

On July 20, 2020 the Virtual 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 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

The following Board Member participated virtually: **Christina F. Melton**

#### **ANNOUNCEMENTS**

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

Dr. Goodin commented that tonight the district will consider the approval of the phased re-opening templates required by the Department of Education. He stated that the green, yellow and red templates serve as unique local guidelines for all school re-opening activities. He added that these documents must be approved by each school entity's governing body and submitted to PDE. Dr. Goodin advised that each school district still must then determine the best method for opening schools in the fall based on their local community needs. He stated that submission of the planning templates does not indicate which phase; red, yellow or green, the district will open under in the fall. He commented that they will be discussing further this evening the different plans that the district is considering for opening in the fall. Dr. Goodin next advised that Spring-Ford Area School District is continuing its work of being a more inclusive school district. He stated that ongoing professional development in the areas of racial equality, conscious and unconscious bias took place as a large number of central office and building administrators recently participated in online workshops offered by the Delaware Valley Consortium for Excellence in Equity through the University of Pennsylvania. He added that the district's Diversity and Inclusion Committee is meeting virtually next month to further discuss professional development for employees and examine the curriculum. Dr. Goodin stated that this committee has doubled in size in recent months and everyone is excited for the additional voices and talents to help get our district to a better place. He added that his reason for sharing is to let the public know that the district's focus has not changed even in the midst of the pandemic and that Spring-Ford is committed to doing better for our students, families and our community.

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

**Sarah Daunoras, Royersford**, urged the Board to approve the plans so that the Administration can move forward with planning for the upcoming school year. She stated that she supports the virtual plan for opening as she does not want to ignore

the risks to teachers and feels that virtual learning will protect the most people. Ms. Daunoras advised that a petition was started in support of the virtual plan and has 300+ signatures that she would like to submit to the Board.

**Abby Deardorff, Royersford**, encouraged the Board to approve the template and waste no more time trying to figure out how to get kids back into school buildings. She commented that she did not feel there was a safe way to open schools for in-person instruction. Ms. Deardorff asked that the Board include medical professionals on the planning committees.

**Ed Hudak, Schwenksville**, asked when the decision would be made on which plan will be chosen as the lack of decision was holding families hostage and causing angst with not being able to make child care arrangements. Mr. Hudak questioned if the Board had received any feedback on what the Teacher's Union was planning on doing with regards to the return to school. He added that there were a lot of financial items on the agenda and hoped that the decisions made did not tax families out of the area.

**Denise Miller, Perkiomenville**, commented that she hoped the Board considers the danger of going back to school. She expressed her support of the hybrid model. Ms. Miller felt that in-person instruction in large group settings was too dangerous. She stated that she supported the adoption of an LMS and felt Canvas was a better option over Google Classroom as she uses Canvas in another district.

**Andrew Svendsen, Royersford**, stated that he wanted to address the mask issue saying teachers have tough jobs and cannot be expected to be police or babysitters with masks. He expressed his concern with students being in school and the potential for another student showing symptoms of being ill. He stated that if a student shows symptoms of COVID then they are already at maximum contagiousness so everyone must be sent home with a warning. He advised the Board that doing the right thing is not always the easiest thing to do. Mr. Svendsen commented that he believes that Governor Wolf may take the responsibility and put the state in red anyway.

**Kristin Landis, Schwenksville**, thanked Mr. Rizzo for answering parent emails day and night regarding the cyber-school program. She expressed gratitude to the teachers and asked parents to have compassion for whatever choice is made by the Board. She asked everyone to remember that we are in unprecedented times and that our district is doing better than just about everyone out there. She urged the district to rise up and be a success story and be a headline of what is positive. Ms. Landis stated that keeping an open mind is the best way to succeed.

**Staci Silar, Collegeville**, urged the Board to consider children when making their decision. He asked the Board to put their political opinions aside. Ms. Silar advised that she works as a university professor and spent most of her time policing 25 year olds on wearing masks. She asked the Board to please not consider sending kids back to school for the sake of getting them back to normal.

**Kate Palladino, Royersford**, stated that she felt the yellow plan was the safest option. She also commented that, for better disinfection purposes, she felt it would be best for one group of students to come in two days in a row on Monday and Tuesday with Wednesday being the off day and then the other group of students coming in Thursday and Friday. She also suggested that teachers should be the ones to move throughout the building during the school day. She asked that teachers be considered when making the decision and that they be prioritized as much as students will be. She suggested potential hazard pay be considered.

**Caroline Myer, Royersford**, spoke about all of the Corona Virus cases and stated that she is a college student with a parent who is a teacher and she is terrified she could lose her mom. She expressed concern for teachers, bus drivers, lunch ladies and custodians saying it would only take one student to bring the virus in and get them sick. Ms. Myer stated that she did not feel the risk was worth it and added that the decision to be made was a powerful one.

**Ellen Luchette, Limerick**, urged the Board to return under the red phase. She stated that she did not feel anyone other than a teacher would put themselves in a classroom with 25 people. She expressed concern over students keeping their masks on and felt that there would be an uptick in Corona cases after schools opened as was seen in other countries. Ms. Luchette commented that teaching online is not ideal but that less ideal would be having to dedicate a yearbook page to someone who passed away from COVID.

**Kate Doyle, Collegeville**, stated that she wanted to reiterate that Spring-Ford should open in the red phase. She added that at some point if the caseload lowered then it may be possible to open in the yellow phase or hybrid model. She urged the Board to approve budget increases so committee recommendations can be executed as said. Ms. Doyle expressed her hope that any teacher who would choose to take on the task of teaching for the cyber-school program that their classroom would be waiting for them once students return to the building.

**Michelle Yuhasz, Royersford**, asked if the district decides to open under the red phase if parents could be given a list of the computer programs that would be needed as they intend to purchase the computers that their children would need and want them to have everything they need to start school.

**Eric Paster, Royersford**, stated that he wanted to comment on the mask discussion from last week with regards to the possibility of students not keeping their masks on. Mr. Paster commented that if students do return to school he would like to urge the Board to enforce whatever mask policy is chosen and that specific actions and guides need to be provided to schools and teachers on how to handle this. He added that people may make decisions on whether to send their kids to school based on the policy and teacher need an action plan to guide them on what to do.

**Heather Staley, Spring City**, commented that she is a paramedic and infection control officer and does not feel the mental health aspect of this issue has been addressed. She commented that she has seen the change in her child due to the school closure last year. Ms. Staley stated that mental health is a big issue and urged the board to consider the whole health of a child. She also expressed concern over extracurricular activities and sports saying these activities help students a lot as well as provide enrichment. Ms. Staley commented that she believes we can do this safely and as parents you always have a choice to either send your child to school or enroll them in a virtual learning program.

**Senator Katie Muth, Royersford**, thanked parents for reaching out with their concerns and thanked Dr. Goodin for taking time to talk with her recently. She expressed her encouragement over the public's participation in this call and them expressing that safety should be the priority. She added that everyone needs to work together in order to ensure safety for both staff, students and families. Ms. Muth advised that every decision being made is data backed and not being made on a whim or a political plan. She encouraged the open dialogue to continue and offered the help of her office for any further questions.

**Angie Weiss, Schwenksville**, urged the Board that when voting tonight that they remember that the cornerstone of our country is choice and that choice is expected. She stated that it appeared that the district had programs in place to allow both for in-person teaching and return to school as well as online learning. Ms. Weiss commented that teachers have made a career choice and added that frontline workers have been doing this since the beginning of March without question. Ms. Weiss expressed that she knows that these are unprecedented times and that teachers maybe did not sign up for this and they can either submit their resignation or sign up to teach online. She felt that parents and students need a choice as what is occurring is detrimental.

**Debbie Carboni, Schwenksville**, commented that she is new to the school district and that her experience has been amazing. She expressed a concern over the mental health of kids saying there is a significant amount of data. She questioned how mental health issues may be addressed with a virtual program. Ms. Carboni asked the Board to consider special education students when voting. She felt the plans had concerns that needed to be addressed.

**Bill Baird, Royersford**, stated that a lot of thought goes into safety, the pandemic and the effect on things. He felt that students being in-school was very important in order for kids to be able to interact with one another.

Mr. DiBello advised that there are 3 templates that need to be filled in and submitted to PDE. He stated that the Board is not determining how they will be opening schools as they are only approving the 3 templates for submission. Mr. DiBello added that there will be further discussion later in tonight's meeting about opening strategies for the upcoming school year. Mr. Fitzgerald advised that if the Board were to decide to vote on a specific course for opening the school year then additional public comment would be heard prior to the vote taking place.

The Board made the decision to cut off public comment at 8:30 in order to move forward with the main part of the meeting.

**Lisa D'Annunzio, Royersford**, urged the Board to vote extremely intelligently as mentally the kids are suffering. The comments were cut off as they did not pertain to a specific agenda item.

**Paula Naphegyi, Limerick**, asked that there is clarity on the communications presented with regards to the color coded designations. The comments were cut off as they did not pertain to a specific agenda item.

