration and the staff put together was phenomenal and stated that everyone should be commended.

Mr. DiBello also echoed Dr. Goodin’s comments regarding Dr. Nugent and stated that he has had the pleasure of being on the board 11 years working with Dr. Nugent. He stated that when Dr. Nugent was tasked with new directives he stepped up and the accolades that the high school has received can be attributed to Dr. Nugent. Mr. DiBello commented that Dr. Nugent really cares about the students, the staff and the community and it will be very hard to fill his position. Mr. DiBello added that Dr. Nugent will be greatly missed and although he is sad to see him go, he was happy for him and wished him lots of success and happiness as he moves on.

Mr. Shafer commented that Dr. Nugent is a special gift this community had as he graduated from Spring-Ford as a decorated student-athlete and then came back to the district and spent his entire career here from start until retirement. He stated that the high school principal is a tough job and Dr. Nugent served this community with excellence. Mr. Shafer expressed that it will be tough for Dr. Nugent’s replacement as the pinnacle will be to serve as he has served. Mr. Shafer added that it has been an honor to be a Board Member supporting Dr. Nugent. He stated that Dr. Nugent is an all-around great individual and thanked him for everything.

Mrs. Zasowski stated that Dr. Nugent has raised the bar for the district and for that position and anyone going into this position has really big shoes to fill.

Mrs. Melton commented that she does not think there is anyone who has represented the district better than Dr. Nugent. She spoke of the comfort that students feel when Dr. Nugent walks into a room and that they know him, respond and react to him. Mrs. Melton expressed that Dr. Nugent has been by far the greatest representative of the high school and the district and will be terribly missed. Mrs. Melton wished Dr. Nugent all the best.

Mrs. Zasowski thanked Dr. Nugent and all of the retirees who are on the agenda for the years of service they have given to the district. She also expresses thanks to Dr. Goodin, Mr. Rizzo, the principals, the administration, the teachers, the faculty and everyone who had their hands in helping get us through the rest of the school year.

#### **Solicitor’s Report**

**Mark Fitzgerald**

There was no report.

#### IV. MINUTES

Mrs. Melton made a motion to approve Items A-B and Mrs. Fazzini seconded it. The motion passed 9-0.

A. The Board approved the May 18, 2020 Virtual Work Session minutes. **(Attachment A1)**

B. The Board approved the May 26, 2020 Virtual Board Meeting minutes. **(Attachment A2)**

#### V. PERSONNEL

Mrs. Zasowski noted that on Item E3 the effective date should be July 1, 2020. Mr. DiBello asked that Item G be separated. Mrs. Melton asked that Items I and J be tabled.

Mrs. Fazzini made a motion to approve Items A-F and Mrs. Earle seconded it .

Mr. Jackson asked for clarification on why there were so many additions to the resignation section of the agenda and Mrs. Leiss explained that the additions were because staff had submitted their resignations after the work session occurred. Dr. Wright asked about the extended school year resignations and if the district was holding this program this year and Dr. Goodin replied no that it would be a virtual extended school year this year. He added that these types of resignations are normal as teachers are approved but sometimes they then back out of these positions. Mr. Jackson asked about the new additions under Item C whether the two positions were part of the budget and Dr. Goodin confirmed yes they were as they are replacements for retirees and that everything the Board will see will be replacements of retirees. Mr. Jackson asked why they were not listed last week and Dr. Goodin explained that it was more than likely due to the district not having all of their paperwork completed at that time. Mr. Jackson asked if it would be possible to work on the paperwork so that the Board was not seeing them on the day they needed to vote on them rather than have the opportunity to discuss it and Dr. Goodin replied yes.

The motion passed 9-0.

##### A. Resignations

1. **Joseph H. Bean**; Head Custodian, Senior High School, for the purpose of retirement. Effective: July 17, 2020.
2. **Karen L. Beasley**; Assistant Payroll Specialist, District Office. Effective: May 26, 2020.
3. **Joan E. Kenney**; Extended School Year - Speech Therapist. Effective: June 1, 2020.
4. **Suzanne D. Laurie**; English as Second Language Teacher, 7<sup>th</sup> Grade Center. Effective: June 11, 2020.
5. **Patrick Nugent, Ed.D**; Principal, Senior High School, for the purpose of retirement. Effective: August 7, 2020.
6. **Jennifer Smith**; Extended School Year - Speech Therapist, 5/6/7 Grade Center. Effective: May 22, 2020.

##### New Resignations

7. **Renee A. Byrne**; Instructional Assistant, Senior High School, for the purpose of retirement. Effective: July 8, 2020.

8. **Catherine J. Garger**; Extended School Year Teacher. Effective: June 18, 2020
9. **Kathleen D. Gebhard**; Extended School Year Teacher. Effective: June 15, 2020.
10. **Nancy Kearns**; Part-time, Food Service – 4 hour/day, Brooke Elementary School. Effective: July 1, 2020.
11. **Kenneth M. Kulp**; Maintenance III. Effective: June 17, 2020.
12. **Gina L. Lasky**; Extended School Year Speech Therapist. Effective: June 14, 2020.
13. **Joanne Petersen**; Elementary Teacher, Oaks Elementary School, for the purpose of retirement. Effective: July 1, 2020.
14. **Kyle Smolsky**; Extended School Year Teacher. Effective: June 17, 2020.

**B. Leaves of Absence**

1. **Riley A. Jones**; English Teacher, Senior High School, for a child-rearing leave of absence per the Professional Agreement. Effective: September 25, 2020 through the end of the first semester of the 2020-2021 school year.
2. **Racquel C. Richter**; Social Studies Teacher, 8th Grade Center, for an extension of child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2020 through the end of the 2020-2021 school year.
3. **Joanna M. Trautman**; School Counselor, Royersford Elementary School, for an extension of child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2020 through the end of the first semester of the 2020-2021 school year.

**C. Temporary Professional Employees**

1. **Emily G. Barker**; English Teacher, 8<sup>th</sup> Grade Center, replacing Jane E. Piersol who retired. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
2. **Mary G. Conant**; Mathematics Teacher, 8<sup>th</sup> Grade Center, replacing Angeline C. Cremins who retired. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
3. **Heather M. Gardan**; Art Teacher, Evans Elementary School, replacing Amy Hostetler who resigned. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
4. **Marisa Moley**; Health & Physical Education Teacher, Senior High School, replacing Bruce D. Brobst who retired. Compensation has been set at BS, Step 1, \$50,000.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
5. **Amanda Marie Samperi**; Speech Therapist, Limerick Elementary School, replacing Abigail E. Pilgermayer who resigned. Compensation has been set at MS, Step 3, \$52,750.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

6. **Brett M. Slifer**; Music Teacher, Spring-Ford Elementary Schools, replacing James S. Westlake who retired. Compensation has been set at MS, Step 1, \$51,500.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
7. **Michelle Willemijn**; Social Studies Teacher, Senior High School-9<sup>th</sup> Grade Center, replacing Jeffrey W. Rinehimer who retired. Compensation has been set at MS+30, Step 1, \$56,815.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

#### **New Temporary Professional Employees**

8. **Melanie Sisemore Adamo**; School Psychologist, 5/6<sup>th</sup> Grade Center, replacing Elaine Sandilos who retired. Compensation has been set at MS+30, Step 2, \$58,856.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
9. **Sara T. Lansdown-Flannery**; English as a Second Language Teacher, Senior High School, replacing Deborah S. Longwell who retired. Compensation has been set at MS+30, Step 4, \$62,936.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

#### **D. Support Staff**

1. **Jennifer B. Young**; Instructional Assistant, Royersford Elementary School, replacing Lauren N. Raugh who had a change of status. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: August 25, 2020.

#### **E. Change of Status**

1. **Elise-Marie Lannutti**; Instructional Assistant, Royersford Elementary School, to Behavioral Specialist, Evans Elementary School, replacing Amanda L. Gill who resigned. Compensation has been set at MS, Step 3, \$52,750.00 with benefits per the Professional Agreement. Effective: August 25, 2020.
2. **Courtney L. Mullen**; Level III - Secretary to Level II - Administrative Assistant, District Office, replacing Kristin A. Maul who resigned. Compensation has been set at \$18.65/hour with benefits per the Secretarial Plan. Effective: May 18, 2020.
3. **Kenneth Rhoads**; Maintenance II – HVAC Technician to Maintenance III – HVAC Technician. Compensation has been set at \$30.00/hour with benefits per the Maintenance Benefit Summary. Effective: TBD.

- F. The Board approved the following Professional Staff for the 2020 Extended School Year Program (ESY). The program will be held Monday through Thursday 8:30 AM to 2:30 PM; June 29, 2020 through July 29, 2020. Compensation for new employees will be set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the Special Education Budget. The appointments herein shall be contingent upon the reopening of schools and a discontinuation of any school closure orders from the Governor's office.

\*New additions since the Work Session

1. \*Alix L. Ahlberg
2. Jamilah F. Bashir
3. \*Alyssa K. Brooks
4. \*Julie E. Grady

Mr. Shafer made a motion to approve Item G and Mrs. Fazzini seconded it. Mrs. Melton asked for clarification that the ending sentence to the motion would protect the district from something such as Act 13. Mr. Fitzgerald responded that they are two different things as Act 13 sunsets on June 30<sup>th</sup> but he would prefer that this discussion take place in an executive session. He commented that the statement is a prophylactic that most districts are placing on these types of approvals and for the motion here the Board is only giving the approval under specific conditions. Following a brief discussion the question was asked when these contracts needed to be approved and Mr. Fitzgerald replied that the approval could take place in July. Mr. McDaniel was asked when the fall sports teams start up and he replied in August. Mr. Jones was asked when band starts and he replied late July. Mrs. Melton made a motion to table Item G until the July 20<sup>th</sup> meeting and Mr. Jackson seconded it. The motion to table passed 8-1 with Mr. Shafer voting no.

- G. The Board tabled the vote for approval of the attached extra-curricular contracts for the 2020-2021 school year until the July 20<sup>th</sup> meeting. Payments of extra-curricular stipends shall be contingent upon the reopening of schools and the ability as determined by the Administration to provide such extra-curricular offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. The district reserves the right to prorate or not pay stipends in the event of a school closure, school modification, and/or discontinuation of the activity due to pandemic or other events surrounding the pandemic. \*Designates new additions since the Work Session.  
**(Attachment A3)**

Mrs. Melton made a motion to approve Item H and Mrs. Fazzini seconded it. The motion passed by a roll call vote of 6-3 with Mr. Shafer, Dr. Wright, Mrs. Melton, Mrs. Fazzini, Ms. Sullivan and Mrs. Earle voting yes and Mr. Jackson, Mr. DiBello and Mrs. Zasowski voting no.

- H. The Board approved the Salary Book for the 2020-2021 school year.

### **New Personnel Motions**

The Board pulled these motions from the agenda until the July meeting.

- I. Board approval is needed to set the salary for the Assistant Superintendent of Schools, Mr. Robert Rizzo. Mr. Rizzo's salary for 2020-2021, beginning July 1, 2020 will be \$\_\_\_\_\_.
- J. Board approval is needed to set the salary for the Superintendent of Schools, Dr. David R. Goodin. Dr. Goodin's salary for 2020-2021, beginning July 1, 2020 will be \$\_\_\_\_\_.

## **VI. FINANCE**

Ms. Sullivan made a motion to approve Items A-J and Mrs. Fazzini seconded it. Mrs. Zasowski asked about the Board's request last week for the independent contracts to be filtered and she questioned if that had been done. Dr. Goodin confirmed that those contracts that could be held off until August were pulled from the agenda following last week's meeting. Mr. Rizzo advised that if a contract was not pulled from the agenda then it was due to one of three reasons; it was for the extended school year program,



it needed to be approved now or if approved now then the district would not have to pay if the services were not provided. Discussion took place on payment to vendors whether services are or are not provided depending on whether students return to school and Dr. Goodin confirmed that services are paid for as they are provided so if a service is not provided then the district does not pay. Mr. Fitzgerald added clarification that the services are provided to students as part of their IEP or 504 Plan and no matter what color phase the county is in the services will be provided to those students.

The motion passed 9-0.

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

B. Checks:

1. General Fund Checks  
Check No. 210225 – 210292 \$ 446,873.38
2. Food Service Checks  
Check No. 1858 – 1864 \$ 1,444.14
3. Capital Reserve Checks  
Check No. 2085 – 2086 \$ 315,265.00
4. General Fund, Food Service, & Capital Reserve and Projects ACHs  
ACH 192001375 – 192001458 \$ 1,979,622.47
5. Wires  
201900084 – 201900094 \$1,880,407.10

C. The following monthly Board reports were approved:

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

D. The Board approved the following independent contracts:

1. **The Timothy School – Berwyn, PA.** Provide extended school year and related services during the 2020 ESY Program for 7 special needs students as per their IEPs. Services will be provided for up to 29 days. Funding will be paid from the Special Education Budget and shall not exceed \$37,455.00.
2. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide extended school year services during the 2020 ESY Program for a special needs student as per the IEP. Direct program supervision will be provided for up to 14 hours at a rate of \$100.00 per hour (\$1,400.00) and direct 1-1 intervention will be provided for up to 95 hours (5 hours

per day) at a rate of \$37.00 per hour (\$3,515.00). Funding will be paid from the Special Education Budget and shall not exceed \$4,915.00.

3. **Melmark Inc. – Berwyn, PA.** Provide educational and related services during the 2020 extended school year and for the 2020-2021 school year for 3 special needs students including residential services for one student as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$351,578.00.
4. **The Camphill School – Glenmoore, PA.** Provide extended school year and related services during the 2020 ESY Program for a special needs student as per the IEP. Services will be provided for 20 days at a rate of \$250.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$5,000.00.
5. **Chester County Intermediate Unit – Downingtown, PA.** Provide extended school year services during the 2020 ESY Program for 5 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$29,185.26.
6. **Cottage Seven Education – Pottstown, PA.** Tuition for the provision of educational services for a special needs student for the 2020-2021 school year. Funding will come from the Special Education Budget and shall not exceed \$36,000.00.
7. **The Pathway School – Jeffersonville, PA.** Provide extended school year services during the 2020 ESY Program for 3 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$6,250.00 per student for a total of \$18,750.00.
8. **The Pathway School – Jeffersonville, PA.** Provide school year services for 4 special needs students during the 2020-2021 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$250,400.00.
9. **Silver Springs Martin Luther School – Plymouth Meeting, PA.** Tuition for the provision of educational and related services during the 2020 extended school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$5,745.00.
10. **Montgomery County Community College - Bridge to College Program – Blue Bell, PA.** Provide direct intervention for transition services during the 2020 extended school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$3,000.00.
11. **Devereaux Foundation - CARES Education Program – King of Prussia, PA.** Provide extended school year and related services during the 2020 ESY Program for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$15,403.50.
12. **Pediatric Therapeutic Services, Inc. – Conshohocken, PA.** Provide occupational therapy, physical therapy and behavior support services for a 3-year term (7/1/20 – 6/20/2023). The contract addresses direct intervention, consultation, indirect services (i.e. meetings, in-service, paperwork), evaluations, early intervention and extended school year services. Funding will be paid from the special education budget and shall not exceed \$1,138,874.00 for the 2020-2021 school year, \$1,147,689.00 for the 2021-2022 school year and \$1,153,764.00 for the 2022-2023 school year for a total of \$3,440,327.00.

13. **Anderson Explorations PHP – Norristown, PA.** Provide educational and mental health services during the 2020 extended school year for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$4,000.00.
14. **Anderson Explorations PHP – Norristown, PA.** Provide educational and mental health services during the 2020-2021 school year for special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$30,000.00.
15. **Richard Weidner – High School to Work Transition Services, Inc. – Telford, PA.** Provide a Spring-Ford Transitional Employment Program (S.T.E.P.) for special needs students during the 2020 extended school year as per their IEPs. Services will be provided for up to 25 hours at a rate of \$40.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$1,000.00.
16. **HMS School for Children with Cerebral Palsy – Philadelphia, PA.** Provide extended school year services during the 2020 ESY Program for a special needs student as per the IEP. Services will be provided for 27 days at a rate of \$533.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$14,391.00.
17. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide 2020-2021 school year services for a special needs student as per the IEP. Direct program supervision will be provided for up to 14 hours per month for 10 months at a rate of \$100.00 per hour (\$14,000.00) and direct 1-1 intervention will be provided for up to 4 hours per week for 42 weeks at a rate of \$37.00 per hour (\$6,216.00). Funding will be paid from the Special Education Budget and shall not exceed \$20,216.00.
18. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide 2020-2021 school year services for a special needs student as per the IEP. Direct program supervision will be provided for up to 10 hours per month for 10 months at a rate of \$100.00 per hour (\$10,000.00) and direct ABA services will be provided for up to 16 hours per month for 10 months at a rate of \$37.00 per hour (\$5,920.00). Funding will be paid from the Special Education Budget and shall not exceed \$15,920.00.
19. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide extended school year services during the 2020 ESY Program for a special needs student as per the IEP. Direct program supervision will be provided for up to 10 hours per month for 2 months at a rate of \$100.00 per hour (\$2,000.00), 16 hours of direct ABA services will be provided for the month of July and 26 hours for the month of August at a rate of \$37.00 per hour (1,554.00). Funding will be paid from the Special Education Budget and shall not exceed \$3,554.00.
20. **Variety Club Camp and Developmental Center – Worcester, PA.** Provide extended school year services for 6 special needs students during the 2020 ESY Program as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$32,360.00.
21. **Capstone Academy – East Norriton, PA.** Provide extended school year and related services during the 2020 ESY Program for 3 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$35,854.50.

22. **Valley Forge Educational Services – Malvern, PA.** Provide extended school year services during the 2020 ESY Program for 6 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$39,264.00.
  23. **The Vanguard School – Malvern, PA.** Provide educational services during the 2020-2021 school year for 2 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$67,000.00 per student for a total of \$134,000.00.
  24. **Milagre Kids School, Inc. – Pennsburg, PA.** Provide educational services for two special needs students during the 2020-2021 school year and the 2021 extended school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$185,460.00.
  25. **Jack Bracale, DMD – Royersford, PA.** Perform state mandated dental screenings of students in grades 3 and 7 during the 2020-2021 school year as requested by parents/guardians. Funding will be paid from the General Fund and shall not exceed \$6.00 per screening.
  26. **Dr. John Aylward – Royersford, PA.** Provide medical supervision and emergency treatment services for the 2020-2021 school year in connection with the Athletic Department. Services for varsity games shall be paid at a rate of \$125.00 per game with junior varsity games being paid at a rate of \$75.00 per game. Funding will be paid from the Athletic Budget and shall not exceed \$4,000.00.
  27. **Reconstructive Orthopaedic Associates II/Dr. Adam Chrusch – Limerick, PA.** Provide medical supervision and emergency treatment services in the absence of Dr. John Aylward for the 2020-2021 school year in connection with the Athletic Department. Services for varsity games shall be paid at a rate of \$125.00 per game with junior varsity games being paid at a rate of \$75.00 per game. Funding will be paid from the Athletic Budget and shall not exceed \$4,000.00.
  28. **Friendship Hook, Ladder and Ambulance, Inc. – Royersford, PA.** Provide Ambulance services for the 2020-2021 school year in connection with the Athletic Department. Services will be provided for high school home varsity and junior varsity football games, middle school home football games and other events deemed necessary by the school district at a rate of \$150.00 per game up to a maximum of \$250.00 per game depending on the requirement of staying and not leaving for another call. Funding will be paid from the Athletic Budget and shall not exceed \$8,500.00.
  29. **Scenario Learning, LLC D/B/A Vector Solutions -Tampa, FL.** Provide online training services for professional employees through the Exceptional Child platform. Funding will be paid from the Assistant Superintendent's Budget and shall not exceed \$2,761.76.
- E. The Board approved an addendum to the 3-year independent contract agreement (7/1/2020 – 6/30/2023) with Pediatric Therapeutic Services, Inc. in Conshohocken, PA due to the additional costs needed to provide speech and language services during the 2020 Extended School Year Program. Funding will be paid from the Special Education Budget and shall not exceed \$13,700.00.

