

On September 18, 2017 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: Bernard F. Pettit  
Region II: Dawn R. Heine and Colleen Zasowski  
Region III: Mark P. Dehnert and Thomas J. DiBello  
Presiding Officer: Joseph P. Ciresi  
Superintendent: Dr. David R. Goodin  
Chief Financial Officer: James D. Fink  
Solicitor: Mark Fitzgerald, Esq.  
Student Reps.: Taylor Stevens and Nandini M. Patel

The following Board Members were absent: **Dr. Edward T. Dressler** and **Kelly J. Spletzer**

## **ANNOUNCEMENTS**

There were no announcements.

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

There were no comments from the public.

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

#### **Student Rep. Report Taylor Stevens/Nandini Patel**

Taylor stated that with the return of school comes the return of clubs and after school activities. She reminded any students in grades 9-12 that if they are interested in becoming part of the Yearbook Finance Staff they will need to complete an application by October 3<sup>rd</sup> even if they were part of the finance staff last year. Taylor advised that applications were available outside room 401 at the 9th Grade Center and in the 10th Grade House Office at the 10-12 Center. Taylor announced that the Ultimate Frisbee Club is beginning soon and their first meeting will take place on September 26<sup>th</sup> at 2:30 PM in room 105 of the 10<sup>th</sup>-12<sup>th</sup> Grade Center. She noted that students should have a ride home no later than 4:00 p.m. Taylor next announced that the Cultural Awareness Club is having their annual membership meeting on Tuesday, September 26<sup>th</sup> in room 258 of the 10<sup>th</sup>-12<sup>th</sup> Grade Center. Taylor advised that the Ram Buddies Club will have an informational meeting and election of officers on Wednesday, September 20<sup>th</sup> after school in room 186 of the 10<sup>th</sup>-12<sup>th</sup> Grade Center. Taylor invited parents to come to the High School 10<sup>th</sup>-12<sup>th</sup> Grade Center tomorrow night during the Open House beginning at 7:00 p.m. where they will have an opportunity to visit their child's teachers.

**Curriculum/Technology Dawn Heine**  
Report next week.

**1<sup>st</sup> Tues. 6:30 p.m.**

#### **Asst. Superintendent Rpt. Dr. Allyn J. Roche**

Dr. Roche reported that the PDE staff conducted a thorough review of the district's special education programs and records by looking at the compliance indicators on

the State Performance Plan, our submission of the required data and any corrections needed to make our other indicators meet the requirements of IDEA. He stated that he is happy to report that PDE had given Spring-Ford the highest rating possibly of "meeting requirement" for our participation in IDEA. They commended Spring-Ford for the hard work in delivering high quality programs to students with disabilities. He offered his congratulations to all of the classroom teachers including a special congratulations to the special education teachers, the instructional assistants and the administration for meeting this criteria. Dr. Roche provided a quick update on the 10 day enrollment figures which indicated that the overall student population had increased by 73 students bringing the total enrollment to 8,007. Dr. Roche offered to provide a more in depth enrollment picture if the board would like.

## **Finance**

**Tom DiBello**

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

Mr. DiBello reported that the Finance Committee met on September 12, 2017 and began the new school year by looking at the monthly reports. He commented that they are only 2 months into the new fiscal year but so far it appeared that the budget is on schedule and tracking well. He added that they will continue to monitor this as the year progresses. Mr. DiBello reported that there is an audit taking place of last year's budget and it is anticipated that this will be able to be closed out and we will be able to show that we have had another successful year under Mr. Fink's guidance and that of his business office staff. Mr. DiBello informed that there is an initiative underway to look at electronic time cards and have them integrated into the existing Skyward System. The committee looked at the 5year model forecast review and knowing that there will be a drop-off coming in 7 years related to debt service, Mr. Fink broke out the forecast model to 7 years which would bring us up to that debt drop-off. Mr. DiBello reported that they are cautious about what is going on in Harrisburg and the fact that there is roughly a \$2.2 billion deficit for this year for the 2017-2018 budget. He added that House Bill 453 was put forward and there seems to be some momentum related to this. Mr. DiBello explained that it is basically called their revenue bill and he cautioned that we need to pay particular attention to this and see what is going to happen with educational spending as roughly 1/3 of the state's budget is for education. Mr. DiBello reported that the state is looking at making up the budget shortfall by getting creative by borrowing money from all of the different funds and reserves that they already have in place. He added that they are also looking at taking monies from a tobacco settlement fund to make up the shortfall. Mr. DiBello stated that they are also looking at trying to get money from an expanded gambling bill that has not been passed yet. He felt the state was kicking the can down the road and if they could make up the shortfall for this year it will ripple down next year. Mr. DiBello commented that at some point down the road the state is going to have to make cuts or raise taxes. He added that knowing we get roughly 17% - 18% of our funding from the state means we are going to have to watch this very closely to see what decisions are made. Mr. DiBello reported that Mrs. Zasowski came to the Finance Committee meeting and had advised that the Policy Committee was in the process of looking at revising the use of facilities policy for some time now. The purpose was to get some information from the Business Office and Finance Committee and she will return for the October meeting to discuss further.

Mrs. Zasowski reported that they have been working on the use of facilities policy in an effort to bring it up to date and make it equitable and fair for all who use the district's facilities. She stated that it was brought to her attention by a number of parents that Mr. Dehnert had gone to the Spring-Ford Youth Athletic League meeting and put it out there that they are going to increase costs drastically. She stated that this is not what they are trying to do and she wanted to set that record straight. She indicated that they are looking

to revise the policy and want to make the policy fair and equitable for everybody who uses the facilities. Mrs. Zasowski stated that she did go to both the Property and Finance meetings this month and asked for their input in looking at what has worked with use of facilities and what changes they would like to see included in the policy. She stated that she asked for feedback so that they, as a policy group, could take all of this into consideration and then they can make the best possible recommendations to the full board with full disclosure of everything that is going on. Mrs. Zasowski added that should there be any change to the fee structure then that would absolutely be communicated to all groups well in advance of those changes. Mrs. Zasowski stated that they are looking to make this a positive revision of the policy and if anyone were to have any questions they are welcome to attend a Policy Committee meeting in order to find out for themselves what is going on. She added that once they have a full understanding of what is needed and how they can implement them then there will be a full presentation to the Board on the use of facilities.

Mr. Dehnert stated that he went to the last meeting for the Youth Basketball to let them know that there is consideration in the Policy Committee of significantly increasing the fees that the youth sports pay which based on the schedule that was provided could probably be a \$30,000 - \$40,000 per year increase from what they pay today. Mr. Dehnert stated that he wanted them to know that this is something that is being discussed because it affects them significantly.

Mrs. Zasowski replied that she is not sure why it took that route so quickly if they are just in the phase of still revising and discussing and coming up with an equitable plan. She stated that they obviously know that there are certain groups that use the facilities a lot and we have to take into consideration everything that is going on such as how their usage is and we do not want to slight anyone in any way. She added that they are just trying to make the policy applicable to those groups that use the facilities. Mrs. Zasowski felt that Mr. Dehnert's meeting with the Youth Basketball Group was premature as there has not been a full presentation to the Board as they are still in the fact finding stages and this is why she went to the Property and Finance Committee meetings.

Mr. Dehnert stated that he wanted to give them a chance to provide input before this thing gets to the Board level. He felt their input at the committee meetings would be important. Mr. Dehnert commented that he wanted the people to know that these were serious discussions that would significantly increase the charges that they would pay for the facilities they use and would affect thousands of Spring-Ford students.

Mrs. Zasowski stated that she hears what Mr. Dehnert is saying but felt that it was too early as there are still discussions going on and everyone knows that they can attend the Policy Committee meetings. Mrs. Zasowski felt that a simple invite to the Policy Committee meeting advising them that the use of facilities policy was going to be discussed and that they may have a vested interest in the discussion would have been enough. She stated that by going to the point of saying that the fees are going to be drastically increased to the extent where parents have said to her that they were not sure they wanted their children to participate now because they felt that this was becoming very political is very discouraging to her.

Mr. Dehnert questioned whether they should wait until it is presented to the Board as a proposal before getting input rather than at the beginning stages. He added that this has progressed for many months and did not just happen in a month. Mr. Dehnert stated that he felt it was time they knew what was going on because it affects them.

Mrs. Zasowski again stated that she felt an invite to the meeting for the groups to hear what was going on would have been sufficient rather than have parents feeling that this was a political issue.

Mr. Dehnert did not feel this opinion was shared by many people and he did not feel this had anything to do with politics but rather fees that impact an organization that is of a significant benefit to Spring-Ford students at minimal cost to the district.

Dr. Roche clarified that this topic is not on the October Policy Committee agenda as there are many other items to be discussed but indicated that it will be on the November agenda. Mrs. Zasowski confirmed this was correct as she will be getting additional information on this topic from the October Property and Finance Committee meetings which won't take place until the night after the Policy meeting. Dr. Roche indicated that he just wanted to let all know that it is not being discussed in October so that people did not show up expecting to hear the discussion only to find that it was not an agenda item.

Mr. DiBello stated that he wanted to comment on the statement that this is minimal cost or impact to the district as he felt this was a misnomer and is part of the fact finding process. Mr. DiBello said that this was also discussed at the Property meeting and he believes there are tremendous costs that the district absorbs for the use of all of these facilities all of the time. He added that he felt this is what is important and what is being broken down and will be useful information to be discussed at the Policy Committee meeting and eventually with the entire Board. Mr. DiBello stated that the other two things he wanted to report on were related to the budget. He relayed that first thing is that there has not been much talk related to property tax reform but there is going to be a question on the ballot in November with regards to extending the homestead rebate. Mr. DiBello stated that he believed that the way it will be worded could mislead people. He advised that the homestead rebate is currently funded by the state but it is really not fully funded. Mr. DiBello stated that they could be setting up for something in the future as far as some type of property tax reform through the homestead rebate. Mr. DiBello commented that the second topic is with regards to the signing of the teacher contract. He stated that there is a deficit in this year's budget but it is felt that from a finance perspective that we can weather through this. Mr. DiBello reported that part of the reports moving forward is looking at the amount we are short and then see over the next couple of months how we can lessen the burden.

Mr. Ciresi stated that he also wanted to comment on the property tax and he said that one of the things out there is that there will be a shift from property tax to personal income tax. Mr. Ciresi cautioned that if they base the funding of education on personal income tax then those years when the economy tanks they will not be able to fund public education. He stated that they as Board Members and as the community all need to be on the same to tell the legislators that this is not the way to go and is the wrong way to fund public education. He added that they all pay property tax and no one is happy about it but the one thing we have seen in Spring-Ford is consistency in a great district that they have worked hard to be where we are today and do not want to see the state come in and destroy. Mr. Ciresi commented that the state stealing from one account and putting in another is just another way of kicking the can down the lane. He stated that there is no solution in Harrisburg to balance out the budget and at the end of the day education will probably have money taken away from it once again. He urged everyone to reach out to their legislators and tell them that they do not want education kicked down the lane again and that they need to fund what is right.

**Property**

**Joseph Ciresi**

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

Mr. Ciresi reported that the Property Committee met and Crabtree is about 50% - 75% complete with the designs and development and should be ready to go out to bid in February. Mr. Ciresi stated that they had wanted to get the high school lighting project completed earlier but as of now it will be taken care of over the holiday break. He advised that the committee also discussed the Royersford parking and the Upper Providence baseball field. Mr. Ciresi commented that for a long time we were part of a PECO rebate program which at first saved us over \$100,000 but now is down to about \$12,000 due to the district doing such a great job of keeping the buildings dark, limiting the summer programs to just a few buildings and the addition of the LED lighting. The committee also discussed some work that will be done to the 9<sup>th</sup> Grade Center roof, Brooke will have some new drapes for the music room/auditorium due to age, a fire panel in need of replacement at Brooke, conversations regarding the conference room and registration area at the district office, some tree removal at the high school and the conversation that Mrs. Zasowski brought up regarding the fees for the use of facilities. Mr. Ciresi stated that one thing he wants to make clear is that we do not have a clear picture yet of what it costs to have our employees in our buildings, for our use, for our custodian costs, for the lights, for every aspect. He commented that until we have a clear picture we have no idea what the fee structure will be. He indicated that all groups should keep an eye on this to see where we will go with it but we really need a clear picture. Mr. Ciresi stated that they are not looking to make money off of anyone but rather to just break even.

Mrs. Zasowski commented that they are specifically looking at tangible costs as there are some costs that they cannot measure or quantify. She stated that they need to look at this and determine whether the tangible costs are something the district wants to continue absorbing or something that the groups using the facilities need to take on and this is all part of the fact finding mission.

Mr. Dehnert stated that he would hate to see a decrease in the number of kids who participate in intramural sports. He commented that these sports provide the same benefits that we have for extra-curricular activities and these are for kids that are either too young to participate or for kids who are not good enough to make teams. Mr. Dehnert said this gives kids the same opportunities for team building or leadership skills and all of the good things that comes out of participating in sports. He added that the more the district raises the fees the more those organizations must raise the fees they charge for registration or cut back on how many can participate and how many events they have.

Mrs. Zasowski stated that she thinks that these organizations will have to budget the same way the district must budget. She added that no one wants to see anyone excluded but felt that there is a bad connotation about this when it really is not a bad thing. She commented that it is just leveling the playing field a little bit and saying that we all must do a better job of sharpening our pencils in order to budget well and make sure that the bills are paid and as many kids as possible can participate in this. Mrs. Zasowski expressed that she is a complete advocate for this as all of her girls participate but at the same time you must find a balance.

Mr. Ciresi agreed with what was said in that he does not want to see anyone pushed out and the one thing they are all missing is that they may come back from this study to say that the fees charged are too high as we don't know really how the analysis will come out and how much it really costs to have this facility rented. Mr. Ciresi stated that we hear a lot about our senior citizens, our residents and the 70% of people who live in the district and

do not have children in the district and what they are paying for. He cautioned against jumping the gun and saying that the fees are going to go up \$30,000, \$40,000 or \$50,000.

Mr. Dehnert stated that all he simply did was to tell the group that the discussions were going on so that they could provide input as it is better to have their input early rather than at the end. Mr. Dehnert stated that the way it is progressing the group would not have known about this until the end.