**Rebecca Stadelmeyer, Schwenksville**, said she wanted to comment on Item II-B regarding the Sports and Athletic Plan. Ms. Stadelmeyer stated that it appeared that there was only action if the district goes back under yellow or green. She asked for clarity that if the school goes back under red if that meant there would not be sports or marching band. Mrs. Zasowski advised that this is dictated by the state

**Rebecca Roberts, Limerick**, commented that the agenda was not linked in the email that was sent the public with regards to how to join the meeting. Mrs. Zasowski advised that the agenda was posted on the website.

**Kevin Difrancesco, Royersford**, stated that he wanted to speak about educational distancing. The comments were cut off as they did not pertain to a specific agenda item.

**Carrol Franklin, Phoenixville**, wanted to speak on the LMS motion on the agenda. She asked if this was a done deal or was the district open to explore other options.

**Emilie Lussier, Royersford**, commented on the LMS System being proposed saying she uses one at work and finds it very useful. She stated that it keeps you very organized and on track. Ms. Lussier expressed that she is new to the district and does not have experience with Spring-Ford but felt that from a parent perspective school is difficult to manage and that an LMS System would be very useful. She urged the Board to vote yes on this.

**Ed Kaercher, Collegeville**, commented that he could not find the agenda on the website. Mr. Catalano advised that it is under the School Board and then Board Documents webpage.

**Danielle Lapenta, Schwenksville**, strongly urged the Board to approve an LMS system. She felt that Google Classroom was not a good tool for working parents. Ms. Lapenta asked the Board to vote on a better LMS than Google Classroom in order for parents to effectively teacher their children and keep them moving forward if the district does move towards a virtual opening.

**Arulraj Selvaraj, Collegeville**, stated that he wanted to comment on the reopening plan and that the safety of staff as well as everyone in the community. He expressed that he would like the Board to vote for virtual learning. Mr. Selvaraj commented that he felt that the LMS System used previously needed a lot of changes and stated that the district needs a better system.

Mr. Fitzgerald commented that it was important for the Board to know that since the last meeting there was additional guidance put out by the State Department of Health. He stated that it relates to specific reopening issues that were originally released in June. He added that also new was guidance that was put out by the County Department of Health as it relates to reopening plans. Mr. Fitzgerald stated that this is new information that would be subject to consideration by the Administration and Board as this process continues. Mr. DiBello stated that he knows the parents are anxious but there is new information coming out almost every couple of days. He stated that they are all trying to move forward and make sense of this as far as what is in the best interest for Spring-Ford. He advised that this constant ever-changing degree of information as well as inconsistency that makes this even harder for the Board.

## **II. ACTION ITEMS**

Mrs. Melton made a motion to approve Item A-B and Mrs. Fazzini seconded it.

There was confusion on the unbudgeted expenditures being included as part of Item A.

Mr. DiBello made a motion to amend Item A to include the 3 template plans that are to be submitted to PDE only. Mrs. Zasowski seconded the motion to amend Item A. Mr. Fitzgerald clarified that Mr. DiBello wanted the wording "The plan includes the list of unbudgeted expenditures for approval" removed and Mr. DiBello replied yes that he did not want the unbudgeted expenditures approved as part of the plan and that the Board had advised the public that they were only approving the 3 template plans for submission to PDE.

Discussion took place on the unbudgeted expenditures and it was clarified that many of the items were included in the 2 grants that the district will be receiving. A question was raised

on when the district may expect to receive the grant money. Chief Boyer replied that it is specified in the grant that the money must be spent between the time period of July 31<sup>st</sup> to October. He stated that he would assume if this is the case then the money would be received before July 31<sup>st</sup>. Chief Boyer asked the Board to keep in mind when they are voting that all school districts are going to be ordering at the same time so every-one is in the same position and it is a seller's market and the window for ordering is starting to collapse. He added that he wants to be able to have all necessary gear in place if the district moves to a yellow or green situation.

Dr. Wright questioned if there was a way to approve the purchase of the grant funded items so that once the district receives the grant money then it will be possible to move forward and purchase those items immediately. Mr. DiBello advised that she would have to make a separate motion.

The motion to amend Item A to strike the wording "The plan includes the list of unbudgeted expenditures for approval" passed 9-0.

Dr. Wright made a motion to approve the grant funded items for purchase when the grant money has been received.

Mr. Fitzgerald advised the Board they needed to first vote on Item A with the amended version. Mr. DiBello made a motion to approve Item A as amended and Mrs. Fazzini seconded it. The motion passed 8-1 with Mr. Jackson voting no.

- A. The Board approved the PDE mandated Health and Safety Plans of the Spring-Ford Area School District for the 2020-2021 school year as presented to the Board of Directors on July 13, 2020 and posted on the district's website. The plan as proposed herein shall serve as the local guidelines for all school reopening activities in the Spring-Ford Area School District and shall be submitted to the Pennsylvania Department of Education following approval. ~~The plan includes the list of unbudgeted expenditures for approval.~~ Click the link below to view the plan.

[https://docs.google.com/document/d/1SoJH4UW2wBLUhoqzFuQt\\_3bPppb4qIR-rrtDwV64Wbl/edit?usp=sharing](https://docs.google.com/document/d/1SoJH4UW2wBLUhoqzFuQt_3bPppb4qIR-rrtDwV64Wbl/edit?usp=sharing)

Dr. Wright made a motion to authorize administration to engage in expenditures related to specific unbudgeted expenses tied to the templates as long as the appropriate grant funding is received by the district. Ms. Earle seconded the motion. The motion passed 8-1 with Mr. Jackson voting no.

Mr. Shafer made a motion to approve Item B and Mrs. Fazzini seconded it. The motion passed 8-1 with Mr. Jackson voting no.

- B. The Board approved the "Revised" PDE mandated Athletic and Marching Band Health & Safety Plans of the Spring-Ford Area School District for the 2020-2021 school year originally approved at the June 22, 2020 Board Meeting and posted on the district's website. The plan proposed herein shall serve as local guidelines for the return to activity for athletics including the marching band following the COVID-19 closure. Revisions are a result of the Governor's July 15, 2020 increased restrictions and appear in red. Click the link below to view the plan.

<https://resources.finalsite.net/images/v1595016437/springford/u5ols2nfutcxeabuv3y/Athletic-BandHealthandSafetyPlanTemplateFinal.pdf>

### III. MINUTES

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

- A. The Board approved the June 8, 2020 Virtual Board Special Meeting minutes.  
**(Attachment A1)**
- B. The Board approved the June 15, 2020 Virtual Board Work Session minutes.  
**(Attachment A2)**
- C. The Board approved the June 22, 2020 Virtual Board Meeting minutes.  
**(Attachment A3)**

### IV. PERSONNEL

Mr. DiBello asked that Items E and F be separated. Mrs. Fazzini made a motion to approve Items A-D and G and Mrs. Melton seconded it. The motion passed 9-0.

#### A. Resignations

- 1. **Suzann B. Bani**; Instructional Assistant, Upper Providence Elementary School. Effective: July 9, 2020.
- 2. **Lenore Bianco**; Part-time, Food Service – 3 hours/day, 5/6<sup>th</sup> Grade Center. Effective: June 30, 2020.
- 3. **Patricia A. Flynn**; Mathematics Teacher, Senior High School. Effective: June 29, 2020.
- 4. **Linda S. Fulmer**; Elementary Teacher; Oaks Elementary School, for the purpose of retirement. Effective: July 1, 2020.
- 5. **Melody A. Hendricks**; Executive Secretary-Human Resources, District Office. Effective: July 22, 2020.
- 6. **Brooke Shiflet**; Instructional Assistant, 7<sup>th</sup> Grade Center. Effective: June 26, 2020.
- 7. **Vicki Yeager**; Part-time, Food Service – 3 hours/day, Senior High School. Effective: July 1, 2020.

#### New Resignation

- 8. **William C. Lewis**, Maintenance I, District-wide, for the purpose of retirement. Effective: September 4, 2020.

#### B. Support Staff

- 1. **Brittany L. Harrington**; Level III - Attendance Secretary, Senior High School, replacing Lorraine R. Moyer who had a change of status. Compensation has been set at \$16.52/hour with benefits per the Secretarial Benefit Summary. Effective: August 21, 2020.
- 2. **Kristen E. Santee**; Instructional Assistant, Oaks Elementary School, replacing Mary C. Cassidy who resigned. Compensation has been set at \$17.36/hour with

benefits per the Instructional Assistant's Benefit Summary. Effective: August 25, 2020.

**C. Leaves of Absence**

1. **Lauren E. Brock**; Math Teacher, Senior High School, for a child-rearing leave of absence per the Professional Agreement. Effective: August 25, 2020 through approximately October 12, 2020.
2. **Diane Obenshine**; Administrative Assistant, District Office, for an unpaid leave of absence. Effective: June 12, 2020 through approximately December 31, 2020.

D. 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.

**1. Angela E. Rowe**

Mrs. Fazzini made a motion to approve Item E and Mrs. Earle seconded it. The motion passed 6-2 with Mr. Jackson, Mr. DiBello and Mrs. Zasowski voting no.

