

On September 16, 2019 the Work Session of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Linda C. Fazzini and Kelly J. Spletzer  
Region II: Clinton L. Jackson and Colleen Zasowski  
Region III: Mark P. Dehnert and Christina F. Melton  
Presiding Officer: Thomas J. DiBello  
Superintendent: Dr. David R. Goodin  
Chief Financial Officer: James D. Fink  
Solicitor: Mark Fitzgerald, Esq.  
Student Reps.: Eshika Seth

The following Board Members were absent: **Dr. Edward T. Dressler** and **Dawn R. Heine**

The following Student Representative was absent: **Julianna Lelli**

## **ANNOUNCEMENTS**

Eshika announced that school was back in full swing from back to school socials, to the annual Homecoming Weekend, to the first concerts of the year. She urged everyone to check the Spring-Ford website to view all upcoming events and announcements.

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

There were no comments from the public.

### **II. BOARD AND COMMITTEE REPORTS**

**Curriculum/Technology**      **Dawn Heine**      **1<sup>st</sup> Tues. 6:30 p.m.**  
Report next week

**Policy**      **Colleen Zasowski**      **2<sup>nd</sup> Mon. 7:30 p.m.**

Mrs. Zasowski reported on the Policy Committee meeting that took place on September 9, 2019. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

The Board briefly discussed the topic discussed at the Policy Committee meeting regarding the pros and cons of instituting fines for vaping offenses.

Mr. Fitzgerald added that a number of districts are considering class action suits against manufacturers like JUUL for public nuisance for the amount of time taken away and the monetary impact it causes to school entities for administrators to deal with these issues. Mr. Fitzgerald also commented on the topic of moving away from written absence notes and towards a secure electronic version. He stated that he felt this could be accomplished but that the district wants to make sure that it adheres to any FERPA obligations under the circumstances to make sure that the only individuals seeing the notes are those on a need to know basis.

**Extracurricular**  
Report next week.

**Christina Melton**

**2<sup>nd</sup> Mon. 6:30 p.m. (alt. months)**

**Finance**

**Thomas J. DiBello**

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

Mr. DiBello reported on the Finance Committee meeting that took place on September 10, 2019. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

**Property**

**Thomas J. DiBello**

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

Mr. DiBello reported on the Property Committee meeting that took place on September 10, 2019. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

**Asst. Superintendent Rpt. Robert Rizzo**

Mr. Rizzo provided a district-wide enrollment update which revealed current enrollment at 8,060 students with elementary buildings seeing a decrease of approximately 6 total students, an increase in grade levels of 5-8 of approximately 50 total students, and an increase at the 9-12 grade level of approximately 25 students. He next reported on QPR Training, Resiliency and Team Building saying that 9<sup>th</sup> grade students will participate in Team Building and Resiliency activities led by 10-12 grade Resiliency and Aevdum Clubs as well as specially designed "student focused" QPR training. He reminded everyone that QPR stands for Question, Persuade and Refer and is a set of steps to help peers, friends, and anyone with proven suicide prevention strategies. He added that the mission of QPR is to reduce suicidal behaviors and save lives. Mr. Rizzo acknowledged Dr. Weidenbaugh, Dr. Ruppert and Mr. Reigner as well as their staff for working together to change the lives of students. Mr. Rizzo provided an update on fall sports and advised that he has been making the rounds to try and attend as many events as possible. He recognized the student-athletes on the wonderful job they were doing representing the district and thanked the coaches for creating great opportunities for the students and being great role models. Mr. Rizzo reminded everyone that this Saturday is Spring-Ford's Marching Band Home Show where many local bands will begin their competition season on our field. He thanked Mr. Jones and his staff as well as the band boosters for all of their work in preparing for this event. Mr. Rizzo stated that it has been an exciting time not only for Spring-Ford but also for our supporting communities and reported that he attended community days and events and also had the opportunity to meet the Spring City Elementary School community at their pavilion dedication last week. He stated that he was happy to see that while Spring-Ford is a large district it sees the value in supporting the idea of "small town community". Mr. Rizzo advised that this is the season for our schools to open their doors to our families so that they can meet the teachers and see their student's learning spaces. Mr. Rizzo commented that the board committees have continued for the upcoming school year and he encouraged community members and staff members to attend a meeting from time to time adding that it is a great opportunity to sit side-by-side with Board Members and Administration as the business of running a school district is discussed.

**Solicitor's Report**

**Mark Fitzgerald**

Mr. Fitzgerald reported that there has been a lot of changeover on the pupil services side in the district such as a new special education supervisor and a new assistant superintendent and he advised that his office will be interfacing with those new individuals especially with some of the transition issues that come with the delivery of special education. He added that he will keep the Board updated going forward.

The Board spoke about vaping and media hysteria with regards to the need to separate fact from fiction. There was discussion on the need to educate students on this.

### III. MINUTES

There were no questions or comments.

- A. Administration recommends approval of the August 19, 2019 Work Session minutes. **(Attachment A1)**
- B. Administration recommends approval of the August 26, 2019 Board Meeting minutes. **(Attachment A2)**

### IV. PERSONNEL

Mr. Dehnert questioned Item C1 saying he has requested that the Board receive a rationale every time for any professional staff hired above Step 1. He asked if they could get this for this motion. Dr. Goodin advised that it was sent home to the Board in their weekly memo.

#### A. Resignations

- 1. **Vincent E. Terry**; Soccer Coach-Boys', 7<sup>th</sup> Grade Center. Effective: September 9, 2019.
- 2. **Edward Nugent**; Maintenance III for the purpose of retirement. Effective: November 12, 2019.

#### B. Leave of Absence

- 1. **Robert St. Ledger**; Instructional Assistant, Evans Elementary School, for an unpaid leave of absence per board policy. Effective: January 6, 2020 through April 10, 2020.

#### C. Professional Staff

- 1. **Jacqueline M. Thompson**; Elementary Teacher, Evans Elementary School, replacing Joanne D. Camlin who had a change of assignment. Compensation has been set at MS+18, Step 2, \$54,545.00 with benefits per the Professional Agreement. Effective: To be determined.

#### D. Support Staff

- 1. **Kimberly M. Baier**; Executive Secretary, District Office, replacing Connie L. Iannetta who had a change of status. Compensation has been set at \$21.75/hour with benefits per the Administrative Support Benefit Summary. Effective: September 23, 2019.
- 2. **Alexander M. Kraft**; Instructional Assistant, Senior High School, replacing Timothy J. Hunsberger who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: To be determined.

3. **Deborah E. Malack**; Instructional Assistant, Upper Providence Elementary School, replacing Erin Hughes who had a change of status. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: September 11, 2019.
4. **Vincenzo Selli**; Part-time Food Service (4 hour/day), Oaks Elementary School, replacing Anne Marie Falcone who retired. Compensation has been set at \$12.91/hour per the Food Service Plan. Effective: To be determined.
5. **Amanda M. Weckerly**; Instructional Assistant, Brooke Elementary School. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistant Benefit Summary. Effective: To be determined.

**E. Tenure Status**

1. **Kiera M. Phillips**

- F. Administration recommends approval of the attached extra-curricular contracts for the 2019-2020 school year. **(Attachment A3)**

**V. FINANCE**

There were no questions or comments.

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

**B. Checks:**

1. General Fund Checks  
Check No. 201800 – 208107 \$1,654,179.82
2. Food Service Checks  
Check No. 1781 – 1789 \$ 857.53
3. Capital Reserve Checks  
Check No. 2074 – 2075 \$ 105,375.00
4. General Fund, Food Service, & Capital Reserve ACHs  
ACH 192000145 – 192000273 \$2,767,598.48
5. Procurement Payments and Wires  
201900008 – 201900017 \$1,621,773.59

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

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

D. Administration recommends approval of the following independent contracts:

1. **Academic Entertainment – Snohomish, WA.** Provide 2 assemblies for students in grades 1-4 at Upper Providence Elementary School entitled “Laugh Factory”. Funding will come from the General Fund and shall not exceed \$1,395.00.
2. **Renee S. McClure – Anam Cara Farm LLC – Douglasville, PA.** Provide a 60-90 minute speaking engagement for parents of 8<sup>th</sup> Grade students entitled “Anxious or Uncomfortable – Helping Our Preteens/Teens Become More Resilient”. Funding will come from the General Fund and shall not exceed \$500.00.
3. **Camphill Special School – Glenmoore, PA.** Provide educational and related services including speech and language, occupational therapy and a 1:1 aide for a special needs student during the 2019-2020 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$84,240.00.
4. **The Vanguard School – Malvern, PA.** Provide educational services for a special needs student during the 2019-2020 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$64,625.00.
5. **Personal Health Care – Valley Forge, PA.** Provide nursing services during the Extended School Year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$4,136.00.
6. **Carol Gorshe – Limerick, PA.** Provide specialized reading services for a special needs student during the 2019-2020 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$10,800.00.
7. **Valley Forge Educational Services (Vanguard School) – Malvern, PA.** Provide Extended School Year Services for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$8,460.00.
8. **The Timothy School – Berwyn, PA.** Provide educational services for 7 special needs students during the 2019-2020 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$312,000.00.
9. **Lakeside Youth Service – North Wales, PA.** This is an addendum to the previous contract approved at the June 24, 2019 Board Meeting. This addendum is necessitated due to the need for an additional 10 hours per week of counseling support during the 2019-2020 school year. Funding will be paid from the Special Education Budget and shall not exceed \$20,500.00.
10. **The Chester County Intermediate Unit – Downingtown, PA.** Provide educational and related services for 2 special needs students during the 2019-2020 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$137,041.71.
11. **The Pathway School – Jeffersonville, PA.** Provide educational services during the Extended School Year for 4 special needs students as per their IEPs. This motion is a replacement to the previous contract that was approved at the May 28, 2019 Board Meeting. Funding will be paid from the Special Education Budget and shall not exceed \$35,990.00.

- E. Administration recommends approval of the following **independent contracts** that are offered free of charge or are being funded by the Home and School Associations, the Home and School Leagues, the Parent Teacher Associations, the Parent Teacher Organizations or an outside source:
1. **SPCA – Conshohocken, PA.** Provide an assembly for 2<sup>nd</sup> grade classes at Spring City Elementary School entitled “Pet Care Assembly”. There is no cost for this assembly.
  2. **Science Explorers – Mohonton, PA.** Provide an assembly for all students in grades 1-4 at Spring City Elementary School in conjunction with the kick off for the Science Explorer Club. There is no cost for this assembly.
  3. **The Magic of Joe Romano – Alexandria, VA.** Provide 2 assemblies for students at Upper Providence Elementary School entitled “A Performance of Books! The Magic is Real!”. Funding will be paid by the Upper Providence Elementary Home and School Association and shall not exceed \$1,190.00.
  4. **Perkiomen Watershed Conservancy – Schwenksville, PA.** Provide 4 assemblies for the kindergarten classes at Upper Providence Elementary School entitled “Winter Secrets – Animals in Winter”. Funding will be paid by the Upper Providence Elementary Home and School Association and shall not exceed \$440.00.
  5. **Perkiomen Watershed Conservancy – Schwenksville, PA.** Provide 2 assemblies for kindergarten classes at Spring City Elementary School entitled “Winter Secrets – Animals in Winter”. Funding will be paid by the Spring City Home and School League and shall not exceed \$220.00.
  6. **National Circus Project – Westbury, NY.** Provide a five day Artist in Residence Program related to the Benefits of Physical Fitness for all students at Upper Providence Elementary School. Funding will be paid by the Upper Providence Elementary Home and School Association and shall not exceed \$6,500.00.
  7. **Katey Howes – New Hope, PA.** Provide an Author Day visit to all students at Royersford Elementary School. Funding will be paid by the Royersford Elementary Parent Teacher Organization and shall not exceed \$800.00.
- F. Administration recommends approval of an addendum to our contact with Pediatric Therapeutic Services, Inc. (PTS) from June 26 2017. This addendum is necessary due to additional services that are needed to provide 1:1 behavioral services per the IEPs for special needs students during the 2019-2020 school year. Funding will be paid from the Special Education Budget and shall not exceed \$229,959.00.
- G. Motion to approve the transfer of \$66,500.00 from the Unassigned Fund Balance to the General Fund to be used for additional approved classroom supplies.

## VI. **PROPERTY**

There were no questions or comments.