- F. The Board approved a confidential settlement and release agreement **#2020-04** with the parents of a special needs student and the authorization of payment of tuition to Capstone Academy for the 2020-2021 school year. Funding will be paid from the Special Education Budget and shall not exceed \$90,050.35.
- G. The Board approved a confidential settlement and release agreement **#2020-05** with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed \$58,455.00.
- H. The Board approved the Montgomery County Intermediate Unit Shared Services Plan for the 2020-2021 school year. Funding will be paid from the Special Education Budget and shall not exceed \$1,600,000.00.
- I. The Board approved the Memorandum of Understanding between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for the participation in the 2020-2021 MCIU Title III Consortium.
- J. The Board approved a renewal contact for the 2020-2021 school year with EI US, LLC dba Learn Well Services formerly Education, Inc. in Plymouth, MA to provide educational tutoring services on an as-needed basis when students have been admitted to a hospital or behavioral health center setting. Learn Well Services will follow the district's curriculum in working with students thereby easing the transition back into school. Services will be provided at a rate of \$35.00 per hour for a maximum of 5 hours per week per student.

## **VII. PROPERTY**

Mr. DiBello made a motion to approve Item A and Mr. Jackson seconded it. Mrs. Melton asked if these vans were replacement vehicles and Mr. Hunter replied yes. The motion passed 9-0.

- A. The Board approved purchasing (2) Cargo Vans with Basic Shelving Package through the COSTARS Purchasing Agreement for a cost not to exceed \$55,000.00. Funding will come from the Capital Reserve.

## **VIII. PROGRAMMING AND CURRICULUM**

Mrs. Fazzini made a motion to approve Items A-C and Mr. DiBello seconded it. The motion passed 9-0.

- A. The Board approved the following new textbooks and curricular resources. Funding will come from the Curriculum Budget and shall not exceed \$67,841.26.

### **Course**

1. **3-4**

### **Textbook**

Heinemann Leveled Literacy Intervention

- B. The Board approved a contract between the Spring-Ford Area School District and TLS: Teaching, Learning, Succeeding, LLC for Professional Development services for Modernizing Learning and Induction. The cost will not exceed \$85,650.00 and will be paid from Title IIa Funds.
- C. The Board approved the purchase of Technology Refresh Equipment for the 2020-2021 School Year. The three competing quotes were received through government contract via Costars. The total equipment cost shall not exceed \$200,000.00 and will be self-financed initially from the Capital Reserve Fund, and then repaid from the Technology Operating Budget over the next 4 years.

**IX. NEW CONFERENCE/ WORKSHOP RECOMMENDATION**

Mrs. Melton made a motion to approve Item A and Mrs. Fazzini seconded it. The motion passed 9-0.

The following individual was approved for attendance at the following:

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

**HIGH SCHOOL**

- A. **Brittany McElwee**, Math Teacher, to attend the “2020 Walton Online Advanced Placement Summer Institute - Statistics” from June 22, 2020 through June 26, 2020. Ms. McElwee will be teaching AP Statistics and must be AP Certified in order to teach this class. Ms. McElwee was previously approved at the May Board Meeting to attend AP Training but that online class was cancelled and she was able to find this course which has a lower registration cost. The total cost for registration is \$850.00. There are no other costs to the district as this course is being held online.

**X. OTHER BUSINESS**

Mr. Jackson asked that Item D be separated. Mrs. Fazzini made a motion to approve Items A-B and Dr. Wright seconded it. The motion passed 9-0.

- A. The Board gave approval to register twenty (20) students and their advisors, Ms. Alynn Purdy, Ms. Susan Hammond, and Mr. Doug Reigner, to participate in the SEL Ambassadors Retreat virtually on July 21, 22, and 23, 2020. The total cost for attending this virtual retreat shall not exceed three thousand dollars (\$3,000.00). Participation in this competition will be supported using funds from the Pottstown Area Health and Wellness Foundation Grant.
- B. The following policies were approved:
1. Policy #128 – PROGRAMS: Equity, Diversity and Inclusion (**Attachment A4**)
  2. Policy #204 – PUPILS: Attendance (**Attachment A5**)
- C. The following policy is submitted as a first reading:
1. Policy #816 – OPERATIONS: Use of Audio and Video Monitoring Equipment (**Attachment A6**)

**New Other Business**

Mrs. Fazzini made a motion to approve Item D and Mr. Shafer seconded it.

Mr. DiBello asked if this Health and Safety Plan was something we generated or did we get it from someone else and Mr. McDaniel responded that this is mandated by PDE. He added that the district had actually put together a plan and were advised that PDE was sending out a template that was to be followed. Mr. DiBello questioned how the district would ensure that everything that is in the plan is being followed and Mr. McDaniel advised that once the plan is approved the coaches will have to complete 5 courses through Safe Schools and they will be provided training as well. Mr. McDaniel stated that it may have to come down to having faith and trust in our coaches and the entire coaching staff. Mr. DiBello conveyed that he fully trusts Mr. McDaniel and the coaches but when it comes to legal issues we will have to go beyond trust and Mr. Fitzgerald confirmed this and added that the implementation of the sport specific re-opening plans will also have to include a lot of education to the parents of the student-athletes. Mr. Fitzgerald advised that it will take a while for all of this to be dis-

seminated because a lot of this will be on the student-athletes on how these plans will be implemented correctly. Mr. DiBello spoke about the plans and that there will be a cost associated with it. Dr. Wright asked if coaches were signing some type of agreement saying they will follow the plan and Mr. McDaniel replied that they did not create that type of document. She asked if this was something that may be helpful. Mr. Fitzgerald expressed that he did not feel that was necessary as we would have training documented to show that the coaches were advised of what they are required to do. Mr. Fitzgerald commented that it appears that Mr. McDaniel was looking to get this plan approved so that the training could be started of the coaching staff and then the actual plan on how athletics would operate under whatever phase we are in could be approved as part of the overall plan that the Board will vote on next month. Mr. McDaniel confirmed this was correct. It was clarified that the plan for approval on the agenda only pertained to the summer workouts for the athletic teams and the band.

The motion passed 9-0.

- D. The Board approved the PDE mandated Health & Safety Plan for return to activity for athletics including the marching band following the Covid-19 closure. Upon approval coaches, band directors/staff and other deemed necessary personnel will have to complete the education requirements listed in the plan. Coaches, Band Directors and Staff will then work with the Athletic Department and Music Department in creating workouts that follow the PDE Health & Safety Plan guidelines before activity may begin.

#### **XI. BOARD COMMENT**

Mr. DiBello reiterated that the questions he asked tonight are not related to any specific group or individuals. He stated that these are very complex times and he wants to make sure that the decisions he is making he is comfortable with. He expressed that unfortunately what they are approving now could change in a couple days' time which is very frustrating.

Mrs. Melton commented that she agreed with Mr. DiBello and added that with the county only being in yellow for a few weeks you can already see the complacency with people walking around not wearing face masks. She added that the district must act with fidelity in making sure coaches, students and staff are following the letter of the law.

Mr. Jackson requested that as we move forward with the information on all of the various phases of the plan that the costs be included even though those figures may be preliminary.

#### **XII. PUBLIC TO BE HEARD**

**Roland Olsen, Collegeville**, commented that he has 3 children, 2 of which are still in school and one who graduated. He stated that they moved to Spring-Ford 19 years ago and Spring-Ford has not disappointed them but instead has continued to grow, improve and provide leadership well beyond the district boundaries. He spoke about the district being the envy of the PAC schools and well beyond. He stated that they continue to be proud of being a Spring-Ford family. Mr. Olsen congratulated Dr. Nugent on his retirement. Mr. Olsen encouraged the Board to choose a path regarding COVID-19 which complies with the law but nothing further. He stated that children who are not at any meaningful risk of serious health issues of COVID-19 should be allowed to go about their scholastic lives as normal. He added that they are entitled to participate in the performing arts, sports and clubs offered by the district as this is their time. He felt that students were already armed with awesome immune systems and that we should let those do their job. Mr. Olsen stated that he does not hold the school district responsible for his health and safety beyond what they already provide. He added that he felt he was responsible if he feels he is at personal risk of COVID-19 by protecting himself and staying home. Mr. Olsen stated that he did not expect the school district to change a single

thing, not required by law, which diminishes the experience of the students. He expressed that we do need to understand what is required by law but guidelines and recommendations can be thrown out. Mr. Olsen stated that he did not believe the CDC knows what they are talking about and felt that if something was not required then we can worry about it later. He commented that if he feels at risk because his children are attending school then he will take the appropriate steps on his own to ensure that he does not end up in the hospital. He felt that it is his responsibility to protect himself and his family not the school district's responsibility. He spoke of the ways that he can protect himself and stated that everyone has been exposed to what they need to do in order to protect them-selves and everyone knows what to do. Mr. Olsen reiterated that he does not hold the school district responsible for protecting him or his family beyond what they might expect as the district is already outstanding and he thanked everyone for that. He asked the school district not to do the impossible which is to try to protect everyone outside of the school walls because they cannot and felt that it was not the district's responsibility to do so. He thanked the Board for their time and consideration. Mr. Olsen asked if the primary goal is to protect the students who are really only at risk of flu symptoms and illness and he as an adult can protect himself then what is it that we are trying to accomplish?

**Kelly Olsen, Collegeville**, asked that each family be allowed to assess their own personal situation and make necessary arrangements as to their own school attendance even if it requires every student and family to sign a waiver saying they understand the risks of COVID. She commented that they don't expect the district to keep COVID out of the schools as that would be impossible. She stated that we must learn to live with it and learn to assess our own level of danger and risk and go about our lives. Mrs. Olsen added that this is about the kids' education and the future of our country. She asked the Board to make every effort to get kids back in school and as close to normal as we possibly can from kindergarten through twelfth grade.

Mr. Olsen spoke out from the audience but could not be heard. Mr. Fitzgerald replied to Mr. Olsen saying that they can talk about waivers. He commented that with regards to a waiver a lot of districts are handling it differently. Mr. Fitzgerald stated that he is not a big fan of waivers and he questions the paper it is written on in-part as he is not sure minors have the status to waive their own rights and he does not think parents can waive it for their children. Mr. Fitzgerald advised that he was not anticipating that there would be a lot of waivers here but this does not diminish what the Board is going to do with regards to reopening but he did not believe that waivers would be part of the process. He added that there will be notices of assumption of the risk but the way we are thinking now we would not be asking parents to sign any waivers of rights.

**Kate Palladino, Royersford**, commented that she did not have a visual of the plans but found it interesting that we are looking at yet another virtual learning platform. Ms. Palladino stated that she felt the teachers did an amazing job providing virtual instruction in 2 weeks for students when many teachers, parents and students had never used or only used in a limited manner Google Classroom. She commented that under two of the potential plans we are now asking for them to learn another platform and develop lesson plans for what could amount to an entire school year. She expressed her concern over why the district was looking at another platform. Ms. Palladino next expressed that with the virtual model she noticed that teachers would be teaching in their own classroom and her concern with this is that it is adding constant time to an already stressful day for our teachers. She added that many of our teachers may have children at home which adds another hardship to them as well. Ms. Palladino expressed that she felt our teachers did a remarkable job and she was incredibly impressed with what was produced although it was stressful for everybody she felt it worked well. She asked if the district could consider



allowing teachers to use a virtual model by teaching from home in order to give them the opportunity to work with their own children as well as some of them may need to work with their own in a virtual model in their district or in ours. Ms. Palladino expressed that although she respects the opinions of others that not everyone shares the same opinion as the two speakers who just spoke as some believe it is all of our responsibility to be considerate and think of everyone's health.

**Kim Anderson, Collegeville**, stated that she has two children in the district and is looking at a cyber-charter school for her children in the fall given what she has been seeing from the CDC. She commented that what the School Board is looking at with regards to the guideline will promote an environment of fear for children. She stated that she does not believe that they should be wearing masks as kids need to see smiles and facial expressions from other children and teachers. Ms. Anderson expressed that she believes kids need something that is very close to normal as they have not had normal in quite a while. She relayed that her older son's grades went down in the 4<sup>th</sup> quarter and she does have concerns over opting for a cyber-charter school but if we are going back to an environment that promotes that level of fear with every other seat on the bus is one child, students are wearing masks, no recess or they are eating lunch at their desks then she does not see this as being an improvement for the children. Ms. Anderson added that she does not see any child being successful in this kind of an environment. She stated that they will have to be concerned with kids developing germophobia, social anxiety, overall fear of restrictions forced upon them in a school setting where they are afraid of getting yelled at for taking their mask down for a moment to breathe fresh air. Ms. Anderson spoke about her concerns over the transportation costs associated with the hybrid model and putting one child in every other seat which she felt was cost prohibitive and not feasible. She commented that the district was exploring a budget of a 4.3% increase which since has dropped but stated her concern was that with all of the accommodations being discussed including hand sanitizers that taxpayers would get billed extra at some point. She added that there are so many people in the school district who have lost their jobs and had their salaries cut and she asked that the Board take these things into consideration. Ms. Anderson commented on an article she read about Spring-Ford School District where the union was not responsible to taking a lower salary increase saying that if anyone can just maintain their salary during this crisis then you are a winner. She thanked the Board for their time and asked them to highly consider the repercussions of the decisions they are about to make with what this environment is going to look like to the children and how it is going to affect them. Mr. DiBello pointed out that these are not things that this Board is implementing as they are looking at what is required by the state and yes there is a cost associated to each of the COVID enhancements but it is not the Board that is putting the guidelines, rules or regulations in place. He stated that they are trying to sift through what is going to be required of us and then the cost associated with that. Mr. DiBello agreed that there will be an impact on students but stated that we also have to follow what is required by PDE as we are licensed by the state and must follow their requirements and laws passed by the legislative body. Mrs. Zasowski stated that the district will do 100% of what is required.

**Mari Macdougall, Collegeville**, commented that it was just said that the Board is only looking at what is required but a lot of what was proposed was guidelines and recommendations. She stated that she shares the opinion of the first two speakers and Kim with the exception that masks should be your own decision and feels that they do more harm than good. Ms. Macdougall said she agrees that the guidelines and recommendations be thrown out of the window and just do what is required by law. She stated that they are adults and can care for their children and make sure they are safe. She asked what exact statistics of kids in COVID are being looked at to make following the guidelines necessary because from what she can see there has not been an outbreak involving children in schools. She stated that her kids

are currently in camp and they are not seeing children's illnesses. She added that the Board keeps talking about keeping children safe but what has been proposed tonight does not sound safe but more of a precursor to anxiety and isolation issues. Ms. Macdougall felt that staff would be more concerned with following guidelines than actually instructing. She again asked what statistics were being looked at to make following the guidelines necessary. Mrs. Zasowski stated that it is not the guidelines but the requirements. Mr. DiBello responded that it is only June and they are not following anything, proposing or putting plans in place because they do not know at this point and time what will be required or won't be required. He stated that the Board is trying to understand everything that is being put forward by all of these organizations. He reiterated that nothing as of yet is going into implementation as we are in the planning and understanding phase only. Mrs. Fazzini expressed that the hope is that everything goes well and the numbers are low and we can go back fully to normal. She added that in case there is another surge or something happens and the virus mutates and gets worse then we need to have plans in place in the event we go back to normal and then are phased back to red or yellow. Mrs. Zasowski reported that PDE has required school districts to propose 3 plans; one for a normal return, one for hybrid and one for an online learning environment. She added that while this information was shared in the Curriculum and Technology Committee meeting the Board asked for it to be presented tonight even though they know all of the answers are not out there so that the community and the full Board would be aware that this is in process.

**Jennifer Brown, Schwenksville**, thanked the members of the three committees for their time, effort and consideration they put into working on the three scenarios. She thanked the School Board for grappling with how this is going to work along with budgetary concerns and for all their time. Ms. Brown stated that she wanted to speak about the plan for yellow and the fact that students in K-4 would have ½ day in school and the other ½ day at home. She expressed her concern with special education students and their need for structure of being in school for the school day as they need the personal interaction with their teachers. She commented that while she appreciated all of the work that went into the virtual learning platform this past spring, and she stated that she was glad that special education teachers were involved on the committees as well, her concern is that a smaller percentage of the school population are under-represented in the entire survey. Ms. Brown stated that she wanted to make sure that these kids do not fall through the cracks and she urged the Board, the Administration and the members of the committees to keep them as a priority.

**Christine Grines, Royersford**, stated that she wanted to echo the sentiments of the first three speakers. She stated that she feels it is imperative that kids go back to some sense of normalcy. Ms. Grines commented that she understands that there may be a need at times for masks but to have to have kids wear them all day long and not see the smiles or see the reactions of their teachers and the other students would not provide them with any sense of belonging. She wanted to point out that it is very important with what words we choose as she heard the word law and there is no law that says you have to wear a mask as it is only a recommendation. She asked that everyone be clear on this and take it into consideration.

### **XIII. ADJOURNMENT**

Mrs. Fazzini made a motion to adjourn and Mrs. Melton seconded it. The motion passed 9-0. The meeting adjourned at 9:52 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

On May 18, 2020 the Virtual Work Session of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Wendy Earle, Linda C. Fazzini and Dr. Margaret D. Wright  
Region II: Clinton L. Jackson and David R. Shafer  
Region III: Thomas J. DiBello, Christina F. Melton and Diane C. Sullivan  
Presiding Officer: Colleen Zasowski  
Superintendent: Dr. David R. Goodin  
Chief Financial Officer: James D. Fink  
Solicitor: Mark Fitzgerald, Esq.  
Student Reps.: Julianna Lelli and Eshika Seth

#### **ANNOUNCEMENTS**

Mrs. Zasowski reminded everyone of the process for the virtual school board meeting.

#### **I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY**

There were no public comments.

#### **II. ACTION ITEMS**

Mrs. Melton made a motion to approve Items A-T and Dr. Wright seconded it. The motion passed 9-0.

