

On August 24, 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 the public of the process for the meeting and for making public comments at the beginning and end of the meeting. She advised that the Board met in an executive session prior to tonight's meeting to discuss personnel.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Roland Olsen, Collegeville, commented that he had left the last meeting with hope to achieve positive momentum for getting back in school. He questioned why Mrs. Melton's challenge list for Dr. Goodin, Mr. Shafer's Ad-Hoc Committee, the Council's list of proposed solutions, the student survey, a detailed and updated report on where the teachers stand on returning to school, and a detailed project plan on returning to school as requested by the board from the administration were not on tonight's agenda. He expressed hope that all of these items are discussed tonight. Mr. Olsen stated that he was glad to see that CHOP doctors were joining tonight's meeting and looked forward to their presentation. He added that CHOP has had success in mitigating COVID in their operations and our students, parents and teachers should gain confidence that we can do the same. He referenced businesses frequented by the public and how they have managed to operate without the spread of COVID taking place. Mr. Olsen commented that although the public will not be able to ask the doctors questions he hoped they would be able to address the reality that there are many non-healthcare businesses running safely and successfully and schools can as well.

Michael Lebieczinski, Royersford, stated that he understands we will be hearing from scientists tonight who are going to discuss data models. He felt it would be helpful to the board, administration and parents for someone to summarize the historical accuracy of just a few of the data models that were used to determine COVID-19 public policy around the world so that their future decisions can be informed from the past credibility of these so-called models. Mr. Lebieczinski spoke of the data models released by Neil Ferguson from the Imperial College in London, the Institute for Health Metrics and Evaluation and the Children's Hospital of Pennsylvania along with the University of Pennsylvania and questioned the credibility of the data they reported. He stated that past performance is not an indicator of future results and in a world of predicting virus

outcomes the track record of guessing is clear as not a single data model published since March 2020 was even close to predicting the spread of COVID. He asked that everyone take past results into account when judging the effectiveness of the so-called data models.

Mary Jo Mcnamara, Royersford, asked the board to continue to consider a public outdoor forum or a forum that allows additional folks in the room where a question and answer session can be entertained. She also asked the board to address and share the challenges being faced so that they can be specifically be identified so a path can be determined going forward for a solution to those challenges.

II. PRESENTATIONS

Mr. Rizzo advised that Social Emotional Learning has been a big push for the district in the last two years and he introduced Ms. Hammond and Ms. Purdy and asked them along with the students present virtually to speak about the program.

Ms. Hammond spoke about her work with Aavidum and Resiliency over the past 7 years. She spoke of the purpose and benefits of these programs. Ms. Purdy spoke of her involvement with these programs over 8 years and she introduced the students presenting tonight who have been involved for several years and play important roles in the Social Emotion Learning (SEL) Program at Spring-Ford. Students, Hannah Sodicoff and Aurora Ferguson, spoke of SEL and how it is implemented into the classroom. Syl Kailey and Katherine Black provided an overview of what Social Emotional Learning is, the benefits of SEL as well as the benefits of the Resiliency Club and Aavidum for students. Cameron Wilson spoke of the need to integrate SEL into the curriculum this year not only at the secondary level but beginning at kindergarten.

A question was raised on how this will continue to run through the first quarter with the district opening under a virtual plan and Ms. Hammond provided the details for the SEL Program to be incorporated into the virtual school day.

- A. **Susan Hammond and Alynn Purdy**, Teachers, along with **Spring-Ford Area School District Students** to present on the Social Emotional Learning Program at Spring-Ford.

Dr. Coffin and Dr. Matone introduced themselves and provided their qualifications and roles at The Children's Hospital of Pennsylvania. They spoke of the COVID incidence rates and what it will take to reopen schools safely, what it will take to keep them open and have a successful school year. They spoke of the impact to students with virtual learning especially students with special needs and the younger elementary students. Drs. Coffin and Matone spoke about and engaged in dialogue with the board in response to questions on students wearing masks, 6 foot social distancing, and how to differentiate between allergies, flu and COVID, whether kids can be carriers, contact tracing, quarantining and in the event a COVID case or outbreak information that will need to be reported to the Health Department.

- B. **Dr. Susan E. Coffin**, Professor of Pediatrics - Division of Infectious Diseases at CHOP, and **Dr. Meredith Matone**, Associate Professor of Pediatrics at CHOP, to speak about Key Ingredients for a Successful School Opening.

Mrs. Benner presented a PowerPoint that highlighted the Future Planning Center events during the 2019-2020 school year as well as the accomplishments of the Class of 2020 including their reported post-secondary plans. She advised that due to COVID and school closures some students have since changed their plans and have elected not to go away to college for their first year but rather attend the local community college. Mrs. Benner advised that this year the Future Planning Center has gone virtual in order to provide assistance to students.

- C. **Tricia Benner**, College Career Coordinator, to provide a Year End Update on the Future Planning Center and the Accomplishments of the Class of 2020.

III. **BOARD AND COMMITTEE REPORTS**

Superintendent's Report Dr. David Goodin

Dr. Goodin reported that the world finds itself in the midst of a global pandemic and to limit the spread of COVID-19 large gatherings have been limited or eliminated with sporting events, concerts, even restaurants and bars have limited capacities. He stated that schools have also been impacted by the need to limit capacity within school buildings and faced with limited space to ensure social distancing of a minimum of 6 feet, many schools have opted to open virtually or limiting capacity by alternating days for students. Dr. Goodin advised that last week the board asked him to identify some of the areas of concern for bringing students back full-time. He stated that one of the biggest issues he sees is that full in-person learning does not allow for 6 feet social distancing which is imperative along with mask wearing to prevent the spread of COVID-19. He added that it also encourages social mixing due to there being too many people in the same place at the same time such as busses, halls, entrances, exits, and cafeterias. Dr. Goodin commented that decreased social distancing plus increased social mixing equals greater risk to the Spring-Ford community. He reported that the district is currently working with ICS to develop spacing layouts for each building in anticipation of full in-person learning which should be done within the next two weeks. He advised that seating in the cafeterias will be an issue with full in-person learning since under the hybrid plan we plan to use student desks as only half of the students would be in the classrooms. Dr. Goodin stated that in-person learning would cause the district to have to look at the challenge of providing adequate seating to ensure 6 feet distancing in our cafeterias. He commented that a lot of these are logistical issues and they would like to start making operational/logistical issues part of the Property Committee meetings in order to vet out the issues and solutions going forward. He added that in addition to the spacing issue and achieving the 6 feet social distancing, a person exposed to an individual with COVID-19 must quarantine for 14 days possibly longer if they develop symptoms during the quarantine or if living in the same home as an infected person, therefore, increased quarantine equals increased absences from school equaling interruption in education. Dr. Goodin said this leads us to the next area of concern and one that we must focus on and come up with a plan for which is if all education is in-person then how are we going to educate the many quarantined students during their two week exclusion. He added that other areas of concern are that contact tracing becomes more difficult with increased social mixing, the capacity of designated isolation rooms may not be sufficient as full student capacity, staff supervision of students in multiple locations during lunch periods, the loss of gymnasium spaces to accommodate social distancing during lunch, student pick up and drop off congestion, and the ability to maintain adequate staffing.

Mr. DiBello stated that only two of the concerns mentioned by Dr. Goodin would fall under the Property Committee and he made a motion to activate the Ad-Hoc Committee to meet with the parent groups, understand their positions, understand their concerns, bring specific questions that parents have and possibly reduce the angst in the community and be able to communicate more effectively. Mrs. Zasowski seconded the motion.

Discussion took place on how to get a fair representation of the community at the meeting, and the reasoning behind the need for the Ad-Hoc Committee to take this on. The public was urged that if they want to be heard then they should either come out to the meeting, contact a member of the committee or attend the meeting virtually.

The floor was opened up for public comment on Mr. DiBello's motion.

Dan Mayo, Royersford, expressed that he was encouraged that the Board was talking about establishing the Ad-Hoc Committee to reach out beyond the administration and the Board to get more than just a two-minute public comment period to where there can be ongoing dialogue with parents. Mr. Mayo added that he supported this.

Danielle Folino, Mont Clare, stated that she fully supports the use of the Ad-Hoc Committee for this purpose and feels it is extremely important that there is ongoing dialogue and not just emails going back and forth or statements being made in public but an rather an active dialogue with the community. She expressed hope that the board moves forward with this motion.

Rachel Kerchner, Phoenixville, commented that the 120 second monologues are completely ineffective as a way of involving and communicating with the community members. She stated that it allows for zero actual dialogue without which there is no effective communication occurring. Ms. Kerchner added that if the board truly respected and wanted to cultivate the relationship between them and all of their community members they would establish a mediated forum for them and the community to come together in order to engage in meaningful dialogue. She felt that currently they are speaking at each other and they need to be with each other. She stated that she supports the Ad-Hoc Committee.

The motion passed 9-0.

Dr. Goodin informed the board and the community that the special education supervisors have notified families of low incidence students that they will be providing in-person instruction beginning on September 14th. He added that the supervisors are planning to add additional students every two weeks following depending on individual student needs.

Discussion took place by the board on the district sending out a parent survey asking for parent commitment on their plans to send their children back to school if the state criteria was met and the district plan was to provide in-person learning. Also discussed was the timeline for sending this survey out. In addition, discussion took place on the need for a teacher survey to be conducted. Dr. Goodin asked for clarification on when the survey to families was to be sent out and the majority of the board said September 28th. It was determined that the teacher survey would go out on September 14th. Mr. Fitzgerald stated that he felt the teacher survey needed more deliberation as to what was going to be asked as there are a number of questions that could be posed vis-à-vis leave rights that they may have to the extent that we do come back at a certain date. Discussion took place on the flexibility of the district and the expectations of staff on choosing to work from home or in-person if the district were to return to live instruction. Mr. Fitzgerald advised that further discussion should be done in an executive session on this topic. The conversation was tabled.

Mr. DiBello commented that he did not feel there was a lot of experience in project planning and he suggested that the board consider bringing in a project management consultant to build out true project planning and all of the specifics that go along with that. Mr. Jackson suggested that possibly this discussion could be conducted with ICS since they are already on board and looking at the logistic challenges that we currently have. Dr. Goodin was charged with reaching out to ICS along with Mr. Hunter and bringing the information to the Property Committee to discuss further.

Solicitor's Report

Mark Fitzgerald

There was no report.

IV. MINUTES

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

- A. The Board approved the July 13, 2020 Special Board Meeting minutes.
(Attachment A1)
- B. The Board approved the July 20, 2020 Special Board Meeting minutes.
(Attachment A2)

New Minutes

- C. The Board approved the July 27, 2020 Special Board Meeting minutes.
(Attachment A3)

V. PERSONNEL

Dr. Wright asked that Item K be separated.

Mrs. Earle made a motion to approve Items A-J and Mrs. Fazzini seconded it. The motion passed 9—0.

A. Resignations

- 1. **Cristin M. Arbaugh**; Instructional Assistant, Brooke Elementary School. Effective: August 21, 2020.
- 2. **Lindsay Brock**; Support Technician, 7th Grade Center. Effective: July 30, 2020.
- 3. **Dannette M. Dewey**; Instructional Assistant, Brooke Elementary School for the purpose of retirement. Effective: August 12, 2020.
- 4. **Rachael Fenyus**; Senior Accountant, District Office. Effective: August 21, 2020.

New Resignations

- 5. **Jamilah F. Bashir**; Special Education, 7th Grade Center. Effective: To be determined, but will not exceed October 16, 2020.
- 6. **Robert P. St. Ledger**; Instructional Assistant, Evans Elementary School. Effective: August 17, 2020.

B. Leave of Absence

- 1. **Beverly E. Reimund**; Elementary Teacher, 5/6th Grade Center, is requesting a Sabbatical Leave per Board Policy. Effective: September 1, 2020 through the first semester.

New Leave of Absence

- 2. **Agnes M. Wright**; Elementary Teacher, 5/6th Grade Center, is requesting a Sabbatical Leave per Board Policy. Effective: September 1, 2020 through the end of the 2020-2021 school year.

C. Temporary Professional Staff

1. **Amy R. Heiman**; Special Education Teacher, 7th Grade Center replacing Rhonda Zimmerman who retired. Compensation has been set at B, Step 2, \$50,500.00 with benefits per the Professional Agreement. Effective: September 1, 2020.

New Temporary Professional Staff

2. **Jessica R. Bennick**; Special Education Teacher, 5/6 Center replacing Barbara J. Monahan (contract moved from Brooke Elementary School to 5/6 Center) who retired. Compensation has been set at B, Step 1, \$50,000.00 with benefits per the professional agreement. Effective: September 1, 2020.
3. **Gabrielle R. Drummer**; Mathematics Teacher, 9th Grade Center, replacing Jeramie J. Iannelli who had a change of assignment. Compensation has been set at B, Step 1, \$50,000.00 with benefits per the professional agreement. Effective: September 1, 2020.
4. **Ciara Skala**; Elementary Teacher, Oaks Elementary School replacing Linda S. Fulmer who retired. Compensation has been set at B, Step 3, \$51,250.00 with benefits per the professional agreement. Effective: September 1, 2020.
5. **Christine M. Wichner**; Elementary Teacher, Upper Providence Elementary School replacing Matthew T. Bergey who resigned. Compensation has been set at M, Step 1, \$51,500.00 with benefits per the professional agreement. Effective: September 1, 2020.

D. Support Staff

1. **Annmarie Mill**; Level III Secretary, District Office, replacing Courtney Mullen who had a change of status. Compensation has been set at \$16.62/hour with benefits per the Secretarial Benefit Summary. Effective: To be determined.
2. **Jennifer L. Moyer**; Instructional Assistant, Upper Providence Elementary School, replacing Elise-Marie A. Lannutti who had a change of status. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 1, 2020.
3. **Allison L. Worthington**; Instructional Assistant, Upper Providence Elementary School, replacing Lynne Marie D. Keene who retired. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 1, 2020.

New Support Staff

4. **Karen Addeo**; Instructional Assistant, Spring City Elementary Hybrid Learning School, replacing Victoria L. Sayko who retired. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 1, 2020.

5. **Debbie L. Boland**; Instructional Assistant, Upper Providence Elementary School replacing Katie T. Kennedy who had a change of assignment. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 1, 2020.
6. **Susanne M. Hunsberger**; Instructional Assistant, Senior High School replacing Marisa Moley who had a change of status. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 1, 2020.
7. **Shea E. McDonald**; Instructional Assistant, Royersford Elementary School, replacing Katelyn M. Reynolds who resigned. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 1, 2020.

E. Change of Status

1. **Evvie J. Harrison**; Kindergarten Teacher, Oaks Elementary School, from part-time (.50) Kindergarten Teacher to full-time (1.0) Kindergarten Teacher replacing .5 of a contract available due to the change of assignment of Lauren Rose. Compensation has been set at B, Step 2, \$50,250.00 with benefits per the Professional Agreement. Effective: September 1, 2020.
2. **Mary R. Newett**; Staff Accountant to Senior Accountant, District Office, replacing Rachael Fenyus who resigned. Compensation has been set at \$65,000.00, prorated with benefits. Effective: August 25, 2020.

New Change of Status

3. **Kenneth L. Hettrick**; Building Custodian, 7th Grade Center, to Head Custodian, Senior High, replacing Joseph H. Bean who retired. Compensation has been set at \$23.52 plus \$3.00 head custodian stipend per the Custodian Benefit Summary. Effective: August 10, 2020.
4. **Sydney E. McGill**; Administrative Assistant to Human Resources Manager, District Office, replacing Melody A. Hendricks who resigned. Compensation has been set at \$55,000.00, prorated with benefits. Effective: August 25, 2020.

F. Tenure Status

- | | |
|--------------------------------|--------------------------------|
| 1. Anne L. Bowen | 10. Emily E. Marzewski |
| 2. Ashley L. Brod | 11. Brittany N. McElwee |
| 3. Jean M. Champion | 12. Michael J. Miedlar |
| 4. Steven E. Entenman | 13. Ashley A. Monziona |
| 5. James L. Eveland | 14. Jennifer L. Ott |
| 6. Mark P. Ferko | 15. Elizabeth Shields |
| 7. Angela M. Fitzgerald | 16. Amelia M. Smith |
| 8. Christina Khoury | 17. Megan L. Taylor |
| 9. Meghan D. Marchetti | 18. Julie A. Zolnierz |

- G. The Board approved 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.