- A. Administration recommends approval for Recreation Resource USA to install an autistic support sensory/play area at Limerick Elementary School. Funding will come from the Capital Reserve and shall not exceed \$102,049.00, COSTARS 14-74.

- B. Administration recommends approval to purchase from Hillyard a ride-on scrubber for the Senior High School. Funding will come from the Capital Reserve and shall not exceed \$18,901.06, COSTARS 005-057.

**VII. PROGRAMMING AND CURRICULUM**

There were no questions or comments.

- A. Administration recommends approval of a 4 year contract renewal between the Spring-Ford Area School District and SLC Technologies of New Holland, PA for Technology Professional services. Funding will come from the Technology Budget and shall not exceed \$20,000.00.

**VIII. CONFERENCE/ WORKSHOP RECOMMENDATIONS**

There were no questions or comments.

The following individuals are recommended for attendance at the following:

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|---|
| <b>CODE: 580 Account: Conference/Training, registration, food, and accommodations</b> |
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**DISTRICT OFFICE**

- A. **Thomas J. DiBello, Linda Fazzini, and Colleen Zasowski**, Board Members, to attend the *"PSBA 2019 School Leadership Conference"* at the Hershey Lodge and Convention Center from October 16, 2019 through October 18, 2019. Mrs. Fazzini will attend the entire conference and serve as the district's voting delegate at the PSBA Delegate Assembly and Mr. DiBello and Mrs. Zasowski will attend one-day on October 17, 2019. The total cost of this conference is \$1,900.66 (registration, mileage, lodging and meals). No substitutes are needed.
- B. **Elizabeth Leiss**, Director of Human Resources, to attend the *"AASPA National Conference"* in New Orleans, LA from October 8, 2019 through October 11, 2019. The total cost of this conference is \$2,675.00 (registration, transportation, lodging and meals). No substitute is needed.

**DISTRICT-WIDE**

- C. **Julie Caterson**, Home and School Visitor/School Liaison, to attend the *"2019 Foster Care/ECYEH Conference "Paving the Way to Educational Success"* at the Kalahari Convention Center in Pocono Manor, PA from October 15, 2019 through October 17, 2019. The total cost of this conference is \$445.00 (mileage, lodging and meals). No substitute is needed.

**IX. OTHER BUSINESS**

There were no questions or comments.

- A. Administration recommends approval for the Spring-Ford Area High School Boys' Baseball Team to accept the invitation to participate in the KSA (Kaylee Scholarship Association) Baseball Spring Training from March 12, 2020 through March 17, 2020 in Orlando, Florida. The cost per student-athlete will be approximately \$1,100.00 plus transportation. The High School Boys' Baseball Program and staff will conduct fund-raising events to help defray the costs. Student-athletes will miss four school days. The total cost to the district will be \$1,536.00 for 4 days of substitute coverage for the 2 coaches.

- C. A Board majority vote is needed to select a candidate for the office of PSBA President-Elect. There is only one candidate running for this office: **Art Levinowitz**.
- D. A Board majority vote is needed to select a candidate for the office of PSBA Vice President. There is only one candidate running for this office: **David Hein**.
- E. A Board majority vote is needed to select two candidates for the office of PSBA Insurance Trust Trustees. There are only two candidates running for these two spots: **Kathy K. Swope** and **Mark B. Miller**.

**X. BOARD COMMENT**

Mr. Dehnert commented that in light of the Board's discussion tonight on vaping he felt that a good goal to add to Dr. Goodin's goals and objectives would be to add a formal education program for the hazards of vaping, the dangers and why kids should not be doing it. He added that instituting fines would not help to inform students of the hazard.

Mrs. Spletzer asked the students in the audience if they had heard about the dangers of vaping and many of them raised their hands. Mrs. Spletzer stated that she felt that this was part of the standard health education curriculum.

Mr. Dehnert stated that most of the health curriculum is in 11<sup>th</sup> grade. Eshika advised that there are student assemblies on this so the information is out there. Mr. Dehnert felt that a formal program was needed for something that was becoming an epidemic and creating a lot of health hazards.

Dr. Goodin spoke to the students in the audience and said that many students think that students who are having medical issues are having them due to the fact that they used an inferior product or a vape cartridge that had been tainted. He added that he has been told that if you use a JUUL then it is okay. Dr. Goodin stated that they definitely want to focus on those misconceptions as well as not just the disciplinary piece but rather the educational piece as well.

Mr. Jackson commented that he has 2 students in the district and there is a lot of discussion regarding vaping and the manufacturers. He stated the he felt that the Board should be focusing on the policy structure first and then look at the bigger picture as the policy is what they control. Mr. Jackson said he has had a couple parents talk to him with regards to graduation day wondering what was happening with this date and if it was a fixed date. Mrs. Melton replied that the Board normally votes on this in April. Mr. Jackson said he understood that but wondered what the date was. Dr. Goodin replied that the date is not known yet because they have 3 emergency days built into the calendar and if they are not used then the calendar is backed up by that number of days. Dr. Goodin did express concern over the way the calendar fell this year as if we use all 3 emergency days then the last day of school would fall on a Monday. Dr. Goodin indicated that he would guess that if this were the case then the administration would recommend that graduation for seniors be held on Friday night with the rest of the students K-11 coming to school through Monday.

Mr. DiBello commented that the Board has not done a town hall meeting in a while and he suggested that one be held in October. He suggested that there were a couple topics they could talk about with vaping being one of them. He asked if the Board would be receptive to doing something like this and Mrs. Melton replied that she would like to know what the topics would be before she commits in order to have an understanding of the thought behind this. Mr. DiBello said he has some ideas such as vaping, school start

times and a security overview of what we have been putting in the district. Mrs. Melton stated that in the past when she attended a town hall meeting normally there was a specific topic that the Board was looking for community input on and she stated that this one sounded like it was more of an informational meeting and she asked if that was correct. Mr. DiBello responded that the only one they had that was very specific was the one pertaining to the high school expansion but there were ones in the past where there were 2 or 3 different major topic items that they talked about from a board perspective. Mr. DiBello spoke of the success of the previous town hall meetings saying they averaged over 700+ in attendance. Mr. DiBello stated that if the Board was receptive then he would like to see them look at the 3<sup>rd</sup> week of October.

Mr. Jackson asked if they were looking to keep this in-house or bring in an outside commentator who may be able to speak from a medical perspective to talk about the true nature of the impact and effect of vaping. Mr. DiBello suggested that they could work with administration to figure out what we have to share and determine if we want to bring someone in. Mr. DiBello indicated that for now he was trying to start at the level with getting this scheduled and on the books.

The Board indicated that the 4<sup>th</sup> week of the month would be better as some board members are attending a conference in Hershey. The suggestion was to hold it on October 24, 2019.

Mr. Dehnert questioned that it was stated that the justification for the personnel motion that had an individual being hired at Step 2 was in the weekly board memo and he checked last week's memo but did not see it. Mrs. Leiss advised that it was in the August 29<sup>th</sup> and September 6<sup>th</sup> memo from her that was included in those weekly memos. Mr. Dehnert expressed that he has wanted something other than just listing it at the bottom of a spreadsheet.

Mr. Jackson asked if the 24<sup>th</sup> of October also worked for administration and Dr. Goodin replied yes.

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

**Wendy Earle, Collegeville, PA**, questioned where the town hall meeting will be held and Mr. DiBello replied in the High School Auditorium.

#### **XII. ADJOURNMENT**

Mrs. Melton made a motion to adjourn and Mrs. Spletzer seconded it. The motion passed 7-0. The meeting adjourned at 8:13 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

On August 19, 2019 the Work Session of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Dr. Edward T. Dressler, Linda C. Fazzini and Kelly J. Spletzer  
Region II: Dawn R. Heine, Clinton L. Jackson and Colleen Zasowski  
Region III: Mark P. Dehnert and Christina F. Melton  
Presiding Officer: Thomas J. DiBello  
Superintendent: Dr. David R. Goodin  
Chief Financial Officer: James D. Fink  
Solicitor: Mark Fitzgerald, Esq.  
Student Reps.: Julianna Lelli

The following Student Board Representative was absent: **Eshika Seth**

## **ANNOUNCEMENTS**

Julianna announced that we are one week away from the first day of school. She encouraged families to check the Spring-Ford website for important Back-to-School updates. She also reminded students to finish up any summer assignments they may need to do.

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

There were no comments from the public.

### **II. ACTION ITEM**

Mr. Dehnert made a motion to approve Item A and Mrs. Spletzer seconded it.

Mrs. Heine commented that this 9<sup>th</sup> grade order was missed on the original one placed which is why it is on as an action item this evening. She added that this is digital and includes the licensing for 6 years which is why the pricing seems. She explained that it is not for 30 books but licensing and materials that go along with the digital order. She added that along with the digital content the company provides the 30 hard copies.

The motion passed 9-0.

- A. The Board approved the following new textbooks for the 2019-2020 school year. Funding will come from the Curriculum Budget and shall not exceed \$14,500.00.

#### **Course**

1. Food and Nutrition Guide  
to Good Food (FCS – Gr. 9)

*30 hard copies and 110 online resources*

*\*Teacher materials provided free of charge*

#### **Textbook**

Goodheart-Wilcox Publisher

### III. PRESENTATIONS

Mrs. Raber spoke about Autism and the Autistic Program at Spring-Ford. She spoke of the Ice for Autism Fundraiser that was inspired by the McNutt Family who have a son that was a Spring-Ford student in the Autistic Program. She added that the McNutt Family believes in giving back to the community and utilizes their Rita's Water Ice locations in Royersford and Collegeville to host a yearly fundraising event to benefit the Autistic Support Program. Mrs. Raber introduced Beverly McNutt.

Mrs. McNutt spoke of the recent fundraiser and acknowledged the community partners who contributed to this fundraising event. She added that they had good weather for the 2 fundraising days and as a result she is here to present a check in the amount of \$7,254.86. This fundraising event has taken place for 10 years and over the years they have been able to raise \$60,000.00.

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

Mr. DiBello commented that over the past couple of years around this time of year there are questions related to whether Spring-Ford would move towards having a full day kindergarten program. Mr. DiBello prefaced the presentation by saying that the Board is not making any decisions this evening but he had spoken to Dr. Goodin and relayed that he thought it would be beneficial for the Board to hear information pertaining to this in case it is something that would be considered in the next few years.

Dr. Goodin presented information on where the district is now with current kindergarten sessions including current costs, the full day kindergarten projections based upon the 2019-2020 first grade numbers including the projected sessions, additional staffing that would be needed and costs associated with that, the additional classroom materials that would be needed and the costs associated with that, and the additional classroom space that would be needed including current resources available and options that could be considered to obtain the additional required space. (*The full presentation is available for viewing on the district website*).

Board Members discussed the pros and cons of considering full day kindergarten. Suggestions were made to garner community input, check with surrounding districts on their experiences with moving to full day kindergarten, and having this topic on the agenda for further discussion on a cross section of future Board Committee Meetings beginning with the Curriculum/Technology Committee.

- B. **Dr. David Goodin**, Superintendent, to present on "Full Day Kindergarten".

### IV. BOARD AND COMMITTEE REPORTS

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

Mr. DiBello reported on the Finance Committee Meeting that took place on August 13, 2019. The minutes from this meeting will be posted on the district website once approved at the committee level.

**Property** **Thomas J. DiBello** **2<sup>nd</sup> Tues. 7:30 p.m.**

Mr. DiBello reported on the Property Committee Meeting that took place on August 13, 2019. The minutes from this meeting will be posted on the district website once approved at the committee level.

**Asst. Superintendent Rpt. Robert Rizzo**

Mr. Rizzo thanked everyone for welcoming him to the district and said he was excited for the start of the school year and to be part of the team and the community. He advised that last Friday was the first day for new teachers and the district welcomed 35 excited candidates for the new teacher orientation and induction. He recognized Mrs. Leiss and the Leadership Team for all of their efforts over the summer interviewing and bringing the best-of-the-best to the district. He also recognized Catie Gardy and Heidi Rochlin for all of their work in planning the 3 new teacher induction days. Mr. Rizzo reported that all staff return this Wednesday for convocation and the start of the 2019-2020 school year. He spoke about the many excited students he saw who were touring the 10-12 Grade Center today. Mr. Rizzo next advised that Mr. Catalano was happy to report that there was a smooth start to the modernized learning device deployment today of Chromebooks to approximately 350 of the incoming 9<sup>th</sup> grade students with additional deployment days taking place tomorrow and Wednesday. He added that Cohort 6 is up and running and the district is planning for full immersion into Modernized Learning for the 2020-2021 school year as the roll-out plan has been in the works for many years. Mr. Rizzo stated that everyone is very excited to welcome students back to the district next Monday as they are the reason why we do what we do and he is anxious to see Spring-Ford in action.