Mr. DiBello said he does not agree with that statement as he knows for a fact that Mr. Dehnert told them that their fees were going to go up \$30,000 - \$40,000. Mr. Dehnert denied telling the group any numbers. Mr. DiBello stated that these were the numbers that came back and that Mr. Dehnert said it earlier here this evening.

Mr. Dehnert clarified that he said it here tonight but not at the meeting. Mr. Dehnert stated that he said there was a real schedule that was presented at the Policy Committee meeting that had real numbers on it and those real numbers add up to a lot of money. Mr. Dehnert commented that this was not something he concocted and he simply wanted to tell the organizations that there were discussions that would significantly impact what it costs them to run their organization. He stated that he wanted them to know this so that they could provide input and if anyone did not agree with this then that was their prerogative.

Mr. DiBello commented that he was not saying that there was anything wrong with this but felt that the prudent thing to do would have been to suggest to Mrs. Zasowski that he was going to go around and mention that there were changes going on. He stated that the group is already under the belief that their costs are going to go up significantly when it has not even been discussed yet as we are still in a fact finding stage. Mr. DiBello added that it is all in the way the message is delivered. He commented that this is just one group that uses these facilities regularly. He stated that there was a draft fee schedule that the Policy Committee was using as part of the fact finding mission but it is unfortunate that the last couple years at the committee meetings that anything that is discussed at the table people are taking it and running out with it when it is not even close to being halfway baked. Mr. DiBello added that the fee schedule could change once more information is obtained from the Finance Committee or the Property Committee.

Mr. Dehnert stated that he is simply warning the groups and felt that Mr. DiBello had a problem with giving the public information. Mr. DiBello stated that his problem was with putting misinformation out there. Mr. Dehnert did not feel that he put out any misinformation and he told them fact. Mr. Dehnert stated that Mr. DiBello was not at the Policy Committee meetings and did not know what the facts were.

Mr. Ciresi said he is all for everyone knowing everything and he asked all of the Board Members that when they are at the committee meetings that they suggest sending out communication or emails to all of the groups informing them that there is a conversation going on so that everyone receives the same information at the same time. He stated that they would like to see people coming to the meetings and get their input. Mr. Ciresi stated that when they are at the meetings there is nothing wrong with them knowing this and everyone who may be affected by it should know about it. Mr. Ciresi asked that administration let all groups know that we are looking at the fees and provide them with the information on when the meetings will be so that they can attend if they want to.

**Solicitor's Report**

**Mark Fitzgerald**

There was no report.

### III. MINUTES

There were no questions or comments.

- A. Administration recommends approval of the August 21, 2017 Work Session minutes. **(Attachment A1)**
- B. Administration recommends approval of the August 28, 2017 Board Meeting minutes. **(Attachment A2)**

### IV. PERSONNEL

There were no questions or comments.

#### A. Resignations

- 1. **Joan E. Bickley**; Level II – Secretary, Senior High School-9<sup>th</sup> Grade. Effective: September 25, 2017.
- 2. **Susan C. DeSalvatore**; Food Service, Part-time (4 hour/day), Oaks Elementary School. Effective: August 22, 2017.

#### B. Leaves of Absence

- 1. **Amy Reinert**; Elementary Teacher, Oaks Elementary School, for child-rearing leave per the Professional Agreement. Effective: November 23, 2017 through the 2017-2018 school year.
- 2. **Sheryl S. Wagenseller**; Elementary Teacher, 5/6<sup>th</sup> Grade Center, is requesting a Sabbatical Leave per Board Policy. Effective: September 26, 2017 through January 23, 2018.

#### C. Professional Employees

- 1. **Samantha M. Wren**; Science Teacher, 8<sup>th</sup> Grade Center, replacing Colleen E. Antal who had a change of assignment. Compensation has been set at \$47,571.00, BS, Step 3, with benefits per the Professional Agreement. Effective: October 27, 2017.
- 2. **Katelyn A. Sperring**; Elementary Teacher, Brooke Elementary School. Compensation has been set at \$45,900.00, BS, Step 1, with benefits per the Professional Agreement. Effective: To be determined.

#### D. Support Staff Employees

- 1. **Stephanie Ciliberto**; Instructional Assistant, 8<sup>th</sup> Grade Center, replacing Angeline T. Fusco who had a change of assignment. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 30, 2017.
- 2. **Tonia M. Leonard**; Part-time Food Service (4 hour/day), replacing Louise A. Quinn who resigned. Compensation has been set at \$12.91/hour per the Food Service Plan. Effective: September 14, 2017.

3. **Lisa M. Levengood**; Instructional Assistant, 7<sup>th</sup> Grade Center, replacing Ashlee E. Watson who resigned. Compensation has been set at \$17.36/hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: September 19, 2017.
4. **Sydney E. McGill**; Level III – Secretary, District Office, replacing Ava M. Gonteski who had a change of assignment. Compensation has been set at \$16.20/hour (degree rate) with benefits per the Secretarial Plan. Effective: September 13, 2017.

**E. Change of Status**

1. **Billie J. Amerine**; Part-time Food Service (3 hour/day), Senior High School to Part-time Food Service (5.75 hour/day), 5/6 Grade Center replacing Brittany L. Kern who resigned. Compensation has been set at \$16.31/hour per the Food Service Plan. Effective: September 18, 2017

- F. Administration recommends approval of the attached extra-curricular contracts and department head contracts for the 2017-2018 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. 166467 – 166469 (BB&T)	\$ 3,225.25
Check No. 200280 – 200689 (WSFS)	\$2,872,924.99

2. Food Service Checks

Check No. 329 – 370 (WSFS)	\$ 44,870.53
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3. Capital Reserve Checks

Check No. 2006-2012 (WSFS)	\$ 747,023.55
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4. General Fund, Food Service, & Capital Reserve ACHs

ACH 171800074 - 171800135	\$1,569,386.95
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5. Procurement Payments

201601914 – 201601957	\$ 59,200.35
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- C. The following monthly Board reports are submitted for your approval:

- Skyward Reports
  - General Fund Check Register
  - Food Service Check Register
  - Capital Reserve Check Register
  - Procurement Check Register
  - Summary Revenue Report
  - Summary Expense Report



- D. 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. **Richard Paul and Associates – Macomb, MI.** Provide an assembly for students at Royersford Elementary School entitled “Hey Dude, Don’t Be Rude”. Funding will be paid by the Royersford Elementary Parent Teacher Organization and shall not exceed \$950.00.
  2. **Perkiomen Watershed Conservancy – Schwenksville, PA.** Provide two assemblies for the kindergarten students at Spring City Elementary School entitled “Winter Secrets”. Funding will be paid by the Spring City Home and School Association and shall not exceed \$220.00.
- E. Administration recommends approval of the following independent contracts:
1. **Thom Stecher & Associates – Malvern, PA.** Provide Resiliency Services for the 2017-2018 school year district-wide. Funding will be paid from the Pottstown Area Health and Wellness Foundation Grant and shall not exceed a total of \$4,000.00.
  2. **Thom Stecher & Associates – Malvern, PA.** Provide Resiliency Services for Upper Providence Elementary School. Funding will be paid from the Upper Providence Elementary School Budget and shall not exceed \$1,000.00.
  3. **Mobile Ed Productions – Redford, MI.** Provide an assembly for students in grades 1-4 at Upper Providence Elementary School entitled “The Steam Museum”. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed \$1,395.00.
  4. **Alison Ueland, Party Animal Express – Sumneytown, PA.** Provide three assemblies for students at Spring City Elementary School on wild animals, their habitats and their care. Funding will be paid from the Spring City Elementary Assembly Budget and shall not exceed \$325.00.
  5. **Variety Club Camp and Developmental Center – Worcester, PA.** The provision of an Extended School Year Program for a special needs student during the 2016-2017 school year as per the IEP. Services were provided for 7 weeks. Funding will be paid from the Special Education Budget and shall not exceed \$4,420.00.
  6. **The Melmark School – Berwyn, PA.** Provide Educational and related services for 4 special needs students during the 2017-2018 school year as per their IEPs. Services will be provided for 185 days. In addition, Melmark will also provide residential services for one of the students as per the IEP. Residential services will be provided for 299 days for this student. Funding will be paid from the Special Education Budget and shall not exceed a total of \$293,192.00 for all 4 students.
  7. **Behavior Interventions – King of Prussia, PA.** Provide Individualized Behavior Support services for a special needs student as per the IEP. Services will be provided for a total of 28 hours at a rate of \$100.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$2,880.00.

8. **Behavior Interventions – King of Prussia, PA.** Provide Registered Behavioral Technician Support for a special needs student as per the IEP. Services will be provided for a total of 280 hours at a rate of \$50.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$14,000.00.
9. **Education Alternatives – King of Prussia, PA.** Provide Direct services for a special needs student during the 2017-2018 school year as per the IEP. This contract is an addendum to a previously approved contract (April 2017). This addendum is for an additional 30 minutes per day (90.5 hours) and includes an additional rate increase of \$3.00 per hour for these additional hours plus the previously approved. The new hourly amount is \$35.00. Funding will be paid from the Special Education Budget and shall not exceed a total of \$6,698.50.
10. **Education Alternatives – King of Prussia, PA.** Provide ABA Nonviolent Crisis Intervention Trained Assistant PCA services during the 2017-2018 Extended School Year for a special needs student as per the IEP. Services will be provided at a rate of \$35.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$4,830.00.
11. **PSA Healthcare – Norcross, GA.** Provide Individual Nursing services for a special needs student during the 2017-2018 school year on community based instruction trips as per the IEP. Services will be provided for a total of 120 hours at a rate of \$45.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$5,400.00.
12. **Education Alternatives – King of Prussia, PA.** Provide ABA services for a special needs student as per the IEP. Direct program supervision will be provided for a total of 14 hours per month for 10 months at a rate of \$95.00 per hour (\$13,300.00). In addition, 4 hours per week of direct 1-1 intervention will be provided for 42 weeks at a rate of \$32.00 per hour (\$5,376.00). Funding will be paid from the Special Education Budget and shall not exceed \$18,676.00.

## VI. PROPERTY

Mr. Dehnert asked for an explanation on what Item B was for. Mr. Cooper explained that in the Crabtree contract under 11.1 the fee was based in the beginning during the schematic design on the low number they brought to us. We are now at the end of the schematic phase and the contract states that the fee will be adjusted between the owner and the architect at 7%. The 7% was based on the low number when we started out which was \$7.7 million and now the costs are \$10 million all in with construction costs are coming in at \$8.2 million. This gives us the difference in fees of \$108,900.00 which includes the corridor fee. Mr. Cooper explained that this amount includes all that must be done up to bidding and does not include the construction documents as these have not been approved yet. He added that this is to bring the bids in and give them to the district so that the Board can vote on whether to move forward with the project or not. Mr. Cooper informed that if the Board decides to move forward we would then pay for construction which would be 10% of what the architectural fee would be.

Dr. Goodin asked if this step takes us all the way through the bidding documents and Mr. Cooper replied yes. Dr. Goodin asked if this is the normal process that takes place behind the scenes and Mr. Cooper responded most times yes and added that in the 14+ projects with the district that he has done they normally set an architecture's fee in the beginning and it is indicated that at bid time the fee will be adjusted to a certain percent of what the actual bids will be at that time. Mr. Cooper said this time varies as because of the way it went through it was on their estimate.

Mr. Dehnert asked what this brings the total fees to up to the bid process and Mr. Cooper replied \$688,728.00 which includes the corridor and the alternate. Mr. Dehnert stated that it indicates that it is coming out of the General Fund and he asked if that was the plan all along or was it going to come out of the Capital Reserve. Mr. Fink replied that it could not come out of the Capital Reserve until it becomes an actual project which will be once the bids come in and if the Board decides to move forward. Mr. Dehnert asked if when they did the budget this year if the architect fee was in the budget as he would assume it would come out of the Capital Reserve. Mr. Fink stated that it was built into the budget. Mr. Dehnert asked if the total \$688,000 was in this year's budget and Mr. Fink responded that some of it was paid last year.

Mrs. Zasowski asked Mr. Cooper if once this part of the process is complete and paid for if it was at that point that we would own the plans and if it was decided not to move forward we could go back to the plans in the future. Mr. Cooper replied that at a point where we have these plans and the drawings are done and we are ready for bid we are fine if we go with this architect but if we decide to shop around another architect is always going to want to review the drawings and make sure they are right for them plus Crabtree would want a waiver saying that they will not be held responsible. Mr. Cooper stated that you sort of own the paper but have no recourse against the previous architect if you do not move forward with them.

Mr. Ciresi said he does not want to beat a dead horse as this project should have been done 5-6 years ago and yet they continue to discuss it. He stated that he respects anyone to have the right to vote no but enough is enough. Mr. Ciresi commented that he felt it was time to get this project moving forward as they have spent so many Board meetings talking about this project and also held a three-hour town hall meeting explaining everything top to bottom with the only change being the addition of the corridor. He expressed his trust in Mr. Cooper, Mr. Fink and Mr. Fitzgerald with this project. Mr. Ciresi added that this is the same as any other project they have done except that this was set up so that the Board would have to approve every little expense. Mr. Ciresi said he wants the public to be aware that there is nothing different with this project than any other project the district has done. Mr. Ciresi stated that he hoped the Board would move this project through in January as it is needed.

- A. Administration recommends approval for the replacement of the draperies in the music room/stage at Brooke Elementary School due to age (20+ years). Funding will come from the Maintenance Budget and shall not exceed \$9,962.00.
- B. Administration recommends approval to re-adjust Crabtree, Rohrbaugh and Associate fees as per their Contract Bids #1, #2, #3 and alternate bid for completion through the bidding stage. The total increase for this new adjustment is \$108,900.00 and shall be paid from the General Fund.

## VII. 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>
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### DISTRICT OFFICE

- A. **Elizabeth Leiss**, Director of Human Resources, to attend "*PASPA Conference*" in Harrisburg, PA from February 28 through March 2, 2018. The total cost of this conference is \$960.00 (registration, mileage, and lodging). No substitute is needed.

- B. **James Fink**, Chief Financial Officer, **Mary Davidheiser**, Controller, and **Barry Ziegler**, Supervisor of Operations and Facilities, to attend the “63<sup>rd</sup> Annual PASBO Conference” at the Hershey Lodge and Convention Center from March 6 through March 9, 2018. The total cost of this conference is \$3,705.00 (registration, mileage, lodging and meals). No substitutes are needed.
- C. **Rachael Fenyus**, Accountant, to attend the “Federal Grants Forum” in Baltimore, MD from October 4 through October 6, 2017. The total cost to attend this conference is \$2,114.00 (registration, mileage, lodging and meals). No substitute is needed.