* New addition since the work session. **(Attachment A4)**

New Personnel Motions

H. New Professional Staff

1. **Samhita Basuthakur**; English as a Second Language Teacher, 8th Grade Center replacing Suzanne D. Laurie who resigned. Compensation has been set at M+18, Step 4, \$59,876.00 with benefits per the professional agreement. Effective: To be determined.
- I. The Board approved the Memorandum of Agreement between the Spring-Ford Area School District and the Spring-Ford Education Association for the purpose of establishing the compensation plan and expectations for Spring-Ford Cyber Learning staff during the 2020-2021 school year.
- J. The following staff members were previously Board approved with a start date of August 25, 2020. Due to the approval of the revision to the school calendar at the August 17, 2020 Work Session, they are now approved with a start date of September 1, 2020.
 1. Emily G. Barker
 2. Mary E. Conant
 3. Heather M. Gardan
 4. Elise-Marie A. Lannutti
 5. Sara T. Lansdown-Flannery
 6. Marisa Moley
 7. Lauren E. Nealon
 8. Amanda M. Samperi
 9. Kristen E. Santee
 10. Melanie J. Sisemore Adamo
 11. Brett M. Slifer
 12. Michelle Willemmin
 13. Jennifer B. Young

There was no motion on Item K so no vote took place.

- K. Board approval is needed to authorize the administration to take any and all necessary steps to furlough and/or reduce hours of support staff employees listed below due to a lack of work for these employees in their positions as the result of the ongoing COVID-19 Crisis and the District's determination to utilize online/virtual learning to begin the school year to maximize the health and safety of the school community. In addition, the Administration is so authorized to recall employees on this list to the extent work becomes available during the course of the 2020-2021 school year:

Furloughs

Food Services – Effective September 3, 2020

- | | |
|----------------------------|-------------------------|
| 1. Martina Benedict-Gring | 22. Karen Lyons |
| 2. Susan L. Bing | 23. Christine Mallozzi |
| 3. Theresa A. Carfagno | 24. Johanna McLaughlin |
| 4. Juliet Christman | 25. Katheen L. Mills |
| 5. Colleen M. Deschamp | 26. Theresa Morris |
| 6. Christine A. Dixon | 27. Cheryl M. Nave |
| 7. Deanna N. Dunn | 28. Jayne W. Oyler |
| 8. Trudy Durante | 29. Patricia Peterson |
| 9. Benjamin E. Eubanks | 30. Michael R. Poteete |
| 10. Carol A. Findley | 31. Tina Reppert |
| 11. Annette Freed | 32. Elizabeth Robillard |
| 12. Sarah L. Fusco | 33. Maria G. Romano |
| 13. Joan Gerretz | 34. Cheryl L. Santiago |
| 14. Allyson Bonnie Hansell | 35. Megan L. Shaeffer |
| 15. Elizabeth A. Hayes | 36. Vincenzo Selli |
| 16. Charlotte T. Hettrick | 37. Andrea M. Smith |
| 17. Lisa Huttinger | 38. Denise L. Smith |
| 18. Christine M. Klag | 39. Marie Angela Smith |
| 19. Jacqueline Knerr | 40. Mary Timbario |
| 20. Tonia Leonard | 41. Kathleen M. Walker |
| 21. Laraine L. Livergood | 42. Christine Wheeler |

Safety, Security and Emergency Preparedness – Effective September 1, 2020

1. Jason R. Corropelese – Security Guard

Office Staff – Effective August 28, 2020

1. Brittany L. Harrington – Attendance Secretary SHS

Reduction in Hours

Food Services – Effective September 3, 2020

- | | |
|---------------------------------|------------------------------|
| 1. Rose A. Ames | 8. Marlene McClintock |
| 2. Maureen P. Adams - Manager | 9. Dawn L. Peiffer - Manager |
| 3. Lisa A. Davis - Manager | 10. Linda B. Rega - Manager |
| 4. Dawn Dechant - Manager | 11. Nancy J. Ruoff - Manager |
| 5. Jacqueline Feldman - Manager | 12. Debra L. Santangelo |
| 6. Maryjo Galen - Manager | 13. Gail M. Wolf |
| 7. Raelene M. Jeffers - Manager | |

VI. FINANCE

Mr. DiBello made a motion to approve Items A-H and Mrs. Fazzini seconded it. 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. <u>General Fund Checks</u>		
Check No. 210293 – 211481		\$1,247,558.95
2. <u>Food Service Checks</u>		
Check No. 1865 – 1964	\$	4,845.79
3. <u>Capital Reserve Checks</u>		
Check No. 2087 – 2088	\$	71,197.03
4. <u>Capital Projects</u>		
Reserve Fund: Check No. 83 - 84	\$	3,782.10
5. <u>Scholarships</u>		
Check No. 156 – 222	\$	28,750.00
6. <u>General Fund, Food Service, & Capital Reserve and Projects ACHs</u>		
ACH 192001459 – 192001765		\$1,261,098.90
ACH 202100001 – 202100229		\$2,245,452.69
7. <u>Wires</u>		
201900095 – 201900107		\$8,255,517.09

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. **Pediatric Services of America, Inc. dba Aveanna Healthcare – Atlanta, GA.**
Provide nursing services during 2020-2021 school year for multiple special needs students during the school day or on community based trips as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$80,160.00.
2. **Lakeside Youth Service dba Lakeside Educational Network – North Wales, PA.**
Provide 5.25 in-school counselors and 10 student slots for special education services during the 2020-2021 school year at the Lakeside School, Lakeside Girls Academy, Souderton Vantage Academy or Upper Merion Vantage Academy. Funding will be paid from the Special Education Budget and shall not exceed \$779,223.00.

3. **Personal Health Care, Inc. – Valley Forge, PA.** Provide nursing services during the school day and/or on transportation during the 2020-2021 school year. Funding will be paid from the Special Education Budget and shall not exceed \$25,725.00.
4. **Visiting Nurses Group, Inc. – Philadelphia, PA.** Provide nursing services 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 \$81,000.00.
5. **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.
6. **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.
7. **Central Montco Technical High School (CMTHS) – Plymouth Meeting, PA.** Provide educational services 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 \$11,110.00.
8. **Foundations Behavioral Health - LifeWorks Schools – Doylestown, PA.** Provide educational services 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 \$40,320.00.
9. **The Camphill Special School – Glenmoore, PA.** Provide educational and related services during the 2020-2021 school year including speech and language, occupational therapy and a 1:1 aide as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$89,627.40.
10. **Austill's, Inc. – Exton, PA.** Provision of speech and language therapy during the 2020 Extended School Year Program for a special needs student as per the IEP. Services were provided for 34 hours at a rate of \$67.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$2,278.00.
11. **Austill's, Inc. – Exton, PA.** Provide direct and indirect speech and language therapy during the 2020-2021 school year for a special needs student as per the IEP. Services will be provided for up to a total of 108 hours at a rate of \$67.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$7,236.00.
12. **Behavior Interventions – King of Prussia, PA.** Provision of 2020 Extended School Year Program services for a special needs student as per the IEP. Registered Behavior Technician support services were provided for 304 hours at a rate of \$55.00 per hour (\$16,720.00). In addition, Board Certified Behavior Analyst supervision services were provided for 60 hours at a rate of \$105.00 per hour (\$6,300.00). Funding will be paid from the Special Education Budget and shall not exceed a total of \$23,020.00.
13. **Chester County Intermediate Unit – Downingtown, PA.** Provide psychology services during the 2020-2021 school year plus additional psychology support as a result of the overflow of evaluations and re-evaluations that were unable to be completed in the spring of 2020 due to COVID-19. The total cost shall not exceed \$90,975.72 with \$45,500.00

coming from the Special Education Budget and \$45,475.72 being an unbudgeted expenditure that will come from the Unassigned Fund Balance.

14. **Chester County Intermediate Unit** – Provide psychology services for 14 weeks of the 2020-2021 school year due to the overflow of evaluations and re-evaluations that were unable to be completed in the spring of 2020 due to COVID-19. This is an unbudgeted expenditure and will be initially funded from the Unassigned Fund Balance and shall not exceed \$51,775.00.
 15. **Capstone Academy LLC – East Norriton, PA.** Provide educational and related services for 3 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 a total of \$255,552.00.
 16. **Personal Health Care, Inc. – Valley Forge, PA.** Provide nursing services during the school day and/or on transportation during the 2020-2021 school year. Funding will be paid from the Special Education Budget and shall not exceed \$55,860.00.
 17. **Pediatric Therapeutic Services, Inc. – Conshohocken, PA.** Provide additional behavior support to the full-time autistic support classes at Limerick Elementary School. Board Certified Behavior Analyst services including supervision, training and programming will be provided for up to 820 total hours at a rate of \$78.99 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$64,771.80.
 18. **Spring-Ford Family Practice (Pottstown Medical Specialists, Inc.) – Pottstown, PA.** Perform state mandated school physical examinations, provide standing orders and consultation regarding school-based medical issues during the 2020-2021 school year as requested by parents/guardians. Funding will be paid from the General Fund and shall not exceed \$20.00 per student physical.
 19. **Access Service – Fort Washington, PA.** Provide an assembly entitled “Hope 4 Tomorrow” for 9th grade students prior to the Question Persuade Refer (QPR) Training. This assembly is specifically geared to educate students about mental health and suicide. The goal is to engage students and foster discussion and thoughts about their own mental wellness and supports as well as awareness of resources in the school and community.
 20. **Access Service – Fort Washington, PA.** Provide Question Persuade Refer (QPR) Training for 9th grade students to help them learn to recognize the warning signs, clues and suicidal communications of people in trouble and gain skills to act vigorously to prevent a possible tragedy. There is no cost to the district for this student training.
- E. The Board approved an addendum to the contract with Education Alternatives for ABA, LLC in King of Prussia, PA originally approved in August 2019. This addendum is necessary due to the additional 24.50 hours provided for a special needs student as per the IEP by a Board Certified Behavior Analyst (BCBA). Funding will be paid from the Special Education Budget and shall not exceed \$2,327.50.
 - F. The Board approved the extension of the Confidential in Lieu of FAPE Agreement (#2019-04) previously approved in August 2019 for one year with the parents of a special needs student and the authorization of the payment of tuition to the Stratford Friends School. This extension

is needed due to the district's inability to determine FAPE via an evaluation as a result of COVID-19. Funding will be paid from the Special Education Budget and shall not exceed \$43,000.00.

- G. The Board approved a Letter of Agreement between Creative Health Services, Spring City, PA and the Spring-Ford Area School District. Creative Health will provide SAP Liaison assistance including the provision of consultant services, student assessments and parent assistance based on the Student Assistance Program (SAP) referrals and student support groups for the 2020-2021 school year. There is no cost to the district for these services.
- H. The Board approved renewing the membership with the Delaware Valley Consortium for Excellence & Equity (DVCEE) for the 2020-2021 school year. The DVCEE is a collaborative network of metropolitan school districts in PA, DE and NJ that have committed to learn and work together to support and nurture the school and life success of all their students. The membership fee for 2020-2021 is \$11,000.00 and will be paid from the Superintendent's Budget.

VII. PROGRAMMING AND CURRICULUM

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

- A. The Board approved the 2020-2021 Title I, Part A, Federal Programs Grant – Improving Basic Programs, in the amount of \$577,891.00, the 2020-2021 Title II, Part A, Federal Programs Grant – Supporting Effective Instruction, in the amount of \$147,931.00, and the 2020-2021 Title IV, Part A, Student Support and Academic Enrichment Grants, in the amount of \$23,118.00.
- B. The Board approved the purchase of one year access to Seesaw for Schools from Seesaw Learning, pending contract approval by the solicitor's office. Seesaw will support virtual instruction by providing K-2 grade-level appropriate lessons and interactive content. Funding will come from the Curriculum Budget and shall not exceed \$9,900.00.
- C. The Board approved entering into a one year license agreement with Nearpod Inc. for Nearpod Lesson Library and Social & Emotional Learning Software, pending contract approval by the solicitor's office. Funding will come from the Curriculum Budget and shall not exceed \$29,808.00.

VIII. CONFERENCE/ WORKSHOP RECOMMENDATION

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

- A. **Brian Aikens**, Emotional Support Teacher, Upper Providence Elementary, to attend the virtual "*Relaunching Relationally Roadmap Training*" on July 23, 2020 via Zoom. The total cost of this training is \$79.00 (registration). There are no other costs to the district as this training is held virtually.

IX. OTHER BUSINESS

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

A. The Board approved the appointment of **James D. Fink**, Chief Financial Officer, to the Office of Board Treasurer of the Spring-Ford Area School District Board of Directors for the term of one (1) year, effective July 1, 2020.

B. The following policy was rescinded and retired:

1. Policy #810.1 – OPERATIONS: Video Monitors (**Attachment A5**)

C. The following policies are submitted as first readings:

1. Policy #103 – PROGRAMS: Discrimination/Title IX Sexual Harassment Affecting Students (**Attachment A6**)
2. Policy #104 – PROGRAMS: Discrimination/Title IX Sexual Harassment Affecting Staff (**Attachment A7**)

X. BOARD COMMENT

Mrs. Zasowski advised that she reached out to the Board Presidents of neighboring school districts in an effort to collaborate with them on what is working and what is not in their efforts to get students back to school as safely as possible.

Board discussion took place on the chatter taking place regarding a senior tailgate and it was advised that it was decided to not cancel but rather postpone this event until such time when students return for in-person learning. This information was communicated out to parents and students. A suggestion was made by Eshika who stated that she spoke with the Senior Class President and they discussed the possibility of a drive-in movie theater for seniors. The Board questioned where this would be held and the cost and expressed concern over both. It was determined that possibly down the road after all of the COVID issues are behind us that something could be done to recognize the Class of 2020 and the incoming Class of 2021. The Board talked about committee meetings starting back up for the school year with regards to them being open for in-person attendance up to a maximum of 25 people and whether or not the option to participation via Zoom had to be offered. Also discussed was the motion that had been tabled regarding the furlough of staff members and it was suggested that possibly this was something that needed to be re-evaluated along with the impact of the furloughs to the district.

XI. PUBLIC TO BE HEARD

Mary Jo Mcnamara, Royersford, commented that she felt the numbers provided by the physicians from CHOP were skewed and suggested that the public look at the Montgomery County site for more accurate numbers. She thanked Dr. Goodin and the administration for providing a list of challenges and expressed hope that a plan could be identified for reopening if we were to see better numbers. Ms. Mcnamara stated that she was happy to hear that the Board was going to hold an Ad-Hoc Committee meeting.

Gabrielle Deardorff, Royersford, thanked the board for having medical experts speak at the meeting tonight. She asked that the board stay current and trust science and what doctors are saying regarding 6 feet distancing. Ms. Deardorff expressed that she had hope to hear updates tonight about school opening in two weeks with regards to Canvas, Chromebooks and teacher avail-ability. She asked if the Ad-Hoc was open to all parents with opinions or only those who agree and want to see kids in school. She stated that she would like to be part of this committee.

Heather Staley, Spring City, expressed thanks for having the two doctors speak tonight and stated that she would have like to have been able to ask them some questions. She questioned the doctors definition of exposure and wondered why it would be different for children than it is for those who work in a hazardous environment. Ms. Staley stated that she keeps hearing people talk about mandates when it is guidelines and recommendations that are provided by the CDC, the PA Department of Health and the PA Department of Education. She addressed Dr. Goodin saying that 6 feet is what is considered ideal but 3 feet is the accepted minimum distance by the American Academy of Pediatrics along with wearing masks. She stated that she wants people to realize that there are a lot of other things that we can do for the safety of the children and teachers.

Hope Bodenschatz, Royersford, stated that she was glad that a town hall meeting was brought up but questioned how it could be done with only allowing a maximum of 25 people in attendance. She asked if a town hall could be held via Zoom so that the public would be able to ask and have their questions answered.