**Solicitor's Report Mark Fitzgerald**

Mr. Fitzgerald reported that one of the things they do over the summer months is to review the changes to the school code that might have an immediate impact on their clients. He stated that one in particular that seems to be coming up with a lot of the district's his firm represents is the initiative by the legislature with regards to cyber school days during weather events and so forth. Mr. Fitzgerald commented that it seemed in theory to be a decent initiative but there is an unrealistic timeline that they put out to the school entities to try and get a plan in place without any consideration of profound labor issues that are implicated with regards to the professional staff and professional days and whether the days would count for them in terms of compensation. He reported that he has heard of many issues in terms of special education implications when you have disabled students at home with the day counting as a student day potentially with regards to how those students are getting their services with it resulting in a free and appropriate public education. He stated that there are many questions and a number of districts are up in arms as to how to implement this. Mr. Fitzgerald advised that they will be monitoring this and will keep the district informed on any additional information.

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

**V. MINUTES**

There were no questions or comments.

- A. Administration recommends approval of the June 17, 2019 Work Session minutes. **(Attachment A1)**
- B. Administration recommends approval of the June 24, 2019 Board Meeting minutes. **(Attachment A2)**
- C. Administration recommends approval of the July 9, 2019 Special Board Meeting minutes. **(Attachment A3)**

**VI. PERSONNEL**

There were no questions or comments.

**A. Resignations**

1. **Gemma E. Bonetti**; Instructional Assistant, Brooke Elementary School. Effective: July 22, 2019.
2. **Michael A. DeCaro**; Assistant Principal, 5/6<sup>th</sup> Grade Center. Effective: August 27, 2019.
3. **Ashley M. Edwards**; Elementary Teacher, Royersford Elementary School. Effective: June 22, 2019.
4. **Janet M. Esbensen**; Instructional Assistant, Brooke Elementary School. Effective: August 19, 2019.
5. **Amy L. Genet**; Elementary Teacher, Spring City Elementary School. Effective: June 22, 2019.
6. **Karen L. Kohr**; Instructional Assistant, Senior High School. Effective: June 30, 2019.
7. **Terri McGinness**; Instructional Assistant, Senior High School. Effective: August 28, 2019.
8. **Jennifer M. Papa**; Science Teacher, 8<sup>th</sup> Grade Center. Effective: June 24, 2019.
9. **Christine Raber**; Supervisor of Special Education, 5/6<sup>th</sup> Grade Center. Effective: August 26, 2019.
10. **Kenneth J. Sell**; Custodian, Senior High School for the purpose of retirement. Effective: October 4, 2019.
11. **Ryan N. Souder**; Asst. Football Coach, 7/8<sup>th</sup> Grade. Effective: August 5, 2019.
12. **Susan Wedemeyer**; Part-time Food Service (3.5 hours/day), 5/6<sup>th</sup> Grade Center. Effective: August 2, 2019.
13. **Rachel A. Yacovett**; Special Education Teacher, Oaks Elementary School. Effective: July 23, 2019.

**B. Leave of Absence**

1. **Kylene Wood**; Elementary Teacher, 5/6<sup>th</sup> Grade Center; for a child-rearing leave per the Professional Agreement. Effective: November 13, 2019 through the remainder of the 2019-2020 school year.

**C. Professional Staff**

1. **Walter J. Burgess**; Chemistry Teacher, Senior High School, replacing Deborah H. Keyser who retired. Compensation has been set at MS+30, Step 7, \$68,623.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
2. **Kelly L. Cassel**; Reading Specialist, Upper Providence Elementary School, replacing Carol A. Vogt who retired. Compensation has been set at MS+30, Step 7, \$68,623.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
3. **Stephanie R. Fidler**; Mathematics Coach, Upper Providence Elementary School, replacing Sue M. Choi who had a change of assignment. Compensation has been set at MS+18, Step 12, \$80,614.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
4. **Amanda M. Myers**; Teacher for Placement & Assessment Center, Senior High School, replacing Lisa Morrow who transferred. Compensation has been set at MS, Step 6, \$55,259.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
5. **Nicole R. Peart**; Modernized Learning Coach, Upper Providence Elementary School. Compensation has been set at MS+30, Step 9, \$74,743.00 with benefits per the Professional Agreement. Effective: To be determined.
6. **Amy B. Snyder**; Special Education Teacher, 7<sup>th</sup> Grade Center, replacing Daniel R. Butterweck who transferred. Compensation has been set at MS, Step 12, \$77,043.00 with benefits per the Professional Agreement. Effective: August 21, 2019.

**D. Temporary Professional Staff**

1. **Gabrielle V. Adelsberger**; Special Education Teacher, Evans Elementary School. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
2. **Mary K. Blank**; Science Teacher, 8<sup>th</sup> Grade Center, replacing Jennifer M. Papa who resigned. Compensation has been set at MS, Step 2, \$50,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
3. **Alyssa K. Brooks**; .5 Special Education Teacher and .5 Gifted Teacher, Brooke Elementary School, replacing Sandra L. Hoff who retired and Ashley A. Monziona who had a change of assignment. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
4. **Jennifer C. Lipp**; Special Education Teacher, 5/6<sup>th</sup> Grade Center. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.

5. **Grace L. Donovan**; Special Education Teacher, Limerick Elementary School, replacing Emily M. McCallister who resigned. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
6. **Greta L. Ertzgard**; Special Education Teacher, Oaks Elementary School, replacing Rachel A. Yacovett who resigned. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
7. **Rachel M. Friend**; Elementary Teacher, Royersford Elementary School, replacing Ashley M. Edwards who resigned. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
8. **Evvie J. Harrison**; Part-time (.5) Elementary Teacher, Oaks Elementary School, replacing Kiera Phillips who had a change of assignment. Compensation has been set at BS, Step 1, \$24,250.00 (prorated) with benefits per the Professional Agreement. Effective: August 21, 2019.
9. **Zoe D. Jacobs**; Social Studies Teacher, 8<sup>th</sup> Grade Center, replacing Jeffrey J. Mast who retired. Compensation has been set at MS, Step 1, \$49,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
10. **Patricia Konschak**; Special Education Teacher, Limerick Elementary School, replacing Emily A. Beiter who had a change of assignment. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
11. **Krista M. Mansfield**; Elementary Teacher, 5/6<sup>th</sup> Grade Center, replacing Donald J. Miller who resigned. Compensation has been set at MS+30, Step 5, \$63,522.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
12. **Jessica A. Mayer**; Special Education Teacher, 7th Grade Center, replacing Jennifer L. Ott who had a change of assignment. Compensation has been set at MS, Step 1, \$49,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
13. **Margaret Megill**; Elementary Teacher, 5/6<sup>th</sup> Grade Center, replacing Ann Marie Spohn who is retiring. Compensation has been set at MS, Step 1, \$49,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
14. **Samantha Mutchnick**; Elementary Teacher, 5/6<sup>th</sup> Grade Center, replacing John B. Powers, III who had a change of assignment. Compensation has been set at MS, Step 1, \$49,500.00 with Benefits per the Professional Agreement. Effective: August 21, 2019.
15. **Thomas L. O'Connor**; Part-time (.33) Health and Physical Education Teacher, Spring City Elementary School. Compensation has been set at MS, Step 1, \$16,335.00, prorated. Effective: August 21, 2019.

16. **Lauren M. Rose**; Part-time (.50) Elementary Teacher, Limerick Elementary School. Compensation has been set at MS, Step 2, \$25,250.00 prorated with benefits per the Professional Agreement. Effective: To be determined, but will not exceed October 7, 2019.
17. **Alyssa K. Wagner**; English Teacher, 7<sup>th</sup> Grade Center, replacing Louise A. Plush who retired. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.

**E. Support Staff**

1. **Kimberly L. Acosta**; Instructional Assistant, Upper Providence Elementary School, replacing Gemma E. Bonetti who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
2. **Jennifer M. Baker**; Instructional Assistant, Evans Elementary School, replacing Susan M. Rorick who retired. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
3. **Ronda I. Brisbois**; Instructional Assistant, Evans Elementary School, replacing Phyllis A. Kitchick who retired. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
4. **Noelia Castillo**; District Registrar, District Office, replacing Mary E. Chrisman who retired. Compensation has been set at \$21.75/hour with benefits per the Secretarial Plan. Effective: July 2, 2019.
5. **Nicholas DelRomano**; School Police Officer, 5/6<sup>th</sup> Grade Center. Compensation has been set at \$28.60/hour with benefits. Effective: August 21, 2019.
6. **Elyse Derstine**; Instructional Assistant, 8<sup>th</sup> Grade Center, replacing Debra Ann Orner who retired. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
7. **Christina Giamo**; Instructional Assistant, Upper Providence Elementary School. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 26, 2019.
8. **Jaclyn Gospodarek**; Registered Nurse, Senior High School. Compensation has been set at \$27.25/hour with benefits per the Registered Nurses Benefit Summary. Effective: August 21, 2019.
9. **Terry M. Heydt**; School Police Officer, Upper Providence Elementary School. Compensation has been set at \$28.60/hour with benefits. Effective: August 21, 2019.
10. **Aimee E. Kemp**; Instructional Assistant, 7<sup>th</sup> Grade Center. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistant Benefit Summary. Effective: August 21, 2019.

11. **Katie T. Kennedy**; Instructional Assistant, Upper Providence Elementary School. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
- F. **Michele E. Kucher**; Level III Secretary, Senior High School, replacing Kathy F. Savage who retired. Compensation has been set at \$16.20/hour with benefits per the Secretarial Plan. Effective: July 9, 2019.
12. **Kristen A. Maul**; Accounts Receivable Specialist, District Office, replacing Mary Newitt who had a change of assignment. Compensation has been set at \$18.65/hour per the Secretarial Plan. Effective: To be determined.
13. **Dawn N. Michel**; Instructional Assistant, Senior High School, replacing Karen L. Kohr who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
14. **Christina F. Parker**; Instructional Assistant, 7<sup>th</sup> Grade Center, replacing Debora Huber. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
15. **Jennifer Sharkey**; Instructional Assistant, Limerick Elementary School. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
16. **Brooke S. Shiflet**; Instructional Assistant, 7<sup>th</sup> Grade Center. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: To be determined.
17. **Michelle M. Stead**; Instructional Assistant, Upper Providence Elementary School, replacing Erin E. Hughes who had a change of assignment. Compensation has been set at \$17.3/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
18. **Mark A. Wickersham**; School Police Officer, 8<sup>th</sup> Grade Center. Compensation has been set at \$28.60/hour with benefits. Effective: August 21, 2019.

F. **Changes of Status**

1. **Connie L. Iannetta**; Executive Secretary, District Office, to Level II - Administrative Assistant, Senior High School. Compensation has been set at \$19.35/hour with benefits per the Secretarial Plan. Effective: August 6, 2019.
2. **Gerard B. Rogers**; Intermediate/Middle School Assistant Principal-10 month to Intermediate/Middle School Assistant Principal-12 month replacing Michael A. DeCaro who resigned. Compensation has been set at \$114,000.00, prorated with benefits per the Spring-Ford Principals and Administrators Association. Effective: August 5, 2019.

