

On October 12, 2020, the Work Session of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

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

The following Board Member was absent: **Christina Melton**

ANNOUNCEMENTS

Mrs. Zasowski asked for a moment of silence in memory of the Spring-Ford student who passed away today. She stated that the district's condolences, thoughts, and prayers go out to the family and to all of the Spring-Ford community members impacted by this loss. She advised that supports are available both in-person and virtually and she asked that Dr. Goodin speak about the supports available during his Superintendent's report this evening. Mrs. Zasowski reported that the Board met in an executive session prior to the start of this meeting tonight regarding personnel. She next reminded the public of the process for the meeting and for making public comments at the beginning and end of the meeting and she asked that everyone be respectful of each other.

Eshika announced that the Interact Club was holding a Community Food Drive during Homecoming Week. She advised that the community was invited to drive by and drop off non-perishable food items on October 21st to be donated to Project Outreach in Royersford. She stated that additional information was available via the High School webpage on the food drive and on all of the homecoming plans.

Mr. DiBello spoke about the Friday night football game and said he wanted to clarify what happened with regards to the attendance capacity. He explained that Governor Wolf had increased the attendance capacity for outdoor arenas, but that Montgomery County had overridden this and determined that only 918 were permitted to be in attendance and that it would be enforced. He spoke of how the district was forced to handle the last-minute decision and offered his apology on the decisions that had to be made. Mr. DiBello stated that the district and the board did nothing wrong as the Governor's order was followed to the "T" and that the decision was made solely by Montgomery County. There was discussion on the potential of filing an injunction to override the county decision and Mr. Fitzgerald advised that this discussion should be explored in an executive session. The board agreed to meet in an executive session following the adjournment of tonight's meeting.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Roland Olsen, Collegeville, stated that the district needs to move faster to get the kids back in school sooner than a month from now. He said that events for homecoming needed to get scheduled and announced so that the kids and families have them to look

forward to and he questioned what the delay was. Mr. Olsen advised that he received an email from Dr. Colyer saying that there are plans for homecoming and other typical events such as Powderpuff that occur the week of homecoming that will be revisited for implementation. He asked what was standing in the way as the attendance restrictions have been greatly lessened. He thanked the many Spring-Ford Teams for showing the way as players, coaches and trainers, the ability to play sports this fall has been shown to be safe. He added that the Powderpuff game in particular is important as it is a worthy tradition at Spring-Ford which many of the kids look forward to participating in. He stated that there was no reason why this could not be held in the near future and he offered to help find volunteers to work it, a field to host it, footballs or t-shirts. Mr. Olsen commented that the kids have done nothing wrong and when you vote against these events you are voting against these kids who deserve and need to have these events. He urged the board to start moving faster and better as the kids need them to. He stated that we have so far been the district of can't and he asked that they please change this to can and added because we can and we should. Mr. Olsen said he fully endorses the district fighting back versus the county on behalf of our rights and he expressed hope that the executive session deems the same.

II. BOARD AND COMMITTEE REPORTS

Extracurricular **David Shafer** **1st Tues. 6:30 p.m.**

Mr. Shafer reported on the meeting that took place on October 6, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Mrs. Zasowski asked that administration look at homecoming activities and see what can be done to add to them in light of the restrictions being lessened. Discussion took place regarding what activities were being referred to and some board members expressed that they felt this was micro-managing and that decisions should be left up to the administration. Dr. Colyer provided an overview of what he and his team were working on with regards to homecoming and what events would possibly have to be held at a later date due to some restrictions still in place.

Community Relations **Colleen Zasowski** **1st Tues. 7:30 p.m.**

Mrs. Zasowski reported on the meeting that took place on October 6, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

WMCTC **DiBello/Melton/Zasowski** **1st Mon. 7:00 p.m.**

There was no meeting in October.

MCIU **Thomas J. DiBello** **4th Weds. 7:00 p.m.**

Mr. DiBello reported that he was not able to attend but that the MCIU Board met and took care of the normal monthly business. He advised that the meeting was the last meeting for Dr. George as the Executive Director and he spoke of the work that Dr. George had done in his role at the MCIU as well as in overseeing the management of the Harrisburg School District. He advised that Dr. Regina Speaker was the new Executive Director replacing Dr. George.