- A. The Board approved **Resolution 2020-02** commending the **Spring-Ford High School Wrestling Team** and their coaches, **Timothy Seislove, Michael Busa, Doug Landis, Brendan Zimmie** and **Francis Krauss** for winning the 2020 Pioneer Athletic Conference (PAC) Wrestling Championship, the PIAA District One North Individual Team Championship and the District One Dual Meet Championship. **(Attachment A1)**
- B. The Board approved **Resolution 2020-03** commending **Cole Smith** for winning the 2020 Pioneer Athletic Conference (PAC) 106 Pound Weight Class Wrestling Championship. **(Attachment A2)**
- C. The Board approved **Resolution 2020-04** commending **Quinn Tobin** for winning the 2020 Pioneer Athletic Conference (PAC), PIAA District One North 132 Pound Weight Class Wrestling Championship and qualifying for the PIAA Regional and State Championships. **(Attachment A3)**
- D. The Board approved **Resolution 2020-05** commending **Zachary Needles** for winning the 2020 Pioneer Athletic Conference (PAC) 138 Pound Weight Class Wrestling Championship and qualifying for the PIAA District One North Tournament. **(Attachment A4)**

- E. The Board approved **Resolution 2020-06** commending **Jack McGill** for winning the 2020 Pioneer Athletic Conference (PAC), PIAA District One North 152 Pound Weight Class Wrestling Championship and qualifying for the PIAA Southeast Regional and PIAA State Championships. **(Attachment A5)**
- F. The Board approved **Resolution 2020-07** commending **Xavier Cushman** for winning the 2020 Pioneer Athletic Conference (PAC) 160 Pound Weight Class Wrestling Championship and qualifying for the PIAA District One North Tournament. **(Attachment A6)**
- G. The Board approved **Resolution 2020-08** commending **Giuseppe (Joey) Milano** for winning the 2020 Pioneer Athletic Conference (PAC), PIAA District One North 182 Pound Weight Class Wrestling Championship and qualifying for the PIAA Southeast Regional and PIAA State Championships. **(Attachment A7)**
- H. The Board approved **Resolution 2020-09** commending **Louis Carbajal** for winning the 2020 Pioneer Athletic Conference (PAC) 195 Pound Weight Class Wrestling Championship and qualifying for the PIAA District One North Tournament, PIAA Southeast Regional and PIAA State Championships. **(Attachment A8)**
- I. The Board approved **Resolution 2020-10** commending **Dominic Ortlip** for winning the 2020 PIAA District One North 106 Pound Weight Class Wrestling Tournament and qualifying for the PIAA Southeast Regional and PIAA State Championships. **(Attachment A9)**
- J. The Board approved **Resolution 2020-11** commending **Sean Brogan** for winning the 2020 PIAA District One North 285 Pound Weight Class Wrestling Tournament and qualifying for the PIAA Southeast Regional Tournament. **(Attachment A10)**
- K. The Board approved **Resolution 2020-12** commending **Ashley Gutshall** for winning the 2020 Pioneer Athletic Conference (PAC) 50 Meter Womens' Freestyle Swimming Championship and qualifying for the PIAA District and State Championships. **(Attachment A11)**
- L. The Board approved **Resolution 2020-13** commending **Emma Thomas** for winning the 2020 Pioneer Athletic Conference (PAC) 500 Meter Womens' Freestyle Swimming Championship and qualifying for the PIAA District Championship. **(Attachment A12)**
- M. The Board approved **Resolution 2020-14** commending **Anna Curran, Ashley Gutshall, Maris Sadowski, and Emma Thomas** for winning the 2020 Pioneer Athletic Conference (PAC) 200 Meter Womens' Freestyle Relay Swimming Championship and qualifying for the PIAA District Championship. **(Attachment A13)**
- N. The Board approved **Resolution 2020-15** commending **Anna Curran, Ashley Gutshall, Maris Sadowski and Emma Thomas**, for winning the 2020 Pioneer Athletic Conference (PAC) 400 Meter Womens' Freestyle Relay Swimming Championship and qualifying for the PIAA District Championship. **(Attachment A14)**
- O. The Board approved **Resolution 2020-16** commending **Brendan Baganski** for winning the 2020 Pioneer Athletic Conference (PAC) 50 Meter Mens' Freestyle Swimming Championship and qualifying for the PIAA District and State Championships. **(Attachment A15)**

- P. The Board approved **Resolution 2020-17** commending **Brendan Baganski, Andrew Cubbler, Cory Liang** and **Sean Liang** for winning the 2020 Pioneer Athletic Conference (PAC) 200 Meter Mens' Freestyle Relay Swimming Championship and qualifying for the PIAA District and State Championships. **(Attachment A16)**
- Q. The Board approved **Resolution 2020-18** commending **Luke McKenna** for winning the 2020 Pioneer Athletic Conference (PAC) 500 Meter Mens' Freestyle Swimming Championship and qualifying for the PIAA District and State Championships. **(Attachment A17)**
- R. The Board approved **Resolution 2020-19** commending **Samuel Ricci** for winning the 2020 Pioneer Athletic Conference (PAC) Mens' Diving Championship and qualifying for the PIAA District Championship. **(Attachment A18)**
- S. The Board approved **Resolution 2020-20** commending **Matthew Hanson** for winning the 2020 Eastern Regional Boys' Bowling Tournament and qualifying for the State Championship. **(Attachment A19)**
- T. The Board approved **Resolution 2020-21** commending the **Spring-Ford High School Girls' Basketball Team** and their coaches, **Mickey McDaniel, Dan Brittingham, Matt Labick, Marissa Moley, John Murtin and Phil Roche** for winning the 2020 Pioneer Athletic Conference (PAC) Girls' Basketball Championship. **(Attachment A20)**

### III. BOARD AND COMMITTEE REPORTS

**Curriculum/Technology Linda Fazzini 2<sup>nd</sup> Mon. 7:30 p.m.**

Mrs. Fazzini reported on the Curriculum/Technology Committee meeting that took place via Zoom on May 11, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

**Policy Colleen Zasowski 2<sup>nd</sup> Mon. 6:30 p.m.**

Mrs. Zasowski reported on the Policy Committee meeting that took place via Zoom on May 11, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

**Extracurricular David Shafer 1<sup>st</sup> Tues. 7:30 p.m. (alt. months)**

Mr. Shafer reported on the Extracurricular Committee meeting that took place via Zoom on May 5, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

**Finance Thomas DiBello 2<sup>nd</sup> Tues. 6:30 p.m.**

Mr. DiBello reported on the Finance Committee meeting that took place via Zoom on May 12, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Mr. DiBello advised the Board that the recommendation from the Finance Committee is to not move forward with any new hires and to move forward with the rebate program. After much discussion, all of the Board with the exception of Mrs. Melton and Dr. Wright were in favor of no new hires. Mrs. Melton and Dr. Wright felt that a couple of the new hire positions should be reconsidered in light of the Covid-19 closure and potential additional student services being needed. All of the Board Members indicated that they were in favor

of moving forward with the rebate program. Mr. DiBello asked the Board Members for direction on their goals for a target for the tax increase percentage. Discussion on this was very lengthy and in the end there was no consensus on a target percentage.

### **Property**

**Clinton Jackson**

**2<sup>nd</sup> Tues. 7:30 p.m.**

Mr. Jackson reported on the Property Committee meeting that took place via Zoom on May 12, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

### **Asst. Superintendent Rpt. Robert Rizzo**

Mr. Rizzo stated that he hoped everyone was doing well as we embark on week 10 of our closure. He expressed that he was missing the "in person" interaction and that he looks forward to a day where everyone can gather again. Mr. Rizzo shared that on behalf of the district he wanted to acknowledge and thank Giant Food Stores and manager Michael Downey for their generous donation of \$1,344.00 to help support the district in providing meals for our district families. Mr. Rizzo next reported on the 10-Day Film Challenge and congratulated the Spring-Ford Team of McKinley Linn, Sarah Camilleri, Nick Elsner, Dana Reed, Emma Grohe and Emma Begg for their movie, Pure Chemistry, which was nominated for Best Use of Prop, Best Editing, Best Screenplay and Best Use of Character. Their film won Best Use of Prop and Best Screenplay and number one overall. He extended congratulations to all of the filmmakers as well as Andrew Rothermel and Cheryl Murgia. Mr. Rizzo advised that he wanted to acknowledge and thank the Evans Elementary School Staff for coordinating a socially distant friendly drive-by parade where students and their parents were able to drive through the Evans parking lot to see their teachers cheering them on. Mr. Rizzo provide a Social Emotional Learning (SEL) update saying that the cost of doing business under the Covid-19 restrictions is sacrificing student and staff wellness despite all of the district's efforts to make everyone feel connected. He provided a recap of what strides the district has made in Social Emotional Learning over the past two years. He advised that the upcoming year will likely result in a slight shift of focus regardless of whether students and staff return in person or virtually as the SEL Team will focus on mitigating the setbacks brought on by the mandated school closure.

### **Solicitor's Report**

**Mark Fitzgerald**

Mr. Fitzgerald spoke about the potential financial issues regarding special education students when they return to school for the 2020-2021 school year in whatever form that may look like. He indicated that his office has been in constant contact with the Supervisors of Special Education essentially strategizing various scenarios to play out as students transition from a possibly virtual world now to potentially regular schooling or hybrid schooling and what that may look like in the fall. He spoke about potential special education procedural issues and IEP issues but stated that they have been in constant contact working on these over the last couple of weeks. Mr. Fitzgerald advised that there are significant changes to Title IX Regulations with regards to school entities and colleges. He stated that there are significant changes with K-12 schools with regards to the investigations and who oversees investigations and the responsibilities to the accused and the accuser as it relates to due process. Mr. Fitzgerald commented that the regulations are 2300 pages long so there is a lot to digest but he felt the good thing for Spring-Ford is the fact that over the last couple of years there have been significant changes to the district's Title IX processes and reporting so we should be in better shape to embrace some of the changes.

**IV. MINUTES**

There were no comments or questions.

- A. Administration recommends approval of the April 20, 2020 Virtual Work Session minutes. **(Attachment A21)**
- B. Administration recommends approval of the April 27, 2020 Virtual Board Meeting minutes. **(Attachment A22)**

**V. PERSONNEL**

Mrs. Zasowski advised that she had asked about Item E and verified that if the ESY Program does not take place then no payment would be made.

**A. Resignations**

- 1. **Virginia A. Jones**; Support Technician, Upper Providence Elementary, for the purpose of retirement. Effective: June 30, 2020.
- 2. **Kristen A. Maul**; Accounts Receivable Specialist, District Office. Effective: May 8, 2020.
- 3. **Jeffrey W. Rineheimer**; Social Studies Teacher, Senior High School – 9<sup>th</sup> Grade Center, for the purpose of retirement. Effective: June 11, 2020.

**B. Leave of Absence**

- 1. **Brian G. Cooper**; Systems Technician, Senior High School - 9<sup>th</sup> Grade Center, for a military leave of absence per Board Policy. Effective: June 1, 2020 through June 12, 2020.

**C. Temporary Professional Employee**

- 1. **Brett M. Slifer**; Music Teacher, Spring-Ford Elementary Schools, replacing James S. Westlake who retired. Compensation has been set at MS, Step 1, \$51,500.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

**D. Change of Status**

- 1. **Lorraine R. Moyer**; Level III - Secretary, Senior High School, to Level II - Administrative Assistant, Senior High School-9<sup>th</sup> Grade Center, replacing Marion Pergine who retired. Compensation has been set at \$21.60/hour with benefits per the Secretarial Plan. Effective: June 22, 2020.

- E. Administration recommends approval of the following Support Staff for the 2020 Extended School Year Program (ESY). The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 29, 2020 through July 29, 2020. Compensation for new employees will be set at \$16.36/hour. Current hourly employees will be paid at their current Instructional Assistant hourly rate plus benefits (FICA & Retirement). Funding will be from the Special Education Budget. The appointments herein shall be contingent upon the reopening of schools and a discontinuation of any school closure orders from the Governor's office.

- 1. **Kimberly L. Acosta**
- 2. **Carol D. DiFrancesco**

3. **Amanda C. Hegedus**
4. **Justine M. Justice**

## VI. FINANCE

Mrs. Melton asked for clarification on Item F wondering what the actual increase was and Mr. Fink verified the increase was \$300,000.06.

Mrs. Zasowski asked for clarification on D3 and questioned if the payment for these services would only take place if the field trips took place. Dr. Goodin confirmed this was correct. Mrs. Zasowski next asked about Item H and if the amounts were the updated numbers from the Western Center and Mr. Fink confirmed this was correct.

- 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. 210148 – 210224 \$ 549,316.89
2. Food Service Checks  
Check No. 1854 – 1857 \$ 1,910.38
3. Capital Projects  
Reserve Fund: Check No. 82 \$ 320.00
4. General Fund, Food Service, & Capital Reserve and Projects ACHs  
ACH 192001270 – 192001374 \$ 2,058,738.14
5. Wires  
201900074 – 201900083 \$1,592,698.66

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

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

D. Administration recommends approval of the following independent contracts:

1. **Raptor Technologies – Houston, Texas.** Provide one year of Raptor Volunteer Management annual software access (\$5,400.00) and a one-time implementation fee (\$4,200.00). Funding will be paid from the Technology Budget and shall not exceed \$9,600.00.
2. **Substitute Teacher Service (STS) – Aston, PA.** Provide Professional Staff, Instructional Assistant and Registered Nurse substitute services effective July 1, 2020 through June 30, 2023.



3. **Personal Health Care Inc. – Valley Forge, PA.** Provision of nursing services for medical purposes for two special needs students as per their IEPs while they were on field trips during the 2019-2020 school year. Funding will be paid from the Special Education Budget and shall not exceed \$3,000.00.
- E. Administration recommends approval to continue with the legal services, for the 2020-2021 school year, of **Fox Rothschild LLP** at a blended hourly rate of \$195.00 per hour for those services listed in the agreement. Items not covered under the Agreement of Services Letter will be billed at the established rates under the Miscellaneous Matters and Rates as outlined in the Fox Rothschild agreement.
- F. Administration recommends approval of an increase to the Montgomery County Intermediate Unit Shared Services Plan, originally approved May 2019, in the amount of \$300,000.06 to cover increased expenditures for services. Funding will be paid from the Special Education Budget and shall not exceed a newly adjusted MCIU Shared Services Plan amount of \$1,302,044.00.
- G. Administration recommends approval to renew the District's agreement with Aramark to manage the District Food Services Program for the 2020-2021 fiscal year. This renewal is the first of four one-year renewals to the Food Service Management Agreement of 2019-2020. The renewal is consistent with the terms of the District's original RFP as approved by the Pennsylvania Department of Education. Aramark will continue to provide management services and will fill positions upon attrition of Spring-Ford Food Service Employees.
- H. Administration recommends approval of the Western Montgomery Career and Technology Center's 2020-2021 Budget in the amount of \$6,831,403.00. Spring-Ford's share of the cost is \$2,128,615.00 or an increase of \$124,214.00 from the prior year's budget. The district's contribution calculation is based on the 5-year average ADM ratio per agreement.

## VII. PROPERTY

Mrs. Melton asked for clarification on Item E and the word "essential". She asked if Mr. Hunter could explain for the public's knowledge. Mr. Hunter advised that this essential list has been deemed necessary due to Covid-19 and the purpose is to make sure that all projects moving forward with contractors are fully transparent and on the previously approved 2019-2020 budget.

- A. Administration recommends approval for paving at Royersford Elementary School by S.J. Thomas, KPN Contract. Funding will come from the Capital Reserve and shall not exceed \$82,232.00.
- B. Administration recommends approval for 9<sup>th</sup> Grade Center Parking Lot paving Phase 1 by S.J. Thomas, KPN Contract. Funding will come from the Capital Reserve and shall not exceed \$117,923.00.
- C. Administration recommends approval for ICS Consulting Professional Services for the Facilities Master Plan. Funding will come from the Maintenance Budget and shall not exceed \$35,000.00.
- D. Administration recommends approval for ICS Consulting Professional Services to provide design and bid specifications for the HVAC System replacement at the District Office. Funding will come from the Maintenance Budget and pricing will be 7.5% of the total project bid and/or not to exceed \$41,000.00.

- E. Administration recommends approval of the attached essential projects as a result of COVID-19. **(Attachment A23)**

## **VIII. PROGRAMMING AND CURRICULUM**

Mrs. Zasowski spoke about Item F saying she had gotten some clarification from Mr. Catalano that these items have not been purchased yet but that quotes had been received. She stated that the plan is to show the teachers and staff the items at a Department Chair meeting to get input and feedback from them in order to make sure they are purchasing the best device for them moving forward. She asked the Board Members if they wished to continue to proceed with this. Mrs. Fazzini replied that these items were really essential especially with the online learning taking place right now and potentially next year. She added that there is a cycle for replacing outdated equipment and it is essential to move forward. Mrs. Zasowski asked if everyone was on board with this and the overall response was yes. Mrs. Zasowski next brought up Item G saying she did not get the impression that it was completely decided to move forward with this purchase. Mrs. Fazzini replied that she thought that this was ongoing technology that was needed to be maintained. Mr. Catalano advised that this was Phase 4 of 5 and that the district has been doing approximately 120 Smart Panels per year as there were roughly 600 to be replaced over the 5 year timeline. Mrs. Zasowski asked if everyone wanted to move forward with this as well and there were no objections.

- A. Administration recommends approval of a renewal of the contract between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for the Virtual High School (VHS) Participation Consortium. The annual membership fee is \$5,700.00 and will be paid from the Curriculum Budget.
- B. Administration recommends approval of a contract between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for Safari Montage. Funding will come from the Technology Budget and shall not exceed \$7,700.00.
- C. Administration recommends approval of a contract between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for RWAN Services (Internet Connection). Funding will come from the Technology Budget and shall not exceed \$29,000.00.
- D. Administration recommends approval of a contract between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for E-Rate Services. Funding will come from the Technology Budget and shall not exceed \$3,150.00.
- E. Administration recommends approval of a 4-year contract through 2024 between the Spring-Ford Area School District and the Lancaster County Intermediate Unit for Microsoft Office 365 EES. Funding will come from the Technology Budget and shall not exceed \$85,000.00.
- F. Administration recommends approval of the purchase of Teacher & Staff Laptops and docking stations through the Co-Stars State Contract. The one-time cost shall not exceed \$330,000.00 and will be paid from the Capital Reserve Fund and replenished from the Technology Budget
- G. Administration recommends approval of a contract between the Spring-Ford Area School District and Visual Sound for Smart Panels, installation and related components through the Co-Stars State Contract as part of the district's continued commitment to its modernized classroom initiatives and five-year rolling Technology Plan. The total gross equipment and installation cost shall not exceed \$500,000.00.

Funding will come from the Capital Reserve Fund which will be replenished over five years from the Technology Department's annual operating budget.

#### IX. 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**

#### HIGH SCHOOL

- A. **Allison Ramil**, Math Teacher, to attend "*Calculus AB – New Teachers APSI Online – University of Alabama*" from June 19, 2020 through June 26, 2020. Ms. Ramil will be teaching AP Calculus and must be AP Certified in order to teach this class. The total cost for registration is \$650.00. There are no other costs to the district as this course is being held online.
- B. **Brittany McElwee**, Math Teacher, to attend "*AP Statistics APSI Online Training – Penn State Abington*" from June 29, 2020 through July 9, 2020. Ms. McElwee will be teaching AP Statistics and must be AP Certified in order to teach this class. The total cost for registration is \$899.00. There are no other costs to the district as this course is being held online.
- C. **Brent Kissel** and **Chadwick Strickler**, Art Teachers, to attend "*Art and Design – APSI Online Training – The Bolles School Florida*" from June 15, 2020 through June 19, 2020. Mr. Kissel was previously approved at the April Board Meeting to attend AP Training but this much more cost effective online program has become available. Both Mr. Kissel and Mr. Strickler will be teaching Advanced Placement Art and Design starting in the fall of 2020 and they must be AP Certified in order to teach these classes. The total cost for registration for both teachers is \$1,400.00. No substitutes are needed.

#### X. OTHER BUSINESS

Mrs. Melton asked if Item A was being put on the agenda too soon and if it would be better to wait to see if this event would even occur since it is scheduled for August. Dr. Goodin responded that if it doesn't happen then we will not have to pay for it but it is better to put it on now so that the group can begin their fundraising to help defray the costs.