3. **Kara Truex**; Instructional Assistant, Brooke Elementary School, to Elementary Teacher, Brooke Elementary School, replacing Sandra Hoff who resigned. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
  4. **Andrew R. Whitmore**; Maintenance I to Maintenance II. Compensation has been set at \$25.00/hour with benefits per the Maintenance Benefit Summary. Effective: August 26, 2019.
  5. **Gregory Detwiler**; Maintenance II to Maintenance III. Compensation has been set at \$30.0/hour with benefits per the Maintenance Benefit Summary. Effective: August 26, 2019.
- G. Administration recommends approval of **Percell Whittaker, II**, Supervisor of Special Education, Grades 4-6, replacing Christine Raber who resigned. Compensation will be set at \$118,250.00 prorated with benefits as per the Act 93 Agreement. Effective: To be determined.
- H. Administration recommends approval of the following staff to be hired as Sports Camp Athletic Trainer's for the 2019 Extended School Year Program. Compensation has been set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the General Fund.
1. **Bruce D. Brobst**
  2. **Daniel J. Holman**
- I. Administration recommends approval of the following Music Teacher for the 2019 Summer Instrumental Program. Compensation will be set at \$30.00/hour and will be funded through student tuitions collected for the lessons. There will be no cost to the district.
1. **Jeffrey M. Dever**
- J. **Tenure Status**
- |                              |                                |
|------------------------------|--------------------------------|
| 1. <b>Gillian Cedrone</b>    | 7. <b>Ashley H. Pettinelli</b> |
| 2. <b>Pamela Dalbey</b>      | 8. <b>Nicole Schwenk</b>       |
| 3. <b>Marisa Lacy</b>        | 9. <b>Daniel S. Walker</b>     |
| 4. <b>Jason A. Maffucci</b>  | 10. <b>Katelyn M. Walsh</b>    |
| 5. <b>Sarah E. McCormick</b> | 11. <b>Rebekah J. Worley</b>   |
| 6. <b>Lisa M. Michener</b>   | 12. <b>Melissa C. Yonchuk</b>  |
- K. Administration recommends approval of the attached job description for School Police Lieutenant. **(Attachment A4)**
- L. Administration recommends approval of the attached extra-curricular contracts for the 2019-2020 school year. **(Attachment A5)**

## VII. FINANCE

There were no questions or comments.

- A. Administration recommends approval for next month's payroll, taxes, all benefits, transportation contracts, IU contracts, Vo-Tech payments, debt service payments,

utility bills, maintenance agreements, copier leases, equipment maintenance, federal grants, insurance, and discounted invoices.

B. Checks:

1. General Fund Checks  
Check No. 207436 – 207799 \$ 3,215,547.48
2. Food Service Checks  
Check No. 1666 – 1780 \$ 13,074.36
3. Capital Reserve Checks  
Check No. 2065 – 2073 \$ 966,615.70
4. Capital Projects  
Reserve Fund: Check No. 44-52 \$ 34,541.49  
Bond Fund: Check No. 46-50 \$1,082,567.05
5. General Fund, Food Service, & Capital Reserve ACHs  
ACH 181901685 – 181901791 \$ 584,507.85  
ACH 192000001 – 192000144 \$2,837,017.80
6. Procurement Payments and Wires  
201800079 – 201800091 \$1,558,352.45  
201900001 – 201900007 \$1,705,694.65
7. Scholarships  
Check No. 155 – 155 \$ 500.00

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

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

D. Administration recommends approval of the following independent contracts:

1. **The Pathway School – Jeffersonville, PA.** Provide 30 days of Extended School Year services as well as a 1-1 PCA for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$13,490.00.
2. **The Pathway School – Jeffersonville, PA.** Provide School Year Educational services during the 2019-2020 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$51,200.00.
3. **The Pathway School – Jeffersonville, PA.** Provide School Year Educational services including a 1-1 PCA for 3 special needs students during the 2019-2020 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$224,800.00.

4. **Chester County Intermediate Unit – Downingtown, PA.** Provide school year Services, related services and 1-1 services for 19 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$714,633.03.
  5. **Behavior Interventions – King of Prussia, PA.** Provide an additional 70 BCBA hours of training and supervision during the 2018-2019 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.
  6. **Behavior Interventions – King of Prussia, PA.** Provide 1-1 Registered Behavior Technician services for a special needs student as per the IEP. Services will be provided for up to 1689.50 hours at a rate of \$55.00/hour (\$92,922.50). In addition 342 hours of Direct BCBA behavior supervision, program development and consultation will be provided at a rate of \$100.00/hour (\$34,200.00). Funding will be paid from the Special Education Budget and shall not exceed \$127,122.50.
  7. **Austill's Rehabilitation Services, Inc. – Exton, PA.** Provide Direct and Indirect Speech/Language Therapy services for a special needs student during the 2019-2020 school year as per the IEP. Services will be provided for 103 hours at a rate of \$67.00/hour. Funding will be paid from the Special Education Budget and shall not exceed \$6,901.00.
  8. **Austill's Rehabilitation Services, Inc. – Exton, PA.** Provide Direct and Consultative make up hours for Speech/Language Therapy services for a special needs student during the 2018-2019 school year as per the IEP. Services will be provided for 62 hours at a rate of \$65.00/hour. Funding will be paid from the Special Education Budget and shall not exceed \$4,030.00.
  9. **Capstone Academy - East Norriton, PA.** Provide educational and related services during the 2019-2020 school year for 3 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$255,552.00.
  10. **The Lincoln Center – Audubon, PA.** Provide educational services for a special needs student during the 2019-2020 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$41,175.00.
  11. **Vanguard School – Malvern, PA.** Provide Extended School Year services for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$3,220.00.
  12. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide Educational services for 4 special needs students during the 2019-2020 school year as per their IEPs. Direct Program Supervision will be provided for up to 30 hours per month for 10 months at a rate of \$100.00/hour. In addition, daily direct 1-1 Intervention will be provided for 180 days hours at a rate of \$35.00/hour. Funding will be paid from the Special Education Budget and shall not exceed \$113,350.00.
- E. Administration recommends approval of the following **independent contracts** that are offered free of charge or are being funded by the Home and School Associations, the Home and School Leagues, the Parent Teacher Associations, the Parent Teacher Organizations or an outside source:

1. **Magic Touch Entertainment/Jeff & Beverly O'Lear – Canadensis, PA.** Provide 2 assemblies entitled "The Brain Show" and one evening Family Fun Night at Limerick Elementary School. Funding will be paid by Limerick Elementary Home and School League and shall not exceed \$2,400.00.
- F. Administration recommends approval of a confidential settlement and release agreement **#2019-04** with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed \$43,750.00.
- G. Administration recommends approval of a confidential settlement and release agreement **#2019-05** with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed \$91,686.00.
- H. Administration recommends approval to renew the membership with the Delaware Valley Consortium for Excellence & Equity (DVCEE) for the 2019-2020 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 2019-2020 is \$12,000.00 and will be paid from the Superintendent's Budget.
- I. Administration recommends approval to renew its contract with Advanced Protection Agency for security services primarily during after school and weekend events. Fees are \$24.00/hour per agent (\$36.00/hour for overtime and holidays). The agreement is for one year with multiple one year renewal options.

#### **VIII. PROPERTY**

There were no questions or comments.

- A. Administration recommends approval of a revision to a motion approved at the June 2019 Board Meeting for the purchase of a 2019 Chevrolet Express 9 passenger van from Fleet Turnpike Chevrolet located in Morgantown, PA for an amount of \$42,000.00. This vehicle is no longer available from this vendor. The new vehicle will now be a 2020 Chevrolet Express 9 passenger van from Bob Fisher Chevrolet located in Reading, PA. The vehicle will be procured through the Costars Purchasing Agreement and shall not exceed \$42,000.00. Funding will come from the Capital Reserve.
- B. Administration recommends approval for S.J. Thomas to provide additional work above the original scope for the pipe insulation replacement project at Royersford Elementary School. Funding will come from the Capital Reserve and shall not exceed \$5,300.00.
- C. Administration recommends approval to move forward with the purchase of (4) police vehicles. Vehicles will be procured through the Costars Purchasing Agreement and shall not exceed \$131,900.00. Funding will come from the Capital Reserve.
- D. Administration recommends approval to move forward with the purchase and installation of the 567 Camera Project through PSX. Cameras and System will be procured through the Costars Purchasing Agreement and shall not exceed \$139,000.00. Funding will come from the Capital Reserve.

#### **IX. PROGRAMMING AND CURRICULUM**

There were no questions or comments.

- A. Administration recommends approval of the 2019-2020 Title I, Part A, Federal Programs Grant – Improving Basic Programs, in the amount of \$299,613.00, the 2019-2020 Title II, Part A, Federal Programs Grant – Supporting Effective Instruction, in the amount of \$127,187.00, and the 2019-2020 Title IV, Part A, Student Support and Academic Enrichment Grants, in the amount of \$26,840.00.
- B. Administration recommends approval of a Letter of Agreement between Creative Health Services, Spring City, PA and the Spring-Ford Area School District. Creative Health will provide Student Assistance Program (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 2019-2010 school year. There is no cost to the district for these services.
- C. Administration recommends approval of an Inter-Agency Agreement for Title I and Title II services between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for required professional services under the Federal Program requirements. Funding will be paid from Title I and Title II allocations and shall not exceed \$11,000.00.
- D. Administration recommends approval of an Inter-Agency Agreement for Title I services between the Spring-Ford Area School District and the Chester County Intermediate Unit for required professional services under the Federal Program requirements. Funding will be paid from Title I allocations and shall not exceed \$1,100.00.
- E. Administration recommends approval of a revision to a motion approved at the May Board Meeting as vendor allocations have changed due to nationwide shortages of certain technology items. Board approval is sought for the purchase of student laptops, student iPads, laptop charging carts, and monitors as part of the district's Technology Refresh Plan to replace staff, student and administrator equipment. The 5 competing quotes were received through government contract via Costars and are awarded as follows: CDW \$675,000.00, Amazon \$750.00, SHI \$50,000.00, GovConnection \$240,000.00 and Apple \$175,000.00. The total equipment cost shall not exceed \$1,200,000.00 and will be self-financed initially from the Capital Reserve Fund, which will be replenished in equal annual installments over four years from the Technology Budget.
- F. Administration recommends the acceptance of the Pottstown Area Health and Wellness Foundation Grant in the amount of \$55,000.00. The grant will continue to support our district-wide Healthy Choices Program.
- G. Administration recommends the acceptance of the PDE Commission on Crime and Delinquency Safety and Security Grant Part B in the amount of \$383,574.00. The district previously was awarded Part A of this grant in the amount of \$25,000.00. The total amount received is \$408,574.00 and will be used for the Digital Communications System Purchase.

**X. CONFERENCE/ WORKSHOP RECOMMENDATIONS**

There were no questions or comments.

The following individuals are recommended for attendance at the following:

|   |
|---|
| <b>CODE: 580 Account: Conference/Training, registration, food, and accommodations</b> |
|---|

## HIGH SCHOOL

- A. **Rebecca Barnett** and **Jennifer Farischon**, Teachers to attend “*Advanced Placement English Language and Composition – Updates for 2019 CD/Exam*” at the Lancaster-Lebanon Intermediate Unit on September 6, 2019. The total cost of this training is \$869.00 (registration, mileage, meals and one day of substitute coverage for both teachers).

## DISTRICT-WIDE

- B. **Marguerite Lownes** and **Kelli Rokita**, Teachers, **Marianne Leidelmeyer**, **Mary Lynch** and **Sherri Molishus**, Instructional Assistants, to attend “*Healthy Bodies Healthy Minds Institute*” in Pottstown, PA on August 14, 2019. The total cost of this conference is \$250.00 (registration). No substitutes are needed.

## XI. OTHER BUSINESS

There were no questions or comments.

- A. Administration recommends approval for all Fall Athletic Teams/Individuals that qualify for post-season play to be granted permission for overnight travel, when deemed necessary by the Athletic Department, and approved by the Superintendent or their designee. The School Board will be notified of this travel and Board approval will be sought at the next scheduled Board meeting. Funding will be paid from the Athletic Budget.
- B. Administration recommends approval for the Spring-Ford Area High School Girls' Lacrosse Team to accept the invitation to participate in the KSA (Kaylee Scholarship Association) Lacrosse Tournament, March 25, 2020 – March 29, 2020 in Orlando, FL. The cost per student-athlete will be approximately \$1,300.00 plus transportation. The High School Girls Lacrosse Program and staff will conduct fundraising events to help defray the costs. Student-athletes will miss three school days and 3 substitutes for three school days are needed for the coaching staff.

## XII. BOARD COMMENT

Mr. Dehnert commented that he was reading The Mercury today and saw that a former Spring-Ford teacher, Richard Repko, had passed away. He reported that he was a student of Mr. Repko for German many years ago and thought he was an excellent teacher who was very well liked by the students. He expressed sorrow over hearing of Mr. Repko's passing. Mr. Dehnert added that when he attended his 40<sup>th</sup> high school reunion that Mr. Repko was actually one of the only teachers who came. Mr. Dehnert stated that Mr. Repko was a great teacher and the community will greatly miss him. Mr. DiBello expressed condolences to the family of Mr. Repko.