E. The Board approved the salary for the Assistant Superintendent of Schools, Mr. Robert Rizzo. Mr. Rizzo's salary for 2020-2021, beginning July 1, 2020 will increase by 2%.

Mrs. Fazzini made a motion to approve Item F and Mrs. Earle seconded it. The motion passed 6-2 with Mr. Jackson, Mr. DiBello and Mrs. Zasowski voting no.

F. The Board approved the salary for the Superintendent of Schools, Dr. David R. Goodin. Dr. Goodin's salary for 2020-2021, beginning July 1, 2020 will increase by 2.5%.

**New Personnel Motion**

**G. Change of Status**

1. **Robert M. Colyer, Ed.D.**; Assistant Principal to Principal, Senior High School 10-12 Center, replacing Patrick J. Nugent, Ed.D. who retired. Compensation has been set at \$155,000.00 prorated with benefits per the Act 93 Administrators' Plan. Effective: August 10, 2020.

**V. FINANCE**

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

A. The Board approved the following independent contract:

1. **Dr. Fernando Cavallo – Huntingdon Valley, PA.** Conduct an independent educational evaluation for an elementary student. Funding will be paid from the Special Education Budget and shall not exceed \$3,250.00.



Mr. Jackson asked for an update on this and Mr. Fink provided one. Mr. Jackson made a motion to approve Item B and Mrs. Fazzini seconded it. The motion passed 9-0.

- B. The Board authorized Fox Rothschild LLP to enter into an agreement for the property located at 103 Commerce Court in Limerick Township and further identified as tax parcel No. 37-00-00614-85-2 setting the assessment of the property at \$542,300.00 for tax year 2020 (school tax year 2020-21) and for each subsequent tax year until a change in the property's assessment pursuant to applicable law.

#### VI. NEW CONFERENCE/ WORKSHOP RECOMMENDATION

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

The following individuals are 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 the *"2020 AP Calculus AB-Online Chattanooga AP Summer Institute"* from June 22, 2020 through June 25, 2020. Ms. Ramil will be teaching AP Calculus 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 \$525.00. There are no other costs to the district as this course is being held online.
- B. **Lauren Raugh**, Elementary Behavior Specialist, to attend *"Nonviolent Crisis Intervention Train the Trainer"* on August 24, August 31 and September 1, 2020 in Philadelphia, PA. The total cost of this conference is \$3,558.10 (registration, mileage). No substitute is needed.

#### VII. OTHER BUSINESS

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

- A. The following policies were approved:

- 1. Policy #816 – OPERATIONS: Use of Audio and Video Monitoring Equipment  
**(Attachment A4)**

- B. The Board gave approval for **Kaitlyn Tran**, an upcoming Junior, for Early Graduation in the Spring of 2021, a year ahead of her scheduled graduation date, 2022. Kaitlyn is a strong student who fully meets the qualifications/requirements under the Spring-Ford School Board Policy 217, Graduation Requirements. The High School Counseling and Professional Staff feel that Kaitlyn will succeed in college and endorse her application.

#### VIII. PRESENTATION

Dr. Goodin provided a recap of the opening plans and what the green, yellow and red phase would look like. Dr. Goodin explained the difference between a cyber-school program and a virtual learning experience. He explained how the Seneca Valley Outreach Partnership of Technology (SV-OPT) would benefit our in-house cyber program and advised that the program would be facilitated by Spring-Ford teachers.

A question was raised over the possibility of the content being used for the cyber-school program being used as well for the virtual learning program. Mr. Rizzo advised that this could be done but there is an additional cost for this as we pay a per seat cost for the cyber program content.

Discussion took place on the pros and cons of Canvas Learning Management System (LMS) over Google Classroom.

A question was raised on when the administration needs a final decision from the Board on which of the three models the district will open under and Dr. Goodin advised that he would prefer that this decision not be put off any further than Monday, July 27<sup>th</sup>.

The Board spoke about various other decisions that need to be looked at and addressed with regards to how the district is handling student mental health, the provision of education and services to the special education students, the use of district buildings for extracurricular activities and outside organizations in addition to how we will enhance our curriculum offerings.

It was determined that a survey of parents would be sent out later this week asking for a simple yes or no response. Parents would be asked if the district opens would they send their student(s) back to school. If the parent responded no then they could be asked if they would be interested in the Spring-Ford Cyber-school Program or were they considering some other option.

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

#### **IX. NEW OTHER BUSINESS**

Mr. Jackson asked about Item C and questioned if we looked into pricing to get the best deal and why we were looking to approve a 3-year license instead of a 1-year license. Mr. Catalano explained that a 1-year deal was more expensive per student. Mr. Jackson asked what the total cost was for the 3-year licensing agreement and Mr. Catalano replied \$191,750.00. Mr. DiBello asked if there would be a cost for any additional modules and Mr. Catalano advised the price was all-inclusive and included everything including tier 1 support and annual training. Mr. Shafer stated that he had concerns over how this particular solution was procured. He asked that the Board consider approving just a 1-year deal in order to allow other options to be explored. Mr. Catalano expressed concern over moving platforms for consistency purposes and felt that Canvas was the best solution and he would prefer picking something for the long haul. Mrs. Fazzini asked if everyone did their homework when choosing the Canvas platform and Mr. Catalano replied that they had been talking about this for 8 months and feels the committee did a full evaluation. Discussion took place on the evaluation process that was done, the possibility of modifying the contract to a 1-year agreement and the impact on teachers, students and families with changing programs frequently.

Mr. Shafer made a motion to amend Item C to a 1-year licensing agreement pending solicitor review and inclusion of the dollar amount for this amended agreement and Mr. Jackson seconded it. There was a roll call vote with Mr. Shafer and Mr. Jackson voting yes on the amended motion and Dr. Wright, Mr. DiBello, Mrs. Zasowski, Mrs. Fazzini, Ms. Sullivan, Mrs. Earle and Mrs. Melton voting no on the amended motion. The motion to amend Item C did not pass by a vote of 2-7.

Mrs. Zasowski clarified that the motion is for the approval of Item C pending solicitor review and the contract having a clause that there will be no additional costs incurred by the school

district to the extent that new technology is offered by the platform during the life of this agreement. Mrs. Earle made the motion and Mrs. Fazzini seconded it. The motion passed 6-3 with Mr. DiBello, Mr. Jackson and Mr. Shafer voting no.

- C. The Board approved entering into a 3-year licensing agreement with Instructure, Inc. for use of their Canvas LMS (Learning Management System), pending solicitor review. The total cost over the 3-year term will not exceed \$200,000.00 and there will be no additional costs incurred by the school district to the extent that new technology is offered by the platform during the life of this agreement. Year 1 shall not to exceed \$88,000.00 including implementation and training fees. \$24,000.00 will be funded from Title IIa Funds and the remainder from the Curriculum Reserve. Year 2 and 3 costs shall not exceed \$56,000.00 per year annually and will be paid from the ongoing Technology Operating Budget.

Mrs. Melton made a motion to approve Item D and Mrs. Fazzini seconded it. Discussion took place on the purpose, the need and the timing deadlines for this purchase. The motion passed 7-2 with Mr. DiBello and Mr. Jackson voting no.

- D. Administration recommends approval of the purchase of 1,300 Chromebooks through the Co-Stars State Contract. The one-time cost shall not exceed \$520,000.00. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance.

Mrs. Fazzini made a motion to approve Item E and Dr. Wright seconded it. Mr. Jackson asked about the total cost of the agreement and Mr. Rizzo replied that the known costs are the annual cost of \$1,500.00 plus \$6,500.00 for MyPath and UpSmart. He advised that the total costs cannot be determined as there is a per seat cost and we do not at this time know how many students will be enrolling. Mr. Jackson asked Mr. Fitzgerald if he reviewed this contract and he replied that there was still a component of it that was remaining under review. Discussion took place on the costs with regards to the per seat expense and the potential of students moving in and out of the cyber program. The decision was made to hold off on voting on this agreement until after Mr. Rizzo's cyber-school Q&A virtual meeting this week and the parent survey is conducted. Mrs. Fazzini withdrew her motion and Dr. Wright withdrew her second.

- E. There was no vote on the approval of an agreement between the Spring-Ford Area School District and the Seneca Valley School District for the Seneca Valley Outreach Partnership of Technology (SV-OPT). The annual fee is \$1,500.00 with additional pricing based on Exhibit A of the agreement. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance.

Mrs. Fazzini made a motion to approve Item F and Dr. Wright seconded it. The motion passed 7-2 with Mr. DiBello and Mr. Jackson voting no.

- F. The Board approved paying the per diem hourly rate for teachers providing instruction in Spring-Ford Cyber Learning beyond their contractual weekly hours. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance and shall not exceed \$297,000.00.

Mrs. Fazzini made a motion to approved Item G and Mrs. Earle seconded it. The motion passed 7-2 with Mr. DiBello and Mr. Jackson voting no.