#### HIGH SCHOOL

- D. **Alison Reichwein**, Technology Education Teacher, to attend “PLTW Refresher Day at Bucknell University” in Lewisburg, PA on October 10, 2017. The total cost for this conference is \$342.00 (registration and a one day substitute).

#### OAKS

- E. **Kristine Bradley**, Psychologist, to attend “Dyslexia: Building NEW Neuropathways to Master Visual and Auditory Memory, Visual Perceptual Skills, and Visual Motor Skill Development” in King of Prussia, PA on October 26, 2017. The total cost for this conference is \$120.00 (registration). No substitute is needed.

#### DISTRICT-WIDE

- F. **Megan Wilmarth**, 7-12 Instructional Coach, to attend “PIIC PLO Conference – Fall 2017” in State College, PA from October 30 through November 1, 2017. The total cost for this conference is \$230.00 (mileage and meals). No substitute is needed.
- G. **Jenifer Smith** and **Caren Yucha**, Reading Specialists, to attend the “2017 CLM Conference” at the Capital Area Intermediate Unit from October 24 through October 26, 2017. The total cost for this conference is \$1,207.12 (registration, mileage, lodging and meals). No substitutes are needed.
- H. **Nicole Schieck**, Title I Math Specialist, to attend “Numberacy Consultants Math Intervention Workshop” in King of Prussia, PA on November 13 and 14, 2017. The total cost for this workshop is \$351.36 (registration and mileage). No substitute is needed.

#### VIII. OTHER BUSINESS

Mr. Ciresi commented that they do not know any of the people being elected to PSBA but he hoped a message gets through to these people that they need to be advocates for the districts. He stated that they need to get their voices heard and he did not want to hear that they had written a letter or spoke to a state representative. Mr. Ciresi said that he wants to know that they have taken these issues straight on as some of the issues they are facing can be the demise of public education and they are supposed to be the group that lobbies for us and with us. Mr. Ciresi stated that he would hope that the candidates know that to become friends with the state representatives, senators, and the governor is great but make sure they know what they are there for and it is not just to be buddies with them.

- A. A Board majority vote is needed to select a candidate for the office of PSBA President-Elect. There are two candidates running for this office: **David Hutchinson** and **Otto W. Voit III**.
- B. A Board majority vote is needed to select a candidate for the office of PSBA Vice President. There are two candidates running for this office: **Eric Wolfgang** and **Gary Michael Smedley**.
- C. A Board majority vote is needed to select a candidate for the office of PSBA Treasurer. There is one candidate running for this office: **Mike Gossert**.
- D. A Board majority vote is needed to select two candidates for the office of PSBA Insurance Trust Trustee. There are two candidates running for these two spots: **Michael Faccinetto** and **Marianne L. Neel**.

**IX. BOARD COMMENT**

Mr. Dehnert relayed that he read an article regarding privacy issues with student data due to the usage of a lot more devices, freeware and open source software programs being used. He stated that he read there is an issue with the collection of student data that sometime could be personal information. Mr. Dehnert asked what the district does when software is used or those types of services are purchased and what protections we have in our agreements that protects the student data particularly the private information so that the data on any student is not being sold or used without the district's knowledge or consent.

Mr. Fitzgerald responded that this is an issue for many districts but depending on the vendor this is something that is tandem on what the agreement needs to look like, how they possess it when we are under contract with them and how it is returned to us after the term of the service has expired. Mr. Fitzgerald stated that districts are cognizant of this.

Mr. Dehnert stated that some of the things he is concerned with is that there are a lot of click through agreements. He added that teachers are not contract experts and if they go to use software there could be click through agreements that potentially give permission to use data and they may not be aware of this kind of thing. Mr. Dehnert suggested possibly having some training so that people know that simply clicking can introduce issues. He stated that many people when they go to websites scroll to the bottom and click that they agree without even reading the numerous pages of fine print.

Mr. Fitzgerald replied that this could be an issue and cautioned clicking through and suggested that instead they have it looked at by administration or his office to make sure that we are good to go.

Mr. Dehnert recommended that a future in-service contain a seminar or session on this topic.

Mrs. Heine advised that there already is a process in place for any time a teacher is using a new website or new application that they must go through including the Technology Group before they would have access to it.

Mr. Catalano responded that any application or program must go through the Curriculum Department as well as Technology before it is approved for any teacher to use.

Mr. Dehnert felt an in-service session should still be held as anyone who works in the district may go onto a site thinking it is pretty innocuous to use. He again expressed that he would like to see this as a potential topic for an in-service because things happen and it is not just in the world of education but this issue exists in the private sector as well.

Dr. Goodin stated that last month they approved a contract with the Professional Staff and he wanted to take a minute to share his appreciation on behalf of the Administrative Team for the hard work that went into play on both sides. Dr. Goodin gave special thanks to the Board Members who worked on the negotiation process, Mrs. Leiss, Mr. Fink, and the Association's Negotiation Team. Dr. Goodin expressed his appreciation on behalf of the administrators and the public especially in light of a neighboring district that is not having success during the negotiation process.

**X. PUBLIC TO BE HEARD**

**Zach Laurie, Limerick Township**, stated that he was speaking this evening as the Association President. Mr. Laurie commented that he wanted to echo what Dr. Goodin said in that they are really happy that they were able to work together to end up getting a fair contract for everyone involved. Mr. Laurie thanked both sides; the Association's Negotiation Team as well as the Personnel Committee. He stated that it was a long road but he felt that in the end they achieved a good result for everyone and a fair contract for all. Mr. Laurie expressed his thanks to everyone involved.

Mr. Ciresi commented that Eric Devlin, the reporter for The Mercury, has moved onto another job. Mr. Ciresi advised that we do not know who the new reporter will be. He stated that he wanted to publicly thank Eric for covering our district above and beyond where he had to as he had a lot of extra stories on Spring-Ford and really took a liking to the district. Mr. Ciresi stated that if anyone sees Eric around town to tell him how much we miss him.

Mr. Ciresi announced that the Board will be meeting in an Executive Session following the meeting this evening regarding personnel.

**XI. ADJOURNMENT**

Mr. Pettit made a motion to adjourn and Mrs. Heine seconded it. The motion passed 6-0. The meeting adjourned at 8:20 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

On August 21, 2017 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, Bernard F. Pettit and Kelly J. Spletzer  
Region II: Dawn R. Heine and Colleen Zasowski  
Region III: Mark P. Dehnert and Thomas J. DiBello  
Presiding Officer: Joseph P. Ciresi  
Superintendent: Dr. David R. Goodin  
Chief Financial Officer: James D. Fink  
Solicitor: Mark Fitzgerald, Esq.  
Student Reps.: Taylor Stevens and Nandini M. Patel

#### **ANNOUNCEMENTS**

Taylor welcomed everyone back and stated that she is excited to start the new school year along with her peers and classmates. Taylor advised parents that they can visit the Back-to-School page on the website to download "Back to School" signs for picture taking purposes.

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

Mr. Fitzgerald stated that he wanted to take this opportunity to advise the Board and the public-at-large on the status of the negotiations. He reported that there were discussions back in June about the parties meeting over the summer in the hopes of coming to resolution before the start of the 2017-2018 school year. Mr. Fitzgerald stated that there was good news to report that the parties had made substantial progress over the course of the summer and at this point there are terms that the parties have shared amongst each other and will be brought back to the respective parties for consideration with the hopes of bringing resolution to this very shortly. Mr. Fitzgerald stated that if anything was to change it will be brought forward at future meetings but as of now it is a good news report.

There were no comments from the public.

#### **II. ACTION ITEM**

Mr. Pettit made a motion to approve Item A and Mrs. Heine seconded it.

Mr. Dehnert commented that he did not feel this was necessary as we already have someone who is responsible for communications and he felt she does a very good job. He added that the district had used Communication Solutions in the past and replaced them with this role. Mr. Dehnert stated that he felt Ms. Crew was quite qualified and the work she does is much better from what he has seen from when we had Communication Solutions. He questioned why the district would want to spend the money when we have someone who is competent and qualified to do this work.

Dr. Goodin responded that the way they looked at this was that it would be on an only as-needed basis. Dr. Goodin stated that if the district needed to have strategic communications then they would deploy their services but if they are not needed then there would be no reason to use them.

Mr. Pettit asked who would decide if it was deemed necessary and Dr. Goodin replied that he would make that determination based upon various factors.

The motion passed 7-1 with Mr. Dehnert voting no.

- A. The Board approved a contract, if deemed necessary, with the Communication Solutions Group to provide strategic communication services. Services will be provided at a rate of \$180.00 per hour plus out-of-pocket expenses (e.g. printing, photocopying, FedEx, mileage, tolls).

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

#### **Student Rep. Report                      Taylor Stevens/Nandini Patel**

Nandini reported that School is starting in just 7 days which means that students need to make sure all the summer assignments are done and ready to be handed in on August 28<sup>th</sup>. She also reminded the community that First Day Verification Forms are available on the new Spring-Ford Area School District website along with important dates and FAQs for new or returning parents and students. This information can be found under the back to school news. Nandini advised that all of the student scheduled are posted in Skyward and can be viewed only if the First Day Verification Forms have been submitted by parents. Nandini reported that school will be closed from September 1<sup>st</sup> through September 4<sup>th</sup>.

#### **Asst. Superintendent Rpt.   Dr. Allyn J. Roche**

Dr. Roche welcomed everyone back. He expressed his thanks to all of the 12 month support staff, the technology department and the maintenance and custodial staff for doing an excellent job getting the schools ready for the students to return. He stated that there is a tremendous amount of work that takes place during the summer and the staff did an excellent job in getting the summer projects completed and ready for the start of the new school year. Dr. Roche reminded everyone that the first day of school is scheduled for Monday, August 28<sup>th</sup>. He added that the new school year brings the transition to a new grade and students need to learn about what to look forward to this school year. Dr. Roche advised that each of the K-4 elementary schools have time set aside for parents and students to "Meet the Teacher" on Wednesday, August 23<sup>rd</sup> at 2:30 p.m. Dr. Roche commented that administration is looking forward to welcoming back the entire faculty and staff tomorrow as the annual Convocation will be held. Dr. Roche provided an immunization update saying that everyone is familiar with the recent changes to immunizations and many of our school nurses have continued to work through the summer contacting parents about the necessary requirements and the paperwork required to be in compliance with the new regulations. He advised that Spring-Ford in partnership with Detweiler Family Practice will be hosting a vaccination clinic on Monday, August 28<sup>th</sup> and information regarding this is available on the district website. Dr. Roche reported that there are still a number of students who are not in compliance but added that staff will continue to work over the next two weeks with a goal of 100% compliance by the end of the first week of school. Dr. Roche provided the numbers of students not in compliance for each building as of August 16<sup>th</sup>.

#### **Solicitor's Report                      Mark Fitzgerald**

There was no report.



**IV. MINUTES**

There were no questions or comments.

- A. Administration recommends approval of the May 15, 2017 Work Session minutes.  
**(Attachment A1)**
- B. Administration recommends approval of the May 22, 2017 Board Meeting minutes.  
**(Attachment A2)**
- C. Administration recommends approval of the June 19, 2017 Work Session minutes.  
**(Attachment A3)**
- D. Administration recommends approval of the June 26, 2017 Board Meeting minutes.  
**(Attachment A4)**

**V. PERSONNEL**

There were no questions or comments.

**A. Resignations**

- 1. **Corinda D. Bergey**; Instructional Assistant, Royersford Elementary School.  
Effective: August 17, 2017.
- 2. **Alyssa M. Bommentre**; Mathematics Teacher, Senior High School.  
Effective: July 18, 2017.
- 3. **Cynthia Isabella**; Instructional Assistant, Limerick Elementary School.  
Effective: August 14, 2017.
- 4. **Brittany L. Kern**; Part-time Food Service (5.75 hours/day), 5<sup>th</sup>/6<sup>th</sup> Grade Center. Effective: August 17, 2017
- 5. **Jessica A. Meals**; Instructional Assistant, 8<sup>th</sup> Grade Center. Effective: August 17, 2017.
- 6. **Stefani Mortimer**; Instructional Assistant, Evans Elementary School.  
Effective: August 3, 2017.
- 7. **Shannon Mowrer**; Math Teacher, Senior High School-9<sup>th</sup> Grade. Effective: August 16, 2017.
- 8. **Matthew Nieznay**; Marching Band Condition Facilitator (1/2 contract).  
Effective: August 15, 2017.
- 9. **Louise A. Quinn**; Part-time Food Service (4 hours/day), Limerick Elementary School. Effective: August 3, 2017
- 10. **Christine Robinson**; Registered Nurse, 5/6<sup>th</sup> Grade Center. Effective: August 4, 2017.
- 11. **Ashlee E. Watson**; Instructional Assistant, 7<sup>th</sup> Grade Center. Effective: August 7, 2017.

**B. Leaves of Absence**

1. **Kathryn A. Barton**; Art Teacher, Royersford Elementary School, for child-rearing leave per the Professional Agreement. Effective: September 30, 2017 through the 2017-2018 school year.
2. **Kate E. Gabel**; Social Studies Teacher, 7<sup>th</sup> Grade Center, for child-rearing leave per the Professional Agreement. Effective: November 24, 2017 through the 2017-2018 school year.
3. **Joanna M. Trautman**; Elementary School Counselor, Royersford Elementary, for child-rearing leave per the Professional Agreement. Effective: August 22, 2017 through November 2, 2017.

**C. Professional Employees**

1. **James R. Laky**; Special Education Teacher, Senior High School-9<sup>th</sup> Grade, replacing Dale P. Bergman who had a change of assignment. Compensation has been set at \$57,800.00, MS+18, Step 5, with benefits per the Professional Agreement. Effective: August 22, 2017.
2. **Carol L. Scheck**; Business Teacher, Senior High School-9<sup>th</sup> Grade, replacing Robert Ramsey who resigned. Compensation has been set at \$55,000.00, MS+30, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.