Mr. DiBello stated that the Harrisburg School District has not been doing very well for a period of time and the state had decided that they were going to take over. Mr. DiBello commented that the state was looking for someone to manage the district so MCIU was tasked with taking over the management of the Harrisburg School District. He advised that Dr. George and his staff have been busy putting a team in place to oversee the district and hopefully bring it to the level that it needs to be at. Mr. DiBello commented that is a bit of pride that we have such a strong Intermediate Unit here in Montgomery County. Mrs. Melton asked if there would be an impact to the school districts served by the MCIU due to any shift in their focus on priorities. Mr. DiBello replied that there would not be any impact to other districts.

Mrs. Zasowski shared that the Communications Department has been working really hard over the summer and especially in the last few weeks not only to welcome Mr. Rizzo but also lots of information to parents for students returning to school. She added that one of the new initiatives that will be coming out of the Community Relations Committee Meeting in conjunction with the Communications Department is the "*In Community*" publication which will be in print with the first one delivered to every Spring-Ford mailbox sometime in October and three additional mailings to follow throughout the year.

Mr. DiBello commented that he saw an article that was published by a school district that took some of their surplus money and decided to provide some type of a gift card to all of the teachers in the district to be used for additional supplies in their classrooms. Mr. DiBello said that he found this to be an interesting idea and concept but was not sure of any Pennsylvania School Law restrictions to doing something like this or if the Board had an interest in looking into this. Mr. Fitzgerald questioned why a district would give up their tax exempt status and give the money to an individual where they would have to pay taxes on the sales of whatever they are purchasing. Mr. Fitzgerald added that there are also other tax implications. Mr. DiBello said the purpose is not to solely look at doing something like this but possibly a way to get more supplies into the classrooms using the district's surplus without using all of the surplus.

Mrs. Spletzer spoke of a program called Donor's Choose and suggested that this possibly could be a way of accomplishing supplies for the classrooms. Mrs. Melton said she was familiar with the Donor's Choose Program but that possibly a building allocation could also be looked into for guidance on how to distribute those funds. She suggested that this possibly could be a topic for discussion at a Finance Committee Meeting.

Mr. Jackson stated that he thought it would be a taxable benefit and Mr. DiBello said not necessarily. Mrs. Melton responded that it would depend on how the money was allocated. Mr. Fitzgerald clarified that it appears that the discussion is to put the allocation at the building level where the teachers would submit a wish list but the procurement process would stay within the school. He advised that this would be less concerning if it was handled on this level.

Mr. Dehnert commented that as a husband of a teacher he knows that his wife spends hundreds of her own money on school things.

Mr. DiBello asked where the Board was at with their thoughts on this and it was decided that it would be discussed at the Finance Committee Meeting.

**XIII. PUBLIC TO BE HEARD**

There were no comments from the public.

**XIV. ADJOURNMENT**

Mrs. Melton made a motion to adjourn and Mrs. Fazzini seconded it. The motion passed 9-0. meeting adjourned at 8:59 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

On August 26, 2019 the Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Dr. Edward T. Dressler, Linda C. Fazzini and Kelly J. Spletzer  
Region II: Dawn R. Heine and Colleen Zasowski  
Region III: Mark P. Dehnert  
Presiding Officer: Thomas J. DiBello  
Superintendent: Dr. David R. Goodin  
Chief Financial Officer: James D. Fink  
Solicitor: Mark Fitzgerald, Esq.  
Student Reps.: Julianna Lelli and Eshika Seth

The following Board Members were absent: **Clinton L. Jackson** and **Christina F. Melton**

## **ANNOUNCEMENTS**

Eshika announced that Spring-Ford welcomed nearly 8,000 students back to school today. She added that RCTV asked building principals why they were proud to call Spring-Ford home. A video was shown of their responses to this question.

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

There were no comments from the public.

### **II. BOARD AND COMMITTEE REPORTS**

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

Julianna reported that students returned today from their summer break for the first day of school. She added that coming up there are some back to school nights that have been scheduled and the dates for those can be found on the district website for each building. Eshika advised that in addition there is no school this Friday and upcoming Monday, and that picture days are approaching as well as beginning of the year activities. Julianna spoke of the new hallway traffic movements that have been put in place at the high school due to the widening of the hallway with the construction project. She showed a diagram of the new hallway traffic movement. Julianna reported that the hallway was much less congested than it had been previously and everything was working perfectly.

#### **WMCTC                                      Dehnert, Dressler, Heine      1<sup>st</sup> Mon. 7:00 p.m.**

Dr. Dressler reported that the Joint Operating Committee met on August 5, 2019 and that Mr. Moritzen gave his executive report. He advised that the summer camp was very successful with 150 participants. Also reported was that the 9<sup>th</sup> Grade WMCTC Program was very successful with a 96% retention rate. Dr. Dressler commented that the Western Center also instituted a Metal Tech Advanced Manufacturing Program. He added that the current enrollment was at 647. Dr. Dressler commented that Mr. Moritzen was going to provide him with a break down per sending district of the enrollment numbers but that he did not receive it as of yet. Dr. Dressler advised that the WMCTC also created a new administrative support

staff group called Technical Cluster Leaders where each individual program will have one person appointed as a leader that will act as a liaison with the administrative director. The Technical Cluster Leaders will be appointed for 2 years at an additional compensation of \$2,000.00 per year. Dr. Dressler reported that the Superintendent of Record, Dr. Shirk, mentioned about a Human Resources Program that is being initiated due to there not being an HR Department at the Western Center. Dr. Shirk proposed that the Superintendent of Record would utilize the HR Department of their district while they are serving as the Superintendent of Record. Dr. Dressler reported that this will be in the trail stages right now to see how it works out

**PSBA Liaison**

**Dr. Edward Dressler**

Dr. Dressler reported that since he will not be on the School Board next year it is necessary to find another Board Member to serve as the PSBA Voting Delegate. He indicated that he had spoken to Mrs. Linda Fazzini to see if she would be available to attend and act as the District's Voting Delegate at the PSBA Voting Delegate Assembly which will take place at the end of the PASA/PSBA School Leadership Conference. Dr. Dressler asked for the Board's permission to have Mrs. Fazzini serve in this capacity. It was determined that a motion needed to be made to appoint Mrs. Fazzini.

Mr. Dehnert made a motion to appoint Linda Fazzini to serve as one of the district's voting delegates for the 2018 PSBA Delegate Assembly and Mrs. Zasowski seconded it.

Mrs. Spletzer commented that she attended this conference in the past and found it to be a fantastic learning experience from a board and education standpoint.

Mrs. Zasowski commented that she attended previously as well and plans on going again this year for one day. She added that it is very worthwhile and it does help to shape you as a Board Member as there is so much you can get out of it and bring back.

There was no public comment.  
The motion passed 7-0.

**Legislative Committee**

**Christina Melton**

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

Mr. DiBello reported that Governor Wolf is on a mission to look at charter school reform and the main theme around his push concerns funding and the mandates that are put on public schools to fund those charter schools. Mr. DiBello advised that Spring-Ford puts out about \$3 million a year in payments to charter school funding.

Mr. Fitzgerald added that from a legal perspective he finds it fascinating as generally there has been the inability to revise the 1997 Charter School Law even though it has been talked about for the past 6-7 years at the beginning of the legislative session followed by nothing. Mr. Fitzgerald stated that Governor Wolf is circumventing the legislative process with these initiatives and opening up a public comment and rulemaking session. Mr. Fitzgerald commented that he would suspect that some of the for profit cyber/charter schools will file lawsuits claiming that this should be done legislatively and not through rulemaking. Mr. Fitzgerald added that he would not expect anything binding on charters and public schools anytime soon.

Mr. DiBello spoke about Senate Bill 621 which was signed into law regarding security and school policing saying he has been in touch with Senator Mensch and Senator Regan who sponsored the bill and the good news is that Spring-Ford is being looked at in a positive light as we are much further along as far as where we are with school policing. Mr. DiBello advised that there will be more information to come regarding this bill.

**MCIU**

**Thomas J. DiBello**

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

Mr. DiBello reported that they have not met yet for this school year but wanted to reiterate what he spoke about last week which was that the Harrisburg School District was going through some serious issues and that the state took over the district. He commented that the state was looking to find a top notch organization to oversee the district and they chose the Montgomery County Intermediate Unit to do this. He added that there have been a lot of positive changes that have taken place over the past few months since the MCIU began overseeing the Harrisburg School District.

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

Dr. Goodin advised that the laptop deployment finished up today and he commended the Technology Department and the Curriculum Department for their efforts. He reported that Aramark is now handling the Food Service in the district and today was the first day for student lunches. He reported that the Spring-Ford Food Service staff rose to the occasion today and he believes that everyone is happy with the results. Dr. Goodin commented that there was 100% improvement in food offerings over the past years and believes it will increase the viability of the Food Service Program. He reported that on this first day of school the Transportation Department was put through a stressful day but overall it ended up being a successful first day for all. Dr. Goodin recognized Bob Hunter and his department for all of their work over the summer to get the buildings in shape and ready for staff and students. He also recognized the Human Resource Department for all of their efforts in hiring staff for the start of the school year.

Board Members spoke about the positives they hears about the laptop deployment. The new lunch options were discussed and it was noted that the full lunch prices remained the same. The a la carte items are more expensive and the reason for the difference in price is due to the state reimbursement to the district for full lunches. It was also discussed that the district will be rolling out a breakfast program around October. There will be a pilot breakfast program that will be rolled out a couple buildings and then slowly to other buildings and grade levels.

**Solicitor's Report**

**Mark Fitzgerald**

There was no report.

**III.     MINUTES**

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

- A.    The Board approved the June 17, 2019 Work Session minutes. **(Attachment A1)**
- B.    The Board approved the June 24, 2019 Board Meeting minutes. **(Attachment A2)**
- C.    The Board approved the July 9, 2019 Special Board Meeting minutes. **(Attachment A3)**

**IV.     PERSONNEL**

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

The Board expressed their views on hiring staff at a higher Step rather than bringing new hires in at Step 1. It was suggested that if we need to bring staff at a Step higher than 1 that the Board receive justification ahead of the hiring process so that they have that and can make an informed decision. It was also discussed that the Board gives authorization to Administration to choose the best candidates to fill the positions that are open and sometimes that means paying more. The success of the district was discussed and

because of that there is a desire to hire the best to keep the district moving forward while keeping within the budget. A question was asked if the district's starting salaries were competitive with surrounding districts with which we must compete for those quality candidates and Mrs. Leiss replied yes.

Mr. Fitzgerald advised that there while there is generally discretion with the board with regards to how they hire there are particular instances with Supreme Court cases that require if you are hiring someone who has worked here in the past that they be placed at the step they would have been at. He stated that there is general discretion subject to agreements with the association but there are also Supreme Court holdings to be considered as well.

Mr. DiBello stated that everyone feels the HR Department and Administration does a great job in hiring quality candidates but he just wanted to clarify that the Board would like to be provided with proper justification for those staff members that must be hired above Step 1.

The motion passed 7-0.

#### A. Resignations

1. **Gemma E. Bonetti**; Instructional Assistant, Brooke Elementary School. Effective: July 22, 2019.
2. **Michael A. DeCaro**; Assistant Principal, 5/6<sup>th</sup> Grade Center. Effective: August 27, 2019.
3. **Ashley M. Edwards**; Elementary Teacher, Royersford Elementary School. Effective: June 22, 2019.
4. **Janet M. Esbensen**; Instructional Assistant, Brooke Elementary School. Effective: August 19, 2019.
5. **Amy L. Genet**; Elementary Teacher, Spring City Elementary School. Effective: June 22, 2019.
6. **Karen L. Kohr**; Instructional Assistant, Senior High School. Effective: June 30, 2019.
7. **Terri McGinness**; Instructional Assistant, Senior High School for the purpose of retirement. Effective: August 28, 2019.
8. **Jennifer M. Papa**; Science Teacher, 8<sup>th</sup> Grade Center. Effective: June 24, 2019.
9. **Christine Raber**; Supervisor of Special Education, 5/6<sup>th</sup> Grade Center. Effective: August 26, 2019.
10. **Kenneth J. Sell**; Custodian, Senior High School for the purpose of retirement. Effective: October 4, 2019.
11. **Ryan N. Souder**; Asst. Football Coach, 7/8<sup>th</sup> Grade. Effective: August 5, 2019.