Ad-Hoc **Thomas DiBello** **(As Needed)**

Mr. DiBello reported that the Ad-Hoc Committee held their initial meeting about a month ago and had many people that attended via Zoom. He stated that it was communicated that they were planning on putting together a smaller parent group that the committee could meet with and interact. He advised that an email was sent out regarding this and about 40 people indicated that they were interested in being part of this group. Mr. DiBello

said they were ready to move forward with getting a meeting set up when the mandate on attendance restrictions was put back in place so this was put on hold. He advised that now that the governor has issued new capacity issues they will find a date and will be reaching out to this group to invite those who indicated their willingness to participate to a meeting. He assured the board that they will all be copied on all correspondence regarding meeting dates and times.

Superintendent Eval. Christina Melton (As Needed)

Mrs. Zasowski reported that the Superintendent Evaluation Committee met with Dr. Goodin and Mr. Rizzo via Zoom. She stated that a follow up meeting is being planned and that possibly Mrs. Melton would have those details when she returns next week.

PSBA Liaison David Shafer

Mr. Shafer stated that he had no report. Mrs. Zasowski advised that on October 8th it was PSBA Fall Virtual Advocacy Day and she asked if anyone had an opportunity to tune in to this event to which no one indicated they had participated. Mrs. Zasowski reminded the board that the PSBA School Leadership Conference was coming up and she asked that anyone interested please be sure to register for the conference.

Superintendent Rpt. Dr. David R. Goodin

Dr. Goodin notified the public that the K-6 commitment form has closed. He advised that there are a total of 3,692 K-6 students with approximately 2,227 wanting to return in person, 1,056 wanting to remain virtual, 185 enrolling in the cyber program and 213 unknown. He stated that last Friday and today, the elementary principals were reaching out to contact the unknown to discuss their preferences. He added that the elementary principals are beginning to build their class rosters based on this information. Dr. Goodin spoke about the next steps which is to get the class rosters built, notify parents and teachers. He reported that all of the teachers will be back on October 26th. He advised the board and community that the district's application for our flexible instruction day has been approved. He explained that what this means is that in the future when we have a snow day then that snow day will be a virtual day.

Board discussion took place on class sizes, grouping the K-6 together in pods, virtual learning dedicated teachers, potentially hiring more teachers in order to achieve greater social distancing and whether it was possible to entertain the thought of bringing in students any earlier than November 12th.

Solicitor's Report Mark Fitzgerald

There was no report.

III. MINUTES

There were no questions or comments.

- A. Administration recommends approval of the August 31, 2020 Special Board Meeting minutes. **(Attachment A1)**
- B. Administration recommends approval of the September 14, 2020 Work Session minutes. **(Attachment A2)**

IV. PERSONNEL

Mr. Jackson asked about Item A1 wondering if a replacement had been found. Mrs. Leiss responded that the position had been posted and interviews will be starting but that there is a substitute nurse lined up to cover that building in the interim.

A. Resignations

1. **Amy L. Bonner**; Registered Nurse, Limerick Elementary School. Effective: October 13, 2020.
2. **Barbara M. Bono**; Administrative Assistant, Limerick Elementary School, for the purpose of retirement. Effective: February 1, 2021.

B. Leave of Absence

1. **Kaitlyn A. Morrison**; Elementary Teacher, Brooke Elementary for a child-rearing leave of absence per the Professional Agreement. Effective: September 1, 2020 through the 2020-2021 school year.

C. Change of Status

1. **Aimee E. Kemp**; Instructional Assistant, 7th Grade Center, to Administrative Assistant-Human Resources, District Office, replacing Sydney E. McGill who had a change of status. Compensation has been set at \$19.23/hour with benefits per the Secretarial Benefit Summary. Effective: To be determined.

D. Tenure Status

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

1. **Jessica L. Noecker**

- E. Administration recommends approval of the attached extra-curricular contracts for the 2020-2021 school year. Payments of extra-curricular stipends shall be contingent upon the reopening of schools and the ability as determined by the Administration to provide such extra-curricular offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. The district reserves the right to prorate or not pay stipends in the event of a school closure, school modification, and/or discontinuation of the activity due to pandemic or other events surrounding the pandemic.
(Attachment A3)

- F. Administration recommends the creation of seven (7) elementary Student Assistance Program Coordinator positions (1 per K-4 building) at a cost of \$402.00 per position for the 2020-2021 school year. School entities are mandated to establish and maintain Student Assistance Programs (SAP) and coordinators at each site as per the PA School Code. The total cost shall not exceed \$2,814.00 and is an unbudgeted expenditure. Additionally, the administration requests approval to establish a Memorandum of Understanding (MOU) with the Spring-Ford Education Association (SFEA) for these positions.