**D. Temporary Professional Employees**

1. **Melinda J. Borgnis**; Family and Consumer Science Teacher, 7<sup>th</sup> Grade Center, replacing Joni Conlin who retired. Compensation has been set at \$46,900.00, MS, Step 2, with benefits per the Professional Agreement. Effective: To be determined.
2. **Anne L. Bowen**; Instructional Support Teacher, Limerick Elementary School, replacing Vincent L. Randle who had a change of assignment. Compensation has been set at \$49,300.00, MS, Step 4, with benefits per the Professional Agreement. Effective: August 22, 2017.
3. **Jean M. Champion**; Mathematics Teacher, Senior High School, replacing Alyssa M. Bommentre who resigned. Compensation has been set at \$53,000.00, MS+30, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
4. **Assea Elboubkri**; French Teacher, 8<sup>th</sup> Grade Center, replacing Kathleen A. Watters who retired. Compensation has been set at \$45,900.00, BS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
5. **Steven E. Entenman**; Social Studies Teacher, Senior High School. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.

6. **James L. Eveland**; Chemistry Teacher, Senior High School, replacing Scott Orelli who resigned. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
7. **Mark P. Ferko**; Elementary Teacher, Royersford Elementary School, replacing Joanne M. Drewicz who retired. Compensation has been set at \$45,700.00, MS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
8. **Angela M. Fitzgerald**; Speech Therapist, Brooke and Royersford Elementary Schools. Compensation has been set at \$48,100.00, MS, Step 3, with benefits per the Professional Agreement. Effective: August 22, 2017.
9. **Jessie L. Hollinger**; Elementary Teacher, Evans Elementary School replacing Susan Mercer who retired. Compensation has been set at \$45,900.00, BS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
10. **Ashley A. LaForest**; Elementary/Special Education Teacher, Limerick Elementary School and Spring City Elementary School. Compensation has been set at \$45,900.00, BS, Step 2, per the Professional Agreement. Effective: August 22, 2017.
11. **Meghan D. Marchetti**; Biology Teacher, Senior High School, replacing Blossom J. Ferguson who resigned. Compensation has been set at \$44,700.00, BS Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
12. **Michael J. Miedlar**; Biology Teacher, Senior High School, replacing Darrin A. Lenhart who resigned. Compensation has been set at \$48,300.00, BS, Step 4, with benefits per the Professional Agreement. Effective: August 22, 2017.
13. **Jessica L. Noecker**; School Counselor, 5/6<sup>th</sup> Grade Center, replacing Ann Marie Brown who resigned. Compensation has been set at \$45,700.00, MS, Step 1, with benefits per the Professional Agreement. Effective: To be determined.
14. **Jennifer L. Ott**; Special Education Teacher, 7<sup>th</sup> Grade Center. Compensation has been set at \$45,900.00, BS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
15. **Abigail E. Pilgermayer**; Speech Therapist, Limerick Elementary School, replacing Cheryl L. Hoppel who retired. Compensation has been set at \$46,900.00, MS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
16. **Gabrielle A. Sabatino**; English Teacher, Senior High School, replacing Katie L. Baker who had a change of assignment. Compensation has been set at \$54,000.00, MS+18, Step 3, with benefits per the Professional Agreement. Effective: August 22, 2017.
17. **Elizabeth C. Shields**; Special Education Teacher, 8<sup>th</sup> Grade Center. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.

18. **Amelia M. Smith**; Elementary Teacher, Limerick Elementary School, replacing Anthony J. Palmieri, II who resigned. Compensation has been set at \$46,900.00, MS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
19. **Megan L. Solazzo**; Special Education Teacher, 5/6<sup>th</sup> Grade Center, replacing Crystal Zakszeski who had a change of assignment. Compensation has been set at \$45,900.00, BS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
20. **Ashley L. Stadtfeld**; Special Education Teacher, Brooke Elementary School replacing Joanne Messer who retired. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
21. **Brittany N. Truskowski**; Math Teacher, Senior High School. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
22. **Julie A. Zolnierz**; Elementary Teacher, Oaks Elementary School, replacing Miranda J. Paradise who resigned. Compensation has been set at \$48,300.00, BS, Step 4, with benefits per the Professional Agreement. Effective: August 22, 2017.

**E. Support Staff Employees**

1. **Jennifer L. Bonetz**; Instructional Assistant, Brooke Elementary School, replacing Kyle J. Smolsky who resigned. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 30, 2017.
2. **Lauren M. Boylan**; Instructional Assistant, Oaks Elementary School, replacing Lauren N. Raugh who had a change of assignment. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
3. **Vanessa G. Donatelli**; Instructional Assistant, Limerick Elementary School. Compensation has been set at \$16.36 an hour with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
4. **Greta L. Ertzgard**; Instructional Assistant, 5/6<sup>th</sup> Grade Center, replacing Hannah R. Aunne who resigned. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
5. **Jacqueline Feldman**; Food Service Manager, Upper Providence Elementary School, replacing Jackie M. Plewinski who retired. Compensation has been set at \$17.42 an hour with benefits per the Food Service Plan. Effective: August 22, 2017.

6. **Talia K. Frisco**; Instructional Assistant, Limerick Elementary School, replacing Cynthia Isabella who resigned. Compensation has been set at \$16.36 an hour with benefits per the Instructional Assistants' Plan. Effective: To be determined.
7. **Cheryl A. Goodwin**; Instructional Assistant, 8<sup>th</sup> Grade Center, replacing Kathleen Boughton who retired. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
8. **Kathy A. Lebedynsky-Pencak**; Instructional Assistant, Royersford Elementary School. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
9. **Angela P. Martz**; Instructional Assistant, Limerick Elementary School, replacing Angela Hall who resigned. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
10. **Michael M. Moyer**; District Courier, replacing Michael A. Smith who resigned. Compensation has been set at \$13.50 an hour with benefits. Effective: August 23, 2017.
11. **Katelyn M. Reynolds**; Instructional Assistant, Royersford Elementary School. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
12. **Alyssa D. Touey**; Instructional Assistant, Evans Elementary School, replacing Stefani Mortimer who resigned. Compensation has been set at \$17.36 an hour (degree rate) per the Instructional Assistants' Plan. Effective: August 22, 2017

**F. Changes of Status**

1. **Keith A. Bortz, Jr.**; IT Support Technician-10 month, Senior High School, to Technology Specialist-12 month. Compensation has been set at \$19.40/hour with benefits. Effective: August 7, 2017.
2. **Ava M. Gonteski**; Level III-Secretary, District Office, to Level II-Administrative Assistant, Senior High School-9<sup>th</sup> Grade, replacing Eileen Shaw who retired. Compensation has been set at \$19.52 an hour (degree rate) with benefits per the Secretarial Plan. Effective: August 7, 2017.
3. **Kiera M. Phillips**; Part-time (.5) Elementary Teacher, Upper Providence Elementary School, to Full-time Elementary Teacher, Upper Providence Elementary School. Compensation has been set at \$44,700.00, BS, Step 1 with benefits per the Professional Agreement. Effective: August 22, 2017.
4. **Andrew T. Rothermel**; Communication Media Assistant-10 month, Senior High School to Communication Media Assistant-12 month, Senior High School. Compensation has been set at \$23.07 per hour with benefits. Effective: August 29, 2017.

- G. Administration recommends approval of the following Technology Interns to be hired at the rate of \$10.00 per hour.

1. **David M. Buckwalter**
2. **Mitchell C. Miller**

H. **Personnel Information Items**

The individuals listed below have completed three (3) years of satisfactory service as temporary professional employees and are, therefore, entitled to tenure status:

- |                         |                                |
|-------------------------|--------------------------------|
| 1. Melody P. Bish       | Senior High School             |
| 2. Emily A. Beiter      | Limerick Elementary School     |
| 3. Lauren E. Brock      | Senior High School             |
| 4. Alicia Coletti       | 5/6 <sup>th</sup> Grade Center |
| 5. Wayne F. Downs       | 5/6 <sup>th</sup> Grade Center |
| 6. Katherine L. Edwards | 5/6 <sup>th</sup> Grade Center |
| 7. Kenya H. Kistler     | Limerick Elementary School     |
| 8. Nicholas J. Latch    | Evans Elementary School        |
| 9. Daniel S. Lenko      | Senior High School             |
| 10. Jennifer M. Papa    | 8 <sup>th</sup> Grade Center   |
| 11. Joseph Perry        | 8 <sup>th</sup> Grade Center   |
| 12. Megan Stauffer      | 5/6 <sup>th</sup> Grade Center |
| 13. Laura L. Tollefson  | Senior High School             |

- I. Administration recommends approval of the attached extra-curricular contracts and department head contracts for the 2017-2018 school year. **(Attachment A5)**

VI. **FINANCE**

Mr. Dehnert asked about Item E5 saying he believes TCHS is the vocational school in Chester County and he wondered if they offered something that our vocational school does not offer and Dr. Goodin replied that was correct.

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

B. Checks:

1. General Fund Checks

Check No. 166162 – 166466 (BB&T)	\$2,517,310.72
Check No. 200000 – 200279 (WSFS)	\$1,217,026.29
2. Food Service Checks

Check No. 13539 – 13586 (BB&T)	\$ 23,259.81
Check No. 200 – 328 (WSFS)	\$ 5,442.04
3. Capital Reserve Checks

Check No. 1242-1255 (BB&T)	\$ 507,886.66
Check No. 2000-2005 (WSFS)	\$ 586,951.59

4. <u>General Fund, Food Service, &amp; Capital Reserve ACHs</u>	
ACH 161700697-161700757	\$ 818,534.58
ACH 171800001- 171800073	\$1,335,921.35

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

- Skyward Reports
  - General Fund Check Register
  - Food Service Check Register
  - Capital Reserve Check Register
  - Summary Revenue Report
  - Summary Expense Report

D. 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. **Detweiler Family Medicine and Associates P.C. – Lansdale, PA.** Provide an immunization clinic for all Spring-Ford students who are found to be non-compliant with The Department of Health's new immunization requirements. There is no charge to the district for this clinic.
2. **The National Theatre for Children – Minneapolis, MN.** Provide two assemblies for students at Upper Providence Elementary in conjunction with lessons on resources and conservation. There is no charge for these assemblies.
3. **PA Friends of Agriculture – Camp Hill, PA.** Provide 5 days of lab classes in the Mobile Agricultural Education Science Lab for students at Limerick Elementary. Funding will be paid by the Limerick Home and School League and shall not exceed \$2,000.00.

E. Administration recommends approval of the following independent contracts:

1. **The Pathway School – Jeffersonville, PA.** Provide Extended School Year services for a special needs student as per the IEP. Services will be provided for 10 days at a cost of \$233.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$2,330.00.
2. **Chester County Intermediate Unit – Downingtown, PA.** Provide 1-1 Support for a special needs student during the Extended School Year Program as per the IEP. Services will be provided for 6 hours per day for 26 days at a rate of \$32.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$4,992.00.
3. **Chester County Intermediate Unit – Downingtown, PA.** Provide 1-1 Support for a special needs student as per the IEP. Services will be provided for 7.5 hours per day for 180 days at a rate of \$32.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$43,200.00.
4. **Chester County Intermediate Unit – Downingtown, PA.** Provide Educational services for a special needs student as per the IEP. Services will be provided for 180 days at a

rate of \$282.54 per day. Funding will be paid from the Special Education Budget and shall not exceed \$50,857.20.

5. **Chester County Intermediate Unit – Downingtown, PA.** Provide Educational services for 15 special needs students as per their IEPs. The CCIU schools providing services will be The Learning Center, TCHS-Pickering and The Child and Career Development Center. Funding will be paid from the Special Education Budget and shall not exceed \$488,814.96.
6. **Chester County Intermediate Unit – Downingtown, PA.** Provide 1-1 Support for a special needs student as per the IEP. Services will be provided for 7.5 hours per day for 180 days at a rate of \$32.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$43,200.00.
7. **Chester County Intermediate Unit – Downingtown, PA.** Provide 1-1 Support for a special needs student as per the IEP. Services will be provided for 7.5 hours per day for 180 days at a rate of \$32.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$43,200.00.
8. **The Pathway School – Jeffersonville, PA.** Provide a 1-1 assistant for the 2017-2018 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$34,000.00.
9. **The Pathway School – Jeffersonville, PA.** Provide Educational services for a special needs student during the 2017-2018 school year as per the IEP. Services will be provided for 180 days at a rate of \$275.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$49,500.00.
10. **Camphill Special School – Glenmoore, PA.** Provide Educational and Related Services for a special needs student with a 1-1 aide for the 2017-2018 school year as per the IEP. Educational services will be provided for 180 days at a rate of \$230.56 per day and a 1-1 aide will be provided for 180 days at a rate of \$205.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$78,400.80.
11. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide Direct Program Supervision for a special needs student as per the IEP. Services will be provided for 20 hours per month for 10 months at a rate of \$95.00 per hour. In addition, an ABA Nonviolent Crisis Intervention trained assistant will provide PCA services for 7 hours per day at a rate of \$35.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$63,100.00.
12. **The Timothy School – Berwyn, PA.** Provide Educational services for 2 special needs students during the 2017-2018 school year as per their IEPs. Services will be provided at a rate of \$71,000.00 per student. Funding will be paid from the Special Education Budget and shall not exceed \$142,000.00.
13. **LifeWorks Schools – Foundations Behavioral Health – Doylestown, PA.** Provide Educational services during the 2017-2018 school year for 3 special needs students as per their IEPs. Services will be provided for 180 days at a rate of \$295.00 per day per student for 2 students and \$333.00 per day for 1 student. Funding will be paid from the Special Education Budget and shall not exceed \$166,140.00.