12. **Susan Wedemeyer**; Part-time Food Service (3.5 hours/day), 5/6<sup>th</sup> Grade Center. Effective: August 2, 2019.
13. **Rachel A. Yacovett**; Special Education Teacher, Oaks Elementary School. Effective: July 23, 2019.

**New Resignation**

14. **Timothy J. Hunsberger**; Instructional Assistant, Senior High School. Effective: September 6, 2019.

**B. Leave of Absence**

1. **Kylene Wood**; Elementary Teacher, 5/6<sup>th</sup> Grade Center; for a child-rearing leave per the Professional Agreement. Effective: November 13, 2019 through the remainder of the 2019-2020 school year.

**C. Professional Staff**

1. **Walter J. Burgess**; Chemistry Teacher, Senior High School, replacing Deborah H. Keyser who retired. Compensation has been set at MS+30, Step 7, \$68,623.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
2. **Kelly L. Cassel**; Reading Specialist, Upper Providence Elementary School, replacing Carol A. Vogt who retired. Compensation has been set at MS+30, Step 7, \$68,623.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
3. **Stephanie R. Fitler**; Mathematics Coach, Upper Providence Elementary School, replacing Sue M. Choi who had a change of assignment. Compensation has been set at MS+18, Step 12, \$80,614.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
4. **Amanda M. Myers**; Teacher for Placement & Assessment Center, Senior High School, replacing Lisa Morrow who transferred. Compensation has been set at MS, Step 6, \$55,259.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
5. **Nicole R. Peart**; Modernized Learning Coach, Upper Providence Elementary School. Compensation has been set at MS+30, Step 9, \$74,743.00 with benefits per the Professional Agreement. Effective: To be determined.
6. **Amy B. Snyder**; Special Education Teacher, 7<sup>th</sup> Grade Center, replacing Daniel R. Butterweck who transferred. Compensation has been set at MS, Step 12, \$77,043.00 with benefits per the Professional Agreement. Effective: August 21, 2019.

Mr. DiBello noted a change to Item D18 saying the effective date should be August 28, 2019.

Mrs. Spletzer made a motion to approve Item D and Mrs. Fazzini seconded it. The motion passed 7-0.

**D. Temporary Professional Staff**

1. **Gabrielle V. Adelsberger**; Special Education Teacher, Evans Elementary School. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
2. **Mary K. Blank**; Science Teacher, 8<sup>th</sup> Grade Center, replacing Jennifer M. Papa who resigned. Compensation has been set at MS, Step 2, \$50,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
3. **Alyssa K. Brooks**; .5 Special Education Teacher and .5 Gifted Teacher, Brooke Elementary School, replacing Sandra L. Hoff who retired and Ashley A. Monziona who had a change of assignment. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
4. **Jennifer C. Lipp**; Special Education Teacher, 5/6<sup>th</sup> Grade Center. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
5. **Grace L. Donovan**; Special Education Teacher, Limerick Elementary School, replacing Emily M. McCallister who resigned. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
6. **Greta L. Ertzgard**; Special Education Teacher, Oaks Elementary School, replacing Rachel A. Yacovett who resigned. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
7. **Rachel M. Friend**; Elementary Teacher, Royersford Elementary School, replacing Ashley M. Edwards who resigned. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
8. **Evvie J. Harrison**; Part-time (.5) Elementary Teacher, Oaks Elementary School, replacing Kiera Phillips who had a change of assignment. Compensation has been set at BS, Step 1, \$24,250.00 (prorated) with benefits per the Professional Agreement. Effective: August 21, 2019.
9. **Zoe D. Jacobs**; Social Studies Teacher, 8<sup>th</sup> Grade Center, replacing Jeffrey J. Mast who retired. Compensation has been set at MS, Step 1, \$49,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
10. **Patricia Konschak**; Special Education Teacher, Limerick Elementary School, replacing Emily A. Beiter who had a change of assignment. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 26, 2019.
11. **Krista M. Mansfield**; Elementary Teacher, 5/6<sup>th</sup> Grade Center, replacing Donald J. Miller who resigned. Compensation has been set at MS+30, Step 5, \$63,522.00 with benefits per the Professional Agreement. Effective: August 21, 2019.

12. **Jessica A. Mayer**; Special Education Teacher, 7th Grade Center, replacing Jennifer L. Ott who had a change of assignment. Compensation has been set at MS, Step 1, \$49,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
13. **Margaret Megill**; Elementary Teacher, 5/6<sup>th</sup> Grade Center, replacing Ann Marie Spohn who is retiring. Compensation has been set at MS, Step 1, \$49,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
14. **Samantha Mutchnick**; Elementary Teacher, 5/6<sup>th</sup> Grade Center, replacing John B. Powers, III who had a change of assignment. Compensation has been set at MS, Step 1, \$49,500.00 with Benefits per the Professional Agreement. Effective: August 21, 2019.
15. **Thomas L. O'Connor**; Part-time (.33) Health and Physical Education Teacher, Spring City Elementary School. Compensation has been set at MS, Step 1, \$16,335.00, prorated. Effective: August 21, 2019.
16. **Lauren M. Rose**; Elementary Teacher, Limerick and Evans Elementary Schools. Compensation has been set at MS, Step 2, \$50,500.00 prorated with benefits per the Professional Agreement. Effective: August 21, 2019.
17. **Alyssa K. Wagner**; English Teacher, 7<sup>th</sup> Grade Center, replacing Louise A. Plush who retired. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.

#### **New Temporary Professional Staff**

18. **Salvatore Scaramuzzino, Jr.**; Social Studies Teacher, Senior High School, replacing Melanie F. Bowen who had a change of assignment. Compensation has been set at BS, Step 3, \$50,250.00 prorated with benefits per the Professional Agreement. Effective: To be determined.

Mr. DiBello noted changes to the effective dates for the following; Item E13 should be August 26, 2019, E17 should be August 21, 2019 and E19 should be August 26, 2019.

Mr. Dehnert made a motion to approve Items E-M and Mrs. Zasowski seconded it. The motion passed 7-0.

#### **E. Support Staff**

1. **Kimberly L. Acosta**; Instructional Assistant, Upper Providence Elementary School, replacing Gemma E. Bonetti who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
2. **Jennifer M. Baker**; Instructional Assistant, Evans Elementary School, replacing Susan M. Rorick who retired. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.

3. **Ronda I. Brisbois**; Instructional Assistant, Evans Elementary School, replacing Phyllis A. Kitchick who retired. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
4. **Noelia Castillo**; District Registrar, District Office, replacing Mary E. Chrisman who retired. Compensation has been set at \$21.75/hour with benefits per the Secretarial Plan. Effective: July 2, 2019.
5. **Nicholas DelRomano**; School Police Officer, 5/6<sup>th</sup> Grade Center. Compensation has been set at \$28.60/hour with benefits. Effective: August 21, 2019.
6. **Elyse Derstine**; Instructional Assistant, 8<sup>th</sup> Grade Center, replacing Debra Ann Orner who retired. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
7. **Christina Giamo**; Instructional Assistant, Upper Providence Elementary School. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 26, 2019.
8. **Jaclyn Gospodarek**; Registered Nurse, Senior High School. Compensation has been set at \$27.25/hour with benefits per the Registered Nurses Benefit Summary. Effective: August 22, 2019.
9. **Terry M. Heydt**; School Police Officer, Upper Providence Elementary School. Compensation has been set at \$28.60/hour with benefits. Effective: August 21, 2019.
10. **Aimee E. Kemp**; Instructional Assistant, 7<sup>th</sup> Grade Center. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistant Benefit Summary. Effective: August 21, 2019.
11. **Katie T. Kennedy**; Instructional Assistant, Upper Providence Elementary School. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
12. **Michele E. Kucher**; Level III Secretary, Senior High School, replacing Kathy F. Savage who retired. Compensation has been set at \$16.20/hour with benefits per the Secretarial Plan. Effective: July 9, 2019.
13. **Kristen A. Maul**; Accounts Receivable Specialist, District Office, replacing Mary Newitt who had a change of assignment. Compensation has been set at \$18.65/hour per the Secretarial Plan. Effective: To be determined.
14. **Dawn N. Michel**; Instructional Assistant, Senior High School, replacing Karen L. Kohr who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
15. **Christina F. Parker**; Instructional Assistant, 7<sup>th</sup> Grade Center, replacing Debora Huber. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.

16. **Jennifer Sharkey**; Instructional Assistant, Limerick Elementary School. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 21, 2019.
17. **Brooke S. Shiflet**; Instructional Assistant, 7<sup>th</sup> Grade Center. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: To be determined.
18. **Mark A. Wickersham**; School Police Officer, 8<sup>th</sup> Grade Center. Compensation has been set at \$28.60/hour with benefits. Effective: August 21, 2019.

**New Support Staff**

19. **Anne M. Schwenk**; Instructional Assistant, Senior High 10-12 Center, replacing Terri McGinness who retired. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: To be determined.
20. **Tiffany S. Williams**; Instructional Assistant, 5/6<sup>th</sup> Grade Center, replacing Janet M. Esbenson who resigned. Compensation has been set at \$17.36/hour per the Instructional Assistants Benefit Summary. Effective: To be determined
21. **Kathryn E. Wilson**; Instructional Assistant, 8<sup>th</sup> Grade Center. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants Benefit Summary. Effective: August 22, 2019.

**F. Changes of Status**

1. **Connie L. Iannetta**; Executive Secretary, District Office, to Level III - Secretary, Senior High School. Compensation has been set at \$19.35/hour with benefits per the Secretarial Plan. Effective: August 6, 2019.
2. **Gerard B. Rogers**; Intermediate/Middle School Assistant Principal-10 month to Intermediate/Middle School Assistant Principal-12 month replacing Michael A. DeCaro who resigned. Compensation has been set at \$114,000.00, prorated with benefits per the Spring-Ford Principals and Administrators Association. Effective: August 5, 2019.
3. **Kara Truex**; Instructional Assistant, Brooke Elementary School, to Elementary Teacher, Brooke Elementary School, replacing Sandra Hoff who resigned. Compensation has been set at BS, Step 1, \$48,500.00 with benefits per the Professional Agreement. Effective: August 21, 2019.
4. **Andrew R. Whitmore**; Maintenance I to Maintenance II. Compensation has been set at \$25.00/hour with benefits per the Maintenance Benefit Summary. Effective: August 26, 2019.
5. **Gregory Detwiler**; Maintenance II to Maintenance III. Compensation has been set at \$30.00/hour with benefits per the Maintenance Benefit Summary. Effective: August 26, 2019.

- G. The Board approved **Percell Whittaker, II**, Supervisor of Special Education, Grades 4-6, replacing Christine Raber who resigned. Compensation will be set at \$118,250.00 prorated with benefits as per the Act 93 Agreement. Effective: To be determined.
- H. The Board approved the following staff to be hired as Sports Camp Athletic Trainer's for the 2019 Extended School Year Program. Compensation has been set at \$40.00/hour plus benefits (FICA & Retirement). Funding will be from the General Fund.
1. **Bruce D. Brobst**
  2. **Daniel J. Holman**
- I. The Board approved the following Music Teacher for the 2019 Summer Instrumental Program. Compensation will be set at \$30.00/hour and will be funded through student tuitions collected for the lessons. There will be no cost to the district.
1. **Jeffrey M. Dever**
- J. **Tenure Status**
- |                              |                                |
|------------------------------|--------------------------------|
| 1. <b>Gillian Cedrone</b>    | 7. <b>Ashley H. Pettinelli</b> |
| 2. <b>Pamela Dalbey</b>      | 8. <b>Nicole A. Catts</b>      |
| 3. <b>Marisa Lacy</b>        | 9. <b>Daniel S. Walker</b>     |
| 4. <b>Jason A. Maffucci</b>  | 10. <b>Katelyn M. Walsh</b>    |
| 5. <b>Sarah E. McCormick</b> | 11. <b>Rebekah J. Smith</b>    |
| 6. <b>Lisa M. Michener</b>   | 12. <b>Melissa C. Yonchuk</b>  |
- K. The Board approved the attached job description for School Police Lieutenant. **(Attachment A4)**
- L. The Board approved the attached extra-curricular contracts for the 2019-2020 school year. \* Designates new additions since last week. **(Attachment A5)**

**New Personnel Motion**

- M. The Board approved **Philip P. Leddy**, Intermediate/Middle School Assistant Principal -10 month, 5/6<sup>th</sup> Grade Center, replacing Gerard Rogers who had a change of status. Compensation has been set at \$103,500.00 (prorated for the 2019-2020 school year) with benefits per the Act 93 Agreement. Effective: To be determined.