- G. The Board approved the purchase of 200 Chromebooks through the Co-Stars State Contract to be issued to students enrolled in Spring-Ford Cyber Learning on an as-needed basis. This one-time cost shall not exceed \$80,000.00 and is an unbudgeted expenditure that will be funded from the Unassigned Fund Balance.

**X. BOARD COMMENT**

Mrs. Earle asked where the teachers stood with regards to schools reopening and if the teachers had been surveyed. Dr. Goodin replied that he had been in contact with teachers and they are all concerned with bringing back all 8,000 students and 1,200 employees back into the buildings. He added that they have voiced that if the district is determined to bring everyone back that they would prefer a hybrid approach which lessens the number of students in the rooms but felt that the safest decision was to remain virtual.

Mrs. Fazzini read the following statement: *I am surprised as anyone that I am in a position to have to make a decision that affects so many in such a fundamental way. I am constantly amazed that people in government at the state and federal level have not given clear guidance based on the scientific facts. But here I am, here we are.*

*As a school board director, I consider my main job to have three major components. First to provide high quality education to all kids in the district, second to make sure it is done in a safe and effective way and third to attempt to do that in a fiscally frugal and sustainable manner. Then a global pandemic happens....*

*Now I need to consider three proposed plans.*

*In the green option, we open the school with all kids back to the buildings and some safety rules utilized but not all CDC guidelines followed, because they are not feasible. This seemed like a possible option to begin with because of Pennsylvania's mask rule. But I have to say after hearing parents at the board meetings, in person and through emails I am very troubled by their attitude towards masks. Many seem strongly opposed to their children wearing masks and even doubt the fact-based science on the issue. This attitude will surely affect the attitude of their children. I see no reason why children cannot be asked to wear masks and I feel if we create and foster the correct attitude it can be an effective policy. From kindergarten on, we constantly have expectations and rules for students, it is fundamental part of all education and this is no different. Also, I feel that asking to return to the old normal, meaning no changes at all is unrealistic. Life has changed, possibly forever. That doesn't mean that children will not ever see faces again, but it does mean that things need to change for some time until we get effective treatments, a vaccine and develop and implement creative ways to deal with rethinking and adapting our education.*

*So, do I discount everyone going back to the buildings just because not everyone will be safe? I am wary that children and parents will not support the mask rule and follow guidelines seriously and it could promote the spread of COVID. But I also see school as an essential service in many ways. I believe children who have special needs and children from K-4, need education in the buildings with teachers and aides. Online does not work for all or the majority of them and lost learning has already occurred during the months in the spring. And even though many people keep saying to me school is not childcare, I do not understand that concept or maybe I just do not agree. Of course, it is childcare. Everyone needs to earn a living. Most families are double income households these days and not everyone has the luxury to stop working or work from home to take care of children too young to take care of themselves. I am also concerned for those who are financially fragile and then we add the burden of child daycare to the mix. Also, this impacts our staff in so many ways. If we go back without proper safety guidelines, the students and staff will get COVID. The students will largely be asymptomatic and recover but the virus will pass to adult staff and family members who are higher risk.*

*If we go back in yellow it will be safer for all, but it will negatively impact community members and staff and their ability to work because of their need for childcare.*

*In addition, school provides a protected space for children. In school, students are not only educated but fed, given social and emotional support and sheltered from neglect and domestic violence.*

*So, these factors and really countless others have kept me up for nights all summer. But I personally feel that as much I want all students back to school I can only agree to that when we have the following conditions met: everyone wearing masks, social distancing, proper hand hygiene and no local surges in community numbers of cases. At this point I feel the buildings are too crowded and I need to be more assured that students and families will adhere to wearing masks as needed to return everyone to the buildings at once. I also feel implementing the green plan without being able to follow necessary CDC guidelines would most likely have the consequence of sending us directly to red. I support starting the school in yellow with hybrid learning if we can meet the conditions I have stated. I hope we as a school district can work together quickly to implement, improve and adapt this plan creatively.*

*I think my priorities as a school board director have shifted because of the pandemic. I believe at this moment in time, we need to concentrate on creatively trying to educate the district to a high standard but realize we also need to take steps to protect those at highest risk for lost learning and safety. I strongly support creating a robust competitive online experience for district students who are fully cyber and for those who will be hybrid learning. I also support trying implement a hybrid plan because I think going fully red puts many students at a high risk for other serious problems which I detailed previously.*

*I want to say I am so thankful to all the staff and administration who have been working tirelessly all spring and summer. Theirs had been a herculean effort. It is really amazing to watch a group of people accomplish so much so quickly with so many unknowns. I am also appreciative to all the information and input from the school board. We have differing opinions and styles but I have benefited from everyone's insight. I can say that I know everyone on this board cares deeply about the students, Spring-Ford education and the community.*

*Lastly, I also want to thank the Spring-Ford community. I can absolutely say after receiving countless phone calls, reading hundreds of emails, comments and texts and hearing emotional pleas behind a mask at a 6-foot distance in the grocery store that you feel passionately about your children, their education and this district. I learned so much from all the information you shared and empathize with each of your stories and situations.*

Mr. Shafer questioned if any consideration was given to modifying the upcoming school start date in order to bump back the start of school to the middle of September in order to take all of the in-service days throughout the year and move them to the beginning of year in order to provide professional development for the professional staff. He stated that he hoped that the district was sprinting to prepare teachers to provide a meaningful experience not only for them but for the kids as well. Mr. Shafer commented that he believes the best thing is to provide parents with a choice with regards to students moving in and out of a virtual/cyber program.

Mr. DiBello stated that from his perspective he would like to get the kids back into school in the safest environment possible. He commented that he took exception to comments that the Board's questions and comments made last week were politically motivated. He added that he did not think people realized the amount of work going into this decision and that no matter what decision they make people will not be happy. Mr. DiBello advised that they are trying to figure how to provide the best educational experience for students and how to do it safely for everyone. He begged the public to hang in there with the Board as they are getting closer to making a decision but that it will all have a lot to do with the situation at that time and the ever-changing CDC guidelines.

Dr. Goodin asked to revisit the comment at looking to change the start date for the upcoming school year and questioned if this was the Board's desire but reminded them that they are still bound by the 180 day school year. Mr. Fitzgerald noted that under the collective bargaining agreement it will not buy you that much more time with the teachers as if they have a 190 day professional year then 180 of them will have to be with students so you will always have the finite number of professional development days.

Dr. Wright suggested that administrative team take a look at this as if you can buy another one or two days of professional development in the front of the year it may be impactful in order to help our teachers be prepared for the student's returning.

Mr. Shafer commented that he did not want a lot of time invested in this but just offered the suggestion in case it had not been thought of.

Dr. Wright stated that tonight they passed the approval for a principal for the high school. She said she wanted to take the opportunity to welcome Dr. Colyer to the helm.

## **XI. PUBLIC TO BE HEARD**

Mr. Fitzgerald suggested that due to the late hour, the Board set a ½ hour maximum time limit to the public comment section and restrict comments to 2 minutes per person with the comment section ending at 12:03 a.m.

**Kelly Olsen, Collegeville**, stated that she felt that children's education should not be at risk and those who do not feel safe sending their child to school should take advantage of online learning while those who feel safe should be able to send their kids to school. She urged the Board to choose the choice that will give each family a choice as to what the best platform is to them.

**Mary Jo McNamara, Royersford**, commented that last week there were Board comments on things that were not addressed tonight such as lunches, bussing, counseling, mental health, use of facilities, and teacher substitutes. She stated that she would love to have a decision for her children and her work and what she needs to do going forward. She questioned how they make a decision on this within a week without having some of those other factors figured out. Ms. McNamara advised that she read through the templates but was not sure if the plan to open for athletics could be different from the plan for opening for instruction.

**Roland Olsen, Collegeville**, advised that he was working on initiating a town hall meeting that would put Dr. Goodin and Spring-Ford at a table with PA's Department of Education Secretary Rivera, the Department of Health, the Governor's Office, and local legislators. He added that he invited the School Board President, the President of the Teacher's Organization and will include local superintendents as well. He stated that he will keep everyone updated with his progress on this. Mr. Olsen stated that he felt that with the

proper equipment and resources that the district could stream their classrooms and provide synchronous learning for both online and in-person instruction. He spoke of the comfort level of teachers returning to the classroom and stated that he hoped that they had been included in the planning.

**Dennis Wright, Limerick**, stated that he has attended several meetings thus far and had three words; safety, technology and fiscal responsibility. He commented that a lot of time tonight was spent on the technology piece and felt that there was still a lot of work to do on the safety piece. He stated that there were many concerns expressed tonight by the public on the phone with concerns over returning to school and he felt that they needed to be provided with options.

**Allison Zimmerman, Oaks**, expressed her concern that many Advanced Placement classes that are typically offered as Spring-Ford AP courses are not available with the cyber learning environment. She stated that AP students would not be able to use the cyber option to get the same education that they would receive in school. Ms. Zimmerman questioned if the district was in a red or yellow phase if there was a reason why teachers would not be able to deliver the same synchronous classes under the normal school day schedule.