- A. Administration recommends approval of the overnight trip request for **Jennell Criswell**, **Dawn Householder** and **Jacquelyn Lippincott**, Cheerleading Coaches to take the **High School Cheerleading Squad** to attend the UCA Cheerleading Camp located at Pine Forest Camp in Olyphant, Pennsylvania from Thursday, August 20, 2020 through Sunday, August 23, 2020. The cost per student-athlete will be \$350.00. The cheerleaders and staff will conduct fund raising events to help defray the costs. Student-athletes will not miss any school days since this is prior to first day of classes. There will be no cost to the district. This approval shall be contingent upon the reopening of schools and a discontinuation of any school closure orders from the Governor's office.
- B. Administration recommends approval for Spring-Ford Area High School current 11<sup>th</sup> grade student, **Julia Depro**, to participate in a Gifted Independent Study in accordance with Board Policy #118 during the 2020-2021 school year, her senior year.

- C. Administration recommends approval for Spring-Ford Area High School current 11<sup>th</sup> grade student, **Kaitlyn Myers**, to participate in a Gifted Independent Study in accordance with Board Policy #118 during the 2020-2021 school year, her senior year.
- D. Administration recommends approval for Spring-Ford Area High School current 11<sup>th</sup> grade student, **Santiago Sosa**, to participate in a Gifted Independent Study in accordance with Board Policy #118 during the 2020-2021 school year, his senior year.
- E. Board approval is needed to temporarily suspend Guidelines: Paragraph 6 of **Policy #618 FINANCES: Special Purpose Funds** as a result of the Governor's Statewide Shutdown due to the Coronavirus (COVID-19). (**Attachment A24**)
- F. Administration recommends that the legal references on Board Policies #123, #218, #247 and #819 be updated to remove Board Policy #248 (retired) and add Board Policy #103.
- G. Administration recommends that the legal references on Board Policy #815 be updated to remove Board Policy #248, #348, #448 and #548 and add Board Policies #103 and #104.
- H. The following policies are submitted for a first reading:
  - 1. Policy #128 – PROGRAMS: Equity, Diversity and Inclusion (**Attachment A25**)
  - 2. Policy #204 – PUPILS: Attendance (**Attachment A26**)

#### **XI. BOARD COMMENT**

Mrs. Zasowski advised that the Board met in an executive session at 6:30 tonight prior to the meeting tonight to discuss personnel issues.

Mr. DiBello read a message he received from a parent regarding the help provided to her child by Ms. Harris and Ms. Weber at Evans Elementary School. The parent wanted to make sure these teachers were recognized for the educational help they provided her child. Mr. DiBello brought up the budget and asked that the board come to a conclusion in the near future as the district must have an approved budget by June 30<sup>th</sup>. A suggestion was made to hold another executive session immediately following the conclusion of tonight's meeting to discuss an item related to a contract. It was also suggested to hold an additional executive session in person at the high school prior to the Board Meeting on Monday night for those who would be comfortable meeting in person using social distancing. A question was raised on whether a directive should be given to Administration to look at the reduction in staff. Dr. Goodin said that he would like to have a target from the board in order to make it easier to determine what cuts would have to be made.

Mrs. Melton asked that administration move forward with a rebate program. Mr. Fitzgerald said that this needs to be done through a formal resolution. He said that he would work on this and have it prepared for next week.

Discussion again continued on trying to come together to give Administration a target goal so that cuts can be determined and the Board can determine what cuts they would be comfortable with and the impact of those cuts. No agreement amongst the Board was made with their preferred target and no directive was given to administration.

The majority of the Board was in agreement with holding an executive session in person but would respect anyone's wishes who may not feel comfortable attending in person.

## **XII. PUBLIC TO BE HEARD**

**Derrick Gilbert**, Phoenixville, said he wanted clarification on the index rate spoken about and if that meant a proposed tax increase and Mrs. Zasowski replied yes. He commented that he has lived in the district for 11 years and has a son who just received a special needs classification. Mr. Gilbert stated that he understands that the Board does not want to raise taxes but feels that the students need to have the resources that they require. He added that he supports that the Board may need to make a tough decision now in order to have these resources in place. Mr. Gilbert asked about the schools being closed and if there were any savings as a result of the closure. Mr. DiBello replied that earlier in the meeting he gave a recap and went through all of the expense savings and revenue losses and it appears that the district is going to be most likely looking at around a \$600,000 deficit this year. Mrs. Melton advised that the district is planning on holding a town hall meeting in the near future and some of these questions will most likely be answered and addressed at that time.

**Julie Mullin**, Collegeville, expressed hope that when the board meets either in a town hall meeting, additional finance committee meetings or whenever they decide to meet that they will make a decision on whether to have an additional tax payment installment. She advised that they do not have to extend the face period in order to do this as Perkiomen Valley School District already does their last installment as December 31<sup>st</sup> even though their face period ends October 31<sup>st</sup>. Mrs. Mullin stated that it is quite a project to turn these bills around under normal circumstances but if the district is going to add a 4<sup>th</sup> installment then there will be additional forms that will need to be ordered and software changes that will need to be made. Mr. Jackson clarified that Julie Mullin is the tax collector for Upper Providence Township. Mrs. Melton thanked Mrs. Mullin for her comments and said this is definitely something the Board has in the backs of their minds and hopes to make a decision soon on this but that they will make sure that Mrs. Mullin and her peers are kept informed.

**Kim Schempp**, Schwenksville, commented that she had 3 children in the district and all 3 of her children receive emails from their teachers about how much they miss seeing them and having them in class. She stated that all of her children are also missing seeing their teachers and saying goodbye. She asked if it would be possible to come up with a plan, similar to what Evans Elementary did this past weekend, where seniors can see their teachers, counselors, secretaries and administration in one place in order to say goodbye. Ms. Schempp suggested that they could social distance the staff and possibly have the kids drive their cars around to say goodbye, give well wishes and thank the teachers they have seen over the past 4 years. She expressed appreciation for all of the hard work that everyone has done.

## **XIII. ADJOURNMENT**

Mr. Jackson made a motion to adjourn and Mr. Shafer seconded it. The motion passed 9-0. The meeting adjourned at 9:42 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

On May 26, 2020 the Virtual Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:39 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Wendy Earle, Linda C. Fazzini and Dr. Margaret D. Wright  
Region II: Clinton L. Jackson and David R. Shafer  
Region III: Thomas J. DiBello, Christina F. Melton and Diane C. Sullivan  
Presiding Officer: Colleen Zasowski  
Superintendent: Dr. David R. Goodin  
Chief Financial Officer: James D. Fink  
Solicitor: Alicia Luke, Esq.  
Student Reps.: Julianna Lelli and Eshika Seth

### **ANNOUNCEMENTS**

Mrs. Zasowski announced that tonight's meeting was the Board's first back in person meeting and she reminded everyone of the process for the virtual school board meeting. Mrs. Zasowski advised that the Board met in executive sessions prior to and after last week's work session meeting and again prior to tonight's meeting.

Eshika Seth, Student Representative, stated that she on behalf of the student population she would like to take this time to congratulate the Class of 2020. She commented that although these are strange times but it is also a time for a celebration, a farewell, and most importantly a beginning. She wished the graduates good luck on all their future endeavors and said that the student body is beyond proud of what the Class of 2020 has accomplished thus far. Eshika thanked and bid farewell to the Senior Student Representative, Julianna Lelli, as she leaves to attend Monmouth University this fall. Eshika stated that on behalf of the students of the Spring-Ford School District and the community, she wanted to thank Julianna for all of her hard work these last 2 years and everything she did to make Spring-Ford a better place. Eshika wished Julianna good luck at Monmouth University.

### **I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY**

There were no comments from the public.

### **II. PRESENTATIONS**

Mr. McDaniel stated that he is excited to present tonight the achievements of the Winter Sports Teams and Athletes. He thanked the School Board, the administration the staff, the student body and the community for their continuous support this school year. He added that they look forward to the next school year and working together to bring more great achievements to the school district with extracurriculars. Mr. McDaniel spoke about the individual accomplishments of the Student Athletes and the Teams being recognized tonight.

Mrs. Zasowski congratulated all of the students on their accomplishments. She thanked them for all of the memories they provided and stated that everyone cannot wait for more memories next year hopefully when we are able to participate, watch, and see everything our student-athletes can do. She again offered congratulations to the teams, the athletes,

the coaches and Mr. McDaniel and stated that they all really help to enhance school spirit.

- A. Recognition of the **8<sup>th</sup> Grade Girls' Basketball Team** and their Coach **John Murtin** on their Undefeated Season.
- B. Recognition of the **8<sup>th</sup> Grade Boys' Basketball Team** and their Coach **Rick Harrison** on their Undefeated Season.
- C. Presentation of **Resolution 2020-02** commending the **Spring-Ford High School Wrestling Team** and their coaches, **Timothy Seislove, Michael Busa, Doug Landis, Brendan Zimmie** and **Francis Krauss** for winning the 2020 Pioneer Athletic Conference (PAC) Wrestling Championship, the PIAA District One North Individual Team Championship and the District One Dual Meet Championship. **(Attachment A1)**
- D. Presentation of **Resolution 2020-03** commending **Cole Smith** for winning the 2020 Pioneer Athletic Conference (PAC) 106 Pound Weight Class Wrestling Championship. **(Attachment A2)**
- E. Presentation of **Resolution 2020-04** commending **Quinn Tobin** for winning the 2020 Pioneer Athletic Conference (PAC), PIAA District One North 132 Pound Weight Class Wrestling Championship and qualifying for the PIAA Regional and State Championships. **(Attachment A3)**
- F. Presentation of **Resolution 2020-05** commending **Zachary Needles** for winning the 2020 Pioneer Athletic Conference (PAC) 138 Pound Weight Class Wrestling Championship and qualifying for the PIAA District One North Tournament. **(Attachment A4)**
- G. Presentation of **Resolution 2020-06** commending **Jack McGill** for winning the 2020 Pioneer Athletic Conference (PAC), PIAA District One North 152 Pound Weight Class Wrestling Championship and qualifying for the PIAA Southeast Regional and PIAA State Championships. **(Attachment A5)**
- H. Presentation of **Resolution 2020-07** commending **Xavier Cushman** for winning the 2020 Pioneer Athletic Conference (PAC) 160 Pound Weight Class Wrestling Championship and qualifying for the PIAA District One North Tournament. **(Attachment A6)**
- I. Presentation of **Resolution 2020-08** commending **Giuseppe (Joey) Milano** for winning the 2020 Pioneer Athletic Conference (PAC), PIAA District One North 182 Pound Weight Class Wrestling Championship and qualifying for the PIAA Southeast Regional and PIAA State Championships. **(Attachment A7)**
- J. Presentation of **Resolution 2020-09** commending **Louis Carbajal** for winning the 2020 Pioneer Athletic Conference (PAC) 195 Pound Weight Class Wrestling Championship and qualifying for the PIAA District One North Tournament, PIAA Southeast Regional and PIAA State Championships. **(Attachment A8)**
- K. Presentation of **Resolution 2020-10** commending **Dominic Ortlip** for winning the 2020 PIAA District One North 106 Pound Weight Class Wrestling Tournament and qualifying for the PIAA Southeast Regional and PIAA State Championships. **(Attachment A9)**

- L. Presentation of **Resolution 2020-11** commending **Sean Brogan** for winning the 2020 PIAA District One North 285 Pound Weight Class Wrestling Tournament and qualifying for the PIAA Southeast Regional Tournament. **(Attachment A10)**
- M. Presentation of **Resolution 2020-12** commending **Ashley Gutshall** for winning the 2020 Pioneer Athletic Conference (PAC) 50 Meter Womens' Freestyle Swimming Championship and qualifying for the PIAA District and State Championships. **(Attachment A11)**
- N. Presentation of **Resolution 2020-13** commending **Emma Thomas** for winning the 2020 Pioneer Athletic Conference (PAC) 500 Meter Womens' Freestyle Swimming Championship and qualifying for the PIAA District Championship. **(Attachment A12)**
- O. Presentation of **Resolution 2020-14** commending **Anna Curran, Ashley Gutshall, Maris Sadowski, and Emma Thomas** for winning the 2020 Pioneer Athletic Conference (PAC) 200 Meter Womens' Freestyle Relay Swimming Championship and qualifying for the PIAA District Championship. **(Attachment A13)**
- P. Presentation of **Resolution 2020-15** commending **Anna Curran, Ashley Gutshall, Maris Sadowski and Emma Thomas**, for winning the 2020 Pioneer Athletic Conference (PAC) 400 Meter Womens' Freestyle Relay Swimming Championship and qualifying for the PIAA District Championship. **(Attachment A14)**
- Q. Presentation of **Resolution 2020-16** commending **Brendan Baganski** for winning the 2020 Pioneer Athletic Conference (PAC) 50 Meter Mens' Freestyle Swimming Championship and qualifying for the PIAA District and State Championships. **(Attachment A15)**
- R. Presentation of **Resolution 2020-17** commending **Brendan Baganski, Andrew Cubbler, Cory Liang and Sean Liang** for winning the 2020 Pioneer Athletic Conference (PAC) 200 Meter Mens' Freestyle Relay Swimming Championship and qualifying for the PIAA District and State Championships. **(Attachment A16)**
- S. Presentation of **Resolution 2020-18** commending **Luke McKenna** for winning the 2020 Pioneer Athletic Conference (PAC) 500 Meter Mens' Freestyle Swimming Championship and qualifying for the PIAA District and State Championships. **(Attachment A17)**
- T. Presentation of **Resolution 2020-19** commending **Samuel Ricci** for winning the 2020 Pioneer Athletic Conference (PAC) Mens' Diving Championship and qualifying for the PIAA District Championship. **(Attachment A18)**
- U. Presentation of **Resolution 2020-20** commending **Matthew Hanson** for winning the 2020 Eastern Regional Boys' Bowling Tournament and qualifying for the State Championship. **(Attachment A19)**
- V. Presentation of **Resolution 2020-21** commending the **Spring-Ford High School Girls' Basketball Team** and their coaches, **Mickey McDaniel, Dan Brittingham, Matt Labick, Marissa Moley, John Murtin and Phil Roche** for winning the 2020 Pioneer Athletic Conference (PAC) Girls' Basketball Championship. **(Attachment A20)**



Mrs. Zasowski stated that on behalf of the Spring-Ford School Board she wanted to thank Julianna for her contributions as a Spring-Ford School Board Student Representative. She commented that Julianna's insights, presentations and implementation of additional programming, specifically the Student Ambassador Initiative and the Student Recognition Program, have been positive and refreshing additions to the Spring-Ford School Community. Mrs. Zasowski thanked Julianna for all of her efforts, her teamwork and collaboration with the fellow representatives she has worked with and stated that Julianna has raised the bar to truly define and grow the role of the Student Representative and the expectations of students. Mrs. Zasowski wished Julianna good luck at Monmouth University and expressed hope that she will go there with the same ambition and perseverance shown especially during our longer meetings. She thanked her again and wished her good luck in the future and invited her to come back and visit.

Julianna thanked Mrs. Zasowski for her kind words. She stated that she wanted to thank the Board for everything they did for her. Julianna commented that the Board was a huge inspiration to her as her goal is to become a teacher. She stated that this experience definitely opened up her eyes and showed her what a board actually does and how much they do for the schools. She thanked them for all they have shown her and stated that she appreciates everything they do. Julianna thanked Dr. Nugent for everything he has done to help her as a Student Representative and to help get the Student Ambassador and Student Recognition Programs started. Julianna expressed thanks to Nandini for her help during her junior year and Eshika for the help during her senior year. She again thanked everyone and stated that she could not be prouder to say that she is from Spring-Ford.

W. **Mrs. Colleen Zasowski**, School Board President, to bid farewell to the current Senior Student Representative to the School Board, **Julianna Lelli**.

### III. **BOARD AND COMMITTEE REPORTS**

#### **Student Rep. Report                      Julianna Lelli/Eshika Seth**

Eshika reported on events that took place which included Senior Decision Day, online AP Exams, a virtual Festival of Arts, the long Memorial Day Weekend, the last day of classes for seniors and graduation. Julianna and Eshika recognized and congratulated the students who have been named Student of the Quarter for the 3<sup>rd</sup> Marking Period including Leigh Ford 12<sup>th</sup> grade, Jordyn Edwards 11<sup>th</sup> grade, Jordan Lutz 10<sup>th</sup> grade and Kaitlin Schwaz 9<sup>th</sup> grade. Julianna reported on the upcoming events which included online graduation, summer break, district-wide distribution and locker clean out. Julianna advised that an email went out with the individual time for picking up any items students may have in their buildings. Julianna advised those students who received Student of the Quarter recognition that they will receive a framed certificate once it is possible to meet in person.

#### **WMCTC                                      DiBello/Melton/Zasowski    1<sup>st</sup> Mon. 7:00 p.m.**

Mrs. Zasowski reported that the Joint Operating Committee met on May 4<sup>th</sup> for a very quick meeting. Mrs. Melton advised that the main business discussed was the approval of the budget by the 3 sending districts. She reported that students had been in touch with their program supervisors. The Western Center has been in touch with each of the sending districts to relay that someone has been in touch and eyes have been on every student to make sure all are doing well and staying safe. Mrs. Melton commented that as everyone knows the hands-on learning had to come to a quick halt so a number of the tests are not being completed or offered this year but those graduating seniors were already prepared with a number of the students having offers upon graduation. Mrs. Melton reported that the enrollment packets had gone out and the Western Center was awaiting final decisions on the programs students would be taking. She stated that it appears to be a full class coming in for next year. Mrs. Zasowski added that the Western Center was putting a lot of thought and consideration into what next year's programming would look like in light of

the recent Covid-19 closure. She stated that final decisions would have to wait until the state provides direction.

#### **PSBA Liaison**

**David Shafer**

There was no report. Mrs. Zasowski asked about if there was consideration for doing a presentation for the online workshop in October. Mr. Shafer stated that the conference has been combined and is virtual. Mr. Shafer indicated that he would bring as much information that's available to the June meeting with regards to deadlines for submission of presentations. Mrs. Zasowski advised that she did not want us to miss any deadlines if this is something the Board wishes to pursue.

#### **Superintendent Eval.**

**Christina Melton**

**(As Needed)**

Mrs. Melton stated that the committee will report in June.

#### **Legislative Committee**

**Christina Melton**

**3<sup>rd</sup> Weds. 7:30 p.m.**

Mrs. Melton reported that the committee meets weekly now as there is so much legislation going on. She commented that it was not known if there would be a School Code Bill this year as the focus has been solely on Covid-19. Mrs. Melton advised that earlier today the House did pass a five-month budget and they are looking to next do a seven-month budget following the elections. Mrs. Melton reported that with regards to the budget there are certain elements within it that are twelve-month elements and that includes school funding, basic education funding, special education funding and transportation. Mrs. Melton next advised that with regards to property tax relief through the Homestead/Farmstead Act there is some discussion that although it was already published it may be reopened and adjusted. Mrs. Melton spoke about the CARES Act and the importance of the district's submission of its application. Mr. DiBello pointed out that the state has been running at a deficit which is now up to \$3 billion. He commented that the concerns with the budget is that they are anticipating deficit of \$5 billion and that the politicians will try to blame it on the Covid-19 virus pandemic. He added that they will struggle with this as there is enough historical documents out there that show that this was a growing deficit. Mr. DiBello stated that at a certain point the legislators are going to have to address this one way or another but with this being an election year that is not going to happen. He commented that there is going to be a wide concern from school districts standpoint that somewhere along the line you are going to have to pay the piper. Mr. DiBello warned that the district may see some significant cuts by the state which could possibly impact education as it will impact the 17% of our budget that we currently get from the state or they will have to raise revenue through taxes somewhere along the line. Mr. DiBello expressed concern over the five-month budget that was approved saying that they have created a big hole that they will not be able to fill with the seven-month budget later. Mr. DiBello stated that this is something that we need to be aware of as it is going to impact us somewhere along the line.