Roland Olsen, Collegeville, commented that he was not happy with the CHOP doctors and felt that they did not answer all questions asked. He applauded the board on the creation of the Ad-Hoc Committee as it would provide an opportunity to face the challenges current and future together with the board and administration. He felt that some who do not want their kids in school viewed this as a threat but he views it as an opportunity for those who want to help Dr. Goodin and the board solve these challenges together and said he was looking forward to it.

Jill Schadler, Royersford, questioned a comment made by Dr. Wright regarding wanting to hear more from the community and stated that there have been hours of public comments at the board meetings by the community. She expressed disappointment with the Board Members debating about having an Ad-Hoc Committee saying she felt it was a no-brainer, a positive and an opportunity. Ms. Schadler felt the tone of administration was very anti-getting students back into school and questioned why it was not the administration working with the community rather than the board. She stated that she did not understand why Dr. Goodin continually looked to the board to advise him on what they want him to do and stated that as superintendent she expected him to come to the board with opinions. Ms. Schadler commented that it is shocking to her that there are Board Members who barely say a word or express a position this far into preparing for the school year. She felt that any Board Member who did not have a good understanding on where the community stands was a disengaged board member and only inspires members of the community to want to step up and get involved.

Christine Grines, Royersford, stated that she was glad the board was moving forward with the Ad-Hoc Committee. She said she would like to still push for a town hall meeting where it is an open forum and suggested that if there was not a desire to do it via Zoom then possibly hold it in a parking lot. Ms. Grines commented that she felt that because Dr. Goodin just indicated that he wanted a committee to look into logistic concerns confirms for her as well as other council members that he had no intention of going green or going back in school. She added that she was concerned over Dr. Goodin constantly asking what he is or is not supposed to do. She urged that the Class of 2021 not be forgotten saying their last begins on September 8th as they do not have next year. She commented that while a tailgate may seem small to Mr. Jackson it is not to them and they deserve it and we deserve to recognize them and honor them.

Dan Mayo, Limerick, commented that he was glad to have the CHOP presentation and glad we were listening to the professional input. He urged everyone to go back and listen to exactly what was said in the presentation and then go to the Montco website

and look at that data as well as the information on mainlinemama.com. He applauded the board for bringing forward the Ad-Hoc Committee saying giving the community a chance to have dialogue is very important. Mr. Mayo expressed disappointment on the lack of information gathered on teachers and their intentions, their goals and what their participation level will be. He did not feel a survey of parents or teachers was the right approach and stated ongoing dialogue was the way to go. He added that whether it be through a town hall or the Ad-Hoc Committee he hoped that feedback was obtained from these 2 stakeholder groups.

Rachel Kerchner, Oaks, stated that her earlier comments were on topic and supported the formation of the Ad-Hoc Committee. She commented that innovation distinguishes between a leader and a follower and she felt Dr. Goodin as the superintendent and the district as a whole was doing too much following. Ms. Kerchner added that we need to be the district that other districts look to for guidance and ideas and not the other way around. She commented that if you rely on previously established models of these logistical school operations then schools will remain virtual indefinitely. She felt that we must shift and reimagine your paradigm of what in-person schooling looks like due to the novelty of our current reality. Ms. Kerchner stated that this will require copious amounts of creativity and innovation but responsiveness to change is paramount. She added that if Dr. Goodin and his team do not have the expertise to effectively design and implement necessary changes and new procedures then that is okay but they must find experts who do. She suggested hiring expert consultants to supplement the gaps or even engage the community to help come up with creative solutions. Ms. Kerchner said no one expects Dr. Goodin to have all of the answers but they do expect him to be proactive in facilitating their discovery and actually implementing those solutions. She stated that the kids are counting on him.

Shana Hart, Collegeville, asked everyone to consider a true phased-in approach; one that may involve some schools or grades to start sooner than others and ideally before the start of the second marking period. She stated that they heard today that the CHOP doctors are advocates for the younger population to start school now and according to the data presented it is for a full in-person model. Ms. Hart commented that she saw no reason now why a hybrid solution could not be implemented. She added that at the last meeting the board had asked Dr. Goodin to have an alternative hybrid plan and tonight there was no mention of that. She expressed concern that we are back to all or nothing and with no plans she is concerned that we will be sitting here for a very long time. She asked the board and administration to figure out the virtual option as there are families that need choices for virtual over cyber just like others need choices for in-person.

Sheri Zawislak, Collegeville, thanked the board as she felt tonight's meeting was one of the more positive directions of the last few meetings she has seen. She stated that she liked the Ad-Hoc idea as well as the project manager as she feels a lot of ideas are thrown out but nothing is ever followed up on or it falls to the wayside. Ms. Zawislak commented that as far as the Class of 2021 that feelings the parents have from administration is that we will not be back this year and she believes this is what a lot of the seniors are feeling as well. She said there is a lot of people wondering how it is going to happen and it is a very negative view of getting the kids back into school. She mentioned the postponement of the tailgate and asked if the district was just going to postpone all of the senior milestones as there is going to come a time when the weather is going to get bad and we won't be able to do things outside and won't be able to have everyone inside. Ms. Zawislak stated that we ask our kids to try and she questioned why we don't just show them and try because this year will go by really fast and they are going to miss all of their milestones. She asked administration to try to get the seniors

in, try to get some of their milestones by thinking outside of the box because right now we do not know if they are going to get ½ of what the graduating class this year got.

Kelley Olsen, Collegeville, commented that she is cautiously excited about the conversations and plans of the forward movement. She questioned why we were waiting 4 weeks to conduct the survey as parents can answer the survey now and added that information is powerful. She suggested finding out where we stand right now and then send additional surveys every two weeks until we are back in school as there is zero cost and the more data we have and the sooner we get it is very important. She urged that the surveys be done now and then again down the road. Ms. Olsen stated that the postponement of the senior tailgate is sad and the first casualty of the senior year. She added that it is an outdoor event; social distancing is a guideline not a requirement and if more than 250 people show up at the high school the first day then they overflow into the 9th Grade Center and into the other parking lots. Ms. Olsen expressed that the beautiful thing is that they are going to be learning virtually anyway so the students will be at home “quarantining” during school after the tailgate.

Amy Vanderzee, Collegeville, stated that it is her strong opinion that waiting yet another 35 days from now to initiate a serious survey of parents is waiting far too long. She said the planning committees need real numbers to begin making realistic plans and she does not see how they can make logistical plans without the numbers. Ms. Vanderzee commented that she has worked in healthcare since day 1, her husband has gone to work all throughout this time as have her 3 children who had summer job. She stated that she does not understand why we cannot get the kids back in some sort of in-person learning and she strongly believes the survey should go out well before 35 days from now.

Danielle Folino, Mont Clare, said she agreed with the last 3 callers, advised she has a senior and she has some strong opinions on this. Ms. Folino stated that we had a presenter at the beginning of the meeting tonight talk about social emotional learning and the importance of this for the kids to feel connected and have a positive school experience. She commented that the senior tailgate is one of the first senior milestones they reach and it helps them feel connected to the school, involved and gets them in the right mindset to go into the school year especially with it being virtual. She spoke about all of the milestones that take place in the first quarter of the year such as homecoming and spirit week which they will miss. Ms. Folino added that in the winter time there is not as much going on and they can't do as much even if students start coming into school. She stated that the kids would be excited to have any kind of event you can give them to make them feel connected as it helps with the social emotional learning that kids need to do. She commented that the kids are all together outside of the classroom anyway right now as they are hanging out and participating in sports. Ms. Folino stated that this is a virus and people get viruses every day and although she knows people have strong opinions on this, people get sick and people die so you cannot keep living in fear and taking opportunities away from the kids to be kids.

Lyndsie Olenoski, Phoenixville, commented that she is slightly disappointed that we have taken our eye off of the fact that administration also has to open school in less than 2 weeks. She stated that there is a lot in play and she understands wanting to open schools back up but the constant changing of a possible date for bringing kids back and all of the work that administration has to do without a set firm date of November 12th means that they cannot do their other job which is actually starting school including all of the complications that arise from starting school on a yearly basis anyways. Ms. Olenoski expressed that she liked the idea of the Ad-Hoc Committee, felt it was commendable and should exist as there does need to be more engagement and not just listening. She said she would love to have a better understanding on how the board was

going to make sure they are involving the entire community and not just a few select individuals. She advised that she has listened to every Zoom call since this first started and Dr. Murray's first presentation. She added that although she did not comment on all of them she actively participated and listened. She stated that we have to be really careful on where we put our voices and make sure we are rounding it out. She commended everyone for what they are trying to do as she would love to see her kids get back to school but she also wants the administration and the teachers to be able to do their most important job in the upcoming weeks which is prepare to provide an education and solid foundation for her children.

Julia Kotes, Royersford, commented that she is a rising senior who has listened to a majority of the meetings. She stated that she disagrees and is disappointed with some of the sentiments reflected by some of her fellow school community members who have spoken tonight. She added that the emphasis on the social aspect of senior year, coming from a rising senior, under the guise of actually caring about her education, is very disconcerting. Ms. Kotes advised that the milestone for her is not homecoming or a silly tailgate as it is graduation and being able to apply and get accepted to colleges. She stated that she also found it disconcerting to see some of the petitions being circulated by students to try to get back to school and the lack of regard for teachers health, well-being and their irreplaceability.

Mrs. Zasowski asked the board if they wanted to talk about scheduling an additional meeting.

Mr. Shafer invited everyone to the Extracurricular Committee meeting on Tuesday, September 1, 2020 at 7:30 p.m. and advised that they will now be meeting on a monthly basis.

The board opted to hold an additional board meeting on Monday, August 31st at 7:30 p.m. with an executive session being held at 7:00 p.m.

XII. ADJOURNMENT

Mrs. Melton made a motion to adjourn and Mrs. Fazzini seconded it. The motion passed 9-0. The meeting adjourned at 10:52 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

On July 13, 2020 the Special 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.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Roland Olsen, Collegeville, expressed his frustration with the communication from PDE which does not provide school districts with clear direction. He also expressed his hopes that our local state representatives were following the board meeting via Zoom and would offer their comments.

A member of the public asked the Board Members to introduce themselves when they speak as there are many who may not know who they are.

Andrew Svendsen, Royersford, commented that he has a lot of concerns over the virus spreading. He asked the Board to strongly consider opening under the hybrid model as he wants to protect his kids.

Due to audio and connection problems, the public comments via Zoom had to be held until the end of the meeting.

II. PRESENTATIONS

Dr. Goodin spoke about the 3 plans for educating students under the Red, Yellow and Green Phase using PDE's planning template. Dr. Goodin stated that the plans are not ideal as ideal would be returning to school with no restrictions. He advised that these are draft plans which will be finalized at the July 20th meeting. Dr. Goodin reported that in addition to the three plans the district is also looking to expand the cyber school program as another option for families. He added that the 3 committees working on the three draft plans tried to be as extensive as possible but the situation is fluid and changing. He advised that each committee's full attention is on the health of faculty and students. Dr. Goodin asked each committee chair to speak about the draft plans their committees have put together.

Dr. Murray spoke about the Red Phase which is student learning being done virtually. She recapped the information she provided at the June 22nd Board Meeting. Dr. Murray

spoke about the need for a Learning Management System (LMS) and advised that the committee's recommendation is to go with Canvas. She stated that discussion had begun prior to the COVID closure on the need for an LMS and now this is a fast forward of the initial plans discussed. She advised that the committee also spoke of the need for increased synchronous instruction and explained a revised daily student schedule to help with this. Dr. Murray also spoke about the need for additional devices for students in order to meet the live instructional demands under the Red Phase.

Dr. Rochlin spoke about the Yellow Phase planning which is the Hybrid Model. She advised that this plan had changed significantly from the one presented at the June 22nd Board Meeting. Dr. Rochlin reported that the new plan splits the K-12 population in half setting up a blue group and gold group. The blue group would attend on Monday and Thursday while the gold group would attend Tuesday and Friday. She added that Wednesday would be online learning for all students. Dr. Rochlin stated that students within the same family would be assigned to the same color group. She advised that students will still follow a 6-day cycle but the days of student attendance would remain constant. Dr. Rochlin stated that the purpose of proposing this model is so that the district can follow CDC guidelines and PDE guidance for social distancing. She added that the goal of the Yellow Phase Committee was to safely facilitate as much face-to-face instruction as possible, while working within recommended health and safety guidelines. She stated that the health, safety and well-being of staff and students was paramount to the Yellow Phase Committee's planning efforts. Dr. Rochlin outlined the plans for cleaning, sanitizing, disinfecting, ventilation of buildings, 6 foot social distancing and safety protocols while in schools and on busses.

Mr. Hunter spoke about the Green Phase planning which includes all students returning to schools for face-to-face learning. He recapped the information presented at the June 22nd Board Meeting. Mr. Hunter reported on what to expect in schools saying many of the same precautions taken under yellow will also apply to green with social distancing being reduced to 3 feet.

Chief Boyer spoke about protocols for symptomatic persons in school advising that the student or staff member will be triaged by the nurse or other health care personnel in an isolation room. Symptomatic individuals will be sent home. The staff member or student sent home will remain at home until a combination of the following is achieved; they are asymptomatic of cough or shortness of breath, no fever for 72 hours without the use of fever reducing medications, at least 10 days have passed since onset of symptoms, and 2 negative (24 hours apart) COVID-19 test results with no fever for 3 days. If the district is notified of a positive testing then the building nurse will notify the COVID Task Force or Representative who will notify families of all persons in contact with the symptomatic person including classmate, bus mates, and teachers/staff.

Dr. Goodin presented information on the projected financial impact of each the individual color phases including the cost if the district were to stand ready to move into any of those phases at any given time. He spoke about the grants that the district will apply for in order to offset some of the costs.

Mr. Rizzo spoke about the expansion of the Spring-Ford Cyber Learning Program. He advised that the purpose of this expansion is to support those families who may not be comfortable with whatever plan the district chooses to move forward with whether it be Red, Yellow or Green. Mr. Rizzo provided background on the platforms that were considered which included Accelerate Education, Apex Learning, Edgenuity/Compass and Virtual Learning Network. Mr. Rizzo reported that the committee he worked with had selected Edgenuity/Compass option as the program that best suited the district's

needs. He advised that Edgenuity/Compass was available via a technology consortium through the Seneca Valley Outreach Partnership. Mr. Rizzo commented that the cyber program would use Spring-Ford Teachers and professional development for those teachers would be provided. Mr. Rizzo presented on the technology needs. He spoke of the potential cost savings between families using an outside cyber program versus sending their children to the Spring-Ford program.

Dr. Goodin summarized that he and his team had presented 3 plans for the opening of the school year; a red plan where students continue with virtual learning, a yellow plan which is a hybrid plan where students come into school for a couple days during the week and use virtual learning for the other days, and a green plan where all students return to school with some guidelines and restrictions in place.

Questions, answers and discussion took place on the 3 plans with regards to the liabilities, the costs, the impacts, the pros and cons, the concerns including health and safety of students and staff. Discussion also took place on whether outside organizations should be permitted to continue to use district facilities after the school day concludes in light of the disinfecting of the buildings that will take place and then the risk of contamination of the buildings by those coming into the building after hours.

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

III. **MINUTES**

There were no questions or comments.

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

IV. **PERSONNEL**

There were no questions or comments.

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, 5/6th 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, 7th Grade Center. Effective: June 26, 2020.
7. **Vicki Yeager**; Part-time, Food Service – 3 hours/day, Senior High School. Effective: July 1, 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. 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. Angela E. Rowe

- E. 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. *Designates new additions since the Work Session. **(Attachment A4)**
- F. 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 \$_____.

- G. 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 \$_____.

V. FINANCE

Mr. Jackson asked for an update on Letter B and Mr. Fitzgerald advised that for this particular item he will be reaching out to his colleague, David Comer, to determine what the break down was of the various appraisals of the property and why we came to the decision we did.

A. Administration recommends approval of 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.

B. Administration recommends approval from the Board of School Directors to authorize 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. Jackson asked if Item B was virtual or in-person and Mr. Rizzo explained that it was a combination of both.

The following individuals are recommended for attendance at the following:

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

HIGH SCHOOL

- A. **Allison Ramil**, Math Teacher, to attend 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 theTrainer"* 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 substituted is needed.

VII. OTHER BUSINESS

There were no questions or comments.