**Abby Deardorff, Royersford**, expressed that she has noticed during this meeting that some Board Members were posting on Facebook and stated that she would appreciate if they focused their time more on the tasks at-hand. Ms. Deardorff commented that she felt that Spring-Ford Cyber-school was a bait and switch to keep tax dollars in the district. She questioned why the district cannot use a Learning Management System and allow students to stay home. Ms. Deardorff stated that the cyber option was not a quality option and felt that opening under the red phase was the only safe option for staff and students.

**Kristin Ballas, Collegeville**, commented that tonight she heard someone say “they are employed here and how we open is how they work” and felt that when it comes to the teacher’s engagement that this needed to be taken a little bit more seriously. She stated that she looks to teachers as critical, impressionable people on the children’s lives. Ms. Ballas questioned if any consideration was given to the teachers possibly going on strike. She also posed that if the district has a high number of teachers who would request leave what the district would do to augment staff. She urged the district to consider broadcasting classes live and have one group attend for a full week while the other half participate at home and then vice versa.

**Venky Parigi, Collegeville**, commented that he did not hear too much detail on the cyber-school and did not find much on the website as well. He questioned why self-paced learning and why can it not be live. He asked why the district is calling it cyber learning when it is not the same curriculum that is taught in the classroom. Mr. Parigi questioned what the district was going to do for AP students as his daughter has been taking AP courses and currently has no options. He expressed that he thought it was sad that the 8 months of work done by the administration was railroaded by the Board by telling them that they need to go with the one-year option over the three-year option. Mr. Parigi stated that he heard one of the Board Members say that teachers are employees and need to come here and work and he felt that they are one of the most critical components of the school system.

**Rashmi Goswami, Collegeville**, questioned why the cyber learning platform is different from the red model that was presented and felt that they should be the same so that students could switch in and out of those systems. He stated that there needs to be flexibility to switch and that this cannot happen with an LMS versus something else. He asked that if the district determines to go back under the yellow phase if it stays yellow throughout the year or can it change depending on the situation.

**Annie Schlichter, Spring City**, commented that she did not understand why the salary increases for Dr. Goodin and Mr. Rizzo was approved so quickly and felt that all of the teacher who are frontline workers should get a raise. She stated that she did not understand why it was so difficult to come to an agreement on an appropriate platform for students to learn. Ms. Schlichter asked if teachers were getting the same respect as students and would they lose their positions at school if they accept a virtual position.

**Julie Tighe, Collegeville**, suggested in regards to the simple survey that Mr. DiBello spoke of that it be worded in a better fashion than just would you come to school if school opened. She felt that parents needed to know specifically if it was opening under green or yellow. Ms. Tighe stated that she felt it would be better to do the survey after the cyber-school meeting on Wednesday night.

**Conrad Folkes, Royersford**, felt that comparing Google Classroom to an LMS was a fair comparison because they are the choices we have in a virtual reopening but stated that an LMS is superior to Google Classroom. Mr. Folkes spoke about the concerns expressed over the mental health aspect and children missing out on the social interaction and stated that at times synchronous learning takes place within an LMS so this should help with that. He commented that the question is not what phase to open under but the true focus should be on the health and safety of students and staff. He urged the district to open in the red phase.

**Arlene Hudak, Schwenksville**, commented that her children's teachers did an amazing job online from March until June. She urged the Board to approve the Canvas Learning Management System. She asked how parents would be notified if a child in their student's class tested positive for COVID and would testing be recommended for everyone exposed.

**Lyndsie Olenoski, Phoenixville**, questioned how her child is supposed to learn if the district opens in green and then are quarantined for 14 days even though they are not sick and there is no LMS system. She expressed frustration over the squabbling and questions and felt that they were not about learning but rather about money. She commented that it was her understanding that the Board has \$172 million appropriated in the approved budget and discussion is for an additional \$2.6 million to open in red with an LMS system. Ms. Olenoski stated that this equates to 1.5% of the \$172 million. She asked the Board to take a moment and think about what it is like trying to be a parent trying to navigate the system. She urged the Board to talk about the children's well-being and their education and not squabble over the minute details.

**Venus McHugh, Collegeville**, recommended that the Board apply Occam's Razor which is the choice with the fewest assumptions is usually the correct choice. She stated that there are too many unknowns that will be thrown at us creating inconsistency and making it harder on students, staff and parents. She asked the Board to allow teachers to create a curriculum for one platform of teaching. Ms. McHugh expressed that she is disheartened that the Governor is not making this decision for us. She urged the Board to open in red and revisit this in January.



**XII. ADJOURNMENT**

Ms. Earle made a motion to adjourn and Mr. Jackson seconded it. The motion passed 9-0. The meeting adjourned at 12:04 a.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

On June 8, 2020 the Special Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:31 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. She advised that the Board met in an executive session on Monday, June 1<sup>st</sup>.

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

There were no comments from the public.

### **II. ACTION ITEMS**

Mrs. Zasowski announced that they will be voting on each motion separately tonight.

Mr. Jackson made a motion to approve Item A and Mrs. Fazzini seconded the motion.

Mrs. Melton commented that she would like to commend the board as they have been going through an unprecedented time as everyone has worked really hard. She spoke of all of the work the board has put into looking at the budget from every angle. She stated that this is not an easy place to be or one that any one of them wanted to be at. Mrs. Melton advised that at one point they were looking at a tax increase of 4 1/4 % or More and she wanted to commend and thank everyone on the board for having worked so hard and giving up their free time to make sure they could get somewhere close to index.

Mr. Jackson commented that next year they will be sitting here having the same discussion but it will be more painful and a lot worse than it is now. He told everyone to enjoy this moment but next year they will be having the same conversation and it will be worse.

The motion passed 6-3 with Mr. DiBello, Mr. Jackson and Mrs. Zasowski voting no.

- A. The Board approved **Resolution 2020-22** for the adoption of the 2020-2021 General Fund Budget in the amount of \$172,070,735.00 which represents a tax increase of 2.58% (millage 28.1869). **(Attachment A1)**

Mrs. Melton made a motion to approve Item B and Mr. DiBello seconded it. The motion passed 9-0.

- B. The Board approved **Resolution 2020-23** for the 2020-2021 Homestead and Farmstead Exclusion. **(Attachment A2)**

Mr. DiBello made a motion to approve Item C and Mrs. Melton seconded it.

Mrs. Melton stated that the resolution could be a little confusing for the public so she just wanted to make sure the district puts out some information regarding the various dates. Mr. Fitzgerald agreed that if the resolution passes that some type of notification needs to be put out regarding the implications for the taxpayer as it extends the flat period as well as the installments this year to include a 4<sup>th</sup> installment.

The motion passed 9-0.

- C. The Board approved **Resolution 2020-24** for the modification of real estate tax payment deadlines and number of installment payments for the 2020-2021 tax year. **(Attachment A3)**

Mrs. Melton made a motion to approve Item D and Mr. DiBello seconded it.

Mr. Jackson stated that he brought it up before and wanted to reinforce it again that this needs to be clearly communicated to the public that the rebate is after they pay their taxes in full and not before then. Mrs. Zasowski agreed and said it is a reimbursement after taxes are paid in full and she added that there should also be some form of communication to the taxpayers regarding this. Mr. Fitzgerald concurred that this is the district's first year doing this and a number of other districts have done this for a year or are just starting it as well. He added that there will need to be some guidelines put into place by the Business Office that will help to transition individuals to be able to take part in this program.

The motion passed 9-0.

- D. The Board approved **Resolution 2020-25** for the provision of property tax and rent rebates to certain senior citizens, widows, widowers and disabled persons with fixed and limited incomes; establishing uniform standards and qualifications for eligibility to receive a rebate; and providing penalties for fraudulent claims. **(Attachment A4)**

#### IV. BOARD COMMENT

Mr. DiBello commented that this evening they passed a budget of \$172 million and a lot of work and energy went into the process. He explained that he voted no as they are in for a whirlwind next year as they will be looking at an easily 5%-6% tax increase right out of the shoot. He stated that if you have been following the recent events coming out of Harrisburg and Washington, the guidelines that will be put onto school districts will be astronomical. Mr. DiBello commented that there are a lot of crazy things being proposed right now and when guidelines come out of the federal and state governments they tell you what you have to do and this will all be added to the long list of unfunded mandates. Mr. DiBello cautioned that there will be significant changes to education as we know it. He expressed his frustration with the state continually pushing everything down upon school districts which everyone knows are underfunded thereby forcing school districts to raise taxes while come election time the legislators boast that they did not raise the taxes. He relayed that the

Board had asked the professional staff to take less of a raise and that was denied. He said the burden is all being pushed upon the taxpayers in the district many of which have lost their jobs or had a reduction in their salaries. Mr. DiBello stated that the community-at-large is hurting. He again reiterated that they are in for a whirlwind next year come budget time and he has no idea how we will pull this off next year.