#### **MCIU**

**Thomas J. DiBello**

**4<sup>th</sup> Weds. 7:00 p.m.**

Mr. DiBello reported that other than taking care of regular business the MCIU Board did hire the new executive director. He stated that she will be starting in August and she comes from the Great Valley School District. Mr. DiBello stated that everyone is excited to have her come on board. Mr. DiBello reported that they also had an update on the Harrisburg School District which the MCIU has been managing. He commented that that things are really progressing and at some point the MCIU will step back and the district will be taken over by the local school board. He spoke of the good job the MCIU did with bringing the Harrisburg School District back into a very positive direction. Mr. DiBello advised that they also discussed the potential budget deficits they may be dealing with.

#### **Personnel**

**Thomas J. DiBello**

**(As Needed)**

There was no report.

**Superintendent's Report      Dr. David R. Goodin**

Dr. Goodin advised the community that the district is currently working with 3 committees in preparation and planning for next year for whatever the opening of the school district may look like whether we are here in the buildings, back online or some sort of hybrid approach. Dr. Goodin commented that these 3 committees are sizeable as there is a lot of interest in working on them. He added that unfortunately they cannot put everyone on the committee but the plan is to get as much input as possible from our stakeholders. Dr. Goodin stated that he wanted to let the community know that the district has been working on this for about 2 weeks in earnest of laying out what school will look like for next year based upon the conditions that we see happening around us. He cautioned that right now this is a moving target as conditions and status change daily but he wanted to reassure that there are 3 working on plans to get us in position where we are absolutely able to start school no matter how it looks for next year. Dr. Goodin gave a shout out to the Class of 2020 saying they have had a very unusual spring to say the least but he just wanted to make sure we acknowledge them. He advised that the first 160 seniors walked through commencement today, had photos taken and received their diploma jacket. Dr. Goodin advised that a video would be put together of each senior walking and a virtual commencement will be televised on June 12<sup>th</sup>. He asked that once the video finishes airing that everyone in the community shows their support by making some noise from home for the graduating class by honking horns, banging pots, ringing bells and turning on the sirens. He advised that more information would follow as the time approaches. Mr. DiBello reported that he stopped in today to see the commencement activities and found it to be very impressive. He commended the staff and the administration on the job they are doing and the planning that went into it saying they have done an incredible job. He added that the comments he heard from parents as they were leaving were very positive comments. Mr. DiBello encouraged any board member who may be available to come by and check this out. Mrs. Zasowski concurred saying the feedback all over FaceBook showed everyone was so happy and it was very positive. She stated that there may have been some anxiety and angst early on as to how this was going to work but she believes that some of the other districts are a bit envious of us. Mrs. Zasowski commented that our parents and students have embraced this for the most part and she stated kudos to all involved with this process and thanked them for all they have done. Mrs. Fazzini agreed saying she thinks the community feels that the district knocked this one out of the park. Dr. Goodin replied that this was good to hear and that he has always said he has an extremely high performing administrative team and that Dr. Nugent took this on as a vision and said he wanted to run with this and he is certainly doing that.

Mr. Jackson questioned the options we are looking at for next year and wondered if there was a timetable on the options being looked at in order to get information out to parents as they are going to have to make tough decisions based on where we end up. Dr. Goodin stated that they want to have this fleshed out by mid-July, at least a really good framework. Mrs. Fazzini commented that this is going to be the main topic of the Curriculum Committee meeting.

**Solicitor's Report      Alicia Luke**

Alicia Luke thanked the Board for having her sit in on the meeting in Mark Fitzgerald's place. She commented that everything she has been hearing the Board express thus far with regards to the uncertainties with budgetary issues, timing and logistics is consistent with everything she has been reading, researching and hearing about so far. She stated that we are all in uncharted territory here.

**IV. MINUTES**

Mrs. Melton made a motion to approve Items A-B and Mrs. Fazzini seconded it. The motion passed 9-0.

- A. The Board approved the April 20, 2020 Virtual Work Session minutes. **(Attachment A21)**
- B. The Board approved April 27, 2020 Virtual Board Meeting minutes. **(Attachment A22)**

**V. PERSONNEL**

Mrs. Zasowski advised that Item C is being tabled.

Mrs. Melton made a motion to approve Items A-B, D-E and Mrs. Earle seconded it. The motion passed 9-0.

**A. Resignations**

- 1. **Virginia A. Jones**; Support Technician, Upper Providence Elementary, for the purpose of retirement. Effective: June 30, 2020.
- 2. **Kristen A. Maul**; Accounts Receivable Specialist, District Office. Effective: May 8, 2020.
- 3. **Jeffrey W. Rineheimer**; Social Studies Teacher, Senior High School – 9<sup>th</sup> Grade Center, for the purpose of retirement. Effective: June 11, 2020.

**B. Leave of Absence**

- 1. **Brian G. Cooper**; Systems Technician, Senior High School - 9<sup>th</sup> Grade Center, for a military leave of absence per Board Policy. Effective: June 1, 2020 through June 12, 2020.

**C. Temporary Professional Employee**

- 1. **Brett M. Slifer**; Music Teacher, Spring-Ford Elementary Schools, replacing James S. Westlake who retired. Compensation has been set at MS, Step 1, \$51,500.00 with benefits per the Professional Agreement. Effective: August 25, 2020.

**D. Change of Status**

- 1. **Lorraine R. Moyer**; Level III - Secretary, Senior High School, to Level II - Administrative Assistant, Senior High School-9<sup>th</sup> Grade Center, replacing Marion Pergine who retired. Compensation has been set at \$21.60/hour with benefits per the Secretarial Plan. Effective: June 22, 2020.

- E. The Board approved the following Support Staff for the 2020 Extended School Year Program (ESY). The program will be held at the 5/6/7 Grade Center Monday through Thursday 8:30 AM to 2:30 PM; June 29, 2020 through July 29, 2020. Compensation for new employees will be set at \$16.36/hour. Current hourly employees will be paid at their current Instructional Assistant hourly rate plus benefits (FICA & Retirement). Funding will be from the Special Education Budget. The appointments herein shall be contingent upon the reopening of schools and a discontinuation of any school closure orders from the Governor's office.

- 1. **Kimberly L. Acosta**
- 2. **Carol D. DiFrancesco**
- 3. **Amanda C. Hegedus**
- 4. **Justine M. Justice**

**VI. FINANCE**

Mr. Jackson asked that Item E be separated.

Mrs. Fazzini made a motion to approved Items A-D, F-H and Mr. DiBello seconded it. The motion passed 9-0.

Mrs. Melton made a motion to approve Item E and Dr. Wright seconded it. Mr. Jackson asked if the Fox Rothschild billing rate was the same rate as last year and Dr. Goodin responded yes as well as the year before. Mr. Jackson asked how long Fox Rothschild has been the district's solicitor and Mr. DiBello replied 30+ years. The motion passed 8-1 with Mr. Jackson voting no.

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. <u>General Fund Checks</u>   |                 |
| Check No. 210148 – 210224   | \$ 549,316.89   |
| 2. <u>Food Service Checks</u>   |                 |
| Check No. 1854 – 1857   | \$ 1,910.38     |
| 3. <u>Capital Projects</u>  |                 |
| Reserve Fund: Check No. 82  | \$ 320.00       |
| 4. <u>General Fund, Food Service, &amp; Capital Reserve and Projects ACHs</u> |                 |
| ACH 192001270 – 192001374   | \$ 2,058,738.14 |
| 5. <u>Wires</u>   |                 |
| 201900074 – 201900083   | \$1,592,698.66  |

C. The following monthly Board reports were approved:

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

D. The Board approved the following independent contracts:

1. **Raptor Technologies – Houston, Texas.** Provide one year of Raptor Volunteer Management annual software access (\$5,400.00) and a one-time implementation fee (\$4,200.00). Funding will be paid from the Technology Budget and shall not exceed \$9,600.00.
2. **Substitute Teacher Service (STS) – Aston, PA.** Provide Professional Staff, Instructional Assistant and Registered Nurse substitute services effective July 1, 2020 through June 30, 2023.

3. **Personal Health Care Inc. – Valley Forge, PA.** Provision of nursing services for medical purposes for two special needs students as per their IEPs while they were on field trips during the 2019-2020 school year. Funding will be paid from the Special Education Budget and shall not exceed \$3,000.00.
- E. The Board approved continuing with the legal services, for the 2020-2021 school year, of **Fox Rothschild LLP** at a blended hourly rate of \$195.00 per hour for those services listed in the agreement. Items not covered under the Agreement of Services Letter will be billed at the established rates under the Miscellaneous Matters and Rates as outlined in the Fox Rothschild agreement.
- F. The Board approved the increase to the Montgomery County Intermediate Unit Shared Services Plan, originally approved May 2019, in the amount of \$300,000.06 to cover increased expenditures for services. Funding will be paid from the Special Education Budget and shall not exceed a newly adjusted MCIU Shared Services Plan amount of \$1,302,044.00.
- G. The Board approved renewing the District's agreement with Aramark to manage the District Food Services Program for the 2020-2021 fiscal year. This renewal is the first of four one-year renewals to the Food Service Management Agreement of 2019-2020. The renewal is consistent with the terms of the District's original RFP as approved by the Pennsylvania Department of Education. Aramark will continue to provide management services and will fill positions upon attrition of Spring-Ford Food Service Employees.
- H. The Board approved the Western Montgomery Career and Technology Center's 2020-2021 Budget in the amount of \$6,831,403.00. Spring-Ford's share of the cost is \$2,128,615.00 or an increase of \$124,214.00 from the prior year's budget. The district's contribution calculation is based on the 5-year average ADM ratio per agreement.

## VII. PROPERTY

Mrs. Fazzini made a motion to approve Items A-E and Mr. Jackson seconded it. Mrs. Melton asked Mr. Hunter to add clarification for the community the essential projects mentioned in Item C. Mr. Hunter explained that the budget we have in place took into account these projects and all of the projects have outside contractors coming in. He stated that he attended a conference with PASBO and it was deemed the best practice to have the Board approve and deem essential all projects after Covid-19. Mr. Hunter added that these projects listed as essential were all in the pipeline and it was considered best to have the Board approve them and make sure that all contracted services that come in are covered and the process we have in place is to make sure that they are working safely under Covid-19 safe workplace practices. The motion passed 9-0.

- A. The Board gave approval for the paving at Royersford Elementary School by S.J. Thomas, KPN Contract. Funding will come from the Capital Reserve and shall not exceed \$82,232.00.
- B. The Board gave approval for the 9<sup>th</sup> Grade Center Parking Lot paving Phase 1 by S.J. Thomas, KPN Contract. Funding will come from the Capital Reserve and shall not exceed \$117,923.00.
- C. The Board gave approval for ICS Consulting Professional Services for the Facilities Master Plan. Funding will come from the Maintenance Budget and shall not exceed \$35,000.00.

- D. The Board gave approval for ICS Consulting Professional Services to provide design and bid specifications for the HVAC System replacement at the District Office. Funding will come from the Maintenance Budget and pricing will be 7.5% of the total project bid and/or not to exceed \$41,000.00.
- E. The Board approved the attached essential projects as a result of COVID-19.  
**(Attachment A23)**

#### **VIII. PROGRAMMING AND CURRICULUM**

Mr. DiBello made a motion to approve Items A-G and Mrs. Melton seconded it. The motion passed 9-0.

- A. The Board approved the renewal of the contract between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for the Virtual High School (VHS) Participation Consortium. The annual membership fee is \$5,700.00 and will be paid from the Curriculum Budget.
- B. The Board approved the contract between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for Safari Montage. Funding will come from the Technology Budget and shall not exceed \$7,700.00.
- C. The Board approved the contract between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for RWAN Services (Internet Connection). Funding will come from the Technology Budget and shall not exceed \$29,000.00.
- D. The Board approved the contract between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for E-Rate Services. Funding will come from the Technology Budget and shall not exceed \$3,150.00.
- E. The Board approved a 4-year contract through 2024 between the Spring-Ford Area School District and the Lancaster County Intermediate Unit for Microsoft Office 365 EES. Funding will come from the Technology Budget and shall not exceed \$85,000.00.
- F. The Board approved the purchase of Teacher & Staff Laptops and docking stations through the Co-Stars State Contract. The one-time cost shall not exceed \$330,000.00 and will be paid from the Capital Reserve Fund and replenished from the Technology Budget
- G. The Board approved the contract between the Spring-Ford Area School District and Visual Sound for Smart Panels, installation and related components through the Co-Stars State Contract as part of the district's continued commitment to its modernized classroom initiatives and five-year rolling Technology Plan. The total gross equipment and installation cost shall not exceed \$500,000.00. Funding will come from the Capital Reserve Fund which will be replenished over five years from the Technology Department's annual operating budget.

#### **IX. CONFERENCE/ WORKSHOP RECOMMENDATIONS**

Mrs. Fazzini made a motion to approve Items A-C and Mr. DiBello seconded it. The motion passed 9-0.

The following individuals were approved for attendance at the following:

<b>CODE: 580 Account: Conference/Training, registration, food, and accommodations</b>
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### HIGH SCHOOL

- A. **Allison Ramil**, Math Teacher, to attend "*Calculus AB – New Teachers APSI Online – University of Alabama*" from June 19, 2020 through June 26, 2020. Ms. Ramil will be teaching AP Calculus and must be AP Certified in order to teach this class. The total cost for registration is \$650.00. There are no other costs to the district as this course is being held online.
- B. **Brittany McElwee**, Math Teacher, to attend "*AP Statistics APSI Online Training – Penn State Abington*" from June 29, 2020 through July 9, 2020. Ms. McElwee will be teaching AP Statistics and must be AP Certified in order to teach this class. The total cost for registration is \$899.00. There are no other costs to the district as this course is being held online.
- C. **Brent Kissel** and **Chadwick Strickler**, Art Teachers, to attend "*Art and Design – APSI Online Training – The Bolles School Florida*" from June 15, 2020 through June 19, 2020. Mr. Kissel was previously approved at the April Board Meeting to attend AP Training but this much more cost effective online program has become available. Both Mr. Kissel and Mr. Strickler will be teaching Advanced Placement Art and Design starting in the fall of 2020 and they must be AP Certified in order to teach these classes. The total cost for registration for both teachers is \$1,400.00. No substitutes are needed.

### X. OTHER BUSINESS

Mrs. Zasowski advised that Item A is being pulled from the agenda.

Mrs. Fazzini made a motion to approve Items B-H and Mr. Jackson seconded it. The motion passed 9-0.

- A. Administration recommends approval of the overnight trip request for **Jennell Criswell**, **Dawn Householder** and **Jacquelyn Lippincott**, Cheerleading Coaches to take the **High School Cheerleading Squad** to attend the UCA Cheerleading Camp located at Pine Forest Camp in Olyphant, Pennsylvania from Thursday, August 20, 2020 through Sunday, August 23, 2020. The cost per student-athlete will be \$350.00. The cheerleaders and staff will conduct fund raising events to help defray the costs. Student-athletes will not miss any school days since this is prior to first day of classes. There will be no cost to the district. This approval shall be contingent upon the reopening of schools and a discontinuation of any school closure orders from the Governor's office.
- B. The Board gave approval for Spring-Ford Area High School current 11<sup>th</sup> grade student, **Julia Depro**, to participate in a Gifted Independent Study in accordance with Board Policy #118 during the 2020-2021 school year, her senior year.
- C. The Board gave approval for Spring-Ford Area High School current 11<sup>th</sup> grade student, **Kaitlyn Myers**, to participate in a Gifted Independent Study in accordance with Board Policy #118 during the 2020-2021 school year, her senior year.
- D. The Board gave approval for Spring-Ford Area High School current 11<sup>th</sup> grade student, **Santiago Sosa**, to participate in a Gifted Independent Study in accordance with Board Policy #118 during the 2020-2021 school year, his senior year.



- E. The Board gave approval for Spring-Ford Area High School current 11<sup>th</sup> grade student, **Nathan Hunt**, to participate in a Gifted Independent Study in Accordance with Board Policy #118 during the 2020-2021 school year, his senior year.
- F. The Board approved temporarily suspending Guidelines: Paragraph 6 of **Policy #618 FINANCES: Special Purpose Funds** as a result of the Governor's Statewide Shutdown due to the Coronavirus (COVID-19). (**Attachment A24**)
- G. The Board gave approval for the legal references on Board Policies #123, #218, #247 and #819 be updated to remove Board Policy #248 (retired) and add Board Policy #103.
- H. The Board gave approval for the legal references on Board Policy #815 be updated to remove Board Policy #248, #348, #448 and #548 and add Board Policies #103 and #104.
- I. The following policies were submitted for a first reading:
  - 1. Policy #128 – PROGRAMS: Equity, Diversity and Inclusion (**Attachment A25**)
  - 2. Policy #204 – PUPILS: Attendance (**Attachment A26**)

## **XI. BOARD COMMENT**

**Mr. DiBello** commented that last week the Board Work Session was a very long productive meeting and he felt that it was a good way for the community to really understand the difficult decisions the Board has to make. He stated that no one anticipated the pandemic and no one knows what the long-term effect will be and how education will be affected over the next 2-3 years potentially. Mr. DiBello added that although the discussion last week got a little heated it was all done with passion and showed that the Board really does care about what they are trying to achieve. Mr. DiBello stated that as a Board they need to understand and come to some sort of an agreement on where we are trying to end up as far as a tax implication to the community. He added that once they have that goal then the Finance Committee can give direction to the administration of what the target is. Mr. DiBello pointed out that they are within 25 days they need to have a budget in place. He next spoke about the need to have 10 days prior to the budget deadline in order to get all of the paperwork in place for tax bills. Mr. DiBello advised that the Board also needs to determine if they will be adding an additional tax installment period as we will have to notify the printers so that the bills can be set up for 4 payments rather than the current 3.

Each Board Member weighed with their opinion and preference on the maximum tax increase percentage they would like to see and everyone was in agreement with directing administration to look at the target of 1% - 1.5% to see what that impact would be. The Board all felt that it was important to consider what was in the best interest of students while not impacting the taxpayers too severely.

Mr. DiBello recapped the board discussion and that the Board had talked with a certain group to take less of a raise next year and those talks did not pan out as they had hoped. He asked the administration to look at a 1% - 1.5% tax increase and come back to the Board with what those reductions would look like including the reduction of TPE positions and the impact of that.

Dr. Goodin asked the Board for their timeline on providing this information and it was determined that next Monday would be the preferred date for this information to be made available to them.

The Board agreed to hold an executive session on Monday, June 1<sup>st</sup> to discuss the personnel information Dr. Goodin would provide to them. It was also decided to hold a Special Board Meeting for the purpose of voting on the budget and the potential rebate program on Monday, June 8<sup>th</sup>. In order for the Board Meeting to be scheduled on June 8<sup>th</sup> the Board Policy and Curriculum/Technology meetings would have to be rescheduled. It was determined that the Finance and Property Committee meetings could be cancelled on June 9<sup>th</sup> and that the Policy and Curriculum/Technology Committee meetings would then move from June 8<sup>th</sup> to the 9<sup>th</sup>. The Board was in agreement with all of the meeting changes above.