- A. The following policies are submitted as a second reading for approval at next week's meeting:
 1. Policy #816 – OPERATIONS: Use of Audio and Video Monitoring Equipment (**Attachment A5**)

- B. Administration recommends approval of **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. BOARD COMMENT

Eshika commented that she has had a bunch of students ask her that if the district returns under the green or yellow plan then what happens with pep rallies, Halloween parties and events like this and the response was that even under the green plan there is a limit to the number of people who can congregate.

IX. PUBLIC TO BE HEARD

Kristin Landis, Schwenksville, asked for clarification on whether the district opening plan color was the same as the county phase color and if athletics would run under the green plan. She expressed her concern with Google Classroom, spoke about the challenges and supported a new platform being used. She commented that she along with other parents want to provide their support and want the district and families to work together.

Roland Olsen, Collegeville, expressed his discouragement that there is no interfacing with the local state legislators. He also commented that he would have liked to have seen more discussion tonight on athletics and stated that he was discouraged on the discussion around Spring-Ford Youth Basketball and feels that if we are in green or yellow that they need to be a strong consideration. Mr. Olsen advocated for everyone to take care of themselves if they are at-risk health wise.

Kelly Olsen, Collegeville, stressed that she felt the district needed to go back to normal. She advocated for the need for extracurricular activities for students.

Marty Magazzolo, Collegeville, questioned if the district was communicating with other neighboring districts in order to learn from each other. He also expressed that in the presentation he did not hear anything about the continuous process going forward once a baseline is established and he urged the administration and board to consider this when planning. Mr. Magazzolo stated that as the President of the Spring-Ford Youth Basketball he wanted to encourage the board to consider the use of facilities and provide them with a framework that they will make sure they work within. Ms. Zasowski advised that the board members and administration had consulted and taken into consideration what other neighboring districts are doing.

Dennis Wright, Limerick, felt that there was a lot of time and energy spent tonight on the type of equipment the district was planning on buying. He stated that his vested interest in the district is to make sure that the tax money from the constituents in the area is being spent properly. Mr. Wright suggested that when talking about extra-curricular activities that possibly there is a way to work with the outside organizations that use the facilities to have them help the district defray the costs. He added that he felt that if the Board approves what was presented tonight then he is not sure they are doing the right thing as there were no details in how certain things would be done.

Amy Walker, Royersford, expressed her support of continuing at-home learning. She commented on her concerns over how the district would protect teachers and students and she asked that the district be extra cautious and not take any risks.

Kathy Morris, Royersford, expressed her concern over her child who has an IEP and the fact that it will not be possible to keep a mask on all day. She also questioned if the district went back under anything other than green what would be done for children who have split schedules with part of the day in a regular education class and the other part receiving the special education services needed. Mr. Fitzgerald advised Ms. Morris to reach out to the Special Education Supervisor for her child's grade level with questions related specifically to the IEP. He stated that with regards to the facemask concern the order from PDE and the Department of Health states that there are limited exceptions and one of those would be for students who have needs under the IDEA or medical needs under a 504 Plan. He suggested that she review the PDE guidelines

Rebecca Bonawitz, Schwenksville, suggested that children have their temperatures checked prior to getting on the bus, bus drivers having daily temperature checks and out of state checks. Ms. Bonawitz recommended that all staff have their temperatures checked before entering a classroom. She expressed a need for additional medical staff at every building as one person will not be able to handle all of the students/staff presenting with COVID like symptoms especially as we head into cold and flu season. She spoke about the distancing between students in a classroom and how the 3 feet spoken about was not enough. Ms. Bonawitz urged the district to be mindful of the disease not only for the sake of students but more for the people they will come in contact with such as the educators and elderly.

Kristin Ballas, Collegeville, suggested that the district consider a 5 day program rather than a 6 day program for consistency. Dr. Goodin indicated that they did look into a split schedule that would run 5 days a week but this model presented significant problems especially when it comes to the special education population. Ms. Ballas expressed hope that students would have daily access to teachers as this was not the case in the spring.

Susan Paffett, Schwenksville, questioned if the Western Center would be following a 2 or 5 day model and Dr. Goodin said he was not sure if they would be opening under green or yellow but they would be operating on a 5 day schedule under one of those plans. Ms. Paffett expressed her hope that the district would be opening under the yellow plan for the benefit of Special Education students as she felt these students need to be in a classroom.

Lillian Graham, Schwenksville, expressed her feelings that Google Classroom was not a successful tool and she looked forward to seeing a new platform. She asked how long parents had to determine if they planned on putting their students up for cyber school and when information on the cyber curriculum would be released as well as how music and extracurriculars would be included in the cyber programming. Mr. Graham spoke of his concerns over the long-term effects on oxygen deficiency for students and teachers wearing a mask and stated that they need to be protected.

Trisha Smith, Collegeville, reiterated the need for someone to man the isolation room in the schools that only have one nurse. She spoke of the need to protect the at-risk population. Ms. Smith added that the school nurse handles many various medical duties during the day and the need to keep the nurse's office healthy so as not to expose those students with medical needs at risk. Ms. Smith commented that under normal circumstances nurses have to send sick kids home more than anyone may realize and she anticipates that in a COVID world, with the fact that they will not be able to diagnose due to the diversity of symptoms that could be COVID, there will be an even greater number

of kids needing to be sent home. She also stated that face shields are not CDC recommended and that cloth masks are truly the best protection.

Abby Dierdorf, Royersford, spoke of wearing a mask for her employment and does not have any issues with oxygen levels dropping due to wearing the mask. She next expressed that she is 98% sure she will be moving her child out of the brick and mortar Spring-Ford School due to the divisive bickering and obvious rejection of science by the majority of the School Board and members of the public who frequent the meetings. She asked the Board to focus on what can be controlled and stated that she felt that sending the students and staff back to school in the fall was not safe. Ms. Dierdorf asked that they focus on synchronous teaching and using the resources the district has on families. She expressed her disappointment on the lack of information provided this evening on the cyber curriculum and stated that she was in favor of the red phase.

Matthew Wanamaker, Oaks, expressed his disappointment that he felt certain Board Members were only focused on opening under the green phase while completely dismissing the yellow and red phases. He spoke of the lack of substitute teachers in his son's class last year and how that would be dealt with. Mr. Wanamaker also stated that he was disappointed that the Board seemed to only focus on the bottom line and not on keeping teachers safe. He questioned how teachers would be paid if they had to be forced out due to being quarantined and whether they had to use their sick time. He added that he also works wearing a mask and has never experienced oxygen deprivation.

Lauren Rafter, Schwenksville, commented that she felt the presentation was very well thought out. She also stated that she did not feel Google Classroom was an acceptable way of teaching kids and felt that an LMS was very much needed. Ms. Rafter expressed that student cleaning desks was not acceptable and suggested that perhaps a parent volunteer could come in to do this. She also commented that she did not feel teachers should have to use sick time if they have to be quarantined. Ms. Rafter stated that she was disappointed with the Board focusing on the bottom line rather than the health and safety of kids.

Michael Frascione, Collegeville, questioned how the district will provide an appropriate education and appropriate support for his special needs daughter who requires intensive instruction, a one-to-one aide, speech and language services, and occupational therapy services. He stated that a virtual curriculum is not practical and not appropriate.

Rebecca Roberts, Limerick, expressed her concern with moving in the green direction especially with all of the unknowns. She stated that she felt that the plan was not acceptable as far as responding to a person who is sick. Ms. Roberts commented that there it would take time for testing and contact tracing and it could be days before families know that their student could have possibly been contaminated. She stated that she had concerns over cafeteria lunches and did not feel students sitting every other seat was adequate. She asked that the Board come up with other ways of moving forward so that students can get a healthy and important education.

Mari Macdougall, Collegeville, commented that she felt that students need to be in school full-time for their mental, social and intellectual health. She stated that she was not happy with the yellow plan for elementary students only being in school for 2 days. She also added that she spoke with the Department of Health today and was informed that school districts were not required to implement the wearing of masks in their plan as they are not considered the general public and the only time masks are required were when a student was being transported to school and walking across the parking lot. Ms. Macdougall

expressed her opposition to students wearing masks unless it is their choice. Mr. Fitzgerald clarified that he was not sure of the conversation Ms. Macdougall had but the information she referenced regarding masks from the Department of Health was not the information that was received by districts from the Pennsylvania Department of Education.

Julie Tighe, Collegeville, stated that she filled out the survey on the cyber program and requested additional information but had not received it as of yet. She expressed her disappointment that the presentation tonight did not go further into the cyber school information. Ms. Tighe asked if parents will receive additional information on this and Mr. Rizzo advised that tomorrow and Wednesday he will be providing information to families that requested it by completing the survey.

Kim Anderson, Collegeville, advised that she is exploring an outside cyber program as she did not gain any confidence in the district's program as presented tonight. She stated that she was advised that the district's program would be on par with the outside programs but does not agree. Ms. Anderson commented that she thought the green plan would be an improvement over the yellow plan but if students desks are going to be close together and they will still have to wear masks then she did not feel this would be true. She encouraged the use of face shields over masks.

Leslie Damiani, Phoenixville, commented that she agrees with other callers that the district needs to go back under the green plan but expressed concern over the health implications of having to wear masks. She asked that the Board consider the mental and health of teenagers when making their decision and asked that extracurricular activities be provided. Ms. Damiani advocated for going back to school under the green plan and stated that she was also in favor of face shields instead of masks.

Susan Helm, Schwenksville, stated that she understood the concerns expressed by parents and felt that those with concerns over being immunocompromised should just choose the full-time cyber option. She commented that her child needs interaction with the teacher to learn. She stated that parents do not have the skills to teach their children which is why teachers are needed. Ms. Helm expressed that she hoped that if the district goes back under a virtual plan that attendance is taken as students need to be accountable in front of their teacher. She added that she also felt students need social skills.

Venus McHugh, Collegeville, expressed that she is a nurse and this disease is a beast so to think the district would not have students wearing masks is absurd. She stated that she does not believe the district will be ready to go back to school in 40 days and recommended that we wait until January to go back. Ms. McHugh requested that the district put together a panel of medical personnel before moving forward with a decision to return.

Denise Miller, Perkiomenville, commented that she feels that Spring-Ford should not open for instruction in the fall and urged online instruction for the fall semester with a focus on opening for the 2nd semester. She stated that she was not sure why there was a debate on wearing masks as it is a state mandate. Ms. Miller expressed she did not feel Google Classroom was a good platform and said that she has used Canvas and believes it is far above. She strongly asked the Board to adopt this LMS System.

Lyndsie Olenoski, Phoenixville, asked about children in the same family and how that would work if the district went back under the yellow plan with a split schedule. Dr. Goodin advised that children in the same family would be assigned to the same color group so they would go to school on the same days. She expressed that she felt that going back under the green plan was incredibly overwhelming and felt that going back under the yellow phase would give everyone a chance to gradually adjust to the new rules and regulations as well as provide continuity.

Erica Love, Royersford, commented that she is a college student and used Canvas. She expressed that she found it to be much easier and believes it will save a lot of time and frustration for teachers and students. Ms. Love also spoke about the high school hallway congestion and pointed out that most of the public who spoke in support of wearing masks work in the health care industry and felt that this was an important thing to take into consideration.

Kim Schempp, Schwenksville, stated that she is a registered nurse and wanted to speak about the need for a quarantine room. She said that with the cold and flu season approaching there will be a large amount of students presenting with illness symptoms. Ms. Schempp commented that there is a need for more than one quarantine room as you cannot put students with COVID symptoms in the same room as those with other illness symptoms.

Sarah Daunoras, Royersford, commented that after seeing tonight's presentation, she is not reassured that the schools can open safely in September. She expressed her shock that anyone would consider sports and after school activities when there is not a plan for opening for the basic school day in a safe manner. Ms. Daunoras stated that she felt the district should put all its efforts into providing the best education possible in a virtual setting for the fall.

Dr. Jacob Ericson, Schwenksville, stated that he believes the district should return to school full-time. He commented that the stats do not show any pediatric cases leading to any significant amount of deaths. Dr. Ericson advised that he works in an emergency room and the biggest hit from COVID in this area occurred back in April. He added that he has not seen any type of pediatric cases live, no type of ventilation, or any deaths at all. He commented that he believes there should be a quarantine room for removing a child who may be sick. He expressed that he felt kids need face-to-face learning and that he has seen first-hand the mental health decline. Dr. Ericson stated that he supports students returning to school full-time.

X. ADJOURNMENT

Mr. Shafer made a motion to adjourn and Mrs. Earle seconded it. The motion passed 9-0. The meeting adjourned at 11:39 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

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 31st to October. He stated that he would assume if this is the case then the money would be received before July 31st. 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

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, 5/6th 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, 7th 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:

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

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 27th.

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 July 27, 2020 the Special 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 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:	John Miravich, Esq.
Student Reps.:	Eshika Seth

The following Board Member participated virtually: **Linda C. Fazzini**

ANNOUNCEMENTS

Mrs. Zasowski read the following opening statement:

As we open tonight's meeting, I want to thank those who are taking the time to participate in this meeting...either in person or virtually as well as my colleagues on the Board and the SF administration, faculty & staff. I thought it would be appropriate and beneficial to all if I provided an opening statement to briefly take a moment to look back and reflect on what has taken place over the past several months as well as to provide a look forward to the specific agenda items of this meeting and more broadly how we support our key stakeholders as we consider options to once again begin educating our 8,000+ students across our school district. First, I would like to echo the words recently shared by a VA Chairperson to her school community. I am angry, I am frustrated. And I am sad. I am angry we are in this position. I am frustrated with the task to choose a plan that is imperfect. And I am sad...so very sad that we are faced with this dilemma. I ask your understanding as these are unprecedented times requiring decisions to be made when the landscape is changing on a weekly and even sometimes daily basis. Decisions which will be made tonight could be over-ridden by government directives tomorrow or next week. I assure you that we all, collectively, have nothing but the best intentions. Every decision made is to educate our students, to protect our students and ALL members of the SF community, and to deliver on the promises we made as elected officials. Understanding the fluid nature of the Pandemic and its impact on our lives, the Administration and the Board have remained focused on developing plans which will allow our educators to begin teaching our students no matter what the environment dictates or allows. Extensive work and debate have taken place to this end. Over the past several public board meetings, it has become very evident parents, students and teachers have very strong feelings about how we will re-open schools in the Fall. As a Board and Administration, it is very important we consider all opinions, not just the most vocal in person or vigorous on social media or email. I can assure you I, along with all of the other board members, have received numerous emotionally charged emails providing varying thoughts and approaches to re-opening our schools. Emotions have also crept into the questions and responses asked and answered by many of the Board members which, at times, has created unnecessary drama and an appearance

of lack of direction, preparedness and leadership and for that I apologize. I can assure you, I serve with very thoughtful, caring individuals both on the Board and in the Administration; however, people approach things differently depending upon their life experiences, background in areas such as education or finance, among other influences. Debate is always appropriate when decisions such as these need to be made, but we must keep our emotions in check and demonstrate strong leadership and professionalism as we conduct this meeting. Tonight, we are here to discuss, debate and elect a reentry plan to return our students to an educational setting whether virtual, in-class or a hybrid of both. Compromise and an open mind will be key to bringing this to resolution. As I am sure you realize, the decision we make tonight will not result in 100% agreement across parents, teacher and staff; however, a decision needs to be made to allow time for the Administration, Teachers Staff & Parents to begin preparing for what will need to be accomplished. I can assure you each member of the Board and Administration has given a great deal of thought to this decision as we have a great responsibility to provide a safe learning and working environment for our students and staff during the upcoming school year. I understand that many of you will not support every decision made but I ask you to respect that a decision will be made. Returning to school is important for the healthy development and well-being as many of us recognize children learn best when physically present in the classroom. They also learn social and emotional skills, are provided healthy meals and have options to support their mental health...all of which are difficult to replicate through a virtual setting. With this in mind, we must execute this plan at the appropriate point in the school year based upon feedback from public health officials, educators and other experts. No matter what phase we vote in favor of, returning children to school is a very personal decision and will require a great deal of thought and consideration on the part of each parent or guardian. For some, the risks of returning their children to school outweigh the benefits. Others will take differing approaches. On behalf of our Administration and Board, we wish you the very best as you make this personal decision which will be the right one for your family based on your family's needs. We are here to support the Spring-Ford community and to provide the best possible educational experience in the safest setting possible.