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:

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|---|-----------------|
| 1. <u>General Fund Checks</u> | |
| Check No. 211574 – 211722 | \$ 939,658.54 |
| 2. <u>Food Service Checks</u> | |
| Check No. 1975 – 1981 | \$ 725.63 |
| 3. <u>Capital Reserve Checks</u> | |
| Check No. 2091 | \$ 28,829.99 |
| 4. <u>General Fund, Food Service, & Capital Reserve and Projects ACHs</u> | |
| ACH 202100337 – 202100482 | \$ 3,487,739.78 |
| 5. <u>Wires</u> | |
| 202000031 – 202000040 | \$ 2,333,996.43 |
| 6. <u>Procurement Payments</u> | |
| 190000151 – 190000411 | \$ 70,533.56 |

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

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

D. Administration recommends approval of the following independent contracts:

1. **Martin Luther School dba Gemma Services – Plymouth Meeting, PA.**
Provide educational and related services for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$59,252.00.
2. **Behavior Interventions – King of Prussia, PA.** Provide 1:1 Registered Behavior Therapy (RBT) support services and Board-Certified Behavior Analyst (BCBA) support services for a special needs student during the 2020-2021 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$134,045.00.
3. **Communication Associates, LLC/Karen M. Clapper – Collegeville, PA.**
Provide direct speech and language services for one hour per week and 1 hour of consultation with teachers for a special needs student during the 2020-2021 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$5,290.00.

E. Administration recommends approval to enter into an agreement with the MCIU regarding the distribution of CARES Act funding from Montgomery County. The MCIU is acting as the pass-through agent for federal funds received by Montgomery

County that have been allocated to school districts. The District will receive \$413,504.00 through this program to offset COVID-19 related expenditures.

- F. Administration recommends approval of pass-through funds from the MCIU for the 2020-2021 IDEA Section 619 - Age of Beginners in the amount of \$6,882.00 and IDEA Section 611 in the amount of \$1,527,619.10.

VI. BOARD COMMENT

Mrs. Zasowski commented that she had previously mentioned to the Board the possibility of holding a board retreat. She stated that she is not going to ask Dr. Goodin to secure or spend money to bring in a facilitator for this if everyone is not all-in. She stated that she thought that they need to debrief as they have been through a tragedy as a group in terms of this whole pandemic. She advised the board members to watch their email for an Evite to a board breakfast on November 7th. Mr. Jackson responded that he did not feel this was the place to discuss this and if they are going to have it they just have it and he did not believe that four hours was going to change anybody's mind about anything.

Mr. Jackson spoke about the vote last week to purchase \$100,000.00 worth of microphones prior to the administration and SFEA presenting the new direction we are moving forward with. He asked if the microphones would still be necessary for the approach we are taking now and whether a beta test was done with the teachers. Dr. Murray advised that the microphones were still needed and that they would provide quality audio for livestreaming while allowing teachers to move around the classroom. She also advised that both she and some teachers tested them out. Mr. Jackson asked if teachers were going out and purchasing cameras to use in their classrooms and he was advised that there was no directive to teachers to do this but if they were doing it on their own then the district had no control over that. Dr. Murray also advised that the district was able to repurpose iPads to be used by teachers as cameras in their classrooms or they have the option to use their Chromebooks which also have cameras.

Mr. DiBello commented that he did not support the use of iPads for cameras as he did not feel this was setting the teachers up for success in the classroom with livestreaming. He spoke about what the Daniel Boone School District has in place that he visited and saw how it worked. He advised that he contacted Lenovo, the camera vendor, and found they had cameras in stock. Mr. DiBello asked if the district was exploring the option of purchasing cameras to be used in the classrooms or was the only plan to use iPads. Dr. Murray advised that the plan was to use iPads but if the board wants a motion for the purchase of cameras then that can be done.

Mr. Shafer suggested that the Board Curriculum and Technology could take this up for discussion at their meeting next week.

Mrs. Fazzini felt that the decision should be left up to the teachers to decide what tools would be the most useful for them as part of their curriculum. She added that she feels the process should be for the curriculum department or the teachers to come to the board with what they need and not the board giving them a directive of what they need to use.

Board discussion took place regarding what the educational plan, goal and expectations were and what equipment may or may not be needed to accomplish them.

Dr. Goodin spoke about the value of the iPad and that it allowed teachers to see the student's participation via Zoom and for the students to be able to see their teacher. He added that a static camera only permits the students to see the teacher. He commented

that he was hesitant to put a lot of additional expense into the purchase of cameras for a temporary short-term solution while we are in the hybrid model.

Dr. Wright agreed with Dr. Goodin saying she recalls that the cost was very high for the cameras. She added that she is not sure every teacher wants a camera but that possibly it is something that could be revisited as we are always looking to evolve.