Chief David Boyer introduced the newly hired School Police Officers and gave a brief description of each of their backgrounds.

Dr. Goodin introduced the newly hired Administrators Percell Whittaker, II, Special Education Supervisor and Philip P. Leddy, Assistant Principal.

**V. FINANCE**

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

- A. The Board approved next month's payroll, taxes, all benefits, transportation contracts, IU contracts, Vo-Tech payments, debt service payments, utility bills,

maintenance agreements, copier leases, equipment maintenance, federal grants, insurance, and discounted invoices.

B. Checks:

1. General Fund Checks  
Check No. 207436 – 207799 \$ 3,215,547.48
2. Food Service Checks  
Check No. 1666 – 1780 \$ 13,074.36
3. Capital Reserve Checks  
Check No. 2065 – 2073 \$ 966,615.70
4. Capital Projects  
Reserve Fund: Check No. 44-52 \$ 34,541.49  
Bond Fund: Check No. 46-50 \$1,082,567.05
5. General Fund, Food Service, & Capital Reserve ACHs  
ACH 181901685 – 181901791 \$ 584,507.85  
ACH 192000001 – 192000144 \$2,837,017.80
6. Procurement Payments and Wires  
201800079 – 201800091 \$1,558,352.45  
201900001 – 201900007 \$1,705,694.65
7. Scholarships  
Check No. 155 – 155 \$ 500.00

C. The following monthly Board reports were approved:

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

D. The Board approved the following independent contracts:

1. **The Pathway School – Jeffersonville, PA.** Provide 30 days of Extended School Year services as well as a 1-1 PCA for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$13,490.00.
2. **The Pathway School – Jeffersonville, PA.** Provide School Year Educational services during the 2019-2020 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$51,200.00.
3. **The Pathway School – Jeffersonville, PA.** Provide School Year Educational services including a 1-1 PCA for 3 special needs students during the 2019-2020 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$224,800.00.

4. **Chester County Intermediate Unit – Downingtown, PA.** Provide school year Services, related services and 1-1 services for 19 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$714,633.03.
5. **Behavior Interventions – King of Prussia, PA.** Provide an additional 70 BCBA hours of training and supervision during the 2018-2019 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.
6. **Behavior Interventions – King of Prussia, PA.** Provide 1-1 Registered Behavior Technician services for a special needs student as per the IEP. Services will be provided for up to 1689.50 hours at a rate of \$55.00/hour (\$92,922.50). In addition 342 hours of Direct BCBA behavior supervision, program development and consultation will be provided at a rate of \$100.00/hour (\$34,200.00). Funding will be paid from the Special Education Budget and shall not exceed \$127,122.50.
7. **Austill's Rehabilitation Services, Inc. – Exton, PA.** Provide Direct and Indirect Speech/Language Therapy services for a special needs student during the 2019-2020 school year as per the IEP. Services will be provided for 103 hours at a rate of \$67.00/hour. Funding will be paid from the Special Education Budget and shall not exceed \$6,901.00.
8. **Austill's Rehabilitation Services, Inc. – Exton, PA.** Provide Direct and Consultative make up hours for Speech/Language Therapy services for a special needs student during the 2018-2019 school year as per the IEP. Services will be provided for 62 hours at a rate of \$65.00/hour. Funding will be paid from the Special Education Budget and shall not exceed \$4,030.00.
9. **Capstone Academy - East Norriton, PA.** Provide educational and related services during the 2019-2020 school year for 3 special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$255,552.00.
10. **The Lincoln Center – Audubon, PA.** Provide educational services for a special needs student during the 2019-2020 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$41,175.00.
11. **Vanguard School – Malvern, PA.** Provide Extended School Year services for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$3,220.00.
12. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide Educational services for 4 special needs students during the 2019-2020 school year as per their IEPs. Direct Program Supervision will be provided for up to 30 hours per month for 10 months at a rate of \$100.00/hour. In addition, daily direct 1-1 Intervention will be provided for 180 days hours at a rate of \$35.00/hour. Funding will be paid from the Special Education Budget and shall not exceed \$113,350.00.

**New Independent Contract**

13. **PSA Healthcare, Inc. – Atlanta, GA.** Provide Nursing services including up to 120 hours of nursing substitute coverage for 2 special needs students during the school day or on transportation for the 2019-2020 school year. Funding will be paid from the Special Education Budget and shall not exceed \$109,440.00.
- E. The Board approved the following **independent contracts** that are offered free of charge or are being funded by the Home and School Associations, the Home and School Leagues, the Parent Teacher Associations, the Parent Teacher Organizations or an outside source:
  1. **Magic Touch Entertainment/Jeff & Beverly O’Lear – Canadensis, PA.** Provide 2 assemblies entitled “The Brain Show” and one evening Family Fun Night at Limerick Elementary School. Funding will be paid by Limerick Elementary Home and School League and shall not exceed \$2,400.00.
- F. The Board approved a confidential settlement and release agreement **#2019-04** with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed \$43,750.00.
- G. The Board approved a confidential settlement and release agreement **#2019-05** with the parents of a special needs student. Funding will be paid from the Special Education Budget and shall not exceed \$91,686.00.
- H. The Board approved renewing the membership with the Delaware Valley Consortium for Excellence & Equity (DVCEE) for the 2019-2020 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 2019-2020 is \$12,000.00 and will be paid from the Superintendent’s Budget.
- I. The Board approved renewing its contract with Advanced Protection Agency for security services primarily during after school and weekend events. Fees are \$24.00/hour per agent (\$36.00/hour for overtime and holidays). The agreement is for one year with multiple one year renewal options.

**VI. PROPERTY**

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

- A. The Board approved a revision to a motion approved at the June 2019 Board Meeting for the purchase of a 2019 Chevrolet Express 9 passenger van from Fleet Turnpike Chevrolet located in Morgantown, PA for an amount of \$42,000.00. This vehicle is no longer available from this vendor. The new vehicle will now be a 2020 Chevrolet Express 9 passenger van from Bob Fisher Chevrolet located in Reading, PA. The vehicle will be procured through the Costars Purchasing Agreement and shall not exceed \$42,000.00. Funding will come from the Capital Reserve.
- B. The Board gave approval for S.J. Thomas to provide additional work above the original scope for the pipe insulation replacement project at Royersford Elementary School. Funding will come from the Capital Reserve and shall not exceed \$5,300.00.

- C. The Board gave approval to move forward with the purchase of (4) police vehicles. Vehicles will be procured through the Costars Purchasing Agreement and shall not exceed \$131,900.00. Funding will come from the Capital Reserve.
- D. The Board gave approval to move forward with the purchase and installation of the 567 Camera Project through PSX. Cameras and System will be procured through the Costars Purchasing Agreement and shall not exceed \$139,000.00. Funding will come from the Capital Reserve.

## **VII. PROGRAMMING AND CURRICULUM**

Mrs. Spletzer made a motion to approve Items A-G and Mrs. Heine seconded it. The motion passed 7-0.

- A. The Board approved the 2019-2020 Title I, Part A, Federal Programs Grant – Improving Basic Programs, in the amount of \$299,613.00, the 2019-2020 Title II, Part A, Federal Programs Grant – Supporting Effective Instruction, in the amount of \$127,187.00, and the 2019-2020 Title IV, Part A, Student Support and Academic Enrichment Grants, in the amount of \$26,840.00.
- B. 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 Student Assistance Program (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 2019-2010 school year. There is no cost to the district for these services.
- C. The Board approved an Inter-Agency Agreement for Title I and Title II services between the Spring-Ford Area School District and the Montgomery County Intermediate Unit for required professional services under the Federal Program requirements. Funding will be paid from Title I and Title II allocations and shall not exceed \$11,000.00.
- D. The Board approved an Inter-Agency Agreement for Title I services between the Spring-Ford Area School District and the Chester County Intermediate Unit for required professional services under the Federal Program requirements. Funding will be paid from Title I allocations and shall not exceed \$1,100.00.
- E. The Board approved a revision to a motion approved at the May Board Meeting as vendor allocations have changed due to nationwide shortages of certain technology items. Board approval is sought for the purchase of student laptops, student iPads, laptop charging carts, and monitors as part of the district's Technology Refresh Plan to replace staff, student and administrator equipment. The 5 competing quotes were received through government contract via Costars and are awarded as follows: CDW \$675,000.00, Amazon \$750.00, SHI \$50,000.00, GovConnection \$240,000.00 and Apple \$175,000.00. The total equipment cost shall not exceed \$1,200,000.00 and will be self-financed initially from the Capital Reserve Fund, which will be replenished in equal annual installments over four years from the Technology Budget.
- F. The Board approved the acceptance of the Pottstown Area Health and Wellness Foundation Grant in the amount of \$55,000.00. The grant will continue to support our district-wide Healthy Choices Program.

- G. The Board approved the acceptance of the PDE Commission on Crime and Delinquency Safety and Security Grant Part B in the amount of \$383,574.00. The district previously was awarded Part A of this grant in the amount of \$25,000.00. The total amount received is \$408,574.00 and will be used for the Digital Communications System Purchase.

#### VIII. CONFERENCE/ WORKSHOP RECOMMENDATIONS

The following individuals are recommended for attendance at the following:

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

#### HIGH SCHOOL

- A. **Rebecca Barnett** and **Jennifer Farischon**, Teachers to attend “*Advanced Placement English Language and Composition – Updates for 2019 CD/Exam*” at the Lancaster-Lebanon Intermediate Unit on September 6, 2019. The total cost of this training is \$869.00 (registration, mileage, meals and one day of substitute coverage for both teachers).

#### DISTRICT-WIDE

- B. **Marguerite Lownes** and **Kelli Rokita**, Teachers, **Marianne Leidelmeyer**, **Mary Lynch** and **Sherri Molishus**, Instructional Assistants, to attend “*Healthy Bodies Healthy Minds Institute*” in Pottstown, PA on August 14, 2019. The total cost of this conference is \$250.00 (registration). No substitutes are needed.

#### New Conference/Workshop Recommendations

- C. **James Fink**, Chief Financial Officer, to attend “*DVASBO Fall Workshop*” at the Skytop Lodge in Skytop, PA from October 2 through October 4, 2019. The total cost of this workshop is \$615.00 (registration and mileage). No substitute is needed.
- D. **Jessica Aikens**, **Naomi Morissette**, School Psychologists, and **Kristina Altemose**, Speech Therapist, to attend “*ADOS-2 Clinical Workshop*” at the Montgomery County Intermediate Unit in Norristown, PA on September 12<sup>th</sup> and September 13, 2019. The total cost of this workshop is \$1,680.00 (registration, mileage and meals). No substitutes are required.

#### IX. OTHER BUSINESS

- A. Administration recommends approval for all Fall Athletic Teams/Individuals that qualify for post-season play to be granted permission for overnight travel, when deemed necessary by the Athletic Department, and approved by the Superintendent or their designee. The School Board will be notified of this travel and Board approval will be sought at the next scheduled Board meeting. Funding will be paid from the Athletic Budget.
- B. Administration recommends approval for the Spring-Ford Area High School Girls’ Lacrosse Team to accept the invitation to participate in the KSA (Kaylee Scholarship Association) Lacrosse Tournament, March 25, 2020 – March 29, 2020 in Orlando, FL. The cost per student-athlete will be approximately \$1,300.00 plus transportation. The High School Girls Lacrosse Program and staff will conduct fundraising events to help defray the costs. Student-athletes will miss three school days. Total cost to the district will be \$1,152.00 for 3 days of substitute coverage for the 2 coaches.

**X. BOARD COMMENT**

Mrs. Zasowski offered kudos to Chief Boyer and his team and she stated that she knows throughout their years that they have had to deal with a number of mental health issues and she asked if Dr. Goodin and Mr. Rizzo could at a future meeting provide the Board with a recap about resources in place for handling these types of issues. Mrs. Zasowski reminded the Board that they all rode together in a wagon she was able to secure for the homecoming parade and she wanted to let them know she had secured this wagon again and was looking forward to them all riding together.