Mrs. Zasowski advised everyone on the format for tonight's meeting and noted the changes to the two public comment sections of the meeting with a speaker time limit on comments of 1 ½ minutes and a cap of 45 minutes for total public to be heard on agenda items only section so that the Board could proceed onto the voting part of the meeting. She stated that there would not be a cap on the public comment section at the end of the meeting but that there would still be a limit of 1 ½ minutes per speaker. Mrs. Zasowski added that if time did not permit public to comment that they could email their comments to BoardComment@spring-ford.net and their comments would be reviewed and included in the official the board meeting minutes.

There was some discussion amongst the Board Members on the time limits posed. After much debate it was decided that both sections of public comment would limit the speaker to 2 minutes and a cap of one hour would be placed on the public to be heard on agenda items only section with no time limit cap on the ending public comment section.

- I. **PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY** This comment only section will be capped at a time limit of 45 minutes with each speaker being allotted 1 ½ minutes to comment on an agenda item only. If time does not permit you to comment, you can email your comments to BoardComment@spring-ford.net and your comments will be reviewed and included in the official the board meeting minutes. (The purpose of this is to allow the Board to move onto the voting section of the meeting.)

Julie Fitzgerald, Collegeville, expressed her concerns over the Edgenuity Program for the Virtual Academy saying she did not think it was appropriate for elementary aged students as it does not provide synchronous learning or a social/emotional learning experience. She asked the board to reconsider approving this.

Abby Deardorff, Royersford, encouraged the Board to vote for the red phase or virtual option. She stated that the plan the educators worked on was an excellent one and she felt that they should be allowed to show it off and lead the way. She spoke of the new COVID cased in Montgomery County and cautioned the board on making decisions based on survey results.

Caroline Myer, Royersford, asked the board to fully comprehend their decision and questioned how many kids, staff members or bus drivers would end up in the ICU if back in school. She felt that the only way to keep everyone safe was to open in red and stated that this situation is temporary but the loss of lives is not.

Stacey Silar, Collegeville, urged the board to keep children and staff in mind when making their decision. She felt that 3 foot spacing was not adequate and urged the board to open with a virtual option. She stated that this would be less destructive than opening for a few weeks and then having to close due to COVID.

Sarah Daunoras, Royersford, spoke of the increase in COVID cases from March until now. She commented that the pandemic is not contained and the only safe way to reopen schools is with virtual learning. Ms. Daunoras stated that by returning under yellow or green will put everyone at risk.

Alison Obrien, Collegeville, implored the board to start the year in red for the first semester in order to explore what is happening across the country. She stated that children have not been in schools since this started and that Florida was seeing a rise in children hospitalizations. Ms. O'Brien spoke of Governor Wolf's mandate of no gatherings of more than 25 people and questioned students being in the same hallways. She urged the Board to open in red and then reevaluate at a later date.

Sarah Halperin, Schwenksville, strongly urged the board to reopen in red or yellow.
*There was poor sound quality so her comments could not be heard clearly.

Jennifer Armstrong, Limerick, asked the board to conduct a simulation and do what they are asking students to do which is sit at desks 3 feet apart wearing masks, try to listen to a teacher in the front of the room who will also be wearing a mask, transition to another classroom on the opposite side of the building and ride on a bus with the proposed configuration and see if what is being proposed is feasible. Ms. Armstrong expressed her support for opening in the red phase.

Michael Lebieczinski, Royersford, commented that he found it disheartening to hear the fear of citizens and asked that decisions be made based on facts and data and not fear and emotion. He presented information he had collected with regards to COVID-19. He urged the board to make their decision on local and regional evidence only.

Tom McMonigle, Limerick, expressed that he felt the yellow plan was counterintuitive to what we are trying to accomplish with the plans for a large number of students and families. He felt that the yellow phase could potentially increase the students exposure to others as many who have two working parents will go to school for a couple days and then go to a daycare type facility on those days when they are not physically in school increasing their and their families chances of catching the virus. He felt that the red or green phase would limit the number of different people students would be exposed to on a daily basis.

Debarati Roy, Collegeville, expressed hope that parents would be given 2 choices; in-person instruction to students with special needs and students of families where adult supervision is needed but not possible as well as live synchronous but online instruction to the rest of the student body. She stated that this would make it easier to follow CDC social distancing guidelines in school while keeping many operational costs lower than usual and most importantly ensure the vulnerable teachers, staff and families. She suggested a mix of the red and green plans and expressed hope that the board would make the best decision for all.

Leighann Graham, Limerick, commented that she has not heard about the plans for the students with IEPs. She added that when she contacts her IEP team the response received is that they are waiting on the board decision. She stated that she hoped to hear tonight, before the board makes its decision, the plans for special education students.

Aviad Adlersberg, Royersford, questioned what the plans would be when a student presents symptoms or tests positive. He asked who would be responsible if something terrible happens or someone gets sick. Mr. Adlersberg expressed concern that the district would open for a few weeks and then have someone get sick and the district be shut down again. He stated that he hoped that a sick persons symptoms would not be ignored.

Becky Cole, Spring City, stated her concern over student safety and requested that the district open under red. She relayed that her sister had COVID in April and still has issues. Ms. Cole commented that we do not know the long-term effects of this illness and urged the district to open in red in order to see what happens with the virus.

Rebecca Stadelmeyer, Schwenksville, asked for clarification on the two Chromebook purchase motions. She suggested that if the district opens in yellow or green that data points be taken along the way to include cases, infection rate, success of quarantine, and length of time for notifications. She felt that this information would be very important for parents to hear and be able to make educational decisions based on this.

Ruth Hanson, Schwenksville, encouraged the board to open in the green phase or at least have this as an option for special needs students. She stated that most families have options they can explore if they do not agree with board's decision including the Spring-Ford Cyber School but special needs families do not have these same options.

Kate Doyle, Collegeville, urged the board to start the school year in the red phase to ensure the safety of students and staff. She stated that planning to open in the virtual setting would allow parents to acclimate themselves to the new platform before moving into any in-person classes. She asked that the district work on developing creative solutions to provide students

with possible face-time to perhaps meet their teachers such as possible outdoor settings with everyone wearing masks. She urged the district to develop a specific plan for in-person learning for those students with IEPs. Ms. Doyle also asked that teachers who volunteer or requests to be part of the cyber-school be ensured that they have a building to return to once things return to in school.

Stephanie McGowan, Collegeville, voiced her vote to open in the red phase as she felt it was the safest phase. She stated that all current data is based on students being out of school. Ms. McGowan commented that opening in red provides us with an opportunity to learn from what is going on in other districts.

Kavitha Krishnamachari, Collegeville, urged the board to open in red and implement synchronized learning online. She expressed concerns over the pandemic. She asked that the board do the right thing and open in red and then when the virus subsides students can return to school safely and happily.

Kim Wallace, Collegeville, asked the board that if they are voting to approved the extra-curricular activities tonight that they give preference to the fall activities and any that may have vacancies.

Jennifer Bonsall, Spring City, requested that the board look at the green phase for the special education students. She stated that socialization is part of the development for these students and they are falling behind due to a lack of it. She stated that if we continue to keep our children from these experiences then a number of them are going to fall behind.

Rebecca Roberts, Limerick, commented that she felt it was necessary to look at all of the science as kids over 10 transmit the virus the same as adults do and the long-term effects of the disease are not known yet. She urged the board to open in red.

Kristy Ward, Collegeville, asked the board to consider the mental health of students opening in a virtual environment. Ms. Ward stated that she would like to have a choice on sending her children back as not everyone can learn in a virtual environment. She urged the board to provide a choice for parents.

Sunil Sahu, Phoenixville, asked the board to open in red so as not to endanger anyone.

Mathieu Wanamaker, Oaks, encouraged the board to think of the teachers and other faculty when making these decisions. He stated that although kids may not be getting as sick as adults, there are 1200 staff members to think of.

Erica Hermans, Royersford, urged the board to open in the red phase. She questioned who on the board was willing to take a gamble on kid's lives. She spoke of a petition that was circulating on social media and advised that as of tonight there were 631 signatures in support of a virtual return to school and 74 for students being back in school. She asked the board to approve a virtual return to school.

Kathy Morris, Royersford, supported parents having a choice. She stated that she felt green might be a little hasty but feels the district must consider the special education population as a lot of them might need in person instruction even if it is part-time. She asked the board to vote for a choice of red or at least yellow so that some of the kids who really need to be back in school can be back in school safely.

Chris Martinez, Royersford, agreed that the district needed to reopen in the red. He asked if some type of a credit would be given to residents on their property taxes. He questioned if taxpayers should have to pay this if not sending children to a brick and mortar school.

Rashmi Goswami, Collegeville, stated that he wanted to understand how students will transition from one phase to another. He also questioned the LMS and the cyber program saying that they are running on two separate platforms and he wanted to understand how the district will make sure that the curriculum for both are running together so students can move from one to the other.

Carrie Youse, Royersford, voiced her support of opening in green to support children with 504 Plans for ADHD and anxiety in addition to students with IEPs. She commented that she would like the board to take into consideration that many families have been traveling over the summer as well as the many kids who are already in daycare and wear masks all day while in daycare.

Tara Grotto, Royersford, stated that her feedback is on the yellow plan and she would like to give kids the opportunity to get the in-person interaction. She expressed concern over the 3 days students are home and the lack of synchronous learning. She asked that if the yellow plan is looked at that they see how much synchronous learning could take place on the off days so that it is not enrichment activities.

Dawn Skelton, Royersford, implored the board vote for green or yellow. She stated that her children are not themselves and felt that people who want to go red are being selfish as they have other options. She spoke about students needing some semblance of normal and asked that the mental stability and health of kid's needs be taken into account.

Kristin Landis, Schwenksville, expressed thanks for creating the cyber option for any parent who does not want to send their child back into school. She asked the community to understand that there is no right answer for everyone. Ms. Landis asked the board to give families a choice on what they do as every child needs different things.

Heather Staley, Spring City, commented that she believes choice would be better and agrees that families will always have the cyber option. She spoke of the changes that she has seen in her child and felt that parents should be able to make a decision based on their child's needs. Ms. Staley stated that she felt things could be in place to keep kids safe in school and urged the board to let parents have the choice for brick and mortar.

Brian Ewing, Royersford, commented that he does not have an opinion but is interested if the district is ready to go with whatever phase they choose to open under. He stated that things are needed if the district opens green and those things all revolve around if we get the grant. He added that the LMS contract had not been reviewed by the solicitor and wondered if the

district will be ready to go with LMS. Mr. Ewing expressed concern over the bickering taking place at the board meetings. He stated that he did not agree with limiting the public to 1 ½ minutes for public comments. He stated that he hoped the board would come to a decision and that whatever the decision is that the district is ready to do it but to him it did not appear they are.

Aparna Tula, Phoenixville, urged the board to open in the red phase and felt that was the best option for everyone at least through the 1st marking period. She commented that other neighboring districts are allowing parents to choose and she asked if the district cannot open in red that parents be permitted to choose the virtual option.

Heather McCullough, Limerick, stated that she believed the board should vote for the red phase. She commented that life is more important and that it would only take one student or teacher death to put Spring-Ford in the news and not in a good way. She felt that mental health issues can be dealt with in another way. Ms. McCullough commented that adults do not wear masks properly so how do we expect students to follow instructions and wear them properly.

Manoj Kumar, Royersford, commented that he is a strong supporter of schools not opening for the students as well as the teachers. He spoke of the difficulty in making students keep masks on. Mr. Kumar felt that by delaying the opening of school it would give more time to hopefully having a vaccine in place and then at that time we could explore opening schools.

Kelly Olsen, Collegeville, commented that her daughter plays basketball and she is here to advocate for all student extracurriculars including the arts. She stated that through the extra-curricular activities students build foundations for future professions. Mrs. Olsen stated that extracurriculars are just as essential to the physical, emotional and mental well-being and education of the Spring-Ford student. She asked the board to keep in mind that the high school careers of the students are finite and time is of the essence. She asked the board to vote with this in mind and said the senior class only has one year as the senior class. Mrs. Olsen urged the board to open in green and give parents options.

II. ACTION ITEM

Dr. Goodin provided brief recap of 3 phases that have been previously discussed; green, yellow and red. He stated that the goal is to bring students back in school as safely as possible. He commented that this is the most difficult recommendation he has had to make in his career and understands that it is a serious issue that could have consequences for members of the community. Dr. Goodin stated that he looked at all of the surrounding variables including the ability to get the supplies needed in a timely fashion to open school and making sure we have enough teaching staff. He advised that he met with his administration team today regarding the goal of building plans that would try to bring students back to school. He stated that in looking at all of the variables, everything going and our ability to maintain an atmosphere in the school buildings that is going to be deemed safe and appropriate for all concerned that his recommendation to the board is to open in red for one grading period and then move to a hybrid plan. Dr. Goodin added he did not see this decision impacting extracurriculars. He again stated that he recommends opening soft in an online environment and then move into a hybrid plan.

Mrs. Zasowski clarified that administration is prepared to move forward in red with a focus of going yellow by the end of the first quarter. She stated that during this time the district would continue to evaluate, look at the metrics, secure the PPE, answer any additional questions regarding the contract tracing as to how it is working out with teachers, bussing situation, and food service should we go to the yellow plan. Dr. Goodin confirmed this was correct. Mrs. Zasowski asked if it would be possible to look at the yellow phase in possibly a modified state with possibly one group coming Monday and Tuesday and the other group coming Wednesday and Thursday. She asked that thing pertaining to the hybrid plan be fleshed out during the time period we are in red.

Dr. Goodin expressed his concern with getting PPE items if we are to open under yellow or green. He indicated that the district is waiting for the grant money to come in. He added that even if we had placed an order last week the vendors are not guaranteeing that we would have items for the start of the school year.

The Board asked questions and discussion took place on the variables Dr. Goodin spoke of including obtaining PPE materials, plans for staff returning to classrooms, plans for special education students, and the ability to provide a better online experience for students.

Mrs. Zasowski asked if there was a motion to approve a soft reopening in red with teachers in classrooms able to facilitate IEPs and 504 plans and allowing for extracurriculars.

Mrs. Melton made the motion and Mrs. Fazzini seconded it.

Mr. DiBello stated he was not comfortable putting all of that in one motion. He felt that motions could follow at a later date regarding the return of staff and extracurricular activities as there was more to be discussed regarding this.

Mrs. Melton withdrew her motion.

Mr. DiBello made a motion to approve the Spring-Ford Area School District opening for the 2020-2021 school year in the red phase and Mrs. Melton seconded it. The motion passed 9-0.

A. The Board approved the Spring-Ford Area School District's Re-opening in the Red Phase for the 2020-2021 school year.

Mrs. Melton made a motion to provide Administration with the latitude to move forward with special needs programs including those for GIEPs to make sure that the needs of our students can be met both on sight in buildings as well as remotely as appropriate. Mrs. Earle seconded the motion. The motion passed 9-0.

III. PERSONNEL

Mr. DiBello asked that Item B be separated.

Mr. Jackson made a motion to approve Item A and Dr. Wright seconded it. The motion passed 9-0.

A. RESIGNATIONS

1. **Matthew T. Bergey**; Elementary Teacher, Upper Providence Elementary School.
Effective: July 20, 2020.
2. **Larry S. Hesh**; Custodian, 7th Grade Center, for the purpose of retirement.
Effective: November 30, 2020.
3. **Katelyn M. Reynolds**; Instructional Assistant, Royersford Elementary School.
Effective: July 16, 2020.

Dr. Wright made a motion to approve Item B and Ms. Sullivan seconded it.

Mr. DiBello asked if it was possible to break Item B out into lists by season as there is no way of knowing what is going to happen two months from now. Dr. Goodin clarified that the board just wanted the listing to include fall contracts and those that take place over the full year along with the club names being spelled out.

The Solicitor recommended the vote on this be postponed until next week's meeting.

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

- B. The Board tabled the motion to approved 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 A1)**

IV. FINANCE

Mrs. Zasowski suggested that each motion be taken separately.