**XII. PUBLIC TO BE HEARD**

There were no comments from the public.

**XIII. ADJOURNMENT**

Mrs. Melton made a motion to adjourn and Mr. Shafer seconded it. The motion passed 9-0. The meeting adjourned at 8:56 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

**2020-2021 EXTRACURRICULAR CONTRACTS  
JUNE 2020**

	<b>Contract Title</b>	<b>Season</b>	<b>Last</b>	<b>First</b>	<b>Stipend</b>
1	Reading Olympics – Limerick Elementary	Spring	Alba	Alice V.	\$402.00
2	Asst. Cross Country-Girls'-Grade 7/8	Fall	Amersbach	Courtney M.	\$3,681.91
3	Field Hockey Coach-HS	Fall	Anderson	Jennie	\$7,068.95
4	Reading Olympics – Evans Elementary	Year	Angstadt	Adria	\$402.00
5	Volleyball Coach - Girls' (8th Grade)	Fall	Avans	Julia A.	\$3,186.00
6	Middle Strings Ensemble - 7th & 8th Grades	Year	Baisch	Ashley E.	\$2,500.00
7	HS Club #1	Year	Barnett	Rebecca C.	\$402.00
8	Costumer/Make-Up Designer HS (Both)	Year	Baron	Allison	\$800.00
9	Co-Ed Fitness Intramural # 1 - Royersford	Fall	Baumgardner	Celeste D.	\$402.00
10	Co-Ed Fitness Intramural # 3 - Royersford	Spring	Baumgardner	Celeste D.	\$402.00
11	Reading Olympics – Royersford Elementary	Year	Baumgardner	Celeste D.	\$402.00
12	Safety Patrol Sponsor – Royersford Elementary	Year	Baumgardner	Celeste D.	\$585.00
13	Guidance-Sec/Elem Department Head (1/2 Contract)	Year	Beideman	Kristin A.	\$2,097.00
14	Marching Band Mallet Percussion-HS	Fall	Benner	Adam F.	\$2,215.00
15	Commencement-HS	Spring	Blackledge	Danielle C.	\$1,471.00
16	Asst. Field Hockey Coach-HS	Fall	Bogus	Stacey	\$4,190.55
17	Powderpuff Football-Girls'-HS	Fall	Bogus	Stacey	\$678.00
18	Student Council-HS (9-12)	Year	Bogus	Stacey	\$1,471.00
19	Director of Intramurals-Grade 7 (1/2 contract)	Year	Bologa	Tara	\$1,125.50
20	Asst. Swimming Coach-HS	Winter	Borgnis	Melinda J.	\$5,448.45
21	Co-Ed Fitness Intramural # 1 - Spring City	Spring	Bowen	Anne L.	\$402.00
22	HS Club #15	Year	Bowen	Melanie F.	\$402.00
23	HS Club #17	Year	Bowen	Melanie F.	\$402.00
24	HS Club #20 (1/2 Contract)	Year	Bowen	Melanie F.	\$201.00
25	8 <sup>th</sup> Gr. Club #3	Fall	Bowers	Todd G.	\$402.00
26	Math Counts Sponsor –Gr. 8 (1/2 Contract)	Year	Bowers	Todd G.	\$552.00
27	Stage & Make-Up-Grades 7 & 8	Year	Bowers	Todd G.	\$1,873.00
28	TV Studio Coordinator, Grade 8	Year	Bowers	Todd G.	\$1,471.00
29	8 <sup>th</sup> Gr. Club #4	Spring	Bowers	Todd G.	\$402.00
30	Golf Coach-HS - Girls'	Fall	Brennan	John A.	\$4,790.00
31	Tennis Coach-Boys'-HS	Spring	Brennan	John A.	\$6,680.43
32	Class Advisor-Grade 9 - Reside in 9th Grade Center	Year	Briggs	Janine	\$1,471.00
33	HS Club #23	Year	Briggs	Janine	\$402.00
34	Ski Board Club-HS	Winter	Bright	Andrew V.	\$678.00
35	HS Club #25	Year	Brock	Lauren E.	\$402.00
36	Fitness Room Supervisor-Spring-HS	Spring	Brubaker	Chadwin R.	\$679.00
37	Football Coach-HS	Fall	Brubaker	Chadwin R.	\$12,016.68
38	Media Department Head (1/2 Contract)	Year	Brubaker	Chadwin R.	\$1,934.00
39	Asst. Golf Coach- Developmental Boys/Girls -HS	Fall	Butterweck	Daniel R.	\$4,771.07
40	Cross Country Coach-HS	Fall	Cain	David W.	\$5,322.00
41	Cross Country-Girls' (7/8th Grade)	Fall	Caldwell	David A.	\$3,979.44
42	Asst. Tennis Coach-Girls'-HS	Fall	Canuso	Karen A.	\$3,592.00
43	9th Grade Basketball Coach-Girls'	Winter	Cappelletti	Matthew J.	\$4,752.30
44	Asst. Football Coach - (9th Grade)	Fall	Cappelletti	Matthew J.	\$4,785.68
45	Marching Band Condition Facilitator-HS (1/2 Contract)	Fall	Carosi	Amanda M.	\$1,598.50
46	Asst. Track Coach-Girls' & Boys'-HS	Spring	Christofas	Amanda V.	\$4,190.55
47	Co-Ed Fitness Intramural # 3 - Upper Providence	Spring	Cieszkowski	Katherine M.	\$402.00
48	Blue & Gold Director - Grade 8 (1/2 Contract)	Year	Cifelli	Alexander	\$936.50
49	Chorus - 7th & 8th Grade (1/2 Contract)	Year	Cifelli	Alexander	\$936.50
50	Director of the Spring Production - Musicale -HS	Spring	Cifelli	Alexander	\$5,760.00
51	Men's Choir Director - HS	Year	Cifelli	Alexander	\$1,560.00
52	Spring Musical Piano - HS (1/2 Contract)	Spring	Cifelli	Alexander	\$1,000.00
53	8 <sup>th</sup> Gr. Club #10	Year	Cooper	Cynthia A.	\$402.00
54	Reading Olympics – Evans Elementary	Year	Cooper	Stephanie M.	\$402.00
55	Safety Patrol Sponsor – Evans Elementary	Year	Cooper	Stephanie M.	\$585.00
56	Foreign Language Department Head	Year	Cope	Bruce A.	\$3,868.00
57	Asst. Football Coach - (9th Grade)	Fall	Corropolese	Shawn R.	\$5,024.97
58	Asst. Softball Coach-HS	Spring	Corropolese	Shawn R.	\$5,566.10
59	Asst. Cheerleading-Fall-HS	Fall	Criswell	Jenelle E.	\$2,682.75
60	Art Enrichment - HS	Year	Culp	Amy B.	\$402.00
61	Asst. Lacrosse Coach-Boys'-HS	Spring	Czapor	Kevin M.	\$5,301.05

**2020-2021 EXTRACURRICULAR CONTRACTS  
JUNE 2020**

62	Fitness Room Supervisor-Fall-HS	Fall	Czapor	Kevin M.	\$679.00
63	HS Club #14	Year	Czapor	Kevin M.	\$402.00
64	Phys. Ed./Health Department Head	Year	Czapor	Kevin M.	\$4,194.00
65	Ram Buddies-HS	Year	DeLange	Karen M.	\$1,471.00
66	Lighting-HS (Both Fall & Spring Productions)	Year	Denning	Joshua C.	\$1,471.00
67	Fitness Room Supervisor-Winter-HS	Winter	Donnelly	Kevin J.	\$679.00
68	Lacrosse Coach-Boys'-HS	Spring	Donnelly	Kevin J.	\$7,422.39
69	Baseball Coach (7th Grade)	Spring	D'Orazio	Joseph T.	\$3,861.91
70	Reading Olympics – Spring City Elementary	Spring	Eaton	Deborah M.	\$402.00
71	Co-Ed Fitness Intramural # 1 - Grade 8	Fall	Ehnot	Jane D.	\$402.00
72	Co-Ed Fitness Intramural # 2 - Grade 8	Fall	Ehnot	Jane D.	\$402.00
73	Co-Ed Fitness Intramural #3 - Grade 8	Winter	Ehnot	Jane D.	\$402.00
74	Director of Intramurals-Grade 8	Year	Ehnot	Jane D.	\$2,251.00
75	Field Hockey Coach (8th Grade)	Fall	Ehnot	Jane D.	\$3,681.91
76	Reading Olympics – Limerick Elementary	Spring	Ellison	Gwendolyn D.	\$402.00
77	Asst. Track Coach-Girls' & Boys'-Winter-HS	Winter	Entenman	Steven E.	\$5,189.00
78	Softball Coach (Head) (7th Grade)	Spring	Entenman	Steven E.	\$2,772.00
79	Asst. Football Coach 7/8th Grade	Fall	Entenman	Steven E.	\$3,603.00
80	Asst. Football Coach 7/8th Grade	Fall	Ervin	Khalil J.	\$3,783.15
81	HS Club #24	Year	Eveland	James L.	\$402.00
82	8 <sup>th</sup> Gr. Club #6	Year	Ewing	Jasmine	\$402.00
83	International Club- Grade 8	Year	Ewing	Jasmine	\$735.00
84	English Department Head	Year	Farischo	Jennifer M.	\$4,845.00
85	HS Club #2	Year	Farischo	Jennifer M.	\$402.00
86	Safety Patrol Sponsor – Oaks Elementary	Year	Ferrer	Nancy K.	\$585.00
87	Robotics Club	Year	Flynn	Patricia A.	\$1,104.00
88	Powderpuff Football-Girls'-HS	Fall	Frain	Adrian	\$678.00
89	Student Council-HS (9-12)	Year	Frain	Adrian L.	\$1,471.00
90	Asst. Soccer Coach-Boys'-HS	Fall	Fulks	Kyle X.	\$4,190.55
91	Assistant Play Director-HS (Fall)	Fall	German	Kelly L.	\$2,000.00
92	Class Advisor-Grade 12 -HS	Year	German	Kelly L.	\$1,873.00
93	Ireland Trip Coordinator	Year	German	Kelly L.	\$1,104.00
94	Theater Business Manager-HS	Year	German	Kelly L.	\$1,873.00
95	Asst. Cross Country Coach-HS	Fall	Giovagnoli	Heather L.	\$4,609.61
96	National Junior Honor Society - 8th Grade (1/2 Contract)	Year	Grant	Kelly A.	\$552.00
97	Co-Ed Fitness Intramural # 5 - Grade 8	Spring	Greco	Jay N.	\$402.00
98	Asst. Bowling Coach-Girls & Boys-HS	Winter	Greene	Mallory R.	\$3,592.00
99	Asst. Field Hockey Coach-HS	Fall	Greene	Mallory R.	\$5,301.05
100	Volleyball Intramural-HS	Fall	Greene	Mallory R.	\$670.00
101	Asst. Softball Coach-HS	Spring	Greene	Mallory R.	\$4,609.61
102	Marching Band Battery Percussion-HS	Fall	Gross	Cody S.	\$2,215.00
103	Yearbook-Business Advisor-HS	Year	Group	Mary Ann C.	\$1,873.00
104	HS Club #12	Year	Hafer	Rachelle	\$402.00
105	Athletic Coordinator-MS (8th Grade- 1/2 contract)	Year	Harrison, Jr.	Richard L.	\$2,711.50
106	Basketball Coach-Boys' (8th Grade)	Winter	Harrison, Jr.	Richard L.	\$4,231.80
107	Co-Ed Fitness Intramural # 10 - Grade 8	Fall	Harrison, Jr.	Richard L.	\$402.00
108	Co-Ed Fitness Intramural # 11 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
109	Co-Ed Fitness Intramural # 12 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
110	Co-Ed Fitness Intramural # 13 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
111	Co-Ed Fitness Intramural # 14 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
112	Co-Ed Fitness Intramural # 15 - Grade 8	Winter	Harrison, Jr.	Richard L.	\$402.00
113	Co-Ed Fitness Intramural # 7 - Grade 8	Fall	Harrison, Jr.	Richard L.	\$402.00
114	Co-Ed Fitness Intramural # 8 - Grade 8	Fall	Harrison, Jr.	Richard L.	\$402.00
115	Co-Ed Fitness Intramural # 9 - Grade 8	Fall	Harrison, Jr.	Richard L.	\$402.00
116	Baseball Coach-HS	Spring	Harrison, Jr.	Richard L.	\$5,322.00
117	Reading Olympics – Brooke Elementary	Year	Heffner	Keith A.	\$402.00
118	SAP District Coordinator	Year	Herb	Khrystin Jo	\$1,471.00
119	Co-Ed Fitness Intramural # 4 - Upper Providence	Spring	Higgins	Christine M.	\$402.00
120	SAP Building Coordinator – Grade 8	Year	Hillegas	Susan L.	\$402.00
121	Band Director-5th Grade	Year	Hoinowski	Michael	\$2,215.00
122	Band Director-6th Grade	Year	Hoinowski	Michael	\$2,215.00
123	Asst. Track Coach (7/8th Grade)	Spring	Hollingsworth, Jr.	Gerald A.	\$3,866.00

**2020-2021 EXTRACURRICULAR CONTRACTS  
JUNE 2020**

124	Asst. Golf Coach-Boys' HS	Fall	Hollingsworth, Jr.	Gerald A.	\$5,009.63
125	Lacrosse Coach-Girls'-HS	Spring	Holstein	Kristi M.	\$6,146.91
126	HS Club #27	Year	Horne	Rodger J.	\$402.00
127	Head Cheerleading- Fall-HS	Fall	Householder	Dawn M.	\$3,869.25
128	Asst. Golf Coach-Girls'-HS	Fall	Hughes	John T.	\$3,592.00
129	Fitness Room Supervisor-Winter-HS	Winter	Hughes	John T.	\$679.00
130	Guidance-Sec/Elem Department Head (1/2 Contract)	Year	Hughes	John T.	\$ 2,097.00
131	Softball Coach-HS	Spring	Hughes	John T.	\$7,422.39
132	HS Club #13	Year	Huss	Ingrid	\$402.00
133	9th Grade Field Hockey Coach	Fall	Iezzi	Lucinda J.	\$3,679.83
134	8 <sup>th</sup> Gr. Club #13	Year	Jacobs	Zoe D.	\$402.00
135	Soccer Coach-Girls'- 8th Grade	Fall	Jacobs	Zoe D.	\$2,772.00
136	Asst. Cross Country-Boys'-Grade 7/8	Fall	Jarema	Matthew J.	\$3,681.91
137	Ram Buddies-MS (1/2 Contract)	Year	Jeffers	Victoria L.	\$552.00
138	Drill Designer - MS	Year	Jennings	Krisnoel	\$2,215.00
139	Instrumental Director (Marching, Winter Indoor, and Concert Bands)-MS	Year	Jennings	Krisnoel	\$5,498.00
140	Jazz Ensemble Director-MS	Year	Jennings	Krisnoel	\$4,735.00
141	Music Department Head	Year	Jennings	Krisnoel	\$4,194.00
142	Marching Band Program Planner-HS (1/2 Contract)	Fall	Johnson	Kathryn E.	\$1,813.00
143	Class Advisor-Grade 11 -HS	Year	Johnston	Denise E.	\$1,873.00
144	HS Instrumental Director (Marching & Concert Bands)	Year	Jones	Seth	\$9,273.18
145	Jazz Ensemble Director-HS	Spring	Jones	Seth	\$4,735.00
146	Asst. Track Coach-Girls' & Boys'-HS	Spring	Kahler	Geoffrey I.	\$5,566.10
147	Cross Country-Boys' (7/8th Grade )	Fall	Kahler	Geoffrey I.	\$2,996.00
148	Intermediate/Middle Strings Ensemble - 5th Grade	Year	Katzianer	Kristen K.	\$2,215.00
149	Intermediate/Middle Strings Ensemble - 6th Grade	Year	Katzianer	Kristen K.	\$2,215.00
150	Reading Olympics - Royersford Elementary	Year	Kehl	Carrie A.	\$402.00
151	7th, 8th, & 9th Grade Wrestling Coach	Winter	Kerkusz	Jason A.	\$4,752.30
152	8 <sup>th</sup> Gr. Club #1	Fall	Kerkusz	Jason A.	\$402.00
153	8 <sup>th</sup> Gr. Club #2	Winter	Kerkusz	Jason A.	\$402.00
154	9th Grade Football Coach- Head	Fall	Kerkusz	Jason A.	\$7,568.83
155	Art Consultant - Gr. 8	Year	Kerkusz	Jason A.	\$936.50
156	Co-Ed Fitness Intramural # 4 - Grade 8	Winter	Kerkusz	Jason A.	\$402.00
157	Co-Ed Fitness Intramural # 6 - Grade 8	Spring	Kerkusz	Jason A.	\$402.00
158	Asst. Tennis Coach-Boys'-HS	Spring	Kissel	Brent E.	\$3,771.60
159	Soccer Coach-Boys'-HS	Fall	Kissel	Brent E.	\$5,588.10
160	Chorus-Grade 6- IS	Year	Koss	Susan M.	\$2,215.00
161	Asst. Cross Country Coach-HS	Fall	Kraynak	John A.	\$4,190.55
162	Asst. Basketball Coach-Girls'-HS (1/2 Contract)	Winter	Labick	Matthew W.	\$2,395.00
163	Basketball Coach-Boys' (7th Grade)	Winter	Laky	James R.	\$3,186.00
164	Asst. Wrestling Coach-HS	Winter	Landis	Doug W.	\$5,448.45
165	HS Club #4 (1/2 Contract)	Year	Landis	Doug W.	\$201.00
166	Ireland Trip Coordinator	Year	Landis	Doug W.	\$1,104.00
167	HS Club #3	Year	Lawrence	Rachel	\$402.00
168	Co-Ed Fitness Intramural # 1 - Oaks	Fall	Lewandoski	Erin J.	\$402.00
169	Co-Ed Fitness Intramural # 3 - Oaks	Spring	Lewandoski	Erin J.	\$402.00
170	Head Cheerleading Fall-9th Grade	Fall	Lippincott	Jacquelyn M.	\$1,875.00
171	Head Cheerleading Winter-9th Grade	Winter	Lippincott	Jacquelyn M.	\$1,875.00
172	Set Builder - All Productions - HS (Both Fall & Spring Productions)	Year	Love	Richard M.	\$1,200.00
173	Set Designer -All Productions-HS (1/2 Contract)	Fall	Love	Richard M.	\$800.00
174	Lacrosse Coach - Boys' (7th Grade)	Spring	Marcellus	Jason	\$3,201.66
175	Band Front Visual Facilitator-HS	Fall	Marone	Danielle M.	\$3,197.00
176	Golf Coach-HS - Boys'	Fall	Mast	Jeffrey J.	\$6,680.43
177	Academic Decathlon Coach-HS	Winter	McAnallen	Erin L.	\$1,028.00
178	Reading Olympics – Brooke Elementary	Year	McCoy	Kathleen H.	\$402.00
179	Basketball Coach-Girls'-HS	Winter	McDaniel	Michael P.	\$7,375.83
180	Soccer Coach - Girls' (7th Grade)	Fall	McDermott	Jaclyn A.	\$2,772.00
181	Class Advisor-Grade 9 - Reside in 9th Grade Center	Year	McDonough	Nancy A.	\$1,471.00
182	HS Club #18	Year	McElwee	Brittany N.	\$402.00
183	Honors Orchestra Director - HS	Year	McGranahan	Emily C.	\$2,215.00
184	Montgomery County Honors Strings Director	Fall	McGranahan	Emily C.	\$1,170.00
185	String Ensemble Director - HS	Year	McGranahan	Emily C.	\$2,215.00