14. **Visiting Nurse Group, Inc. – Philadelphia, PA.** Provide Nursing services during the 2017-2018 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$71,595.00.
  15. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide Direct 1-1 support services during the 2017-2108 school year for a special needs student as per the IEP. Services will be provided for 7 hours per day for 181 days at a rate of \$35.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$44,345.00.
  16. **The Pathway School – Jeffersonville, PA.** Provide Educational services during the 2017-2018 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$49,500.00.
  17. **Theraplay Inc. – West Chester, PA.** Provide Direct Speech and Language Therapy for a special needs student as per the IEP. Services will be provided for a total of 60 hours at a rate of \$90.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$5,400.00.
  18. **Spring Valley YMCA – Royersford, PA.** Provide Supervised Swimming for a total of 10 sessions and up to 8 sessions in the sensory gym for special needs students in three elementary classes as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$1,039.00.
  19. **The American National Red Cross – Philadelphia, PA.** Provide training by Red Cross certified instructors (Adult and Pediatric First Aid/CPR/AED) for instructional assistants during the 2017-2018 school year. Funding will be paid from the Special Education Budget and shall not exceed \$7,040.00.
  20. **TLS Teaching Learning Succeeding, LLC – Phoenixville, PA.** Provide consultation, planning and training in Assessment Principles, the Continuum of Check for Understanding including Targeted Checks, and Differentiated Instruction. Additionally, TLS will provide consultation, planning and support for special education teachers in the area of reading. Services will be provided for 9 days at a rate of \$675.00 per day. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed \$6,075.00.
  21. **Mobile Ed Productions – Redford, MI.** Provide assemblies divided up into 8 sessions for students at Upper Providence Elementary in grades 1-4 entitled “The Steam Museum”. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed \$1,325.00.
  22. **Mobile Ed Productions – Redford, MI.** Provide an assembly for students in grades 1-4 at Upper Providence Elementary entitled “Young Authors Day”. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed \$895.00.
- F. Administration recommends approval to renew the contract with the Delaware Valley Consortium for Excellence & Equity (DVCEE) for the 2017-2018 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 2017-2018 is \$12,000.00 and will be paid from the Superintendent’s Budget.

- G. Administration recommends approval of the materials for PlanCon K, Project Refinancing, for the Issuance of General Obligation Bonds, Series A of 2016 to Refund the Series of 2007 (Lease Number 072348). These materials have been reviewed and approved by the Pennsylvania Department of Education. **(Attachment A6)**
- H. Administration recommends approval of **Resolution #2017-23** for the purpose of permitting the school district to reimburse itself from tax-exempt proceeds for certain capital expenditures made and to be made by the school district in connection with the Spring-Ford Area High School Expansion Project. **(Attachment A7)**

## **VII. PROPERTY**

There were no questions or comments.

- A. Administration recommends approval to purchase a new Greens Groomer 920SDE for the new turf field as per their warranty requirements. This equipment will be purchased through Shaw Sports Turf for a total cost not to exceed \$4,000.00. Funding will come from the Maintenance Budget.
- B. Administration recommends approval for a rate increase for Terminex services from \$21.00 to \$23.00 per location monthly for a total cost not to exceed \$3,600.00 yearly. Funding will come from the Maintenance Budget.
- C. Administration recommends approval to award to the lowest responsible bidder, Advanced Disposal Service of Norristown, PA, the 2<sup>nd</sup> year extension alternate bid for the open top roll off dumpster at a cost of \$180.00 per haul and \$67.00 per ton. Funding will come from the Maintenance Budget.
- D. Administration recommends approval to award to the lowest responsible bidder, Advanced Disposal Service of Norristown, PA, the 2<sup>nd</sup> year extension for district-wide trash disposal and recycling for a total yearly amount of \$47,002.00. Funding will come from the Maintenance Budget.

## **VIII. PROGRAMMING AND CURRICULUM**

There were no questions or comments.

- A. Administration recommends approval for the submission of the 2017-2018 Title I, Part A, Federal Program Grant – Improving Basic Programs, in the amount of \$418,834.00, the 2017-2018 Title II, Part A, Federal Programs Grant – Supporting Effective Instruction, in the amount of \$140,496.00, and the 2017-2018 Title IV, Part A, Student Support and Academic Enrichment Grants, in the amount of \$10,532.00.

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

Mr. Dehnert commented on Item A saying we often send someone to these conferences but he did not see a value in this as the school district spends money but does not receive any feedback other than a few words at a Board meeting. He stated that he did not see why we continually send people and there is not a big benefit to the district or to the Board.

Dr. Dressler replied that a lot of the things that are learned at these are implemented during the committee meetings into the programs that Mr. Dehnert might not be privy to. Mr. Dehnert asked for some examples and Dr. Dressler replied that one thing that comes to mind that the Board may want to consider is an idea presented by a local school district which would do away with all of the committee reports at the Board meetings as a way of expediting the meetings. The

alternative was to have the reports put online which Dr. Dressler did not feel was a bad idea. He added that they emphasized the fact that the meetings should be more focused on a particular agenda rather than just being a free wheeling meeting as we tend to have and make sure that the goals we are looking to achieve are concentrated on rather than having some of the back and forth that goes on at our meetings. Dr. Dressler stated that there are a lot of items he could bring to their attention and he would be happy to discuss them but he could spend an entire hour talking about the things he has learned at the meetings but he was not sure if this was the appropriate venue for presenting that information. Dr. Dressler commented that he would be happy to discuss these things with Mr. Dehnert.

Mr. Ciresi asked what happens when staff members attend conferences as far as what information from the conference is relayed to the individual's supervisor. Dr. Goodin replied that the staff members send back a report of the various activities they attended and what benefit they feel they brought back from it. Mr. Ciresi stated that he understands where Mr. Dehnert is coming from and he asked that Board Members who attend conferences submit a report to the Board. Mr. Ciresi commented that he knows that some districts send their entire Board to these types of conferences. Mr. Ciresi asked the Board Members that if they are going to attend a conference or workshop that the district is paying for that they provide the Board with a report providing the highlights of what went on within the next meeting or two and also share the materials provided. He asked them to make sure they get on the agenda to present this information.

Dr. Dressler advised that he felt that for this conference there should be more than one person from the district in attendance as there are so many meetings that take place during the conference that it is not possible for one person to take advantage of all of the information that is being disseminated. He added that when he attends these conferences there are many other School Boards that have multiple people in attendance while we only send one person. Dr. Dressler said he felt that it was time for our district to measure up to the kind of school district we are and get more involved with PSBA and all they have to offer. Dr. Dressler stated that he felt it would be heading in the wrong direction to take away the one person we send to this meeting as we should be sending two or three people. Dr. Dressler commented that it was not a huge amount of money we were talking about spending and he is happy to provide a written report. Mr. Ciresi replied either a written report or a presentation at a Board meeting.

Mrs. Spletzer stated that she attended two years ago and in her opinion it was a mixed bag as there was a lot of information and we were one of the districts that did not have multiple people in attendance. She commented that she could see the benefit of having more people attend but at the same time she is not sure if the information she brought back was anything of value that made a difference in the district.

Mr. Ciresi stated that Spring-Ford also presented last year and Mr. DiBello confirmed that he, Mr. Fink and Dr. Goodin were the presenters last year. Dr. Dressler commented that their presentation was very well received last year. Dr. Dressler again stated that he felt the Board needed to go in the other direction on this and not turn away from it.

Mrs. Spletzer commented that she believes the value is in when they get the information there is a lot of networking with other school districts, a lot of informational seminars, a lot of one-on-one discussions and break-out sessions and then that information is brought back to the home district with the task to partner with those other districts or implement some of the ideas that were discussed.

Mrs. Heine agreed with Mrs. Spletzer saying that by bringing something back that is where the value of the conference is added. She stated that she can see where the question comes into play but in her case when she attended a national conference she found that she was one of the only ones there who was a single attendee from a district. Mrs. Heine commented that, although she is unable to attend, when you are talking about a conference taking place in your own backyard in Hershey, PA then it would be nice if more of our Board Members would be able to go. She added that Dr. Dressler was right in his statement that with everything going on it is impossible for one person to absorb or attend everything in order to get the most value out of it.

Dr. Dressler agreed saying that there are multiple meetings going on during every hour and it is impossible for one person to get the full benefit of it.

Mr. Pettit asked if the administration can check to see if any other Board Members would be able or willing to attend as he feels it would be worthwhile with the information they will bring back as well as the opportunity to network with other districts.

Mr. Ciresi invited any other Board Member who is interested in attending to please let Dr. Goodin know. Mr. Ciresi also asked Dr. Goodin to put out information regarding the national conference to all of the Board Members.

Mr. DiBello stated that Dr. Dressler is very involved at PSBA and this is an excellent opportunity for Spring-Ford to be represented at Hershey.

The following individuals are recommended for attendance at the following:

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

- A. **Dr. Edward Dressler**, Board Member, to attend the *"2017 PASA-PSBA School Leadership Conference"* in Hershey, PA from October 18 through October 20, 2017. The total cost for this conference is \$1,107.00 (registration, mileage, lodging and meals).
- B. **James Fink**, Chief Financial Officer, and **Mary Davidheiser**, Controller, to attend the *"2017 DVASBO Fall Workshop"* at the Skytop Lodge in Skytop, PA from October 4 through October 6, 2017. The total cost for this conference is \$1020.00 (registration, mileage and meals). No substitutes are needed.
- C. **Catherine Gardy**, K-12 Literacy Supervisor, to attend *"Strategies and Structures for Teaching Writing Grades 3-8"* at the Montgomery County Intermediate Unit in Norristown, PA on November 16, 2017. The total cost for this conference is \$200.00 (registration). No substitute is needed.

#### **BROOKE**

- D. **Nancy Quain**, School Psychologist, to attend *"Systematic Method of Analyzing Assessment for Tailoring Interventions (SMAARTI)"* at the Montgomery County Intermediate Unit in Norristown, PA on August 29, 2017. There is no cost for this conference as all expenses are being paid by the employee. No substitute is needed.

**OAKS**

- E. **Janine Schwartz**, Reading Specialist, to attend “*LETRS Module 9: Teaching Beginning Spelling and Writing*” at the Montgomery County Intermediate Unit in Norristown, PA on February 7, 2018. There is no cost for this conference and no substitute is needed.

**DISTRICT-WIDE**

- F. **Catherine Gardy**, K-12 Literacy Supervisor, **Wendy Taylor**, Instructional Coach, and **Carol Vogt**, Reading Specialist, to attend “*Keystone State Reading Association (KSRA)*” at the Hershey Lodge in Hershey, PA on October 9, 2017. The total cost for this conference is \$525.00 (registration). No substitutes are needed.
- G. **Jessica Aikens**, **Melody Bish** and **Crystal Stubbs**, School Psychologists, to attend “*The Annual Legal Institute*” at the Chester County Intermediate Unit in Downingtown, PA on September 6, 2017. There is no cost for this conference and no substitutes are needed.

**X. OTHER BUSINESS**

Mrs. Spletzer asked about Items A and B and if the students coming over to Spring-Ford were being housed by families in the district. Dr. Goodin confirmed this was correct. Mrs. Spletzer asked if it was a new program and Dr. Goodin responded that the district has been hosting foreign exchange students for a number of years. Mrs. Spletzer asked if we had students from Brazil and China before and Dr. Goodin replied that he did not recall where previous students had been from.

- A. Administration recommends approval for the admission of **Julia Elaini Miranda Souza**, a foreign exchange student, for the 2017-2018 school year. Julia is from Brazil and is sponsored by AFS International Programs.
- B. Administration recommends approval for the admission of **Xuedan Ling**, a foreign exchange student, for the 2017-2018 school year. Xuedan who uses the American name Amy is from Shanghai, China and is sponsored by Youth for Understanding.
- C. 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.

**XI. INFORMATIONAL ITEM**

Mr. Pettit expressed appreciation for all of the home and school associations saying what they bring to the district is invaluable.

- A. Administration acknowledges the acceptance of the donation and installation of a Buddy Bench at Spring City Elementary by the Spring City Elementary Home and School Association. There will be no cost to the district.

**XII. BOARD COMMENT**

Mr. Dehnert stated that we have had a year now with the addition of a 5<sup>th</sup> special and he asked for a presentation on what we are doing, what we have learned and where we are going with the STEM oriented special at the elementary schools. Mrs. Heine stated that this was going to be a discussion at the June meeting and the plans were to do something at the beginning of the school year with regards to Ram QUEST.

Mr. Dehnert asked about the enrollment numbers for the elementary schools. He stated that he noticed that Royersford had two class sizes that were fairly large compared to everyone else saying one is kindergarten at 24, one is third grade at 24 and one at Spring City with 24. He added that these schools are the schools that have the most at-risk kids and felt it was important that those class sizes be smaller. Mr. Dehnert commented that with larger class sizes for those two schools in the 3 grade levels could lead to larger special education costs later and it could put kids behind particularly in kindergarten and they will never catch up. Mr. Dehnert suggested possibly asking some of the kids if they would rather go to some of the other elementary schools where the class sizes could be lower. Mr. Dehnert felt that at these schools he felt it was really important that they have lower class sizes rather than the biggest.

Dr. Goodin stated that as the Board will recall, Royersford and Spring City are the two hybrid buildings and we have capped those class sizes at 24 because it breaks down nicely into 3 groups of 8 as the students rotate through their stations. Dr. Goodin added that the district has been very conscious that those classes do not exceed 24. He stated that at Spring City it becomes a little more problematic as there is only one class per grade for 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> grade. Dr. Goodin said if these numbers start creeping upward they do send students to other schools but they do always try to make sure that the class sizes do not exceed the max of 24. Dr. Goodin reported that across the district they do try to maintain much lower class size averages.

Mr. Dehnert asked we had hybrid in the other elementary schools if they could increase the class sizes there as well as this would be the logic.

Dr. Roche responded that he believes there is a misinterpretation there as the class size is capped at 24 not that we try to get the numbers to 24. Dr. Roche stated that the class size numbers are monitored all year and all summer long and class sections are added to adjust the numbers where warranted. He added that the classes that Mr. Dehnert picked out he did not believe were adjusted but in other areas they have been adjusted. Dr. Roche stated that they watch and continue to work with Mary Chrisman on the number of students coming in to register as it is an ongoing process both in and out.

Mr. Dehnert stated that he is concerned that the schools that have the most Title I kids are the ones with the biggest class sizes and he did not feel this was a good idea.

Mrs. Bast advised that those two buildings as Title I schools do have additional supports in place in the building that are not in place in the other elementary schools.

Mrs. Zasowski commented that one of the things that has been on her mind all summer is for the Board to revisit the goals that they set as a Board. She stated that last fall they really spent some time sitting down, hashing out and pulling together a lot of thoughts from a lot of different sources. She added that she did not believe they did a lot with them workwise last year and as the year progressed there were other things that took precedence. Mrs. Zasowski stated that she would like to see them revisit

those as they start a new school year. She asked that they keep those goals in mind and have objectives to reach some of those goals.