Dr. Wright made a motion to approve Item A and Mrs. Fazzini seconded it.

Mr. DiBello stated that it was hard for him to approve a motion when it refers to an Exhibit in an agreement. Mr. Jackson asked if Mr. Fitzgerald had reviewed this contract and Mr. Rizzo advised that it had been reviewed. Mrs. Melton stated that there was some concern expressed regarding Advanced Placement options and she wondered if there had been a solution for that and if the option through the MCIU had been looked at. Mr. Rizzo replied that he, Mr. Catalano and Dr. Murray had attended a presentation by the MCIU and found that the Seneca Valley Program was a little more robust and the MCIU Program was a little more costly. He also advised that there were 13 AP courses offered through Edgenuity as well as other options through Virtual High School (VHS) where the district has some seats and can put students in there. Mr. Rizzo stated that since we are creating courses it will be possible for teachers who teach AP courses to create a course and we can put that into the Seneca program. He added that another option is the Virtual Learning Network that we still have an existing contract with and could possibly do something on a per course per student basis.

The motion passed 8-0 with Mr. DiBello being absent from the table during the vote.

- A. The Board approved 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 total shall not exceed \$70,865.00 (invoice for \$50,865.00 to include 0-25 full-time seats at regular rate, 1001-2500 seats at COVID rate as per the pricing schedule on Exhibit A of the agreement, district subscriptions to MyPath and UpSmart, and annual maintenance fees; professional development fees of \$2,500.00; and compensation for 50 teachers receiving professional development \$17,500.00;). This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance.

Mrs. Fazzini made a motion to approve Item B and Mrs. Earle seconded it. Mr. Jackson asked about Item B wondering what the licenses were needed for and Mr. Catalano explained that these licenses were for the 7th and 8th grade laptops being deployed and are for different machines than the ones on the agenda last week. Dr. Goodin further explained that this was for existing laptops that were being converted to Chromebooks. The motion passed 9-0.

- B. The Board approved the purchase of 1,500 Chrome licenses from CDW to support the Spring-Ford Learning Initiative, the quote was received through government contract via Costars. The total cost shall not exceed \$36,000.00. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance.

Mrs. Fazzini made a motion to approve Item C and Mrs. Earle seconded it. Mr. Jackson asked for further information on this and Mr. Catalano provided that it was cheaper to get a license per student at \$1 per license which was for the life of the device. The motion passed 9-0.

- C. The Board approved the purchase of 8,000 CloudReady Licenses from Neverware to support the Spring-Ford Learning Initiative, the total cost shall not exceed \$8,000.00. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance.

Mrs. Fazzini made a motion to approve Item D and Mrs. Earle seconded it. Mr. Shafer asked if this was precedent and we always buy the cases for the devices. Mr. Jackson asked why they were not purchased previously and Dr. Goodin explained that the devices for 7th and 8th grade were not previously being taken home. The motion passed 9-0.

- D. The Board approved the purchase of 1,500 Chromebook cases from SHI for the 2020-2021 school year. The quotes were received through government contract via Costars. The total equipment cost shall not exceed \$38,000.00. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance.

Mrs. Earle made a motion to approve Item E and Ms. Sullivan seconded it. The motion passed 9-0.

- E. The Board gave approval to continue purchasing monthly Zoom licenses for webinars and board meetings. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance. The total cost shall not exceed \$8,400.00 for the 2020-2021 school year.

Mrs. Fazzini made a motion to approve Item F and Dr. Wright seconded it. Mr. DiBello asked if the number needed to be reevaluated since the district is not opening the first quarter and Mr. Miravich advised that the motion indicates the wording “up to” so that does not mean the district has to purchase them. The motion passed 9-0.

- F. The Board approved the purchase of face masks for students for the 2020-2021 school year. Purchases will be made as needed and evaluated on a quarterly basis. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance. The total cost shall not exceed \$62,500.00 per quarter, or \$250,000.00 for the 2020-2021 school year.

Mrs. Earle made a motion to approve Item G and Mrs. Melton seconded it. Ms. Sullivan asked about the motion because it does not stipulate “up to” or “not to exceed” and if the district is not opening then did the motion need to be revised. Mr. Hunter explained that this is based on hourly rates and if they would be used as needed. Mr. Miravich advised that the first sentence does state the wording “up to” 7,200 hours. The motion passed 9-0.

- G. The Board approved adding additional cleaning labor hours by up to 7,200 hours through Interstate Maintenance Service for the 2020-2021 school year. The implementation of the additional labor hours will be monitored and evaluated throughout the school year by the Director of Planning, Operations and Facilities and will only be added as needed. The total cost is estimated to be \$191,000.00. This is an unbudgeted expenditure and will be funded as follows: \$95,500.00 from grant funds and \$95,500.00 from the Unassigned Fund Balance.

Mrs. Fazzini made a motion to approve Item H and Mrs. Earle seconded it. Mr. Jackson felt that the number should be revisited as it was based on the first quarter of the school year if we were opened which now is not the case.

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

- H. The Board tabled the motion to add additional substitute costs with Substitute Teacher Service as needed for coverage of potential increases in absences by Spring-Ford staff that may be attributed to COVID-19. Absences and substitute costs will be monitored and evaluated by the Director of Human Resources and will only be added as needed. The cost for the first quarter of school-year 2020-2021 is estimated to be \$175,750.00. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance.

Mrs. Melton asked that Item I be tabled. Mr. DiBello suggested that this be looked at and possibly revisited next week as there may be a need for this with the special education students and staff being in the buildings.

- I. The Board tabled the motion to add additional nursing substitute costs with General Healthcare Resources LLC as needed for student/staff care coverage in the designated COVID-19 quarantine rooms. These increased costs will be monitored and evaluated by the Director of Human Resources and will only be added as needed in accordance with the approved re-opening plans. The cost for the first quarter of school- year 2020-2021 is estimated to be \$120,000.00. This is an unbudgeted expenditure and will be funded from the Unassigned Fund Balance.

Dr. Wright made a motion to approve Item J and Mrs. Fazzini seconded it. The motion passed 9-0.

- J. The Board approved the purchase of Discovery Education Streaming-Plus Package from the Montgomery County Intermediate Unit for \$15,405.00. This is an unbudgeted item and will come from the Curriculum Reserve.

V. OTHER BUSINESS

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

- A. The Board approved **Resolution 2020-26**, mandated by PDE, in the event the Spring-Ford Area School District's is not able, as a result of the global pandemic of COVID-19, to provide education with in-person attendance of all pupils during the prescribed length of school days (180), typical number of days per week, or usual hours of classes.
(Attachment A2)

VI. BOARD COMMENT

Mr. DiBello spoke about his concerns with all of the unbudgeted items saying that the money needs to be made up and will impact us next year. He stated that the Finance Committee will need to do an analysis on this and come back to the board with a report. Mr. DiBello asked why some districts are able to open with options for parents and we are not able to bridge that in some fashion. He stated that the ultimate goal must be to get kids back in school. Mrs. Zasowski stated that the options we are giving are virtual or cyber. She agreed that she does not want to stay in red as she would like to get kids back to school.

Dr. Wright referenced a previous suggestion made by Mr. Shafer with regards to revising the school calendar and she stated that the administration had come up with revisions showing what it would look like if we were to bring a couple of days forward. She stated that parents would need to know if the Board were to opt to do anything with revising the calendar. She asked how administration feels about the importance of bringing one or two of those in-service days to the beginning of the school year to help with professional development for teachers. Dr. Murray stated that professional development would begin with the introduction of Canvas but that additional days at the beginning would be welcomed. She spoke of the potential to flex a day to add an additional day up front but indicated that the additional days would certainly be helpful and well used. Dr. Wright asked if the Board wanted to consider this.

Mr. Rizzo spoke about the 3 calendar versions sent home to the Board in their weekly memo as well as the flexible instruction days they are looking at potentially applying for. He suggested that it may be prudent for administration possibly take time to consider the professional development model and come back with the calendars that best fit. He stated that they could bring back more information and a recommendation to the Board next week. Dr. Wright said she would like to hear a recommendation from the administration next week.

Mr. Jackson invited the entire Board to the first Finance Committee meeting. Mr. Jackson stated that he had received a question from several parents regarding if students were required to use Chromebooks or could they use their own personal MAC. The response was that they can use their own devices at home but cannot use them if we return to in-classroom instruction.

- VII. PUBLIC TO BE HEARD** This public comment section is for comments only and is not limited to agenda items only. Speakers will be limited to 1 ½ minutes for their comments. If time does not permit you to comment you can email your comments to BoardComment@spring-ford.net and your comments will be reviewed and included in the official board meeting minutes.

Roland Olsen, Collegeville, commented that he did not think it was fair that it was being said that the decision being made is life or death as if the governor did not want schools to open then he is certainly capable of taking that on himself. Mr. Olsen noted that the PA Department of Health has said schools can open and stated that he does not feel the district should be content with red. He stated that in the last several weeks he has not heard anything creative on use of our mass facilities and square footage. Mr. Olsen suggested that possibly the senior class could attend in-person or possibly AP classes be conducted live using the auditorium. He stated that he was encouraged with the flexibility for IEP students and hoped that possibly the same safety protocols could be used to bring the senior class and their teachers back. He questioned how Spring-Ford does not have the ability to livestream classes.

Ed Hudak, Schwenksville, stated that he was disappointed with the positive/negative items discussed such as the comment made by Dr. Goodin regarding building a better system when no system has been purchased yet and no teachers have been trained. He expressed his concern with how PIAA can override the decision being made by the board and the administration as if they say schools are closed then they are closed so how can activities be held even if they are being held outside. Mr. Hudak spoke about the financial implications with the unbudgeted expenditures, tax increases and the upcoming contracts for teachers and the superintendent expiring. He encouraged strong oversight and ethics committees be put in place for strong accounting and accountability for all the finances being spent for all of these products.

Kim Anderson, Collegeville, questioned what happened since the last meeting that we ended up in red phase as she thought the district would open in green or yellow. She expressed her lack of confidence in the cyber program that Spring-Ford is offering. Ms. Anderson advised that she enrolled her children in the PA Leadership Cyber School as she does not have confidence in the virtual program being offered. She expressed appreciation for Diane Sullivan's comments on the vaccine as she feels a lot of people are hanging their hats on this vaccine in order to get lives back to normal. She advised that she will not get her children vaccinated with a brand new on the market vaccine with no history.

Kathy Morris, Royersford, commented that saying virtual and charter are viable options is a joke and expressed hope that next week there will actually be some details worked out. She stated that to vote on a plan with no details is nerve-wracking as people still have to plan for their children in the fall. She felt that the red, yellow and green teams should have had a lot of this worked out in the event their plan was chosen. Ms. Morris said she hoped that next week answers a lot of questions.

Dennis Wright, Limerick, gave an A for making a decision, gave school administration an incomplete in planning as if they have spent a lot of time making education more special he has not heard it. He gave an A in spending money. Mr. Wright stated that he looks forward to improvement in the grade.

Michael Lebie dzinski, Royersford, questioned what would happen with the \$5 million bus contract with opening in the red phase and no bussing of the majority of students. He asked for clarification that what he heard was that the primary constraint to opening in any other phase but red was due to the district failing to obtain the required PPE materials. Dr. Goodin said that it was only one variable in our considerations. Mr. Lebie dzinski asked if because it was not purchased then there was no other phase to open. Mrs. Zasowski reminded him that this was public comment and not a question and answer session.

Lauren Rafter, Schwenksville, stated that the district really needs to have as much synchronous learning as possible and that wherever teachers teach from it does not matter. She asked if the teachers had been surveyed about this. She commented that masks are a huge budget item and suggested that many families have masks so their children would not need masks. She stated that possibly a survey could be done to see which families need masks and only purchase them for those that need them.

Joy Crowle, Collegeville, thanked Mr. Jackson and Mr. DiBello for asking the hard, good questions. She stated that she cannot believe the district is opening in red with no choice. She added that she also cannot believe that it will not all be synchronous learning with five months to plan this. Ms. Crowle said cyber-school is nothing like synchronous learning either as it is still go at your own pace. She expressed the importance of having a teacher in front of students whether it be in person or online and felt that this should be focused on way more than anything else. Ms. Crowle agreed with a previous caller saying she did not understand how you cannot open up for school but can open for sports. She also questioned how the district could not get it together to order supplies and did not feel this should have been a variable and wondered where the planning had been with regards to this.

Cayla Wright, Royersford, expressed concern with the financial burden opening in red will place on working and single parents as well how the education and online learning is going to be thrown together. She stated that she hoped that once PPE materials had been acquired that some type of choice in opening red or green where parents could make that choice themselves.

Sarah Daunoras, Royersford, expressed her support of the virtual reopening and thanked the board and administration for their work. She commented that she appreciated the choice to put the health and safety of children and teachers first and believes that other districts who have not made their decision will be looking to Spring-Ford to lead the way. She urged the district to continue to explore the flexibility piece for those who may need the in-person services or tele-medicine services and felt that this could happen with the right planning.

Heather Staley, Spring City, stated that she was sad and upset that the district could not offer parents a choice when other districts can. She added that she appreciated trying to put all of the kids ahead and taking all kids into consideration but commented that no one knows her child like she does. She felt that choice was the right thing to do. Ms. Staley stated that she is not sure he meant it this way but Dr. Goodin made them feel like the choice for a red opening was because all of the PPE materials could not be purchased due to the grant money not being received. She added that she will go forward and support her child as she always does but hoped that the district was working towards giving parents the choice they desperately need to help their children.

Liz Kepner, Collegeville, commended the board and administration for making the tough decision to open in red. She stated that she understands that at some point there would be a need to move forward into other phases but she would like the red option to remain a choice. She commented that she did not feel the cyber-school solved parent's problems of wanting to keep their kids at home as it does not provide live instruction or use the same materials as Spring-Ford. Ms. Kepner added that she did not see how students would be able to go back and forth between cyber and brick and mortar as it will not be fluid for the students or teacher. She stated that cyber did not provide any social or emotional check-ins and students need the live connection to teachers and to their home schools which cyber does not have and seems like it is a last resort.

Kim Anderson, Collegeville, stated that she appreciates what everyone has been doing and knows that it is an incredibly difficult position to be in. She advised that making the decision to sign her children up for a cyber/charter school was the most horrific thing. She commented that she loves the district, loves the teachers, loves Spring-Ford and that is why they live here. Ms. Anderson stated that she wants her kids back in the district enjoying all of the wonderful teachers. She asked the board to hear the emotion in the parents voices as many feel this way and love the district and want their kids to be able to enjoy everything that the district has to offer and she hopes it happens again soon.

Arlene Hudak, Schwenksville, thanked everyone for calling in tonight with all their comments and concerns. She expressed her surprise over the district opening in red and thought parents would have the decision to take into consideration what they thought was best for their children. She agreed with Mr. Olsen on seniors being able to come into school to complete their last year. Ms. Hudak asked how sports will be handled and hoped that this is something that can continue as this will help all of the children in the district both socially and emotionally. She expressed the importance of getting all of the teachers online with regards to Canvas training and hoped that the support of teachers continues as well as the students. She thanked everyone for their hard work.