**2020-2021 EXTRACURRICULAR CONTRACTS  
JUNE 2020**

*186	Volunteer Marching Band Staff	Fall	McGuigan	Frank P.	Volunteer
187	Health Services Department Head (1/2 Contract)	Year	McNeil Murphy	Laura	\$1,934.00
188	Co-Ed Fitness Intramural # 2 - Evans	Fall	McNeil-Murphy	Laura	\$402.00
189	Co-Ed Fitness Intramural # 4 - Evans	Spring	McNeil-Murphy	Laura	\$402.00
190	Volleyball Coach-Girls'-HS	Fall	McNulty	Joshua R.	\$7,775.58
191	Safety Patrol Sponsor – Upper Providence Elementary	Year	Mest	Steven M.	\$585.00
192	Asst. Football Coach-HS	Fall	Mich, Jr.	James E.	\$9,462.79
193	Fitness Room Supervisor-Spring-HS	Spring	Mich, Jr.	James E.	\$679.00
194	Co-Ed Fitness Intramural # 2 - Royersford	Fall	Michener	Lisa M.	\$402.00
195	Co-Ed Fitness Intramural # 4 - Royersford	Spring	Michener	Lisa M.	\$402.00
196	Asst. Track Coach-Girls' & Boys'-HS (1/2 Contract)	Spring	Miedlar	Michael J.	\$1,995.50
197	Assistant Athletic Director-7-12	Year	Miscavage	Daniel A.	\$11,511.94
198	Athletic/Activity Business Liaison-7-12	Year	Miscavage	Joseph A.	\$6,263.57
199	Academic Decathlon Coach-HS	Winter	Miscavage	Susan	\$1,028.00
200	Asst. Football Coach 7/8th Grade	Fall	Morgan	Mark M.	\$5,024.97
201	Newspaper Advisor-HS (RAMPAGE-HS)	Year	Moser	Paul E.	\$3,626.00
202	National Junior Honor Society - 8th Grade (1/2 Contract)	Year	Mozi	Meghan A.	\$552.00
203	Class Advisor-Grade 11-HS	Year	Murgia	Cheryl B.	\$1,873.00
204	WSFR-TV Club Advisor-HS (1/2 Contract)	Year	Murgia	Cheryl B.	\$735.50
205	Asst. Football Coach-HS	Fall	Nesley	Charles	\$7,124.25
206	Class Advisor-Grade 12 -HS	Year	Oblak	Aimee M.	\$1,873.00
207	HS Club #5	Spring	Oblak	Aimee M.	\$402.00
208	Play Director-HS (Fall)	Fall	Oblak	Aimee M.	\$4,000.00
209	Sound Production -HS (Both Fall & Spring Productions) (1/2 Contract)	Fall	Oblak	Aimee M.	\$735.50
210	Special Education Department Head	Year	Oblak	Aimee M.	\$4,845.00
211	Chorus & Concert Choir Director - HS	Year	O'Dea	Yvonne L.	\$1,560.00
212	Competition Vocal Ensemble Director - HS	Year	O'Dea	Yvonne L.	\$4,680.00
213	Select Vocal Ensemble Director - HS	Year	O'Dea	Yvonne L.	\$1,560.00
214	Women's Choir Director - HS	Year	O'Dea	Yvonne L.	\$1,560.00
215	8 <sup>th</sup> Gr. Club #7	Fall	Okonski	Christopher	\$402.00
216	8 <sup>th</sup> Gr. Club #9	Winter	Okonski	Christopher	\$402.00
217	Detention Duty-HS	Year	O'Toole	Tara	\$3,626.00
218	Science Department Head	Year	Parker	Karen F.	\$4,845.00
219	8 <sup>th</sup> Gr. Club #15	Winter	Parsia	Kouros	\$402.00
220	Reading Olympics – Evans Elementary	Year	Pence	Bernadette R.	\$402.00
221	Blue & Gold Director - Grade 8 (1/2 Contract)	Year	Perry	Joseph	\$936.50
222	Chorus - 7th & 8th Grade (1/2 Contract)	Year	Perry	Joseph	\$936.50
223	HS Assistant Marching Band Director	Fall	Perry	Joseph	\$5,498.00
224	Music Director (Spring)- HS	Spring	Perry	Joseph	\$3,000.00
225	Spring Musical Orchestra Director - HS	Spring	Perry	Joseph	\$2,200.00
226	Spring Musical Piano - HS (1/2 Contract)	Spring	Perry	Joseph	\$1,000.00
227	Co-Ed Fitness Intramural # 1 - Evans	Fall	Polsz	Jody L.	\$402.00
228	Co-Ed Fitness Intramural # 3 - Evans	Spring	Polsz	Jody L.	\$402.00
229	Marching Band Program Planner-HS (1/2 Contract)	Fall	Prowse	Zachary M.	\$1,813.00
230	HS Club #16	Year	Quinby	Julie C.	\$402.00
231	HS Club #20 (1/2 Contract)	Year	Quinby	Julie C.	\$201.00
232	Mathematics Department Head	Year	Ramil	Allison	\$4,845.00
233	HS Club #29	Year	Reagan	Jennifer E.	\$402.00
234	Ramoirs Advisor-HS	Year	Reagan	Jennifer E.	\$585.00
235	Asst. Tennis Coach-Boys'-HS	Spring	Reagan	Todd M.	\$3,771.60
236	Director of Intramurals-Grade 7 (1/2 contract)	Year	Reagan	Todd M.	\$1,125.00
237	Tennis Coach-Girls'-HS	Fall	Reagan	Todd M.	\$6,680.43
238	Tech Ed. Department Head	Year	Reichwein	Alison L.	\$3,868.00
239	Media Department Head (1/2 Contract)	Year	Reitnauer	April L.	\$1,934.00
240	Fitness Room Supervisor-Fall-HS	Fall	Rhodenbaugh, Jr.	Gary W.	\$679.00
241	Asst. Football Coach-HS	Fall	Rhodenbaugh, Jr.	Gary W.	\$7,836.68
242	HS Club #11	Year	Richardson	Ann	\$402.00
243	Student Council-Grade 8	Year	Robison	Ryan M.	\$1,471.00
244	Reading Olympics – Brooke Elementary	Year	Romanelli	Gina M.	\$402.00
245	WSFR-TV Club Advisor-HS (1/2 Contract)	Year	Rothermel	Andrew T.	\$735.50
246	Reading Olympics - Spring City Elementary	Spring	Rudinsky	Janet L.	\$402.00
247	Festival of Arts Coordinator - HS (1/2 Contract)	Spring	Rudloff	Corrine P.	\$552.00

**2020-2021 EXTRACURRICULAR CONTRACTS  
JUNE 2020**

248	Yearbook-Literary Advisor-HS	Year	Rudloff	Corrine P.	\$3,626.00
249	Detention Duty-Grade 8	Year	Ruppel	Brandon D.	\$3,626.00
250	Yearbook- Grade 8	Year	Ruppel	Brandon D.	\$1,471.00
251	Reading Olympics - Royersford Elementary	Year	Rusinski	Jessica A.	\$402.00
252	Assistant Senior High Condition Facilitator	Fall	Savalia	Hardikkumar P.	\$2,215.00
253	Co-Ed Fitness Intramural # 1 - Upper Providence	Spring	Saylor	Kristen M.	\$402.00
254	Co-Ed Fitness Intramural # 2 - Upper Providence	Spring	Saylor	Kristen M.	\$402.00
255	Soccer Coach - Boys' (7th Grade)	Fall	Scaramuzzino, Jr.	Salvatore	\$2,772.00
256	HS Club #8	Year	Scheck	Carol L.	\$402.00
257	Business Ed. Department Head	Year	Scheck	Jamie	\$3,868.00
258	Asst. Football Coach-HS	Fall	Schein	Steve	\$9,462.79
259	Chorus-Grade 5-IS	Year	Seislove	Bevin A.	\$2,215.00
260	Athletic Coordinator-MS (7th Grade- 1/2 contract)	Year	Seislove	Timothy J.	\$2,711.50
261	Football Coach (7th Grade)	Fall	Seislove	Timothy J.	\$6,881.26
262	Wrestling Coach-HS	Winter	Seislove	Timothy J.	\$9,648.28
263	National Honor Society Advisor-HS	Year	Seltzer	Bradley J.	\$1,104.00
264	HS Club #6	Year	Shaw	Heather L.	\$402.00
265	HS Club #19	Year	Shelly	Janell M.	\$402.00
266	Asst. Volleyball Coach-Girls'- HS	Fall	Shields	Elizabeth	\$4,610.55
267	9th Grade Lacrosse Coach-Girls'	Spring	Short	Amy S.	\$3,186.00
268	Soccer Coach - Girls' (7th Grade)	Fall	Short	Amy S.	\$2,772.00
269	9th Grade Basketball Coach-Boys'	Winter	Siuchta	Michael	\$5,227.23
270	Reading Olympics-Grade 8	Year	Skrzat	Maria Elena	\$1,104.00
271	Co-Ed Fitness Intramural # 2 - Spring City	Spring	Smith	Amelia	\$402.00
272	HS Club #30	Year	Smith	Rebekah J.	\$402.00
273	Health Services Department Head (1/2 Contract)	Year	Smith	Trisha	\$1,934.00
274	Bowling Coach Boys' and Girls'- HS	Winter	Souder	Ryan N.	\$4,790.00
275	Football Coach (8th Grade)	Fall	Souder	Ryan N.	\$4,934.00
276	Asst. Tennis Coach-Girls'-HS	Fall	Staino	Devon L.	\$4,771.07
277	Track Coach Boys' & Girls'-Winter-HS	Winter	Stauffer	Danielle L.	\$9,648.28
278	Track Coach-Boys' & Girls'-HS	Spring	Stauffer	Danielle L.	\$7,990.29
279	Reading Olympics – Brooke Elementary	Year	Steiner	Rebecca H.	\$402.00
280	Art Consultant - Digital Graphic Artist HS	Year	Strickler	Chadwick A.	\$1,873.00
281	Art Department Head	Year	Strickler	Chadwick A.	\$4,194.00
282	Asst. Football Coach-HS	Fall	Strickler	Chadwick A.	\$9,462.79
283	Festival of Arts Coordinator - HS (1/2 Contract)	Spring	Strickler	Chadwick A.	\$552.00
284	9th Grade Baseball Coach	Spring	Swavely	Adam	\$4,231.80
285	Asst. Wrestling Coach (7/8/9th Grade)	Winter	Swier, III	Robert A.	\$4,445.70
286	HS Club #22	Year	Swier, III	Robert A.	\$402.00
287	Assistant Senior High Program Planner	Fall	Tabar	Abigail M.	\$2,215.00
288	Basketball Coach-Boys'-HS	Winter	Talley	Christopher R.	\$7,375.83
289	Basketball Coach-Girls' (7th Grade)	Winter	Templeton	Mark E.	\$4,231.80
290	Softball Coach - 8th Grade	Spring	Templeton	Mark E.	\$2,910.60
291	Asst. Baseball Coach-HS	Spring	Terry	Vincent E.	\$3,991.00
292	Co-Ed Fitness Intramural # 16 - Grade 8	Winter	Terry	Vincent E.	\$402.00
293	Soccer Coach-Boys'- 8th Grade	Fall	Terry	Vincent E.	\$2,772.00
294	Reading Olympics – Evans Elementary	Year	Thompson	Jacqueline M.	\$402.00
295	Marching Band Condition Facilitator-HS (1/2 Contract)	Fall	Thurston	Luke M.	\$1,598.50
296	Marching Band Percussion-HS	Fall	Thurston	Mark D.	\$5,498.00
297	HS Club #4 (1/2 Contract)	Year	Tier	Nicholas A.	\$201.00
298	Social Studies Department Head	Year	Tier	Nicholas A.	\$4,845.00
299	HS Club #26	Year	Tornambe	Lydia J.	\$402.00
300	Asst. Cross Country Coach-HS	Fall	Varady	Matthew J.	\$4,190.55
301	Reading Olympics - Oaks Elementary	Spring	Verma	Greta L E.	\$402.00
302	Co-Ed Fitness Intramural # 2 - Oaks	Fall	Verma	Greta L E.	\$402.00
303	Co-Ed Fitness Intramural # 4 - Oaks	Spring	Verma	Greta L E.	\$502.00
304	Family & Consumer Science Department Head	Year	Viscardi	Cheryl C.	\$3,868.00
305	HS Club #9	Year	Viscardi	Cheryl C.	\$402.00
306	Basketball Coach-Girls' (7th Grade)	Winter	Wallis	Kaylee J.	\$3,186.00
307	Reading Olympics - Royersford Elementary	Year	Walsh	Katelyn M.	\$402.00
308	Asst. Lacrosse Coach-Girls'-HS	Spring	Ward	Rose M.	\$4,609.61
309	Field Hockey Coach (7th Grade)	Fall	Ward	Rose M.	\$2,910.60

**2020-2021 EXTRACURRICULAR CONTRACTS  
JUNE 2020**

310	Reading Olympics – Oaks Elementary	Spring	Wike	Christine N.	\$402.00
311	Reading Olympics - Limerick Elementary	Spring	Williams	Kristin K.	\$402.00
312	Safety Patrol Sponsor – Limerick Elementary	Year	Williams	Kristin K.	\$585.00
313	8 <sup>th</sup> Gr. Club #12	Year	Wise	Laura A.	\$402.00
314	8 <sup>th</sup> Gr. Club #8	Year	Wren	Samantha M.	\$402.00



Book	Policy Manual
Section	100
Title	Equity, Diversity, and Inclusion
Code	128
Status	Draft
Adopted	
Last Revised	

### **Purpose**

To create an environment that fosters awareness and self-awareness of diverse perspectives and backgrounds; to build a community where everyone feels accepted and valued, and to be purposeful in looking for value in others. We strive to overcome conscious and unconscious bias, participate in courageous conversations and create an inclusive culture that welcomes the diverse beauty of the entire school community.

### **Definition**

**Culturally responsive teaching** - An educator's ability to recognize students' cultural displays of learning and meaning-making and respond positively and constructively with teaching moves that use cultural knowledge as a scaffold to connect what the student knows to new concepts and content in order to promote effective information processing. All the while, the educator understands the importance of being in relationship and having a social-emotional connection to the student in order to create a safe space for learning. [1]

**Cultural proficiency** - Cultural Proficiency is the policies and practices in an organization or the values and behavior of an individual, that enable the person or institution to engage effectively with people and groups who are different from them. Cultural Proficiency is a lens for examining one's work and one's relationships. [2]

**Diversity** - Refers to a variety of differences among people in the school community. It is an understanding that each individual is unique, and a recognition of individual differences, which can include but are not limited to race, color, class, religious creed, ancestry, language, disability, sex, gender (including gender identity or expression) or national origin.

**Educational equity** - Raising the achievement of all students while (1) narrowing the gaps between the lowest and highest performing students and (2) eliminating the racial predictability and disproportionality of which student groups occupy the highest and lowest achievement categories. [3]

**Equitable access** – refers to the ways in which educational institutions and policies strive to ensure that students have equal and equitable opportunities to take full advantage of their

education. Increasing access generally requires schools to provide additional services or remove any actual or potential barriers that might prevent some students from equitable participation in certain courses or academic programs.

**Inclusion** - Inclusion refers to a cultural and environmental feeling of belonging. It can be assessed as the extent to which individuals are valued, respected, accepted and encouraged to fully participate in the school community. Individuals in inclusive environments feel appreciated for their unique characteristics and are therefore comfortable sharing their ideas and other aspects of their true and authentic selves.

**School Community** - Includes school employees, students, parents, guardians, Board of Education members, and all individuals who interact with Spring-Ford Area School District for any reason.

### **Authority**

It is the right of every student to have an equitable educational experience within the Spring-Ford Area School District (District). This policy will ensure that, the District is focused on closing the opportunity gap by providing historically under-served students with equitable access to programming and support resources and working to eliminate policies, practices, attitudes, and cultural messages that reinforce individual and institutional bias and create disparate outcomes. This policy emphasizes the achievement gap that exists between white students and students of color such that race must cease to be a predictor of student achievement and success.

### **Guidelines**

The District shall work to:

- Raise the achievement of all students while narrowing the gaps between the lowest and highest performing students;
- Eliminate the racial predictability and disproportionality in all aspects of education and its administration;
- Ensure all students graduate from the District ready to succeed in a racially and culturally diverse local, national, and global community.

In order to achieve educational equity for our students, the District shall:

- Provide every student equitable access to curriculum, support, facilities and other educational resources, even when this means differentiating resource allocation;
- Review existing policies, programs, professional development and procedures to ensure the promotion of racial equity;
- Increase racial, gender, and linguistic diversity among the teacher and administrator workforce;
- Implement culturally responsive professional development to strengthen employees' knowledge and skills for eliminating opportunity gaps and other disparities in achievement;

- Ensure that each school creates a welcoming culture and inclusive environment that reflects and supports the diversity of the District's student population, their families, and communities;
- Provide multiple pathways to success in order to meet the needs of the diverse student body, and shall actively encourage, support and expect high academic achievement for all students;
- Provide materials and assessments, consistent with State regulations and District policy and within budgetary considerations, which are geared towards the understanding and appreciation of culture, class, language, ethnicity and other differences that contribute to the uniqueness of each student and staff member;
- Facilitate equitable access to co-curricular and extra-curricular activities, and enrichment opportunities; and
- Ensure resource distribution to District schools that is responsive to individual school needs to further equity goals, while maintaining compliance with laws, regulations and Board Policy.

#### Programming and Service Delivery

Special attention will be given to ensure that racial and ethnic diversity is a primary consideration in the District. Racial and ethnic diversity as well as cultural responsiveness shall be considered when staffing individual schools as well as staffing patterns within the District.

Teachers shall practice equity in their classrooms by providing reasonable supports and accommodations necessary to ensure all students have access to the same opportunities.

Ensuring cultural proficiency among District staff so every adult exhibits the ability to understand cultural differences and effectively interact with a diverse population.

#### Curriculum and Instructional Materials

The curricular materials used by the District should include realistic and respectful portrayals of the members of various racial, ethnic, and cultural groups that reflect balanced representation. Within curricular materials, students and staff should be afforded a wide range of culturally responsive experiences and opportunities to broaden their bases of understanding.

#### Delegation of Responsibility

The Superintendent or designee shall develop procedures to implement this policy, including an action plan and timeline with clear accountability and metrics. The District shall assign administrative support whose duties shall include coordinating all of the educational equity initiatives in order to provide an equal educational opportunity.

At least annually, the Superintendent or designee shall report to the Board on the progress towards achieving the goals outlined in this policy.

The Superintendent or designees shall use due diligence and cultural responsiveness when hiring educational consultants; creating and revising school curriculum; creating discipline policies or

practices; creating or revising selections processes for special education, gifted and talented programs, and advanced placement classes; selecting, developing, and evaluating teachers, principals, instructional assistants and other school personnel; designating criteria for setting performance increments; involving parents/guardians; and creating plans for facilities use.