Dr. Dressler stated that he believed the goals are on the district website and Dr. Goodin replied that Mrs. Zasowski was referring to something different which was the retreat that they had in which the Board was trying to sketch out some directional goals. Dr. Dressler said he felt it was important that they review the superintendent goals as well.

Mrs. Spletzer said the goals Mrs. Zasowski was referring to were in reference to goals for the district as a whole as opposed to the superintendent goals that are published on the website which are directed to performance. Dr. Dressler stated that he felt they had an obligation to review those goals as well and make comments at this stage of the game as they are the goals for the coming year and it would be appropriate to review them and adjust them if need be.

Mr. Ciresi asked when the strategic plan was up and Dr. Goodin replied that the new strategic plan is due November 2018. Dr. Goodin added that the Special Education Plan, the Induction Plan, and the Technology Plan are the 3 areas that they will work on. Mr. Ciresi said he believes they need to take one of the committee meeting nights and make it a night where they look at the goals. He asked that administration look at this and let them know when this can be done.

### **XIII. PUBLIC TO BE HEARD**

**Clinton Jackson - Upper Providence**, stated that as they embark on the first day of school next week he was curious as to where they are with the teacher contract. Mr. Fitzgerald replied that a lot of progress was made over the summer and at this point, if everything goes right, there is anticipation that possible resolution could be coming at or before the start of the school year. He added that there is still some movement that needs to occur but it is not where it was in June. Mr. Jackson asked if his kids would be in school after the 28<sup>th</sup> of August and Mr. Fitzgerald replied that at this point we should be in good shape for that.

### **XIV. ADJOURNMENT**

Mr. Pettit made a motion to adjourn and Mrs. Heine seconded it. The motion passed 8-0. The meeting adjourned at 7:57 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

On August 28, 2017 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, Bernard F. Pettit and Kelly J. Spletzer  
Region II: Dawn R. Heine and Colleen Zasowski  
Region III: Mark P. Dehnert and Thomas J. DiBello  
Presiding Officer: Joseph P. Ciresi  
Superintendent: Dr. David R. Goodin  
Chief Financial Officer: James D. Fink  
Solicitor: Mark Fitzgerald, Esq.  
Student Reps.: Taylor Stevens and Nandini M. Patel

## **ANNOUNCEMENTS**

Taylor welcomed everyone back to school. She commented that parents, students and teachers were all excited to kick off the first day of the 2017-2018 school year today. Taylor invited everyone to check the Spring-Ford Facebook page for hundreds of Back-to-School pictures.

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

**Kathleen Drennan – Upper Providence Township**, asked about Item F under Finance wondering what the benefits to the district were for the large membership fee we pay for this. Dr. Goodin reported that this particular consortium which the district has been a member of for the past five years provides training for the administration and staff on issues of diversity and how to teach students from diverse backgrounds.

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

### **Community Relations      Colleen Zasowski      3<sup>rd</sup> Mon. 6:30 p.m.**

Mrs. Zasowski reported that she will provide the majority of the report next month but they did focus much of their time on the website and the feedback they have received so far. She added that they did discuss the naming of the television studio and she will be able to share additional information including a date once details are confirmed with the family.

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

Dr. Dressler reported that the Joint Operating Committee met on August 7<sup>th</sup> where the Administrative Director, Mr. Moritzen gave his report. One of the first items reported on was the summer camp which was a great success and saw 155 students participating which is 15 more than last year. Mr. Moritzen provided the JOC with the enrollment numbers for the upcoming school year which showed total enrollment at 586 compared to last year's 572. He added that 223 of those students are special education students. Dr. Dressler advised that the Board voted on tenure for Mr. Moritzen.



**PSBA Liaison**

**Dr. Edward Dressler**

Dr. Dressler reported that PSBA reported on a controversial topic dealing with class starting times. Dr. Dressler read an article which stated that The American Academy of Pediatrics had issued a statement recommending that middle school and high school students start classes no earlier than 8:30 a.m. because adolescents have unique sleep rhythms that make it harder for them to go to sleep and wake up earlier than other people. Dr. Dressler read that the article went on to state that sleep deprivation could affect academic achievement as well as cause other problems. He read the rest of the article which provided information on teens sleep cycles and their need for 9 ¼ hours of sleep per night for success. Dr. Dressler read an additional article pertaining to this topic. He commented that he coincidentally had lunch with 3 psychologists today who have experience in dealing with students and there was unequivocal support for the idea of a later start time. Dr. Dressler expressed that he believes the Board should think about possibly moving in the direction of having later start times for middle and high school.

Mr. Ciresi stated that he did not believe a later start time was going to happen any time soon but he did not disagree with Dr. Dressler. He added that he would like to know what kid who is in high school that goes to bed by 11. Mr. Ciresi questioned if this scenario was true, how much would it affect the district.

Dr. Goodin replied that it would affect bussing as we currently run three tiers of busses and we would probably have to double the size of the bus fleet in order for the elementary and secondary to start around the same time or we would have to have our elementary students get on the busses earlier. Dr. Goodin stated that in addition there would also be an impact on the after school extra-curriculars.

Dr. Dressler stated that there is a move across the country in high schools to make this change and it will eventually come about.

Mrs. Heine voiced her agreement that this will eventually come about as two years ago when she was attending a national conference, there was a discussion about this same topic. Mrs. Heine added that this is not something that a select school district can decide as there must be buy-in from all the districts that are affected because a huge change will need to be made before it can happen.

Mr. Dehnert stated that he is not convinced that starting later would add up to more sleep for adolescents as they would then just stay up later to compensate for it. Mr. Dehnert stated that he believes that it is a matter of discipline and at some point in your life you must learn when to get to bed and when to get up. He felt that it was a cop out and a way taking the responsibility of getting to be away from parents and the students themselves.

Mr. Ciresi said they could debate this topic until they all fell asleep.

**Legislative Committee**

**Joseph Ciresi**

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

There was no report.

**MCIU**

**Tom DiBello**

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

Mr. DiBello reported that he did not make the meeting as he was out of town but information he received indicated that other than normal business items nothing really occurred.

**Personnel**

**Bernard Pettit**

**(As Needed)**

There was no report.

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

Dr. Goodin reported that today was the first day back to school and he had very few reported problems. He stated that he wanted to highlight some of the facility projects that were completed over the summer months including; a new fire alarm system at the high school, the replacement of carpet in the 9<sup>th</sup> Grade Center and Upper Providence Elementary main office areas, the replacement of parking lot lights with LED lighting, the replacement of some windows over at Spring City Elementary, the turf was replaced at Coach McNelly Stadium, playground mulch has been replaced or refurbished district-wide, some sidewalks at Limerick Elementary were replaced, the staff moved 78 teachers into new classrooms both internally and externally, and custodial crews cleaned all 11 buildings which included 726 class-rooms, 18,900 student desks being moved for a total of 1,496,415 square feet cleaned this summer. Dr. Goodin stated that in addition 18 gyms were cleaned from the rafters down to the floors and some of the gym floors were refinished this summer. Dr. Goodin expressed his congratulations to the facilities crews for the work they accomplished over the summer months.

**Solicitor's Report      Mark Fitzgerald**

Mr. Fitzgerald commented that there were two topics of importance to report on. The first one is that on Friday they received word that there was a decision in Eastern District of Pennsylvania involving the Boyertown Area School District as it relates to transgender accommodations issues. He indicated that it was a 142 page preliminary injunction decision by the court denying the plaintiff's motion to stop Boyertown's practice of accommodating students who are transitioning. He reported that the decision that came out again on Friday was a rebuke of the plaintiff's position and upheld the practice of the Boyertown Area School District. Mr. Fitzgerald added that it is unclear whether the plaintiffs will continue to pursue the case, however the practice of Boyertown remains "constitutional". He stated that it is noteworthy because it is local and is in the Eastern District. Mr. Fitzgerald next reported that the second item of importance pertains to a new action item that was not on the agenda last week and that is a motion to approve the collective bargaining agreement with the teachers which will be effective with the beginning of this school year. He pointed out that the motion appears under "New Personnel" and is for a 4 year contract that will begin this year.

**III. MINUTES**

Mr. Dehnert made a motion to approve Items A-D and Mr. Pettit seconded it. The motion passed 8-0.

- A. The Board approved the May 15, 2017 Work Session minutes. **(Attachment A1)**
- B. The Board approved the May 22, 2017 Board Meeting minutes. **(Attachment A2)**
- C. The Board approved the June 19, 2017 Work Session minutes. **(Attachment A3)**
- D. The Board approved the June 26, 2017 Board Meeting minutes. **(Attachment A4)**

#### IV. PERSONNEL

Mr. Ciresi asked for a motion for Items A-I. Mr. Dehnert made the motion to approve Items A-I and Mr. Petit seconded it. The motion passed 8-0.

##### A. Resignations

1. **Corinda D. Bergey**; Instructional Assistant, Royersford Elementary School. Effective: August 17, 2017.
2. **Alyssa M. Bommentre**; Mathematics Teacher, Senior High School. Effective: July 18, 2017.
3. **Cynthia Isabella**; Instructional Assistant, Limerick Elementary School. Effective: August 14, 2017.
4. **Brittany L. Kern**; Part-time Food Service (5.75 hours/day), 5<sup>th</sup>/6<sup>th</sup> Grade Center. Effective: August 17, 2017.
5. **Jessica A. Meals**; Instructional Assistant, 8<sup>th</sup> Grade Center. Effective: August 17, 2017.
6. **Stefani Mortimer**; Instructional Assistant, Evans Elementary School. Effective: August 3, 2017.
7. **Shannon Mowrer**; Math Teacher, Senior High School-9<sup>th</sup> Grade. Effective: August 16, 2017.
8. **Matthew Nieznay**; Marching Band Condition Facilitator (1/2 contract). Effective: August 15, 2017.
9. **Louise A. Quinn**; Part-time Food Service (4 hours/day), Limerick Elementary School. Effective: August 3, 2017.
10. **Christine Robinson**; Registered Nurse, 5/6<sup>th</sup> Grade Center. Effective: August 4, 2017.
11. **Ashlee E. Watson**; Instructional Assistant, 7<sup>th</sup> Grade Center. Effective: August 7, 2017.

##### New Resignation

12. **Julie Weber**; Instructional Assistant, Upper Providence Elementary School. Effective: August 18, 2017.

##### B. Leaves of Absence

1. **Kathryn A. Barton**; Art Teacher, Royersford Elementary School, for child-rearing leave per the Professional Agreement. Effective: September 30, 2017 through the 2017-2018 school year.

2. **Kate E. Gabel**; Social Studies Teacher, 7<sup>th</sup> Grade Center, for child-rearing leave per the Professional Agreement. Effective: November 24, 2017 through the 2017-2018 school year.
3. **Joanna M. Trautman**; Elementary School Counselor, Royersford Elementary, for child-rearing leave per the Professional Agreement. Effective: August 22, 2017 through November 2, 2017.

**C. Professional Employees**

1. **James R. Laky**; Special Education Teacher, Senior High School-9<sup>th</sup> Grade, replacing Dale P. Bergman who had a change of assignment. Compensation has been set at \$57,800.00, MS+18, Step 5, with benefits per the Professional Agreement. Effective: August 22, 2017.
2. **Carol L. Scheck**; Business Teacher, Senior High School-9<sup>th</sup> Grade, replacing Robert Ramsey who resigned. Compensation has been set at \$55,000.00, MS+30, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.

**New Professional Employee**

3. **Samantha M. Wren**; Science Teacher, 8<sup>th</sup> Grade Center, replacing Colleen Antal who had a change of assignment. Compensation has been set at \$47,100.00, BS, Step 3, with benefits per the Professional Agreement. Effective: To be determined.

**D. Temporary Professional Employees**

1. **Melinda J. Borgnis**; Family and Consumer Science Teacher, 7<sup>th</sup> Grade Center, replacing Joni Conlin who retired. Compensation has been set at \$46,900.00, MS, Step 2, with benefits per the Professional Agreement. Effective: To be determined.
2. **Anne L. Bowen**; Instructional Support Teacher, Limerick Elementary School, replacing Vincent L. Randle who had a change of assignment. Compensation has been set at \$49,300.00, MS, Step 4, with benefits per the Professional Agreement. Effective: August 22, 2017.
3. **Jean M. Champion**; Mathematics Teacher, Senior High School, replacing Alyssa M. Bommentre who resigned. Compensation has been set at \$53,000.00, MS+30, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
4. **Assea Elboubkri**; French Teacher, 8<sup>th</sup> Grade Center, replacing Kathleen A. Watters who retired. Compensation has been set at \$45,900.00, BS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
5. **Steven E. Entenman**; Social Studies Teacher, Senior High School. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.

6. **James L. Eveland**; Chemistry Teacher, Senior High School, replacing Scott Orelli who resigned. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
7. **Mark P. Ferko**; Elementary Teacher, Royersford Elementary School, replacing Joanne M. Drewicz who retired. Compensation has been set at \$45,700.00, MS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
8. **Angela M. Fitzgerald**; Speech Therapist, Brooke and Royersford Elementary Schools. Compensation has been set at \$48,100.00, MS, Step 3, with benefits per the Professional Agreement. Effective: August 22, 2017.
9. **Jessie L. Hollinger**; Elementary Teacher, Evans Elementary School replacing Susan Mercer who retired. Compensation has been set at \$45,900.00, BS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
10. **Ashley A. LaForest**; Elementary/Special Education Teacher, Limerick Elementary School and Spring City Elementary School. Compensation has been set at \$45,900.00, BS, Step 2, per the Professional Agreement. Effective: August 22, 2017.
11. **Meghan D. Marchetti**; Biology Teacher, Senior High School, replacing Blossom J. Ferguson who resigned. Compensation has been set at \$44,700.00, BS Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
12. **Michael J. Miedlar**; AP Environmental Science Teacher, Senior High School, replacing Darrin A. Lenhart who resigned. Compensation has been set at \$48,300.00, BS, Step 4, with benefits per the Professional Agreement. Effective: August 22, 2017.
13. **Jessica L. Noecker**; School Counselor, 5/6<sup>th</sup> Grade Center, replacing Ann Marie Brown who resigned. Compensation has been set at \$45,700.00, MS, Step 1, with benefits per the Professional Agreement. Effective: To be determined.
14. **Jennifer L. Ott**; Special Education Teacher, 7<sup>th</sup> Grade Center. Compensation has been set at \$45,900.00, BS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
15. **Abigail E. Pilgermayer**; Speech Therapist, Limerick Elementary School, replacing Cheryl L. Hoppel who retired. Compensation has been set at \$46,900.00, MS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
16. **Gabrielle A. Sabatino**; English Teacher, Senior High School, replacing Katie L. Baker who had a change of assignment. Compensation has been set at \$54,000.00, MS+18, Step 3, with benefits per the Professional Agreement. Effective: August 22, 2017.
17. **Elizabeth C. Shields**; Special Education Teacher, 8<sup>th</sup> Grade Center. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.