VIII. ADJOURNMENT

Mrs. Melton made a motion to adjourn and Mrs. Earle seconded it. The motion passed 9-0. The meeting adjourned at 11:08 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

**2020-2021 EXTRACURRICULAR CONTRACTS
AUGUST 2020**

	Contract Title	Season	Last	First	Stipend
1	Volunteer Assistant Football Coach - HS	Fall	Algeo, Jr.	James M.	Volunteer
2	Bandfront & Majorettes-Fall -Grades 7 & 8	Fall	Eddowes	Annette	\$1,471.00
3	Head Cheerleading Fall-7th Grade	Fall	Kajak	Brittany E.	\$1,875.00
*4	Asst. Soccer Coach-Girls' -HS	Fall	Rooney	Robert A.	\$3,991.00
5	Volunteer Assistant Football Coach - 9th Grade	Fall	Scarcelle	Michael V.	Volunteer
6	Senior High Percussion Technician	Fall	Slifer	Brett M.	\$1,698.00
7	Asst. Soccer Coach-Boys'-HS	Fall	Waller	Peter S.	\$4,190.55
*8	Head Cheerleading Fall-8th Grade	Fall	Yurko	Tara M.	\$1,875.00
9	Reading Olympics – Limerick Elementary	Year	Alba	Alice V.	\$402.00
10	7 th Gr. Club #10- Orchestra Club	Year	Baisch	Ashley E.	\$402.00
11	HS Club #1 - Debate Club	Year	Barnett	Rebecca C.	\$402.00
12	5/6 Club #1- Art Club-IMS	Year	Beer	Katherine J.	\$402.00
13	5/6 Club #2- Art Club-IMS	Year	Beer	Katherine J.	\$402.00
14	5/6 Club #3- Art Club-IMS	Year	Beer	Katherine J.	\$402.00
15	HS Club #17 - Library Club/Reading Olympics	Year	Bowen	Melanie F.	\$402.00
*16	Math Counts Sponsor –Gr. 8 (1/2 Contract)	Year	Bowers	Todd G.	\$552.00
17	HS Club #23 - Animal Rescue Club	Year	Briggs	Janine	\$402.00
18	7 th Gr. Club #5- World Language Club	Year	Calvin	Krista L.	\$402.00
19	7 th Gr. Club #8- Aavidum Advisor	Year	Cooper	Cynthia A.	\$402.00
20	Reading Olympics – 5/6	Year	Craig	Jessica M.	\$402.00
21	Art Enrichment - HS	Year	Culp	Amy B.	\$402.00
22	Art Enrichment - HS	Year	Culp	Amy B.	\$402.00
23	HS Club #14 - Health Club Advisor	Year	Czapor	Kevin M.	\$402.00
24	Reading Olympics – Spring City Elementary	Year	Eaton	Deborah M.	\$402.00
25	Reading Olympics – Limerick Elementary	Year	Ellison	Gwendolyn D.	\$402.00
26	HS Club #24 - Science Club Advisor	Year	Eveland	James L.	\$402.00
27	7 th Gr. Club #15- Community Club	Year	Gabel	Kate E.	\$402.00
28	Ireland Trip Coordinator	Year	German	Kelly L.	\$1,104.00
29	5/6 Club #6- Morning Announcements Club	Year	Glass	Patricia M.	\$402.00
30	HS Club # 13 - German Club Advisor	Year	Huss	Ingrid	\$402.00
31	Friends in the Community-MS (1/3 Contract)	Year	Kenney	Joan E.	\$368.00
32	Yearbook- Grade 7 (1/2 Contract)	Year	Kenney	Joan E.	\$735.50
33	Reading Olympics – 5/6	Year	Kraeer	Brian J.	\$402.00
*34	Math Counts Sponsor –Gr. 8 (1/2 Contract)	Year	Kronstain	Heather M.	\$552.00
35	Ireland Trip Coordinator	Year	Landis	Doug W.	\$1,104.00
36	HS Club #3 - Book Club	Year	Lawrence	Rachel	\$402.00
37	HS Club # 18 - Math Club Advisor	Year	McElwee	Brittany N.	\$402.00
38	WSFR-TV Club Advisor-HS (1/2 Contract)	Year	Murgia	Cheryl B.	\$735.50
39	Reading Olympics – Limerick Elementary	Year	O'Callaghan	Marykay	\$402.00
40	Reading Olympics-Grade 7	Year	Pinard	Sarah	\$1,104.00
41	Ramoires Advisor-HS	Year	Reagan	Jennifer E.	\$585.00
42	HS Club #11 - French Club Advisor	Year	Richardson	Ann	\$402.00
43	WSFR-TV Club Advisor-HS (1/2 Contract)	Year	Rothermel	Andrew T.	\$735.50
44	Reading Olympics - Spring City Elementary	Year	Rudinsky	Janet L.	\$402.00
45	HS Club #8 - FBLA Club Advisor	Year	Scheck	Carol L.	\$402.00
46	HS Club #6 - Future Medical Leaders of America	Year	Shaw	Heather L.	\$402.00
47	HS Club #19 - Minorities Coming Together Club	Year	Shelly	Janell M.	\$402.00

**2020-2021 EXTRACURRICULAR CONTRACTS
AUGUST 2020**

48	HS Club #7 - Cultural Awareness Club	Year	Smith-Wood	Mollie M.	\$402.00
49	Student Council-Grade 7	Year	Stauffer	Megan M.	\$1,471.00
50	Art Consultant - Digital Graphic Artist HS	Year	Strickler	Chadwick A.	\$1,873.00
51	HS Club #22 - DECA	Year	Swier, III	Robert A.	\$402.00
52	HS Club #26 - Spanish Club	Year	Tornambe	Lydia J.	\$402.00
53	Reading Olympics - Oaks Elementary	Year	Verma	Greta L E.	\$402.00
54	HS Club # 9 - FCS Advisor	Year	Viscardi	Cheryl C.	\$402.00
55	Reading Olympics – Oaks Elementary	Year	Wike	Christine N.	\$402.00
56	Reading Olympics - Limerick Elementary	Year	Williams	Kristin K.	\$402.00
57	5/6 Club #5- Morning Announcements Club	Year	Wobensmith	Melissa A.	\$402.00

SPRING-FORD AREA SCHOOL DISTRICT

SECTION: OPERATIONS

TITLE: VIDEO MONITORS

ADOPTED: September 22, 1997

REVISED: November 25, 2013

	810.1. VIDEO MONITORS
1. Purpose	<p>The purpose of the video cameras is to ensure that the student's behavior and safety on the school vehicle is consistent with the established school district guidelines, including but not limited to, student bus conduct as described in the student handbook and the policies of the school district. In addition, to the other general issues, a significant reason for the school bus program is to instill in the student rider that his/her actions on the school bus will result in the same disciplinary procedures that exist in the formal classroom and that safety must be maintained. Video monitoring is more precise and accurate than a bus driver's divided attention through a rear view mirror or his/her personal observation. If unacceptable behavior is recorded and/or reported, timely, appropriate and corrective action is more likely to improve the situation on the school bus.</p>
2. Guidelines	<p><u>Cameras</u></p> <p>Vehicles will be fitted with a housing that could hold a video camera with audio recording capability. This housing has a red light that will be activated whether it contains a camera or not, making it appear as though a camera is there and recording. If the recording needs to be viewed, the card from the camera will be removed and downloaded at the request of a school or building administrator.</p> <p><u>Notification</u></p> <p>All riders will be notified as to the possible presence of a video camera with audio recording capability on the school bus annually in the student handbook and on a sign posted on the bus.</p> <p><u>Screening</u></p> <p>The use of video/audio recording will be for disciplinary consequences only. The film will be reviewed by a school administrator or building administrator to determine if the recording is applicable to reported incidents.</p>

Parent Screening

In the event that a student is disciplined as a result of information derived from the video/audio camera on the bus, the parent may request to view the recording within two (2) weeks. In the event that the principal considers it advisable for the parent to view the recording, the principal may request a viewing be scheduled for the parent.

Discipline

The building principal will determine the appropriate discipline for the student based on the bus driver's report, the interview with the student(s) and the review of the film and district discipline code.

Book	Policy Manual
Section	100 Programs
Title	Discrimination/Title IX Sexual Harassment Affecting Students
Code	103 Vol IV 2020
Status	

Authority

The Board declares it to be the policy of this district to provide an equal opportunity for all students to achieve their maximum potential through the programs **and activities** offered in the schools without discrimination on the basis of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability. [\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)[\[8\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)[\[14\]](#)[\[15\]](#)[\[16\]](#)[\[17\]](#)

The Board also declares it to be the policy of this district to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. Such discrimination shall be referred to throughout this policy as Title IX sexual harassment. Inquiries regarding the application of Title IX to the district may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The district is committed to the maintenance of a safe, positive learning environment for all students that is free from discrimination by providing all students course offerings, counseling, assistance, services, employment, athletics and extracurricular activities without any form of discrimination, **including Title IX sexual harassment**. Discrimination is inconsistent with the **rights of students and the** educational and programmatic goals of the district and is **prohibited at or, in the course of, district-sponsored programs or activities, including transportation to or from school or school-sponsored activities**.

Violations of this policy, including acts of retaliation as described in this policy, or knowingly providing false information, may result in disciplinary consequences under applicable Board policy and procedures.[\[18\]](#)[\[19\]](#)[\[20\]](#)[\[21\]](#)

The Board directs that the foregoing statement of Board policy be included in each student and staff handbook, and that this policy and related attachments be posted to the district's website.

The Board requires a notice stating that the district does not discriminate in any manner, including Title IX sexual harassment, in any district education program or activity, to be issued to all students, parents/guardians, employment applicants, employees and all unions or professional organizations holding collective bargaining or professional agreements with the district. All discrimination notices and information shall include the title, office address, telephone number and email address of the individual(s) designated as the Compliance Officer and Title IX Coordinator.

Reports of Title IX Sexual Harassment and Other Discrimination and Retaliation

The Board encourages students and third parties who believe they or others have been subject to **Title IX sexual harassment, other discrimination or retaliation** to promptly report such incidents to **the building principal**, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances. **A person who is not an**

intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination.

The student's parents/guardians or any other person with knowledge of conduct that may violate this policy is encouraged to immediately report the matter to the building principal.

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly making any mandatory police or child protective services reports required by law.
[22]

If the building principal is the subject of a complaint, the student, third party or a reporting employee shall report the incident directly to the Title IX Coordinator.

The complainant or **the individual making the report may use the Discrimination/Sexual Harassment/Bullying/Hazing/Dating Violence/Retaliation Report Form attached to this policy for purposes of reporting an incident or incidents in writing**; however, **verbal reports of an incident or incidents** shall be accepted, documented and the procedures of this policy and the relevant attachments followed.

The building principal shall promptly notify the Title IX Coordinator of all reports of discrimination, Title IX sexual harassment or retaliation. The Title IX Coordinator shall promptly contact the complainant regarding the report to gather additional information as necessary, and to discuss the availability of supportive measures. The Title IX Coordinator shall consider the complainant's wishes with respect to supportive measures.

The Title IX Coordinator shall conduct an assessment to determine whether the reported circumstances are most appropriately addressed through the Discrimination Complaint Procedures prescribed in Attachment 2 to this policy, or if the reported circumstances meet the definition of Title IX sexual harassment and are most appropriately addressed through the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 3, or other Board policies.

Disciplinary Procedures When Reports Allege Title IX Sexual Harassment

When a report alleges Title IX sexual harassment, disciplinary sanctions may not be imposed until the completion of the grievance process for formal complaints outlined in Attachment 3. The district shall presume that the respondent is not responsible for the alleged conduct until a determination has been made at the completion of the grievance process for formal complaints.[18][20][23][24]

When an emergency removal, as described in Attachment 3, is warranted to address an immediate threat to the physical health or safety of an individual, and it is not feasible to continue educational services remotely or in an alternative setting, the normal procedures for suspension and expulsion shall be conducted to accomplish the removal, including specific provisions to address a student with a disability where applicable.[18][19][20][23]

When an emergency removal is not required, disciplinary sanctions shall be considered in the course of the Title IX grievance process for formal complaints. Following the issuance of the written determination and any applicable appeal, any disciplinary action specified in the written determination or appeal decision shall be implemented in accordance with the normal procedures for suspensions, expulsions or other disciplinary actions, including specific provisions to address a student with a disability where applicable.

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a report and the investigation related to any form of discrimination or retaliation, including Title IX sexual harassment,

shall be handled in accordance with **applicable law, regulations, this policy, the attachments** and the district's legal and investigative obligations. [\[25\]](#)[\[26\]](#)[\[27\]](#)[\[28\]](#)[\[29\]](#)

Retaliation

The Board prohibits retaliation by **the district** or any other person against any person for: [\[28\]](#)

1. Reporting **or making a formal complaint** of **any form of** discrimination **or retaliation, including Title IX sexual harassment.**
2. **Testifying, assisting,** participating **or refusing to participate** in a related investigation, **process or other proceeding** or hearing.
3. **Acting in opposition to** practices the person reasonably believes to be discriminatory.

The district, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against **anyone for actions described above. Individuals are encouraged to contact the Title IX Coordinator immediately if retaliation is believed to have occurred.**

Definitions

Complainant shall mean an individual who is alleged to be the victim.

Respondent shall mean an individual alleged to be the perpetrator of the discriminatory conduct.

Discrimination

Discrimination shall mean to treat individuals differently, or to harass or victimize based on a protected classification including race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy, **or** handicap/disability.

Harassment is a form of discrimination based on the protected classifications listed in this policy consisting of unwelcome conduct such as graphic, written, electronic, verbal or nonverbal acts including offensive jokes, slurs, epithets and name-calling, ridicule or mockery, insults or put-downs, offensive objects or pictures, physical assaults or threats, intimidation, or other conduct that may be harmful or humiliating or interfere with a person's school or school-related performance when such conduct is:

1. Sufficiently severe, persistent or pervasive; and
2. A reasonable person in the complainant's position would find that it creates an intimidating, threatening or abusive educational environment such that it deprives or adversely interferes with or limits an individual or group of the ability to participate in or benefit from the services, activities or opportunities offered by a school.

Definitions Related to Title IX Sexual Harassment

Formal complaint shall mean a document filed by a complainant or signed by the Title IX Coordinator alleging Title IX sexual harassment and requesting that the district investigate the allegation under the grievance process for formal complaints. The authority for the Title IX Coordinator to sign a formal complaint does not make the Title IX Coordinator a party in the grievance process for formal complaints. The phrase "document filed by a complainant" refers to a document or electronic submission that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. [\[27\]](#)[\[30\]](#)

Supportive measures shall mean nondisciplinary, nonpunitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the

complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.[\[30\]](#)

Supportive measures shall be designed to restore or preserve equal access to the educational program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or to deter sexual harassment. Supportive measures may include, but are not limited to:[\[30\]](#)

1. **Counseling.**
2. **Extensions of deadlines or other course-related adjustments.**
3. **Modifications of work or class schedules.**
4. **Campus escort services.**
5. **Mutual restrictions on contact between the parties.**
6. **Changes in work or housing locations.**
7. **Leaves of absence.**
8. **Increased security.**
9. **Monitoring of certain areas of the campus.**
10. **Assistance from domestic violence or rape crisis programs.**
11. **Assistance from community health resources including counseling resources.**

Supportive measures may also include assessments or evaluations to determine eligibility for special education or related services, or the need to review an Individualized Education Program (IEP) or Section 504 Service Agreement based on a student's behavior. This could include, but is not limited to, a manifestation determination or functional behavioral assessment (FBA), in accordance with applicable law, regulations or Board policy.[\[17\]](#)[\[18\]](#)[\[23\]](#)[\[24\]](#)[\[31\]](#)

Title IX sexual harassment means conduct on the basis of sex that satisfies one or more of the following:[\[30\]](#)

1. **A district employee conditioning the provision of an aid, benefit, or district service on an individual's participation in unwelcome sexual conduct, commonly referred to as *quid pro quo sexual harassment*.**
2. **Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to a district education program or activity.**
3. **Sexual assault, dating violence, domestic violence or stalking.**
 - a. ***Dating violence* means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship is determined by the following factors:[\[32\]](#)**
 - i. **Length of relationship.**
 - ii. **Type of relationship.**

iii. **Frequency of interaction between the persons involved in the relationship.**

- b. ***Domestic violence*** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. [\[32\]](#)
- c. ***Sexual assault*** means a sexual offense under state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. [\[33\]](#)
- d. ***Stalking***, under Title IX means stalking on the basis of sex, for example when the stalker desires to date a victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either: [\[32\]](#)

- i. **Fear for their safety or the safety of others.**

- ii. **Suffer substantial emotional distress.**

Such conduct must have taken place during a district education program or activity and against a person in the United States to qualify as sexual harassment under Title IX. An education program or activity includes the locations, events or circumstances over which the district exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus. [\[26\]](#)[\[27\]](#)[\[30\]](#)

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates [\[34\]](#) **Sydney McGill as the district's Compliance Officer and Elizabeth Leiss as the district's Title IX Coordinator.**

The Compliance Officer can be contacted at:

Address: 857 South Lewis Road, Royersford, PA 19468

Email: smcgi@spring-ford.net

Phone Number: 610-705-6208

The Title IX Coordinator can be contacted at:

Address: 857 South Lewis Road, Royersford, PA 19468

Email: eleis@spring-ford.net

Phone Number: 610-705-6124

The Compliance Officer **and Title IX Coordinator shall fulfill designated responsibilities** to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to monitor the implementation of the district's nondiscrimination procedures in the following areas, **as appropriate:**

1. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.
2. Training - **Provide** training for students and staff to prevent, identify and alleviate problems of discrimination.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure **or Title IX procedures**, such as making reports to the police, and available **supportive measures such as** assistance from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Student Access - Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
5. District Support - **Assure** that like aspects of the school programs **and activities** receive like support as to staffing and compensation, facilities, equipment, and related areas.**[35]**
6. Student Evaluation - Review of assessments, procedures, and guidance and counseling materials for stereotyping and discrimination.
7. **Reports/Formal** Complaints - Monitor and provide technical assistance to **individuals involved in managing informal reports and formal** complaints.