Mr. Dehnert spoke about hacks and breaches of personal information and he asked about what restrictions we place upon our suppliers with regards to preventing this from happening here and whether a data security policy was a topic to be discussed at a Policy Committee meeting. Mrs. Zasowski indicated that this has been discussed and can continue to be discussed at the Policy Committee level.

Mr. DiBello suggested that the Board discuss the district's network and security in an executive session due to it concerning security.

Mr. Fitzgerald advised that when it comes to third party vendor contracts data security is now essentially the forefront where his firm's review of contracts has to be. He added that they have their own cyber team that does this work. He stated that he would refrain from a policy regarding this as long as the district's administration is aware that when entering into a multi-year contract that will include the sharing of highly sensitive information that it is taken for legal review.

Mr. DiBello mentioned that this past Saturday was Limerick Community Days and he spoke of the fantastic job that was done by the Spring-Ford Marching Band and the Spring-Ford Cheerleaders. Mr. DiBello stated that a few meetings ago they discussed college enrollment beyond dual enrollment for our seniors and Dr. Goodin was going to have his staff look into contacting a few of the other high schools that have gone beyond what we are doing here at Spring-Ford. Mr. DiBello stated that this is an objective that they were interested in gathering more information on and Mr. Rizzo indicated that he will be working on this.

**XI. PUBLIC TO BE HEARD**

**Linda Weaver, Schwenksville**, referred to the Board discussion on teacher salaries and stated that we must also look at the national average for teacher salaries as well as the cost of housing for the area. She commended the staff and students on the first day of school. Ms. Weaver commented that she lives in Mountainview a new development with 50+ kids living there. She spoke of a near accident on North Limerick Road where the bus stops. Ms. Weaver stated that the bus does not come into the community because the streets are not dedicated yet and she said that she knows the head of her HOA has been working with the district and they would really like the busses to come in as it is a dangerous situation. She added that it is a blind corner and she is afraid that one of the kids will be hit. Ms. Weaver commented that she worked for a school district for 42 years and the hardest day they ever faced was when a student was hit by a bus and killed. She asked that the Board look into this and have the bus come into their community. Mrs. Spletzer replied that approximately two years ago when she was on the Policy Committee they did totally revamp the District Transportation Policy and it was about this exact issue with undedicated roads. She advised that there is an exact process for an HOA to follow to get the district what is needed from a liability standpoint.

Ms. Weaver stated that the developer is hoping to have the streets dedicated mid-year so perhaps then the route will be able to be adjusted.

**Dave Shafer, Limerick Township**, thanked the Board and Administration for their investment in the police force and stated while he did not know the officers introduced this evening, hearing their background was extraordinary as nothing is more important than protecting our kids. He commented that when other school districts call he feels that we should share our strategy because as leaders that is important. Mr. Shafer next commented on the discussion pertaining to teacher salaries and said that it is very difficult and tough to navigate many parts but making comments that we do not hire the best made him want to come up and challenge that a little bit. He stated that he believes the district does hire the best. He added that tenure is very important in education and stated that research has proven that younger teachers are not as effective so you have to balance between paying what you want and getting excellence which he believes everyone wants.

Mr. DiBello stated that if there is an HOA and the roads are not dedicated, the district has a policy in place so if the HOA is working with our Transportation Department then they would be told that all they need to do is to follow the process including the insurance piece. Mr. DiBello added that typically the district does not go onto undedicated roads as there are liability issues associated with that. Mr. DiBello encouraged the HOA to contact the Transportation Department and ask about the policy as the terms are clearly defined with regards to a bus coming into their community or not. Mr. DiBello stated that it is tough to compare salaries as the teacher salaries in Montgomery County range all over the place but one could say we are consistent or in line with our neighboring districts. He commented that he believes it is important to be competitive. He stated that he agrees with what Mr. Shafer stated and that is that our goal is to find the best within the constraints that we have within the district and the budget.

## **XII. ADJOURNMENT**

Mr. Dehnert made a motion to adjourn and Mrs. Spletzer seconded it. The motion passed 7-0. The meeting adjourned at 8:58 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

**2019-2020 EXTRACURRICULAR CONTRACTS  
SEPTEMBER 2019**

|    | <b>Contract Title</b>                       | <b>Season</b> | <b>Last</b> | <b>First</b> | <b>Stipend</b> |
|----|---|---------------|-------------|--------------|----------------|
| 1  | Costumer/Make-Up Designer HS (Both)         | Year          | Baron       | Allison L.   | \$800.00       |
| 2  | Asst. Basketball Coach-Boys' -HS            | Winter        | Brittingham | Daniel       | \$4,790.00     |
| 3  | Co-Ed Fitness Intramural # 15 - Grade 7     | Winter        | Butterweck  | Daniel R.    | \$402.00       |
| 4  | Co-Ed Fitness Intramural # 12 - Grade 5-6   | Fall          | Carfagno    | Tina M.      | \$402.00       |
| 5  | Co-Ed Fitness Intramural # 4 - Grade 5-6    | Fall          | Carfagno    | Tina M.      | \$402.00       |
| 6  | Co-Ed Fitness Intramural # 12 - Grade 7     | Spring        | Cifelli     | Alexander    | \$402.00       |
| 7  | 5/6 Club #8                                 | Spring        | Crist       | Barbara      | \$402.00       |
| 8  | Kiwanis Builders' Club - IMS (1/2 Contract) | Year          | Crist       | Barbara      | \$552.00       |
| 9  | Reading Olympics – 5/6                      | Winter        | Crist       | Barbara      | \$402.00       |
| 10 | Art Enrichment - HS                         | Year          | Culp        | Amy B.       | \$402.00       |
| 11 | Fitness Room Supervisor-Fall-HS             | Fall          | Czapor      | Kevin M.     | \$679.00       |
| 12 | Fitness Room Supervisor-Winter-HS           | Winter        | Donnelly    | Kevin J.     | \$679.00       |
| 13 | Co-Ed Fitness Intramural # 11 - Grade 7     | Fall          | D'Orazio    | Joseph T.    | \$402.00       |
| 14 | 5/6 Club #4                                 | Spring        | Downs       | Wayne F.     | \$402.00       |
| 15 | Softball Coach (Head) (7th Grade)           | Spring        | Entenman    | Steven E.    | \$2,772.00     |
| 16 | Co-Ed Fitness Intramural # 2 - Oaks         | Fall          | Ertzgard    | Greta L.     | \$402.00       |
| 17 | Reading Olympics - Oaks Elementary          | Year          | Ertzgard    | Greta L.     | \$402.00       |
| 18 | 7 <sup>th</sup> Gr. Club #12                | Spring        | Ferko       | Elizabeth    | \$402.00       |
| 19 | Friends in the Community-MS (1/3 Contract)  | Year          | Flynn       | Patricia B.  | \$368.00       |
| 20 | 7 <sup>th</sup> Gr. Club #7                 | Year          | Foulke      | Laura A.     | \$402.00       |
| 21 | 5/6 Club #12                                | Winter        | Fusco       | Christian D. | \$402.00       |
| 22 | 7 <sup>th</sup> Gr. Club #6                 | Winter        | Gabel       | Kate E.      | \$402.00       |
| 23 | Co-Ed Fitness Intramural # 18 - Grade 7     | Spring        | Gabel       | Kate E.      | \$402.00       |
| 24 | Student Council-Grade 7                     | Year          | Gabel       | Kate E.      | \$1,471.00     |
| 25 | Winter Play Director -Grade 8               | Winter        | Gabel       | Kate E.      | \$1,471.00     |
| 26 | Ireland Trip Coordinator                    | Year          | German      | Kelly L.     | \$1,104.00     |
| 27 | Co-Ed Fitness Intramural # 8 - Grade 5-6    | Spring        | Groff       | Maura F.     | \$402.00       |
| 28 | Head Cheerleading-Winter-HS                 | Winter        | Householder | Dawn M.      | \$3,869.25     |
| 29 | Asst. Swimming Coach-HS                     | Winter        | Huff        | Gregory S.   | \$5,448.45     |
| 30 | Fitness Room Supervisor-Winter-HS           | Winter        | Hughes      | John T.      | \$679.00       |
| 31 | Drill Designer - MS                         | Year          | Jennings    | Krisnoel     | \$2,215.00     |
| 32 | Spring Play Director-Grade 7                | Spring        | Kenney      | Joan E.      | \$1,471.00     |
| 33 | Yearbook- Grade 7 (1/2 Contract)            | Year          | Kenney      | Joan E.      | \$735.50       |
| 34 | Chorus-Grade 6- IS                          | Year          | Koss        | Susan M.     | \$2,215.00     |
| 35 | Asst. Track Coach-Girls' & Boys'-Winter-HS  | Winter        | Kraynak     | John         | \$5,189.00     |
| 36 | Friends in the Community-MS (1/3 Contract)  | Year          | Lemuell     | Nicholas C.  | \$368.00       |
| 37 | HS Club #21                                 | Year          | Lippincott  | Jacquelyn M. | \$402.00       |
| 38 | Volunteer Assistant Football Coach - HS     | Fall          | MacMillan   | Ian P.       | Volunteer      |
| 39 | Co-Ed Fitness Intramural # 17 - Grade 7     | Winter        | Malone      | Crystal E.   | \$402.00       |
| 40 | Indoor Winter Color Guard Coach-HS          | Winter        | Marone      | Danielle M.  | \$3,197.00     |
| 41 | Soccer Coach - Girls' (7th Grade)           | Fall          | McDermott   | Jaclyn A.    | \$2,772.00     |
| 42 | Co-Ed Fitness Intramural # 7 - Grade 5-6    | Winter        | Moyer       | Jeffrey S.   | \$402.00       |

**2019-2020 EXTRACURRICULAR CONTRACTS  
SEPTEMBER 2019**

|    |   |        |                   |             |            |
|----|---|--------|-------------------|-------------|------------|
| 43 | 8 <sup>th</sup> Gr. Club #15                | Year   | Parsia            | Kourosh     | \$402.00   |
| 44 | Co-Ed Fitness Intramural # 3 - Grade 5-6    | Fall   | Parsia            | Amy L.      | \$402.00   |
| 45 | Asst. Indoor Color Guard Instructor - 7 & 8 | Winter | Platchek          | Dawn E.     | \$1,104.00 |
| 46 | Reading Olympics – 5/6                      | Winter | Plitnick          | Jeannine    | \$402.00   |
| 47 | Co-Ed Fitness Intramural # 6 - Grade 5-6    | Spring | Puleo             | Lyndi R.    | \$402.00   |
| 48 | 8 <sup>th</sup> Gr. Club #14                | Year   | Purdy             | Mary Kate   | \$402.00   |
| 49 | Fitness Room Supervisor-Fall-HS             | Fall   | Rhodenbaugh, Jr.  | Gary W.     | \$679.00   |
| 50 | Volleyball Coach-Girls' (7th Grade)         | Fall   | Ridgeway          | Kenneth E.  | \$3,186.00 |
| 51 | Co-Ed Fitness Intramural # 1 - Grade 5-6    | Winter | Rizzo             | Louis M.    | \$402.00   |
| 52 | Soccer Coach - Boys' (7th Grade)            | Fall   | Scaramuzzino, Jr. | Salvatore   | \$2,772.00 |
| 53 | National Honor Society Advisor-HS           | Year   | Seltzer           | Bradley J.  | \$1,104.00 |
| 54 | Football Coach (8th Grade)                  | Fall   | Souder            | Ryan N.     | \$4,934.00 |
| 55 | 7 <sup>th</sup> Gr. Club #15                | Year   | Stauffer          | Megan       | \$402.00   |
| 56 | Asst. Football Coach 7/8th Grade            | Fall   | Swavely           | Adam        | \$4,785.68 |
| 57 | Soccer Coach-Boys'- 8th Grade               | Fall   | Terry             | Vincent E.  | \$2,772.00 |
| 58 | Co-Ed Fitness Intramural # 7 - Grade 7      | Spring | Ward              | Rose M.     | \$402.00   |
| 59 | 8 <sup>th</sup> Gr. Club #8                 | Year   | Wren              | Samantha M. | \$402.00   |