18. **Amelia M. Smith**; Elementary Teacher, Limerick Elementary School, replacing Anthony J. Palmieri, II who resigned. Compensation has been set at \$46,900.00, MS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
19. **Megan L. Solazzo**; Special Education Teacher, 5/6<sup>th</sup> Grade Center, replacing Crystal Zakszeski who had a change of assignment. Compensation has been set at \$45,900.00, BS, Step 2, with benefits per the Professional Agreement. Effective: August 22, 2017.
20. **Ashley L. Stadtfeld**; Special Education Teacher, Brooke Elementary School, replacing Joanne Messer who retired. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
21. **Brittany N. Truskowski**; Math Teacher, Senior High School. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 22, 2017.
22. **Julie A. Zolnierz**; Elementary Teacher, Oaks Elementary School, replacing Miranda J. Paradise who resigned. Compensation has been set at \$48,300.00, BS, Step 4, with benefits per the Professional Agreement. Effective: August 22, 2017.

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

23. **Christina Changalis**; Elementary Teacher, Brooke Elementary School. Compensation has been set at \$44,700.00, BS, Step 1, with benefits per the Professional Agreement. Effective: August 28, 2017.
24. **Jessica Cincinnato**; Special Education Teacher, 7<sup>th</sup> Grade Center. Compensation has been set at \$47,100.00, BS, Step 3, with benefits per the Professional Agreement. Effective: August 28, 2017.

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

1. **Jennifer L. Bonetz**; Instructional Assistant, Brooke Elementary School, replacing Kyle J. Smolsky who resigned. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 30, 2017.
2. **Lauren M. Boylan**; Instructional Assistant, Oaks Elementary School, replacing Lauren N. Raugh who had a change of assignment. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
3. **Vanessa G. Donatelli**; Instructional Assistant, Limerick Elementary School. Compensation has been set at \$16.36 an hour with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.

4. **Greta L. Ertsgard**; Instructional Assistant, 5/6<sup>th</sup> Grade Center, replacing Hannah R. Aunne who resigned. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
5. **Jacqueline Feldman**; Food Service Manager, Upper Providence Elementary School, replacing Jackie M. Plewinski who retired. Compensation has been set at \$17.42 an hour with benefits per the Food Service Plan. Effective: August 22, 2017.
6. **Talia K. Frisco**; Instructional Assistant, Limerick Elementary School, replacing Cynthia Isabella who resigned. Compensation has been set at \$16.36 an hour with benefits per the Instructional Assistants' Plan. Effective: To be determined.
7. **Cheryl A. Goodwin**; Instructional Assistant, 8<sup>th</sup> Grade Center, replacing Kathleen Boughton who retired. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
8. **Kathy A. Lebedynsky-Pencak**; Instructional Assistant, Royersford Elementary School. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
9. **Angela P. Martz**; Instructional Assistant, Limerick Elementary School, replacing Angela Hall who resigned. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
10. **Michael M. Moyer**; District Courier, replacing Michael A. Smith who resigned. Compensation has been set at \$13.50 an hour with benefits. Effective: August 23, 2017.
11. **Katelyn M. Reynolds**; Instructional Assistant, Royersford Elementary School. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.
12. **Alyssa D. Touey**; Instructional Assistant, Evans Elementary School, replacing Stefani Mortimer who resigned. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.

#### **New Support Staff Employees**

13. **Kelley Costello**; Instructional Assistant, Royersford Elementary School, replacing April Mayes who resigned. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 28, 2017.
14. **Patrice Mullen**; Instructional Assistant, 8<sup>th</sup> Grade Center, replacing Jessica Meals who resigned. Compensation has been set at \$17.36 an hour (degree rate) with benefits per the Instructional Assistants' Plan. Effective: August 22, 2017.

15. **Melissa Wasko**; Registered Nurse, 5/6<sup>th</sup> Grade Center, replacing Christine Robinson who resigned. Compensation will be set at \$27.25 an hour with benefits per the Registered Nurses' Plan. Effective: August 28, 2017.

**F. Changes of Status**

1. **Keith A. Bortz, Jr.**; IT Support Technician-10 month, Senior High School, to Technology Specialist-12 month. Compensation has been set at \$19.40/hour with benefits. Effective: August 7, 2017.
  2. **Ava M. Gonteski**; Level III-Secretary, District Office, to Level II-Administrative Assistant, Senior High School-9<sup>th</sup> Grade, replacing Eileen Shaw who retired. Compensation has been set at \$19.52 an hour (degree rate) with benefits per the Secretarial Plan. Effective: August 7, 2017.
  3. **Kiera M. Phillips**; Part-time (.5) Elementary Teacher, Upper Providence Elementary School, to Full-time Elementary Teacher, Upper Providence Elementary School. Compensation has been set at \$44,700.00, BS, Step 1 with benefits per the Professional Agreement. Effective: August 22, 2017.
  4. **Andrew T. Rothermel**; Communication Media Assistant-10 month, Senior High School to Communication Media Assistant-12 month, Senior High School. Compensation has been set at \$23.07 per hour with benefits. Effective: August 29, 2017.
- G. The Board approved the following Technology Interns to be hired at the rate of \$10.00 per hour.
1. **David M. Buckwalter**
  2. **Mitchell C. Miller**

**H. Personnel Information Items**

The individuals listed below have completed three (3) years of satisfactory service as temporary professional employees and are, therefore, approved for tenure status:

- |                         |                                |
|-------------------------|--------------------------------|
| 1. Melody P. Bish       | Senior High School             |
| 2. Emily A. Beiter      | Limerick Elementary School     |
| 3. Lauren E. Brock      | Senior High School             |
| 4. Alicia Coletti       | 5/6 <sup>th</sup> Grade Center |
| 5. Wayne F. Downs       | 5/6 <sup>th</sup> Grade Center |
| 6. Katherine L. Edwards | 5/6 <sup>th</sup> Grade Center |
| 7. Kenya H. Kistler     | Limerick Elementary School     |
| 8. Nicholas J. Latch    | Evans Elementary School        |
| 9. Daniel S. Lenko      | Senior High School             |
| 10. Jennifer M. Papa    | 8 <sup>th</sup> Grade Center   |
| 11. Joseph Perry        | 8 <sup>th</sup> Grade Center   |
| 12. Megan Stauffer      | 5/6 <sup>th</sup> Grade Center |
| 13. Laura L. Tollefson  | Senior High School             |

- I. The Board approved the attached extra-curricular contracts and department head contracts for the 2017-2018 school year. **(Attachment A5)**



**New Personnel Motion**

Mr. Dehnert made a motion to approve Item J and Mrs. Heine seconded it.

Mr. DiBello commented that he believes that with the agreement this evening they did a disservice to the community. He stated that he is in complete support of the initiative, in complete support of the teachers and their involvement in the collective bargaining. He stated that the only issue he has is that they neglected to continually inform the community on where they were at, what was going on, what the overall impacts are going to be with the possible approval of the agreement this evening and the possible tax implications that we may incur in the next 4 years. Mr. DiBello stated that they also need to understand that in the first year of the contract the possible impacts that may have as far as what has been budgeted and not budgeted. Mr. DiBello added that some of them had stood up in front of the community and said that taxes were not going to increase as they expand the high school and he felt that the lack of information that had been provided over the last few months that, one would be led to believe, that if there was any type of tax change moving forward that it would be coupled with the high school expansion as well as the agreement being looked at this evening. Mr. DiBello expressed that he really felt they missed the target on informing the community and it is the community's right to know what they are agreeing to as it makes up 2/3 of the budget. He commented that last week they spent almost 10 minutes talking about spending \$1,000 to send Dr. Dressler to Hershey but they have not talked one moment about the 60+ million dollars that's going to be in the budget related to professional compensation including benefits. Mr. DiBello stated that he did not realize that there was going to be a push to move forward with this tonight as he was not at the executive session last week. Mr. DiBello stated that the downside is that they have provided no information, no presentation has been prepared, and they are agreeing to a contract and the community has no information whatsoever.

Mr. Ciresi asked if Mr. Fink could provide an update on the particulars of the contract. He stated that it was under advisement from the solicitor who was negotiating the contract as far as what and how things should be said. Mr. Ciresi advised that they took the advice of the solicitor but to Mr. DiBello's point we need to give information on what the agreement looks like before voting on it so that public knows what it looks like.

Mr. Fink reported that the contract they are looking at approving tonight is a 4 year contract with an average overall increase per year of 4% which is inclusive of health-care. He added that the employer shares taxes and retirement costs. Mr. Fink advised that included in the plan were changes to the healthcare which include phasing out one of the more expensive plans at the end of this calendar year, additionally the second most expensive plan will be phased out at the term of the contract leaving the last plan which is still a very good plan but one of the lesser expensive plans. Mr. Fink stated that with regards to some of the other points brought up by Mr. DiBello, the forecasting model that they built does address a number of those points. He commented that the contract they are looking at now falls right in line with the projections they put forth in the five-year forecast. He added that over the life of the contract, the employee portion of the budget still falls right in line with the historical trend of about 68% of the overall budget.

Mr. DiBello asked about the model and what the proposed tax increase was that they would be looking at as a potential starting point and Mr. Fink replied that as Mr. DiBello knows, there are a lot of moving parts to putting a budget together. Mr. Fink stated that

to single out one piece as to how that will impact taxes is difficult to do as there are a lot of things we do not know at this point. Mr. Fink added that they do know that revenue has been growing at a decent pace so that will ebb off a lot of the costs of the contract. Mr. Fink commented that based on the forecasting plan, this contract falls right in line with where they thought it would. Mr. Fink added that Mr. DiBello had asked about the impact that it might have on this year's budget and he stated that, as Mr. DiBello knows, the way they budgeted it they saw the need that the contract would be coming due and they made some assumptions and those assumptions were right on so there will be no impact to the budget this year.

Mr. DiBello asked about the forecast and what the proposed tax increases were that they were looking at and Mr. Fink replied that within the current model they are looking approximately at a less than 3% in the coming year, then 2.4% and then 2.73%. Mr. Fink clarified that these numbers are not in stone as they are a starting point. He added that the state has projected the indexes to be approximately 3% for this coming year and 3.3% for the years following.

Dr. Dressler asked if Mr. Fink was able to foresee a great increase in the revenue from taxes because of the new developments in the area and Mr. Fink replied that there are a lot of reasons why the taxes are going the way they are going and industry and development are part of it. Mr. Fink advised that over the past our base has been growing by around 4% or so a year.

The motion passed 8-0.

Mr. Ciresi thanked the negotiating teams from the Board and the Teacher's Association for working through the summer and over the last 9 months or more. He stated that from a Board perspective they look forward to moving forward in the next four years and continuing down the path they have been on which is for the purpose of every one of the students. Mr. Ciresi commented that he has said over the past 12 years that he wants to see Spring-Ford become the #1 district in the state and we have 8 spots to beat to get to #1 in the state. He stated that the challenge tonight is to say that by the time the teacher contract comes up in 4 years Spring-Ford needs to be #1. He again thanked everyone for their hard work.

J. The Board approved the Professional Agreement between the Spring-Ford Area School District and the Spring-Ford Education Association from 2017-2018 through 2020-2021.

## V. FINANCE

Mr. Dehnert made a motion to approve Items A-H and Mr. Pettit seconded it. The motion passed 8-0.

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. 166162 – 166466 (BB&T)	\$2,517,310.72
Check No. 200000 – 200279 (WSFS)	\$1,217,026.29

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2. <u>Food Service Checks</u>	
Check No. 13539 – 13586 (BB&T)	\$ 23,259.81
Check No. 200 – 328 (WSFS)	\$ 5,442.04
3. <u>Capital Reserve Checks</u>	
Check No. 1242-1255 (BB&T)	\$ 507,886.66
Check No. 2000-2005 (WSFS)	\$ 586,951.59
4. <u>General Fund, Food Service, &amp; Capital Reserve ACHs</u>	
ACH 161700697–161700757	\$ 818,534.58
ACH 171800001- 171800073	\$1,335,921.35

C. The following monthly Board reports were approved:

- Skyward Reports
  - General Fund Check Register
  - Food Service Check Register
  - Capital Reserve Check Register
  - Summary Revenue Report
  - Summary Expense Report

D. 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. **Detweiler Family Medicine and Associates P.C. – Lansdale, PA.** Provide an immunization clinic for all Spring-Ford students who are found to be non-compliant with The Department of Health's new immunization requirements. There is no charge to the district for this clinic.
2. **The National Theatre for Children – Minneapolis, MN.** Provide two assemblies for students at Upper Providence Elementary in conjunction with lessons on resources and conservation. There is no charge for these assemblies.
3. **PA Friends of Agriculture – Camp Hill, PA.** Provide 5 days of lab classes in the Mobile Agricultural Education Science Lab for students at Limerick Elementary. Funding will be paid by the Limerick Home and School League and shall not exceed \$2,000.00.

**New Independent Contract** that is being funded by the Home and School Association:

4. **Perkiomen Watershed Conservancy – Schwenksville, PA.** Provide 4 assemblies entitled "Winter Secrets.....Animals in Winter" for kindergarten students at Upper Providence Elementary School. Funding will be paid by the Upper Providence Home and School Association and shall not exceed \$440.00.

E. The Board approved the following independent contracts:

1. **The Pathway School – Jeffersonville, PA.** Provide Extended School Year services for a special needs student as per the IEP. Services will be provided for 10 days at a

cost of \$233.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$2,330.00.