Mrs. Zasowski advised that she wanted to comment by reading a statement she had prepared. She read the following statement:

*"I voted no to the budget because I firmly believe the increase is too high for those who have been adversely affected by the global pandemic. As a Board, we met many times to discuss, to solicit the support of the Spring-Ford school community, and to find solutions during these unprecedented times. We had just recently announced our goal to get between 1 - 1.5% but sadly we did not meet that goal as a group. No one, absolutely no one, wanted to hurt the level of educational services at Spring-Ford. While we are hopeful that we will not have to make these hard decisions next year, in the event we do, it is our hope as a School Board that all Spring-Ford employees and their respective representatives will partner with us to ensure the ongoing viability of the strong educational services we provide here at Spring-Ford."*

## V. PUBLIC TO BE HEARD

**Heidi Goldsmith, Collegeville**, stated that she wanted to commend the Board Member on pushing a budget that supports the kids in the district. She commented that as a person in the district who has 3 kids of various levels and needs, she feels that putting a budget first of kids needs is paramount. She added that she understands and she is sure that the district has been advised of concerns on future needs for situations that might occur but the reality is that without putting forth a budget that provides teachers, instructional assistants and the people on the ground to meet those needs then we are in a desperate situation. Ms. Goldsmith expressed thanks to the Board at this juncture for stepping in and doing what is right for the kids in the district and providing the temporary TPE's and she hoped that at the next board meeting she would see the IA's being supported.

**Lori Hoshaw, Spring City**, asked the Board to consider that the level of education in the district is very high but it is also extremely affluent. She stated, yes there is a one-point something percent raise but, there are people in other districts that do not have anywhere near what Spring-Ford children have. She added that she knows there are other districts who have managed to balance their budgets without raising taxes by taking from their reserve fund. Ms. Hoshaw asked the Board if they have such a reserve fund to draw from and are they being fiscally responsible? She stated that she is a taxpayer in the school district and it really pains her to see that there are other districts who are doing without anywhere near the educational level Pottstown has and they can manage to balance a budget. Ms. Hoshaw advised that she is a teacher in the Pottstown School District and her husband is a teacher in the Phoenixville School District as well. She stated that she is commenting as a teacher and feels that the Board should really consider, in light of recent events, the inequity and inequality that other districts have. She added that in the future she is going to be saying things at the school board meetings about the funding at the state level because while we are hurting other people are hurting also. She asked the board to consider how they are going to support equity in education district-wide and look at our neighbors who are suffering. Ms. Hoshaw commented that she knows there are people suffering in Spring City and people who are Section 8 housing and felt that the Board should look at the affluence that exists. She added that her son has benefitted from the district as he is severely autistic and on MA. She stated that there are 5 kids in his classroom and she as a tax-

payer would not want to sacrifice this but felt that the district really needs to look hard at the class sizes and justify what this tax increase is. Ms. Hoshaw asked the district to have a heart as to the needs, the racial inequality, the economic inequality and the inequity that is going on in the district and amongst your neighbors.

**Julie Mullin, Collegeville**, she asked if the resolution to extend the face period also applies to the interim bills. Mr. Fitzgerald replied that he did not believe it applied to the interim bills.

**Nicholas Tier, Collegeville**, thanked the Board for passing the budget saying he felt it was best for the kids and that he was speaking as a father of 2 in the district. He advised that he is also a teacher in the district and that he looks forward to working with the Board to make the budget the best it can be for the kids. He added that this is always built upon trust between the Board and Members of the Association and they value this as well as working together in order for kids to have the best educational experience possible. Mr. Tier expressed that he felt Mr. DiBello's comments today undermine that trust which is unfortunate but he is only speaking on behalf of himself. He stated that he does look forward to working on this in the future in order to have a quality district in the future for years to come.

Mrs. Zasowski commented that Mr. DiBello's and her comments were not in any way meant to undermine the relationship the Board wants to have so much with the teachers. She added that the Board did reach out and the response they were given was no. She stated that they were not asking for a reduction in pay but rather less of a raise in order to help us not have this tax increase. Mrs. Zasowski said she wanted to clarify the comments made earlier the community member who said there was a one point something increase that the increase that was passed was a 2.58% increase.

**Daniel Miscavage, Royersford**, commented that he is the parent of 2 children going in to 8<sup>th</sup> grade. He stated that he has lived in the district his entire life. He added that it is a tricky thing for someone who is a taxpayer as well as a teacher in the district to get onto these meetings and speak. Mr. Miscavage commented that he felt he needed and that he wanted to follow up what Mr. Tier said. Mr. Miscavage stated that he feels it is hard to hear the School Board Members say that they want to work together when he does not feel that everything has been forthcoming. Mr. Miscavage added that Mrs. Zasowski can respond to that as she may like but he has a hard time when the School Board does not want to change their budgeting strategy and continue to pay for things the school district has that sometimes they need and sometimes they don't rather than invest in the people that may help his 2 students who will be 8<sup>th</sup> graders be better students and get the same thing that other Spring-Ford students have gotten in the past. He asked that the Board all remember this going forward next time that if we are talking about cutting teachers, staff or any position in the district that you are directly effecting his 2 students as well as everybody else that goes to this school district. He thanked the Board for their time saying he knows it is a thankless job to be a Board Member but it is their job to do this as good as they can to reduce the impact on the taxpayers. He reiterated that he is a taxpayer as well as a teacher. Mr. Miscavage commented that going forward, as long as the lines of communication are open, he would hope that they can all continue to have a good dialogue to move forward.

Mr. Jackson responded saying that everyone at the table is a taxpayer and he for one has 2 kids; one who just graduated and another going into 11<sup>th</sup> grade. He stated that they look at the fact that whatever decision they make as a Board effects them also so it is not a decision that is evaluated lightly or taken lightly.

**Jennifer Brown, Schwenksville**, commented that she had lived in Spring-Ford for 13 years and then moved out of state for 3 years to a state that had a Robin Hood system of school funding. She relayed that she got to see the difference between a school district like Spring-Ford and a school district in a suburb a lot like Spring-Ford where there was no elementary school librarian, no art teachers, and 4 school district psychologists for a school district of 17,000 students. Ms. Brown advised that they moved out of there as fast as they could and moved back to PA where they could have chosen anywhere to live closer to family but specifically chose Spring-Ford because of the excellent quality of education her 3 children had gotten prior to their move. She stated that part of this is due to the School Board and expressed that she appreciates what they are doing. She added that Mr. Jackson was her neighbor for 13 years and she knows that he is a good human who has everyone's best interest in mind. Ms. Brown commented that while she appreciates the intent of keeping taxes as low as possible with many people being unemployed, she applauds the Board for passing the budget that they did so that the students like hers, 2 of which have IEPs, can continue having the excellent services they have here. Ms. Brown stated that it is so important to keep the teacher's morale up and so important to keep the instructional assistants that we have. She added that the instructional assistants do not have a collective bargaining unit and they are the most hands-on with the kids. She advised that they have a group of about 130 special needs parents that just formed a grass roots self-support group and although she cannot speak for all of them she believes that of the 30 or so that support her comments here they would all say thank you for supporting their kids; the kids who need the most help and thank you for supporting the teachers and instructional assistants.

**Sarah DeNorris, Royersford**, commented that she is the parent of 2 elementary students and 1 younger child who will be an upcoming student in a few years and she wanted to register her support for all of the teaching staff and instructional support staff that we have in the district. She stated that the end of this year was unprecedented change for everyone including the parents, the teachers and the school staff. Ms. DeNorris expressed that she was very impressed with the effort that all of the teaching staff put in to making a meaningful learning experience for the kid especially from her experience at Brooke Elementary Staff. She stated that she hoped that the School Board could continue to provide for the instructional support staff and the teachers in the district as they are the ones who are face-to-face with the students every day. She added that she has a student with an IEP and a 504 Plan and you cannot minimize the effect that the teachers have on the students. She thanked the Board for their extraordinary efforts this year working on the budget which was possibly the most difficult one they have ever had to create but coming in at 2.58% she felt they did a wonderful job with that and hoped that they would continue to provide the support to the teaching staff.

Mr. Jackson commented that he was thinking about what Mr. Miscavage said and it bothered him. Mr. Jackson expressed that if you are a taxpayer in the district, he does not care where you work, if you are in the school district you have a right to make a comment.

## **VI. ADJOURNMENT**

Mrs. Melton made a motion to adjourn and Mr. Jackson seconded it. The motion passed 9-0. The meeting adjourned at 8:04 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

On June 15, 2020 the Work Session of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: 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. 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 June 9, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Mr. Jackson asked what the proposed timeline was for the finalization of the three options for the upcoming school year. Dr. Goodin advised that there needs to be 3 plans; a red, yellow and green phase plan which must be approved by the school board prior to kids returning to school. Dr. Goodin stated that the plan was to have them ready for mid-July but they will do their best to get them ready for presenting at next week's meeting but they will in no-way and no-how be ready for approval next week as the variables will more than likely change between now and next school year. Dr. Goodin added that the plans will ultimately have to be approved and communicated out to the district. Discussion took place on when the approval of the plans would take place and it was stated that a Special Board Meeting would occur around the 3<sup>rd</sup> week of July for the Board to approved the plans.