Guidelines

Title IX Sexual Harassment Training Requirements

The Compliance Officer and Title IX Coordinator, investigator(s), decision-maker(s), or any individual designated to facilitate an informal resolution process related to Title IX sexual harassment shall receive the following training, as required or appropriate to their specific role:

1. **Definition of sexual harassment.**
2. **Scope of the district's education program or activity, as it pertains to what is subject to Title IX regulations.**
3. **How to conduct an investigation and grievance process for formal complaints, including examination of evidence, drafting written determinations, handling appeals and informal resolution processes, as applicable.**
4. **How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest and bias.**
5. **Use of relevant technology.**
6. **Issues of relevance including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant.**
7. **Issues of relevance, weight of evidence and application of standard of proof and drafting investigative reports that fairly summarize relevant evidence.**
8. **How to address complaints when the alleged conduct does not qualify as Title IX sexual harassment but could be addressed under another complaint process or Board policy.**

All training materials shall promote impartial investigations and adjudications of formal complaints of Title IX sexual harassment without relying on sex stereotypes.

All training materials shall be posted on the district's website.

Disciplinary Consequences

A student who is determined to be responsible for violation of this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include but is not limited to:[18][19][20]

- 1. Loss of school privileges;**
- 2. Permanent transfer to another school building, classroom or school bus;**
- 3. Exclusion from school-sponsored activities;**
- 4. Detention;**
- 5. Suspension;**
- 6. Expulsion; and**
- 7. Referral to law enforcement officials.**

An employee who violates this policy shall be subject to appropriate disciplinary action consistent with the applicable Board policy, collective bargaining agreement and individual contract, up to and including dismissal and/or referral to law enforcement officials.[21][36]

Reports of Discrimination

Any reports of discrimination that are reviewed by the Title IX Coordinator and do not meet the definition of Title IX sexual harassment but are based on race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability shall follow the Discrimination Complaint Procedures in Attachment 2 to this policy.

Reports of Title IX Sexual Harassment

Any reports deemed by the Title IX Coordinator to meet the definition of sexual harassment under Title IX shall follow the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 3 to this policy.

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Legal	1. 22 PA Code 12.1
	2. 22 PA Code 12.4
	3. 22 PA Code 15.1 et seq
	4. 22 PA Code 4.4
	5. 24 P.S. 1301
	6. 24 P.S. 1310
	7. 24 P.S. 1601-C et seq
	8. 24 P.S. 5004
	9. 43 P.S. 951 et seq
	10. 20 U.S.C. 1681 et seq
	11. 34 CFR Part 106
	12. 29 U.S.C. 794

13. 42 U.S.C. 12101 et seq
14. 42 U.S.C. 1981 et seq
15. 42 U.S.C. 2000d et seq
16. U.S. Const. Amend. XIV, Equal Protection Clause
17. Pol. 103.1
18. Pol. 113.1
19. Pol. 218
20. Pol. 233
21. Pol. 317
22. Pol. 806
23. Pol. 113.2
24. Pol. 113.3
25. 20 U.S.C. 1232g
26. 34 CFR 106.44
27. 34 CFR 106.45
28. 34 CFR 106.71
29. 34 CFR Part 99
30. 34 CFR 106.30
31. Pol. 113
32. 34 U.S.C. 12291
33. 20 U.S.C. 1092
34. 34 CFR 106.8
35. Pol. 150
36. Pol. 317.1
18 Pa. C.S.A. 2709
20 U.S.C. 1400 et seq
28 CFR Part 41
28 CFR Part 35
34 CFR Part 100
34 CFR Part 104
34 CFR Part 110
U.S. Const. Amend. I
Bostock v. Clayton County, 590 U.S., 140 S. Ct. 1731 (2020)
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
Franklin v. Gwinnett County Public Schools, 503 U.S. 60 (1992)
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)
Office for Civil Rights - Resources for Addressing Racial Harassment
Pol. 122
Pol. 123
Pol. 138
Pol. 216

- Pol. 210
- Pol. 220
- Pol. 247
- Pol. 249
- Pol. 251
- Pol. 252
- Pol. 320
- Pol. 701
- Pol. 815
- Pol. 832

103-Attach 1 Report Form.pdf (161 KB)

103-Attach 2 Discrimination.docx (40 KB)

103-Attach 3 Title IX.docx (77 KB)

103-Attach 4 ConfidentialityTemplateLetter.docx (21 KB)

Book	Policy Manual
Section	100 Programs
Title	Discrimination/Title IX Sexual Harassment Affecting Staff
Code	104
Status	First Reading

Authority

The Board declares it to be the policy of this district to provide to all persons equal access to all categories of employment in this district, regardless of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, genetic information, pregnancy or handicap/disability. The district shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.[\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)[\[8\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)

The Board also declares it to be the policy of this district to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. Such discrimination shall be referred to throughout this policy as Title IX sexual harassment. Inquiries regarding the application of Title IX to the district may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The Board directs that the foregoing statement of Board policy be included in each student and staff handbook, and that this policy and related attachments be posted to the district's website.

The Board requires a notice stating that the district does not discriminate in any manner, including Title IX sexual harassment, in any district education program or activity, to be issued to all students, parents/guardians, employment applicants, employees and all unions or professional organizations holding collective bargaining or professional agreements with the district. All discrimination notices and information shall include the title, office address, telephone number and email address of the individual(s) designated as the Compliance Officer and Title IX Coordinator.

Reports of Title IX Sexual Harassment and Other Discrimination and Retaliation

The Board encourages employees and third parties who believe they or others have been subject to **Title IX sexual harassment, other discrimination or retaliation** to promptly report such incidents to **the building principal or building administrator. A person who is not an intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination.**

If the building principal or building administrator is the subject of a complaint, the complainant or the individual making the report shall direct the report of the incident to the Title IX Coordinator.

The complainant or **the individual making the report may use the Discrimination/Sexual Harassment/Retaliation Report Form attached to this policy for purposes of reporting an incident or incidents in writing**; however, **verbal reports of an incident or incidents** shall be accepted, documented and the procedures of this policy and the relevant attachments followed.

The building principal or building administrator shall promptly notify the Title IX Coordinator of all reports of discrimination, Title IX sexual harassment or retaliation. The Title IX Coordinator shall promptly contact the complainant regarding the report to gather additional information as necessary, and to discuss the availability of supportive measures. The Title IX Coordinator shall consider the complainant's wishes with respect to supportive measures.

The Title IX Coordinator shall conduct an assessment to determine whether the reported circumstances are most appropriately addressed through the Discrimination Complaint Procedures prescribed in Attachment 2 to this policy, or if the reported circumstances meet the definition of Title IX sexual harassment and are most appropriately addressed through the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 3, or other Board policies.

Disciplinary Procedures when Reports Allege Title IX Sexual Harassment

When a report alleges Title IX sexual harassment, disciplinary sanctions may not be imposed until the completion of the grievance process for formal complaints outlined in Attachment 3. The district shall presume that the respondent is not responsible for the alleged conduct until a determination has been made at the completion of the grievance process for formal complaints.

Administrative Leave –

When an employee, based on an individualized safety and risk analysis, poses an immediate threat to the health or safety of any student or other individual, the employee may be removed on an emergency basis.

An accused, nonstudent district employee may be placed on administrative leave during the pendency of the grievance process for formal complaints, consistent with all rights under Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, and in accordance with state law and regulations, Board policy and an applicable collective bargaining agreement or individual contract.

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a **report**, and the investigation **related to any form of discrimination or retaliation, including Title IX sexual harassment**, shall be handled in accordance with **applicable law, regulations, this policy, the attachments** and the district's legal and investigative obligations. [\[13\]](#)[\[14\]](#)[\[15\]](#)[\[16\]](#)[\[17\]](#)

Retaliation

The Board prohibits retaliation by **the district** or any other person against any person for: [\[16\]](#)

1. Reporting **or making a formal complaint** of **any form of** discrimination **or retaliation, including Title IX sexual harassment.**
2. **Testifying, assisting, participating or refusing to participate** in a related investigation, **process or other proceeding** or hearing.
3. **Acting in opposition to** practices the person reasonably believes to be discriminatory.

The district, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against anyone for actions described above. Individuals are encouraged to contact the Title IX Coordinator immediately if they believe retaliation has occurred.

Definitions

Complainant shall mean an individual who is alleged to be the victim.

Respondent shall mean an individual alleged to be the perpetrator of the discriminatory conduct.

Discrimination

Discrimination shall mean to treat individuals differently, or to harass or victimize based on a protected classification including race, color, age, creed, religion, sex, sexual orientation, **genetic information**, ancestry, national origin, marital status, pregnancy, **or** handicap/disability.

Harassment is a form of discrimination based on the protected classifications listed in this policy consisting of unwelcome conduct such as graphic, written, electronic, verbal or nonverbal acts including offensive jokes, slurs, epithets and name-calling, ridicule or mockery, insults or put-downs, offensive objects or pictures, physical assaults or threats, intimidation, or other conduct that may be harmful or humiliating or interfere with a person's school or school-related work performance, including when:[\[9\]](#)

1. Submission to such conduct is made explicitly or implicitly a term or condition of an employee's status; or
2. Submission to or rejection of such conduct is used as the basis for employment-related decisions affecting an employee; or
3. Such conduct is sufficiently severe, persistent or pervasive that a reasonable person in the complainant's position would find that it unreasonably interferes with the complainant's performance at work or otherwise creates an intimidating, hostile, or offensive working environment such that it alters the complainant's working conditions.

Definitions Related to Title IX Sexual Harassment

Formal complaint shall mean a document filed by a complainant or signed by the Title IX Coordinator alleging Title IX sexual harassment and requesting that the district investigate the allegation under the grievance process for formal complaints. The authority for the Title IX Coordinator to sign a formal complaint does not make the Title IX Coordinator a party in the grievance process for formal complaints. The phrase "document filed by a complainant" refers to a document or electronic submission that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.[\[15\]](#)[\[18\]](#)

Supportive measures shall mean nondisciplinary, nonpunitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.[\[18\]](#)

Supportive measures shall be designed to restore or preserve equal access to the educational program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or to deter sexual harassment. Supportive measures may include, but are not limited to:[\[18\]](#)

1. **Counseling or Employee Assistance Program.**
2. **Extensions of deadlines or other course-related adjustments.**
3. **Modifications of work or class schedules.**
4. **Campus escort services.**
5. **Mutual restrictions on contact between the parties.**

6. **Changes in work locations.**
7. **Leaves of absence.**
8. **Increased security.**
9. **Monitoring of certain areas of the campus.**
10. **Assistance from domestic violence or rape crisis programs.**
11. **Assistance from community health resources including counseling resources.**

Title IX sexual harassment means conduct on the basis of sex that satisfies one or more of the following:[\[18\]](#)

1. **A district employee conditioning the provision of an aid, benefit, or district service on an individual's participation in unwelcome sexual conduct, commonly referred to as *quid pro quo sexual harassment*.**
2. **Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to a district education program or activity.**
3. **Sexual assault, dating violence, domestic violence or stalking.**
 - a. ***Dating violence* means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship is determined by the following factors:**[\[19\]](#)
 - i. **Length of relationship.**
 - ii. **Type of relationship.**
 - iii. **Frequency of interaction between the persons involved in the relationship.**
 - b. ***Domestic violence* includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.**[\[19\]](#)
 - c. ***Sexual assault* means a sexual offense under state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.**[\[20\]](#)
 - d. ***Stalking*, under Title IX means stalking on the basis of sex, for example when the stalker desires to date a victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either:**[\[19\]](#)
 - i. **Fear for their safety or the safety of others.**
 - ii. **Suffer substantial emotional distress.**

Such conduct must have taken place during a district education program or activity and against a person in the United States to qualify as sexual harassment under Title IX. An education program or activity includes the locations, events or circumstances over which the district exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus.[\[14\]](#)[\[15\]](#)[\[18\]](#)

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates [\[21\]](#) **Sydney McGill as the district's Compliance Officer and Elizabeth Leiss as the district's Title IX Coordinator.**

The Compliance Officer can be contacted at:

Address: 857 South Lewis Road, Royersford, PA 19468

Email: smcgi@spring-ford.net

Phone Number: 610-705-6208

The Title IX Coordinator can be contacted at:

Address: 857 South Lewis Road, Royersford, PA 19468

Email: eleis@spring-ford.net

Phone Number: 610-705-6124

The Compliance Officer **and Title IX Coordinator** shall **fulfill designated responsibilities** to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to monitor the implementation of **the district's** nondiscrimination procedures in the following areas, **as appropriate**:

1. Review - Review of personnel practices and actions for discriminatory bias and compliance with laws against discrimination to include monitoring and recommending corrective measures when appropriate to written position qualifications, job descriptions and essential job functions; recruitment materials and practices; procedures for screening applicants; application and interviewing practices for hiring and promotions; district designed performance evaluations; review of planned employee demotions, non-renewal of contracts, and proposed employee disciplinary actions up to and including termination.
2. Training - **Provide** training for supervisors and staff to prevent, identify and alleviate problems of employment discrimination.
3. Resources - Maintain and provide information to staff on resources available to alleged victims in addition to the school complaint procedure **or Title IX procedures**, such as making reports to the police, and available **supportive measures such as** assistance from domestic violence or rape crisis programs, and community health resources including counseling resources.
4. **Reports/Formal** Complaints - Monitor and provide technical assistance to **individuals involved in managing informal reports and formal** complaints.

Guidelines

Title IX Sexual Harassment Training Requirements

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sexual harassment shall receive the following training, as required or appropriate to their specific role:

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Legal

1. 43 P.S. 336.3
2. 43 P.S. 951 et seq
3. 34 CFR Part 106
4. 20 U.S.C. 1681 et seq
5. 29 U.S.C. 206
6. 29 U.S.C. 621 et seq
7. 29 U.S.C. 794
8. 42 U.S.C. 1981 et seq
9. 42 U.S.C. 2000e et seq
10. 42 U.S.C. 2000ff et seq
11. 42 U.S.C. 12101 et seq
12. U.S. Const. Amend. XIV, Equal Protection Clause
13. 20 U.S.C. 1232g
14. 34 CFR 106.44
15. 34 CFR 106.45
16. 34 CFR 106.71
17. 34 CFR Part 99
18. 34 CFR 106.30
19. 34 U.S.C. 12291
20. 20 U.S.C. 1092
21. 34 CFR 106.8
22. Pol. 317
23. Pol. 317.1
24. Pol. 806
25. Pol. 824
- 16 PA Code 44.1 et seq
- 18 Pa. C.S.A. 2709
- 28 CFR 35.140
- 28 CFR Part 41
- 29 CFR Parts 1600-1691
- EEOC Enforcement Guidance on Harris v. Forklift Sys., Inc., November 9, 1993
- EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors, June 18, 1999
- EEOC Policy Guidance on Current Issues of Sexual Harassment, March 19, 1990
- Burlington Industries, Inc. v. Ellerth, 524 U.S. 742 (1998)
- Faragher v. City of Boca Raton, 524 U.S. 775 (1998)
- Pol. 320
- Pol. 815
- Pol. 832

104-Attach 1 Report Form.pdf (170 KB)

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