### **Legal**

[1] Zaretta Hammond, Culturally Responsive Teaching and the Brain, p. 15 (2015)

[2] The Cultural Proficiency Framework (<http://www.teacherleadershipinstitute.org/wp-content/uploads/2015/03/Cultural-Proficiency-Framework.pdf>)

[3] Glenn Singleton and Curtis Linton, Courageous Conversations About Race, p. 46 (2006).

13. 20 U.S.C. 6321

Book: Policy Manual

Section: 200 Pupils

Title: Attendance

Code: 204

Status: Active

### Purpose

The Board recognizes that attendance is an important factor in educational success, and supports a comprehensive approach to identify and address attendance issues.[\[1\]](#)

### Authority

The Board requires the attendance of all students during the days and hours that school is in session, except that temporary student absences may be excused by authorized district staff in accordance with applicable laws and regulations, Board policy and administrative regulations.[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)

### Definitions

Compulsory school age shall mean the period of a student's life from the time the student's person in parental relation elects to have the student enter school, which shall be no later than eight (8) years of age, until the student reaches seventeen (17) years of age. Beginning with the academic year 2020-2021, compulsory school age shall mean no later than age six (6) until age eighteen (18). The term does not include a student who holds a certificate of graduation from a regularly accredited, licensed, registered or approved high school.[\[8\]](#)[\[9\]](#)

Habitually truant shall mean six (6) or more school days of unexcused absences during the current school year by a student subject to compulsory school attendance.[\[9\]](#)

Truant shall mean having incurred three (3) or more school days of unexcused absences during the current school year by a student subject to compulsory school attendance.[\[9\]](#)

Person in parental relation shall mean a:[\[9\]](#)

1. Custodial biological or adoptive parent.
2. Noncustodial biological or adoptive parent.
3. Guardian of the student.

4. Person with whom a student lives and who is acting in a parental role of a student.

This term shall not include any county agency or person acting as an agent of the county agency in the jurisdiction of a dependent child as defined by law.[\[10\]](#)

School-based or community-based attendance improvement program shall mean a program designed to improve school attendance by seeking to identify and address the underlying reasons for a student's absences. The term may include an educational assignment in an alternative education program, provided the program does not include a program for disruptive youth established pursuant to Article XIX-C of the Pennsylvania Public School Code.[\[9\]](#)

### Delegation of Responsibility

The Superintendent or designee shall annually notify students, persons in parental relation, staff, local children and youth agency, and local magisterial district judges about the district's attendance policy by publishing such policy in student handbooks and newsletters, on the district website and through other efficient communication methods.[\[1\]\[11\]](#)

The Superintendent shall require the signature of the person in parental relation confirming that the policy has been reviewed and that the person in parental relation understands the compulsory school attendance requirements.

The Superintendent or designee, in coordination with the building and/or house principals, Attendance Officer, and/or Home and School Visitor shall be responsible for the implementation and enforcement of this policy.

The Superintendent or designee shall develop administrative regulations for the attendance of students which:

1. Govern the maintenance of attendance records in accordance with law.[\[12\]\[13\]](#)
2. Detail the process for submission of requests and excuses for student absences.
3. Detail the process for written notices, School Attendance Improvement Conferences, School Attendance Improvement Plans, and referrals to a school-based or community-based attendance improvement program, the local children and youth agency, or the appropriate magisterial district judge.
4. Clarify the district's responsibility for collaboration with nonpublic schools in the enforcement of compulsory school attendance requirements.
5. Ensure that students legally absent have an opportunity to make up work.

### Guidelines

### Compulsory School Attendance Requirements

All students of compulsory school age who reside in the district shall be subject to the compulsory school attendance requirements.[\[5\]](#)

A student shall be considered in attendance if present at any place where school is in session by authority of the Board; the student is receiving approved tutorial instruction, or health or therapeutic services; the student is engaged in an approved and properly supervised independent study, work-study or career education program; the student is receiving approved homebound instruction; or the student's placement is instruction in the home.[\[2\]\[5\]\[14\]\[15\]](#)[\[16\]](#)[\[17\]](#)[\[18\]](#)[\[19\]](#)[\[20\]](#)

The following students shall be excused from the requirements of attendance at district schools, upon request and with the required approval:

1. On certification by a physician or submission of other satisfactory evidence and on approval of the Department of Education, children who are unable to attend school or apply themselves to study for mental, physical or other reasons that preclude regular attendance.[\[6\]\[7\]\[21\]](#)
2. Students enrolled in nonpublic or private schools in which the subjects and activities prescribed by law are taught.[\[5\]\[22\]](#)
3. Students attending college who are also enrolled part-time in district schools.[\[23\]](#)
4. Students attending a home education program or private tutoring in accordance with law.[\[5\]](#)[\[18\]](#)[\[24\]](#)[\[25\]](#)[\[26\]](#)[\[27\]](#)
5. Students fifteen (15) or sixteen (16) years of age whose enrollment in private trade or business schools has been approved.[\[5\]](#)
6. Students fifteen (15) years of age, as well as students fourteen (14) years of age who have completed the highest elementary grade, engaged in farm work or private domestic service under duly issued permits.[\[7\]](#)
7. Students sixteen (16) years of age regularly engaged in useful and lawful employment during the school session and holding a valid employment certificate. Regularly engaged means thirty-five (35) or more hours per week of employment.[\[7\]\[15\]](#)
8. Students participating in agricultural fairs in conformity with section 1329(b) of the Public School Code of 1949 (24 P.S. § 13-1329(b)).

The Board will recognize other justifiable absences for part of the school day. These shall include medical or dental appointments, court appearances, driver examinations and/or family emergencies.

The Board may report to appropriate authorities infractions of the law regarding the attendance of students below the age of seventeen (17); or eighteen (18) beginning with the 2020-2021 school year. The Board shall issue notice to those persons in parental relation who fail to comply

with the statutory requirements of compulsory attendance that such infractions will be prosecuted according to law.

### Excused/Lawful Absence

For purposes of this policy, the following conditions or situations constitute reasonable cause for absence from school:

1. Illness, including if a student is dismissed by designated district staff during school hours for health-related reasons.[\[3\]\[6\]](#)
2. Obtaining professional health care or therapy service rendered by a licensed practitioner of the healing arts in any state, commonwealth or territory.[\[6\]](#)
3. Quarantine.
4. Family emergency.
5. Recovery from accident.
6. Required court attendance.
7. Death in family.
8. Participation in a project sponsored by a statewide or countywide 4-H, FFA or combined 4-H and FFA group, upon prior written request.[\[1\]\[6\]](#)
9. Observance of a religious holiday observed by a bona fide religious group, upon prior written request from the person in parental relation.[\[28\]](#)
10. Adult-Sponsored Tours and Trips - Upon receipt of a written request from the parents of the pupils involved, pupils may be excused from school attendance to participate in a family trip provided during the school term at the expense of the parents when such trip is evaluated by the district Superintendent or the Superintendent's designee(s). Pupil participants therein are subject to direction and supervision by an adult acceptable to the district Superintendent or the Superintendent's designee(s) and to the parents of the pupils concerned.

The following regulations are applicable:

- a. Absences for non-school trips shall not be excused unless a written request by the parent has been approved by the building principal. Such requests are to be submitted in a format developed by school officials ten (10) days prior to the date of the trip
- b. Only ten (10) days of absence for non-school trips during any school year will be classified as excused. If a student already has a number of excused days (cumulative of sick, previous non-school trip or other excused reason) for that



school year, only the difference between the number of accrued excused days up to ten (10) will be approved as excused. The remaining days will be considered unexcused. Additional days will be classified as unexcused and/or unlawful and will be subject to the legal procedure prescribed by attendance regulations.

- c. Coursework missed during a period of excused absence to participate in a trip must be completed satisfactorily after return to school within fourteen (14) calendar days subsequent to the last approved day of absence. Given adequate notice of planned absences, teachers are requested, insofar as such is possible, to provide an outline of assignments for completion during the period of absence. Work submitted by students in conforming with this requirement is to be evaluated, without penalty, for late submission.
- d. Absences from school to participate in adult-sponsored tours and trips may not be approved for students who are failing two (2) or more subjects; for students who are identified as habitually truants and/or, for students for whom a physician's excuse is required.
- e. Students who participate in non-school trips of educational merit shall, at the discretion of the teacher, give an oral or submit a written report concerning the highlights of the trip. At the discretion of the teacher, such report may be accepted in lieu of comparable course requirements.
- f. Family or non-school sponsored trips that exceed ten (10) consecutive school days will result in the student being disenrolled from the school district. Upon return from the family or non-school sponsored trip, a person in parental relation will need to re-register with the District by first scheduling and attending an appointment with the District Office.

11. College or postsecondary institution visit, with prior approval.

12. Other urgent reasons that may reasonably cause a student's absence, as well as circumstances related to homelessness and foster care.[\[3\]](#)[\[6\]](#)[\[30\]](#)[\[31\]](#)

The district may limit the number and duration of nonschool-sponsored educational tours or trips and college or postsecondary institution visits for which excused absences may be granted to a student during the school year.

#### *Temporary Excusals –*

The following students may be temporarily excused from the requirements of attendance at district schools:

1. Students receiving tutorial instruction in a field not offered in the district's curricula from a properly qualified tutor approved by the Superintendent, when the excusal does not interfere with the student's regular program of studies.[\[5\]](#)[\[14\]](#)[\[18\]](#)
2. Students participating in a religious instruction program, if the following conditions are met:[\[28\]](#)[\[32\]](#)

- a. The person in parental relation submits a written request for excusal. The request shall identify and describe the instruction, and the dates and hours of instruction.
  - b. The student shall not miss more than thirty-six (36) hours per school year in order to attend classes for religious instruction.
  - c. Following each absence, the person in parental relation shall submit a statement attesting that the student attended the instruction, and the dates and hours of attendance.
  - d. All absences from school for religious holidays or for religious instruction, subject to the requirements of this section, shall be excused, and no student so excused shall be deprived of an award or eligibility to compete for an award or the opportunity to make up a test given on the religious holiday.
3. School age children unable to attend school upon recommendation of the school physician and a psychiatrist or school psychologist, or both, and with approval of the Secretary of Education.[\[21\]](#)

*Parental Notice of Absence –*

Absences shall be treated as unexcused until the district receives a written excuse explaining the absence, to be submitted within three (3) days of the absence.

A maximum of ten (10) days of cumulative lawful absences (including excused days for non-school trips) verified by parental notification shall be permitted during a school year. All absences beyond ten (10) cumulative days shall require an excuse from a licensed practitioner of the healing arts. An absence or period of absence shall be deemed unexcused if a physician's statement is not submitted as required under the provisions of this policy.

Unexcused/Unlawful Absence

For purposes of this policy, absences which do not meet the criteria indicated above shall be permanently considered unexcused.

An out-of-school suspension may not be considered an unexcused absence.[\[9\]](#)

*Parental Notification –*

District staff shall provide prompt notice to the person in parental relation upon each incident of unexcused absence.

Enforcement of Compulsory Attendance Requirements

*Student is Truant –*

When a student has been absent for three (3) days during the current school year without a lawful excuse, district staff shall provide notice to the person in parental relation who resides in the same household as the student within ten (10) school days of the student's third unexcused absence.[\[33\]](#)

The notice shall:[\[33\]](#)

1. Be in the mode and language of communication preferred by the person in parental relation;
2. Include a description of the consequences if the student becomes habitually truant; and
3. When transmitted to a person who is not the biological or adoptive parent, also be provided to the student's biological or adoptive parent, if the parent's mailing address is on file with the school and the parent is not precluded from receiving the information by court order.

The notice may include the offer of a School Attendance Improvement Conference.[\[33\]](#)

If the student incurs additional unexcused absences after issuance of the notice and a School Attendance Improvement Conference was not previously held, district staff shall offer a School Attendance Improvement Conference.[\[33\]](#)

*School Attendance Improvement Conference (SAIC) –*

District staff shall notify the person in parental relation in writing and by telephone of the date and time of the SAIC.[\[33\]](#)

The purpose of the SAIC is to examine the student's absences and reasons for the absences in an effort to improve attendance with or without additional services.[\[9\]](#)

The following individuals shall be invited to the SAIC:[\[9\]](#)

1. The student.
2. The student's person in parental relation.
3. Other individuals identified by the person in parental relation who may be a resource.
4. Appropriate school personnel.
5. Recommended service providers.

Neither the student nor the person in parental relation shall be required to participate, and the SAIC shall occur even if the person in parental relation declines to participate or fails to attend the scheduled conference.[\[33\]](#)

The outcome of the SAIC shall be documented in a written School Attendance Improvement Plan. The Plan shall be retained in the student's file. A copy of the Plan shall be provided to the person in parental relation, the student and appropriate district staff.[\[33\]](#)

The district may not take further legal action to address unexcused absences until the scheduled SAIC has been held and the student has incurred six (6) or more days of unexcused absences.[\[33\]](#)

*Student is Habitually Truant –*

When a student under fifteen (15) years of age is habitually truant, district staff:[\[34\]](#)

1. Shall refer the student to:
  - a. A school-based or community-based attendance improvement program; or
  - b. The local children and youth agency.
2. May file a citation in the office of the appropriate magisterial district judge against the person in parental relation who resides in the same household as the student.[\[34\]](#)

When a student fifteen (15) years of age or older is habitually truant, district staff shall:[\[34\]](#)

1. Refer the student to a school-based or community-based attendance improvement program; or
2. File a citation in the office of the appropriate magisterial district judge against the student or the person in parental relation who resides in the same household as the student.

District staff may refer a student who is fifteen (15) years of age or older to the local children and youth agency, if the student continues to incur additional unexcused absences after being referred to a school-based or community-based attendance improvement program, or if the student refuses to participate in such program.[\[34\]](#)

Regardless of age, when district staff refer a habitually truant student to the local children and youth agency or file a citation with the appropriate magisterial district judge, district staff shall provide verification that the school held a SAIC.[\[34\]](#)

*Filing a Citation –*

A citation shall be filed in the office of the appropriate magisterial district judge whose jurisdiction includes the school in which the student is or should be enrolled, against the student or person in parental relation to the student.[\[35\]](#)

Additional citations for subsequent violations of the compulsory school attendance requirements may only be filed against a student or person in parental relation in accordance with the specific provisions of the law.[\[35\]](#)

### Special Needs and Accommodations

If a truant or habitually truant student may qualify as a student with a disability, and require special education services or accommodations, the Director of Special Education shall be notified and shall take action to address the student's needs in accordance with applicable law, regulations and Board policy.[16][36][37][38]

For students with disabilities who are truant or habitually truant, the appropriate team shall be notified and shall address the student's needs in accordance with applicable law, regulations and Board policy.[16][36][38]

### Discipline

The district shall not expel or impose out-of-school suspension, disciplinary reassignment or transfer for truant behavior.[\[33\]](#)

Book	Policy Manual
Section	800 Operations
Title	Use of Audio and Video Monitoring Equipment
Code	816
Status	New
Adopted	
Last Revised	

### **Purpose**

Protecting the safety of students, staff and others on school buses and school property is a paramount concern to the Spring-Ford Area School District. Safeguarding school property and maintaining student discipline are also very important goals.

To help achieve these objectives, the School Board authorizes the use of audio and video monitoring equipment in school buses, and in public areas on school property.

The School Board is mindful of privacy issues and laws prohibiting interception of oral communications where the speaker has a reasonable expectation of privacy. Accordingly, notice of the school district's use of monitoring equipment will be provided to students, persons in parental relation, and others whose actions or oral communications may be recorded. Such notice is intended to ensure there is no expectation of privacy with respect to actions or oral communications recorded.

The equipment will be installed in conspicuous locations, to enhance the deterrence of improper conduct, and to alleviate any concern about lack of knowledge of monitoring. The goal in monitoring is to ensure safety and protect property, without invading privacy.

### **Authority**

Balancing the right of privacy of students and staff against the district's duty to maintain order and discipline, the Board deems it appropriate to provide for the use of video camera surveillance on school grounds, school buses, and in school buildings.

### **Definitions**

**Audio and video monitoring equipment** means equipment with audio and/or video recording capabilities, which is permanently or temporarily affixed at a particular location in a school bus or school building pursuant to this policy and at the direction of the Superintendent or designee.

**Public areas** means all areas of school buildings and grounds other than restrooms, locker rooms, nurses' offices, counseling rooms, and areas designated primarily for staff use.

**School bus** means any motor vehicle used by the school district to transport students to or from school or school-sponsored activities.

## **Guidelines**

The School Board authorizes use of audio and video monitoring equipment in school buses that transport students and in public areas on school property. Audio and video monitoring equipment shall be located in a visible location.

Images and sounds recorded by the audio and video monitoring equipment may be used as evidence in disciplinary proceedings conducted by the school district. Such information also may be shared with law enforcement officials, if school officials reasonably believe that it constitutes evidence of a crime.

## **Delegation of Responsibility**

Subject to the limitations and purposes of this policy, and School Board approval of equipment purchases, the Superintendent or designee shall be responsible to determine the extent to which audio and video monitoring devices are used, and the type and location of all audio and video monitoring equipment.

The Superintendent or designee shall notify students, persons in parental relation, and others whose actions or oral communications may be recorded that the school district is using audio and video monitoring equipment. This may include the following or other notices to the extent deemed appropriate by the Superintendent or designee:

1. Notice posted prominently at entrances to school buses, or in common areas on school property where monitoring may occur.
2. Notice in student and staff handbooks.
3. Notice sent home with students and provided to staff at the start of each school year, and at the time any enrollment or employment begins after the start of the school year
4. Notice in the annual school calendar.
5. Instruction by teachers and coaches accompanying students on school buses to athletic contests or field trips not to use the school bus as a changing area.

The Superintendent or designee shall take the following precautions with respect to the review, copying or distribution of an audio or video recording:

1. Audio or video recordings should not be reviewed, copied or distributed except as reasonably necessary to implement the school safety and discipline program, or for law enforcement purposes.
2. Audio or video recordings should be reviewed by or distributed to only the following persons:
  - a. Those participating in investigation or evaluation of an incident.
  - b. Those who are the subject of an investigation or evaluation of an incident (including the persons in parental relation of any student) to the extent deemed appropriate by the Superintendent or designee.
  - c. Those providing professional guidance to the school district or to the subject of an investigation or evaluation to the extent deemed appropriate by the Superintendent or designee.
  - d. School Board members or others involved in a hearing or legal proceeding relating to matters recorded.
3. Anyone who reviews or is provided an audio or video recording must keep the contents confidential, except as required in connection with school district or law enforcement action

relating to matters recorded.

4. The disclosure of audio or video recordings shall be in accordance with Federal and State laws, including but not limited to the Family Educational Rights and Privacy Act ("FERPA").

The Superintendent or designee shall establish written procedures for the following:

1. Individuals responsible for installation, removal, and review of audio and video recordings.
2. A schedule for inspecting the operation of equipment and replacement of audio and video recordings.
3. A schedule for erasing or re-recording of audio and video recordings not needed in connection with an investigation or evaluation of an incident.
4. Storage and safekeeping of audio and video recordings, before they are erased or recorded over, including any audio or video recordings that are used in connection with a legal or administrative proceeding or that must be maintained as part of an official school record.
5. Making a written record of anyone who reviews any audio or video recording.

#### References:

School Code – 24 P.S. §§ 510, 511

Pennsylvania Wiretapping and Electronic Surveillance Act – 18 Pa. C.S.A. § 5704

Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g.