##### **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 June 9, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Mr. DiBello raised a concern over Policy Committee Members reviewing policies via Google Docs rather than doing that during a committee meeting. Mr. Fitzgerald advised that committees that meet in person should do so in person to review policies as he is not comfortable with work outside of that committee taking place via Google Docs and leaving a paper trail via that platform. Mrs. Zasowski advised that they will stay away from proceeding via Google Docs but explained that they were trying to find a way to expedite the process since there were so many policies to be sorted through. She stated that the Policy Committee could certainly meet in August if the committee members were available. Ms. Earle stated that the whole idea behind Google Docs was not to circumvent any policy but rather to allow the committee members to look at the policies on their own time and make their comments on them in order to expedite the process when they do meet as a committee. Mr. Fitzgerald clarified that if a board member wants to bring their thoughts to Mr. Rizzo regarding a policy separately then that is fine but he did not want to see the board members working in collaboration together on a policy, which is the intended purpose of Google Docs, outside of the committee meeting setting. Mrs. Fazzini suggested that they review the policies, take their own notes and then share their thoughts at the meeting. Mrs. Zasowski stated the Policy Committee will meet in August.

### **Community Relations**

**Colleen Zasowski 1<sup>st</sup> Tues. 7:30 p.m. (alt. months)**

Mrs. Zasowski advised that the Community Relations Committee did not meet as there was a lack of a School Board quorum. Mrs. Zasowski extended her sincere thanks to the Communications, Marketing and Media Department for everything they did and all of their extensive work to remain in contact with our community during the mandated shutdown as well as their work to make the 2020 Graduation a memorable experience for our seniors and for their families. She commented that the feedback on social media has been overwhelmingly positive.

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

Mr. Rizzo reported that at this board meeting, one year ago, Dr. Roche delivered his farewell address. He stated that at that time, his knowledge of the district was limited to what he could read and watch online but one year later he found that the information that was available online pales by comparison to what is actually happening at Spring-Ford. Mr. Rizzo advised that this past year, he has worked with a dedicated school board with a vision to constantly improve and a focus on improving the student experience. He stated that he has worked with a top-notch administrative team filled with experts in their field and well-respected by their peers. He commented that he has witnessed dedication and sacrifice from our teaching, support ranks and our students. He added that striking a balance between hard work and playing hard the students continue to excel in athletics, academics, and the arts. Mr. Rizzo stated that this year certainly brought us a set of challenges. He said that regardless of what obstacle we faced, through teamwork and careful planning, we overcame. When the COVID-19 closure came, we successfully switched our programs to an online format with no face-to-face training. We provided personalized instructional and technical support daily with an average daily attendance rate of 98.45%. We regularly shared best practices and continued to work toward improving our virtual environment. When families lacked devices or connectivity, we answered. We gave out upwards of 1000 devices and provided hot spots to families in need. When students and staff started feeling lost due to the quarantine, we answered. Our staff provided opportunities for our students to feel connected and special, even though we couldn't break the social distancing guidelines. And, finally, when our graduating seniors felt robbed of a meaningful culminating experience, we answered. With activities ranging from personalized graduation walks to supporting a parent-organized senior parade, Spring-Ford stepped up to do what was right to the extent possible while following current Government guidelines. Mr. Rizzo added that none of



the aforementioned items would have been possible without “top down support”. He thanked Dr. Goodin and the Board of School Directors for continuing to support this amazing district. He stated that as a former educator, assistant superintendent, community member, and father of 4, he beams with pride when he thinks of the work so many have done on behalf of our school community. He advised that we still have some obstacles to overcome and that as Dr. Goodin has mentioned on several occasions, planning for the return of our students in the fall is like “hitting a moving target”. Mr. Rizzo commented that with so many unknowns, our planning committees are working diligently to account for as many variables as possible while we work toward another high-quality plan to get our students back on track and in our schools.

### **Solicitor’s Report                      Mark Fitzgerald**

Mr. Fitzgerald reported that today the Supreme Court brought forward changes to the Title VII Civil Rights Act of 1964 which expanded protection for employees for sexual orientation and transgender status. Mr. Fitzgerald advise that this will modify and change some of the language in the district’s policies as a result of this. He added that this may also indicate where court may be in other areas such as the Office of Civil Rights for student related purposes. Mr. Fitzgerald stated that this is definitely an interesting decision but advised that they will have to dig more deeply into this.

### **III. MINUTES**

There were no questions or comments.

- A. Administration recommends approval of the May 18, 2020 Virtual Work Session minutes. **(Attachment A1)**
- B. Administration recommends approval of the May 26, 2020 Virtual Board Meeting minutes. **(Attachment A2)**

### **IV. PERSONNEL**

Mr. DiBello asked about Items G wondering if the contractual language that is in the Professional Contract Agreement created any conflict with the wording added at the end of the motion on the agenda. Mr. Fitzgerald stated that his recommendation would be to keep this wording in the motion as he considered it protective language under the current circumstances. He added that how the contract is interpreted when the activity under the contract cannot physically be held may be up to somebody down the road. Mrs. Zasowski asked about Act 13 and how that impacts this and Mr. Fitzgerald advised that Act 13 expires on 6/30/20 and that this language in the motion provides protective language to us on how we are authorizing the extracurricular contract. He provided an \ explanation of what Act 13 was.

Mr. DiBello asked about Item H wondering why this motion was necessary when the budget says there would be no new hires. Dr. Goodin explained that the hiring being referenced to where replacement positions for staff who left or retired and not new positions. Mr. DiBello did not support this motion as he said all positions needed to be highly scrutinized. Dr. Goodin replied that since the Board was planning on meeting in July that this motion was not needed as it had been in previous years when the board did not meet at all during the month of July. The decision was made to pull this motion from the agenda.

Dr. Wright asked how this may limit us from getting the best candidates for the positions we have open as we are competing against other districts for those candidates. Dr. Goodin stated that with the Board meeting in July then this motion was not necessary and could be removed and the hiring of those qualified candidates would not be impacted since the Board could vote on their employment contract at that July meeting.

**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.

**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, 8<sup>th</sup> Grade Center, 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.
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 Willemin**; 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.

**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.

**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.

- F. Administration recommends approval of 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.

1. **Jamilah F. Bashir**

- G. Administration recommends approval of the attached extra-curricular contracts for the 2020-2021 school year. 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.  
**(Attachment A3)**

- H. Administration is requesting authorization from the Board to employ personnel during the interval between the June Board meeting and the August Board meeting for the 2020-2021 school year. It has been customary for the Board to authorize its officers to execute contracts for personnel recommended for employment by the administration during the months of July and August. Such authorization is, of course, subject to limitations imposed by the 2020-2021 General Fund Budget.
- I. Administration recommends approval for the Salary Book for the 2020-2021 school year.

## V. FINANCE

Mr. Jackson questioned Item D 1-35 saying he has a concern with the district issuing contracts or agreeing to contracts right now since the contracts are based on a certain scope of services as if we were functioning as a brick and mortar school. He asked that the board possibly look at these contracts for approval at the end of August as by that point and time we should have a better idea of where we are with the 20-21 school year. It was decided that the Special Education Supervisors will review the contracts on the agenda and determine which ones need to be approved this month since the services occur in the summer or need to be approved now and which ones could be held for the August meeting for approval.

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

- 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)
  - Wires Register (General Fund, Food Service, Capital Reserve, and Capital Projects)

D. Administration recommends approval of 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. **Personal Health Care, Inc. – Valley Forge, PA.** Provide nursing services during the school day and while being transported during the 2020-2021 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$25,725.00.
13. **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.
14. **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.
15. **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.
16. **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.
17. **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 2020-2021 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$89,301.00.
18. **Pediatric Services of America, Inc. dba Aveanna Healthcare – Atlanta, GA.** Provide nursing services during the 2020 extended school year for multiple special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$14,430.00.
19. **Pediatric Services of America, Inc. dba Aveanna Healthcare – Atlanta, GA.** Provide nursing services during the school day and while being transported during the 2020-2021 school year for multiple special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$80,160.00.
20. **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.

21. **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.
22. **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.
23. **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.
24. **Visiting Nurse Group, Inc. – Philadelphia, PA.** Provide nursing services during the school day for a special needs student during the 2020-2021 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$81,000.00.
25. **Epic Health Services (PA) dba Aveanna Healthcare – Atlanta, GA.** Provide a home health aide at school during the 2020-2021 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$7,000.00.
26. **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.
27. **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.
28. **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.
29. **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.
30. **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.

31. **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.
  32. **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.
  33. **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.
  34. **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.
  35. **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. Administration recommends approval of 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. Administration recommends approval of 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. Administration recommends approval of 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. Administration recommends approval of 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. Administration recommends approval of 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. Administration recommends approval of 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.

## VI. PROPERTY

There were no questions or comments.

- A. Administration recommends approval to purchase (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.

## VII. PROGRAMMING AND CURRICULUM

There were no questions or comments.

- A. Administration recommends approval of 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. Administration recommends approval of 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 the Curriculum and Instruction Budget.
- C. Administration recommends 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.