2. **Chester County Intermediate Unit – Downingtown, PA.** Provide 1-1 Support for a special needs student during the Extended School Year Program as per the IEP. Services will be provided for 6 hours per day for 26 days at a rate of \$32.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$4,992.00.
3. **Chester County Intermediate Unit – Downingtown, PA.** Provide 1-1 Support for a special needs student as per the IEP. Services will be provided for 7.5 hours per day for 180 days at a rate of \$32.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$43,200.00.
4. **Chester County Intermediate Unit – Downingtown, PA.** Provide Educational services for a special needs student as per the IEP. Services will be provided for 180 days at a rate of \$282.54 per day. Funding will be paid from the Special Education Budget and shall not exceed \$50,857.20.
5. **Chester County Intermediate Unit – Downingtown, PA.** Provide Educational services for 15 special needs students as per their IEPs. The CCIU schools providing services will be The Learning Center, TCHS-Pickering and The Child and Career Development Center. Funding will be paid from the Special Education Budget and shall not exceed \$488,814.96.
6. **Chester County Intermediate Unit – Downingtown, PA.** Provide 1-1 Support for a special needs student as per the IEP. Services will be provided for 7.5 hours per day for 180 days at a rate of \$32.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$43,200.00.
7. **Chester County Intermediate Unit – Downingtown, PA.** Provide 1-1 Support for a special needs student as per the IEP. Services will be provided for 7.5 hours per day for 180 days at a rate of \$32.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$43,200.00.
8. **The Pathway School – Jeffersonville, PA.** Provide a 1-1 assistant for the 2017-2018 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$34,000.00.
9. **The Pathway School – Jeffersonville, PA.** Provide Educational services for a special needs student during the 2017-2018 school year as per the IEP. Services will be provided for 180 days at a rate of \$275.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$49,500.00.
10. **Camphill Special School – Glenmoore, PA.** Provide Educational and Related Services for a special needs student with a 1-1 aide for the 2017-2018 school year as per the IEP. Educational services will be provided for 180 days at a rate of \$230.56 per day and a 1-1 aide will be provided for 180 days at a rate of \$205.00 per day. Funding will be paid from the Special Education Budget and shall not exceed \$78,400.80.
11. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide Direct Program Supervision for a special needs student as per the IEP. Services will be provided for 20 hours per month for 10 months at a rate of \$95.00 per hour. In addition, an ABA Nonviolent Crisis Intervention trained assistant will provide PCA services for 7 hours per day at a rate

of \$35.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$63,100.00.

12. **The Timothy School – Berwyn, PA.** Provide Educational services for 2 special needs students during the 2017-2018 school year as per their IEPs. Services will be provided at a rate of \$71,000.00 per student. Funding will be paid from the Special Education Budget and shall not exceed \$142,000.00.
13. **LifeWorks Schools – Foundations Behavioral Health – Doylestown, PA.** Provide Educational services during the 2017-2018 school year for 3 special needs students as per their IEPs. Services will be provided for 180 days at a rate of \$295.00 per day per student for 2 students and \$333.00 per day for 1 student. Funding will be paid from the Special Education Budget and shall not exceed \$166,140.00.
14. **Visiting Nurse Group, Inc. – Philadelphia, PA.** Provide Nursing services during the 2017-2018 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$71,595.00.
15. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide Direct 1-1 support services during the 2017-2108 school year for a special needs student as per the IEP. Services will be provided for 7 hours per day for 181 days at a rate of \$35.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$44,345.00.
16. **The Pathway School – Jeffersonville, PA.** Provide Educational services during the 2017-2018 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$49,500.00.
17. **Spring Valley YMCA – Royersford, PA.** Provide Supervised Swimming for a total of 10 sessions and up to 8 sessions in the sensory gym for special needs students in three elementary classes as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$1,039.00.
18. **The American National Red Cross – Philadelphia, PA.** Provide training by Red Cross certified instructors (Adult and Pediatric First Aid/CPR/AED) for instructional assistants during the 2017-2018 school year. Funding will be paid from the Special Education Budget and shall not exceed \$7,040.00.
19. **TLS Teaching Learning Succeeding, LLC – Phoenixville, PA.** Provide consultation, planning and training in Assessment Principles, the Continuum of Check for Understanding including Targeted Checks, and Differentiated Instruction. Additionally, TLS will provide consultation, planning and support for special education teachers in the area of reading. Services will be provided for 9 days at a rate of \$675.00 per day. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed \$6,075.00.
20. **Mobile Ed Productions – Redford, MI.** Provide assemblies divided up into 8 sessions for students at Upper Providence Elementary in grades 1-4 entitled “The Steam Museum”. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed \$1,325.00.

21. **Mobile Ed Productions – Redford, MI.** Provide an assembly for students in grades 1-4 at Upper Providence Elementary entitled “Young Authors Day”. Funding will be paid from the Upper Providence Elementary Assembly Budget and shall not exceed \$895.00.

**New Independent Contracts**

22. **The Melmark School – Berwyn, PA.** Provide Educational and related services for a special needs student during the 2017-2018 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$99,731.00.
23. **Chester County Intermediate Unit – Downingtown, PA.** Provide Educational services during the 2017-2018 school year at The Child and Career Developmental Center for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$36,884.08.
24. **Katherine Helm – Collegeville, PA.** Provide specialized reading and writing tutoring services for a special needs student during the 2017-2018 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$3,200.00.
25. **Austill’s Inc. – Exton, PA.** Provide Speech and Language Therapy for a special needs student as per the IEP. Services will be provided for a total of 60 hours at a rate of \$64.00 per hour. Funding will be paid from the Special Education Budget and shall not exceed \$3,840.00
- F. The Board approved renewing the contract with the Delaware Valley Consortium for Excellence & Equity (DVCEE) for the 2017-2018 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 2017-2018 is \$12,000.00 and will be paid from the Superintendent’s Budget.
- G. The Board approved the materials for PlanCon K, Project Refinancing, for the Issuance of General Obligation Bonds, Series A of 2016 to Refund the Series of 2007 (Lease Number 072348). These materials have been reviewed and approved by the Pennsylvania Department of Education. **(Attachment A6)**
- H. The Board approved **Resolution #2017-23** for the purpose of permitting the school district to reimburse itself from tax-exempt proceeds for certain capital expenditures made and to be made by the school district in connection with the Spring-Ford Area High School Expansion Project. **(Attachment A7)**

**VI. PROPERTY**

Mr. Dehnert made a motion to approve Items A-D and Mrs. Heine seconded it. The motion passed 8-0.

- A. The Board approved the purchase of a new Greens Groomer 920SDE for the new turf field as per their warranty requirements. This equipment will be purchased through Shaw Sports Turf for a total cost not to exceed \$4,000.00. Funding will come from the Maintenance Budget.

- B. The Board approved a rate increase for Terminex services from \$21.00 to \$23.00 per location monthly for a total cost not to exceed \$3,600.00 yearly. Funding will come from the Maintenance Budget.
- C. The Board approved awarding to the lowest responsible bidder, Advanced Disposal Service of Norristown, PA, the 2<sup>nd</sup> year extension alternate bid for the open top roll off dumpster at a cost of \$180.00 per haul and \$67.00 per ton. Funding will come from the Maintenance Budget.
- D. The Board approved awarding to the lowest responsible bidder, Advanced Disposal Service of Norristown, PA, the 2<sup>nd</sup> year extension for district-wide trash disposal and recycling for a total yearly amount of \$47,002.00. Funding will come from the Maintenance Budget.

**VII. PROGRAMMING AND CURRICULUM**

Mr. Dehnert made a motion to approve Item A and Mr. Pettit seconded it. The motion passed 8-0.

- A. The Board approved the submission of the 2017-2018 Title I, Part A, Federal Program Grant – Improving Basic Programs, in the amount of \$418,834.00, the 2017-2018 Title II, Part A, Federal Programs Grant – Supporting Effective Instruction, in the amount of \$140,496.00, and the 2017-2018 Title IV, Part A, Student Support and Academic Enrichment Grants, in the amount of \$10,532.00.

**VIII. CONFERENCE/ WORKSHOP RECOMMENDATIONS**

Mr. Pettit made a motion to approve Items A-I and Mrs. Heine seconded it. The motion passed 8-0.

The following individuals were approved for attendance at the following:

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

- A. **Dr. Edward Dressler**, Board Member, to attend the “*2017 PASA-PSBA School Leadership Conference*” in Hershey, PA from October 18 through October 20, 2017. The total cost for this conference is \$1,107.00 (registration, mileage, lodging and meals).
- B. **James Fink**, Chief Financial Officer, and **Mary Davidheiser**, Controller, to attend the “*2017 DVASBO Fall Workshop*” at the Skytop Lodge in Skytop, PA from October 4 through October 6, 2017. The total cost for this conference is \$1,020.00 (registration, mileage and meals). No substitutes are needed.
- C. **Catherine Gardy**, K-12 Literacy Supervisor, to attend “*Strategies and Structures for Teaching Writing Grades 3-8*” at the Montgomery County Intermediate Unit in Norristown, PA on November 16, 2017. The total cost for this conference is \$200.00 (registration). No substitute is needed.

**BROOKE**

- D. **Nancy Quain**, School Psychologist, to attend “*Systematic Method of Analyzing Assessment for Tailoring Interventions (SMAARTI)*” at the Montgomery County

Intermediate Unit in Norristown, PA on August 29, 2017. There is no cost for this conference as all expenses are being paid by the employee. No substitute is needed.

### OAKS

- E. **Janine Schwartz**, Reading Specialist, to attend "*LETRS Module 9: Teaching Beginning Spelling and Writing*" at the Montgomery County Intermediate Unit in Norristown, PA on February 7, 2018. There is no cost for this conference and no substitute is needed.

### DISTRICT-WIDE

- F. **Catherine Gardy**, K-12 Literacy Supervisor, **Wendy Taylor**, Instructional Coach, and **Carol Vogt**, Reading Specialist, to attend "*Keystone State Reading Association (KSRA)*" at the Hershey Lodge in Hershey, PA on October 9, 2017. The total cost for this conference is \$525.00 (registration). No substitutes are needed.
- G. **Jessica Aikens**, **Melody Bish** and **Crystal Stubbs**, School Psychologists, to attend "*The Annual Legal Institute*" at the Chester County Intermediate Unit in Downingtown, PA on September 6, 2017. There is no cost for this conference and no substitutes are needed.

### New Conferences and Workshops

- H. **Colleen Zasowski**, Board Member, to attend "*2017 PASA-PSBA School Leadership Conference*" in Hershey, PA on October 18, 2017. The total cost for this one-day attendance at the conference is \$362.50 (registration, mileage, meals).
- I. **Dr. Allyn J. Roche**, Assistant Superintendent, to attend and participate in the "*AASA National Principal Supervisor Academy*" during the 2017-2018 school year. The total cost for the National Principal Supervisor Academy and all related travel and accommodation expenses shall not exceed \$9,564.00 and will be paid as part of Dr. Roche's contract. No substitute is needed.

## IX. OTHER BUSINESS

Mr. Dehnert made a motion to approve Items A-D and Mr. DiBello seconded it. The motion passed 8-0.

- A. The Board approved the admission of **Julia Elaini Miranda Souza**, a foreign exchange student, for the 2017-2018 school year. Julia is from Brazil and is sponsored by AFS International Programs.
- B. The Board approved the admission of **Xuedan Ling**, a foreign exchange student, for the 2017-2018 school year. Xuedan who uses the American name Amy is from Shanghai, China and is sponsored by Youth for Understanding.
- C. The Board gave 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.



**New Other Business**

D. The Board approved the revised 2017-2018 school calendar. **(Attachment 8)**

**X. INFORMATIONAL ITEM**

A. Administration acknowledges the acceptance of the donation and installation of a Buddy Bench at Spring City Elementary by the Spring City Elementary Home and School Association. There will be no cost to the district.

**XI. BOARD COMMENT**

Mrs. Zasowski commented that she will be joining Dr. Dressler at the conference out in Hershey, PA but is only able to attend one day as she has commitments on the other days. She stated that her hope is that they will both be able to hit a number of different seminars that are offered and bring back that information to share with everyone.

Dr. Dressler asked if they knew the status of the mold problem at Oaks Elementary and Dr. Goodin replied that they received the air quality tests back and they plan on running the air scrubbers in there for another evening and then rerun the tests tomorrow and if all goes well they should be back in play on Wednesday.

**XII. PUBLIC TO BE HEARD**

There were no comments from the public.

**XIII. ADJOURNMENT**

Mr. Pettit made a motion to adjourn and Mr. Ciresi seconded it. The motion passed 8-0. The meeting adjourned at 8:01 p.m.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

**2017-2018 EXTRACURRICULAR CONTRACTS  
SEPTEMBER 2017**

<b>Contract Title</b>	<b>Season</b>	<b>Last Name</b>	<b>First Name</b>	<b>Contract Rate</b>
Class Advisor-Grade 9 - Reside in 9th Grade Ctr.	Year	Dubbs	Valarie A.	\$1,471.00
Asst. Football Coach (7/8 Grade)	Fall	Ervin	Khalil	\$3,603.00
Safety Patrol Sponsor, Oaks-Elem.	Year	Ferrer	Nancy K.	\$585.00
Powderpuff Football - Girls - HS	Fall	Frain	Adrian L.	\$678.00
Volunteer 7th Grade Boys Soccer Coach - MS	Fall	Frame	David	Volunteer
Yearbook - Grade 7 (1/2 contract)	Year	Kramer	Christine M.	\$735.50
Stage/Scenery-All Productions - HS (1/2 contract)	Fall	Love	Richard M.	\$552.00
Technology Club - Grade 8	Year	Okonsoki	Christopher	\$402.00
Ski Board Club - HS	Winter	Rendick	Ryan G.	\$678.00
Asst. Tennis Coach-Boys - HS	Spring	Rendick	Ryan G.	\$3,592.00
Student Council - Grade 8	Year	Robison	Ryan M.	\$1,471.00
WSFR-TV Club Advisor - HS (1/2 contract)	Year	Rothermel	Andrew T.	\$735.50
Track Coach-Boys & Girls - HS (Head)	Spring	Stauffer	Danielle L.	\$6,918.00
Softball Coach (8th Grade Head)	Spring	Templeton	Mark E.	\$2,772.00
Chess Club - HS (1/2 contract)	Year	Tier	Nicholas A.	\$201.00
Spanish Club - HS	Year	Tornambe	Lydia J.	\$402.00
Yearbook - Grade 7 (1/2 contract) (Amount Revised from full to 1/2)	Year	West	Cheryl A.	\$735.50