## VIII. OTHER BUSINESS

There were no questions or comments.

- A. Administration recommends 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 are submitted as a second reading for approval at next week's meeting:
  - 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)**

**IX. BOARD COMMENT**

Mr. Jackson apologized for having to go back in the agenda and asked about the 2 settlement agreements under Finance Letters F and G. He stated that in the past the Board was provided with a rationale for settlement agreements. He requested additional information be provided on this as he would find it difficult to support something he does not know about. It was determined that additional information will be provided in the an executive session prior to next week's meeting.

Dr. Wright asked for clarification on what needed to happen prior to students being able to return to fall sports. Dr. Goodin indicated that Mr. McDaniel was working on the plan for sports that the Board would need to approve and he should have it ready by next Wednesday so it will go home to the Board in their weekly memo.

Mrs. Fazzini asked if it was possible that the district may be able to open up the tennis courts and the track at some point and he replied yes hopefully by the end of June.

Mrs. Zasowski expressed that she hoped everyone saw the wonderful tribute written to Dr. Nugent. She stated that she does not have words that can describe or come close to that or even what she has seen during her time here not only as a board member but as a parent. She commented that Dr. Nugent is an amazing person and has done an amazing job and his retirement will be a loss for us. Mrs. Zasowski stated that he truly has a legacy here and he is just an wonderful all-around person, contributor and leader. She added that she is sure many would echo those thoughts.

Mrs. Fazzini stated that Dr. Nugent would be greatly missed.

Mr. Shafer encouraged everyone to submit videos for the compilation that is being put together. Mr. Shafer stated that he has a unique perspective with Dr. Nugent in that he knew him first as a very young teacher then as a football coach, a wrestling coach and also as a mentor growing up in the community. Mr. Shafer stated that he is personally upset that Dr. Nugent is leaving us but he is happy for him. Mr. Shafer added that everyone deserves the opportunity to retire but he is heartbroken as Dr. Nugent was such a great contributor, had a great attitude and was a great role model. Mr. Shafer stated that saying thank you is not enough as there will be a mourning period for him. He commented that being a high school principal is an extremely hard position and Dr. Nugent has done the job wonderfully. Mr. Shafer stated that he will miss Dr. Nugent terribly and he knows others feel the same.

Eshika reminded everyone that the submission deadline for videos in honor of Dr. Nugent is July 24, 2020.

Mr. DiBello stated that he has a bunch of comments to make but will hold those until after the Board votes next week.

**X. PUBLIC TO BE HEARD**

**Heidi Goldsmith, Collegeville**, expressed that with the Zoom meeting it is difficult to tell who is talking. She stated that she would like to address the Board Member who spoke about Section D and the costs regarding those. She commented that she would welcome

the opportunity to sit down and talk to them about kids with disabilities because this is what that actually entails. Ms. Goldsmith stated that the reality of the situation is that districts, regardless or not whether COVID exists, in her opinion have an obligation to provide free appropriate public education to kids with disabilities. She added that this is what Section D covers and not providing those services is a complete risk to them as well as to their long-standing education within Spring-Ford which could lead to potential lawsuits. Ms. Goldsmith stated that she understands that this is a large budget item but believes that understanding and appreciating the families that operate under Section D is really important. She expressed that she understands it may seem like a large budget item but for those kids they are necessary services and she would truly appreciate an understanding and looking into this beyond a pure number figure. Mr. Jackson responded that he believes she misunderstood his statements as they had nothing to do with the services changing as these would remain the same. He clarified that his comment was based on the contract itself and the value of the contract, not the services. Mr. Jackson offered that if Ms. Goldsmith would like to talk to him then he can be reached via his public email address or his public phone number listed on the website. Mrs. Melton added that some of the motions covered under Item D are not specific to special education but are areas such as support for our student athletes during their athletic season. She stated that these are typed of items that perhaps if we are not going to have a season we should hold off on approving those types of independent contracts. Mrs. Melton clarified that the ask was for the contracts to be sorted through so that the Board can focus on those that they know they need in order to cover an IEP or for the Extended School Year Program and then the others can be held off until possibly the July meeting for approval.

**Dennis Wright, Limerick**, thanked the School Board for all of the hard work they do and stated that this year has probably been the biggest challenge they have ever had. He commented that he moved into the district in 1996 and has had 2 children who have graduated from Spring-Ford High School and he understands the value of education here. Mr. Wright stated that he had the opportunity to listen to the board meeting from May 18<sup>th</sup> and his concern is not with the tax increase that was approved for this year but rather what they are going to do for 2021-2022 and what their strategy was. Mr. Wright added that when he hears comments from board members about kicking the can down the street for expenses then this is a concern for him as a consumer. Mr. Wright expressed his surprise at the fact that more people have not responded but feels that when they receive their tax bills it will hit them as there is a lot going on today in everyone's household. Mr. Wright referred to a comment that was made at a previous board meeting regarding the replacement of Smartboards because that's what we have done in the past and stated that this is a different time and they need to be more creative in their budgeting process. Mr. Wright said he looks forward to talking with some of the board members in his region so that he can share his thoughts with them. Mrs. Zasowski thanked him for his comments and stated that she wanted him to know that so much went into the budget meetings. Mr. DiBello added that it may have not come out in the meetings that Mr. Wright watched but wanted him to know that the district has a 7 year rolling budget so that Board knows not only what next year is going to look like but also what the next 7 years are going to look like. Mr. DiBello stated that it is very complex as far as the spending in the district as they take every dollar seriously. He added that there is also a Technology Cycle Program so what they try to do is spend so much per year. Mr. DiBello spoke about Smartboards being new technology that was only introduced into classrooms a few years ago so they are always incorporating new technology as it works its way in from a curriculum standpoint. Mr. DiBello stated that we have so much that we spend per year or if not then we could end up with a bigger problem resulting from kicking the can down the alley. Mr. DiBello said he shares Mr. Wright's concern on what next year's budget is going to look like and was very vocal about it. He added that many districts are going to have a very rough time ahead of them and he keeps saying that the district is forced to push this burden onto taxpayers as a result of unfunded mandates that will result from this pandemic. Mr. Wright commented that Spring-Ford has always been reasonable with their taxes and his children went through Spring-Ford and greatly benefitted from that as it is a great school district. Mr. Wright expressed that his

concern with moving into next year is for the district to look at what they are doing every day, look at the expenses that you have every day and manage them. He added that there are over 300 extracurricular activities that people are getting paid for and if the district saved 1% on those then what could that do? Mr. Wright said he would gladly share his ideas with somebody from Region II.

**Mari Macdougall, Collegeville**, commented that she is not sure what the green stage entails but wondered if there was any chance that school goes back to normal. She indicated that she had written each of the board members with her concerns. Ms. Mascaro commented that the virus was going on long before precautions were taken and there is not one outbreak in any one school, daycare or university in the entire country. Ms. Mascaro felt the measures the board was talking about would only harm children's education and mental state way more than the virus ever could. She added that it has already stolen so much from the children. She again asked if there was any way that it will go back to normal. Ms. Mascaro indicated that she had read from another state that they will not implement the social distancing guidelines because they clash with security issues and the stuff in place for school shootings. Ms. Mascaro stated that she is fearful that the schools will be too concerned with implementing the safety measures than actually teaching and the students will continue to not learn anything. She relayed that she had 3 children and they things while the other teacher was barely heard from. She felt that children need traditional school and she questioned if there was any chance that this may happen. Mr. DiBello replied that he had answered the very well thought out email Ms. Mascaro's had written him and he stated that the school district is required to follow certain things that are set forward by the state, PDE and the government. He commented that depending on what is mandated versus not will then drive what we can and what we cannot do if and when we do start school in August. Ms. Mascaro stated that if it is not mandated and only requirements can the district just not follow them and go to school. She questioned why they need to be followed when this has not posed a risk. Ms. Mascaro commented that if you keep the kids apart then they are just going to be together after-school anyway like they are all summer long already. She felt that it seemed like such drastic measures that is really going to hurt this generation and setting them up for failure. She added that these are impressionable years especially at the elementary school age. She advised that her daughter is entering kindergarten and that is supposed to be about hugs and play and if she is being taught not to hug, touch or be friends with somebody then she does not know what the future is going to be like.

Mr. Fitzgerald advised the Board to complete the public comment rather than try to do it as a Q&A. He commented that in response to the question posed, we are licensed by the Pennsylvania Department of Education therefore they can very quickly penalize a school entity if they are not adhering to the directives of the Governor's Office. Mr. Fitzgerald added that while we would like to believe that we have a lot of flexibility, at the end of the day if we are deviating from an order, whether we like the order or not, there is oversight and punitive measures that can be taken. He stated that the Board recognizes what Ms. Mascaro is saying but must also recognize what is coming from Harrisburg.

## **XI. ADJOURNMENT**

Mrs. Fazzini made a motion to adjourn and Mr. Jackson seconded it. The motion passed 9-0. The meeting adjourned at 8:37 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

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:

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

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.