Mr. DiBello made a motion to bring students back from hybrid on January 4th and Mrs. Zasowski seconded this.

Dr. Wright objected to an important motion and decision coming at the end of the work session and during the board comment section of the meeting. She stated that she needed more input from administration. Mrs. Fazzini agreed with Dr. Wright.

Mr. Shafer asked if there could be an addition to the motion to state that we will bring the elementary students back before November 12th. Dr. Goodin emphatically replied no, it was not possible to bring the elementary in before November 12th as there was a lot of work to be done prior to them coming back. He added that it may be possible to look at the secondary students to see if they can be brought back hybrid before the November 12th date and he indicated that he will challenge his team to try to do that but that this cannot happen with the elementary students returning full-time.

Mr. DiBello stated that based on this information he is withdrawing his motion. He asked for further information on bringing back full-time grades 7-12 on January 4th and also that the district further investigate cameras in the classroom. He asked that there be discussion items on both of these things for the next board meeting. Mrs. Zasowski added that she would also like to see an update on bringing in grades 7-12 before November 12th.

Mrs. Fazzini commented that she feels like all of the administration is working so hard to get things going and the board keeps piling on to do it faster. She urged the board to let administration focus on getting people in on the timeframe they say they can do it.

VII. PUBLIC TO BE HEARD

Dave Fazzini, Phoenixville, stated that he found it very frustrating for the past several months to watch the men on the board condescend to the women and waste everybody's time both in here and on Zoom. He felt Mr. DiBello should be ashamed of himself as the way he acts is absolutely ridiculous and the time he wastes for the administration. Mr. Fazzini commented that Dr. Goodin and his staff have worked their butts off and the only reason we are not back in school is because Mr. DiBello wanted to go back full-time and left hybrid off of the survey. He added that after the board voted to go back Mr. DiBello all of a sudden want to start it all over again. He urged that they just let administration do their job and support them as it is not that difficult. Mr. Jackson replied that there is no decision made here without a majority of the board so it is not just one person. Mr. Fazzini stated that he gets that and then added that Mr. Shafer is on his computer and his phone every meeting, all meeting and that never gets attributed to him but yet Mr. Olsen accuses the women. Mr. Fazzini felt that Mr. DiBello, Mr. Jackson, and Mr. Shafer were the problem with the board. He stated that Mr. Jackson will not even go to breakfast with the board and that Mr. DiBello is condescending to every woman on the board and he added that he is tired of it, tired of watching it and he wishes he would stop it. He expressed that he felt Mr. DiBello was a bully. Mr. Jackson invited Mr. Fazzini to talk after the meeting.

Kim Anderson, Collegeville, thanked Mrs. Zasowski for bringing up the importance of Extracurriculars and she stated that many of the group she is involved in are perfectly willing to help. She offered her help with the Powderpuff Game and said she did not have high school students but volunteered to help with the tailgate. She again reiterated that there are so many parents willing to help and asked the board to create a parent group and said they will all join it and let them know of their ability and willingness to help. Ms. Anderson commented that it was a little scary for her being here tonight as she was mostly here supporting her friends who are parents of students in grades 7-12. She advised that her kids are in 3rd grade and 6th grade so this is not an issue for her with regards to the hybrid model until tonight when it sounded like it was being threatened. She thanked the board members who spoke up about the importance of students being back in school. She advised that her 3rd grader is suffering miserably with the virtual model and she added that she has to be in the room with him at all times, she feels like a prisoner in her house and with regards to Wednesdays they call it TGiW (Thank God it's Wednesday) as that is when they can breathe again, leave their homes and get some stuff done. Ms. Anderson stated that the biggest fear she is seeing from her 7-12 friends is that they are going to have "free Wednesdays" and she does not blame them. She advised that what she is hearing is that they are going to use a lot of digital media, which is not the same and if they are getting a lot of instruction now and it is going to be decreased under the hybrid model then we have taken a gigantic step backwards. She expressed that she feels the vote was a mistake but that mistakes can be corrected. She urged the board to listen to everybody and what they are talking about. Ms. Anderson said she has seen a lot of comments on Facebook from a variety of groups and she wanted to point out that our school district area numbers are actually quite good as we have had zero deaths in Spring-Ford, Limerick, Royersford and 54 in Upper Providence and about 52 of those were Parkhouse Nursing Home.

John Yonchuk, Royersford, stated that as a scientist in real-life unlike most of the board and most of the people who are commenting at the board meetings, he is severely disappointed with the behavior and actions of the board over the past 6 months and especially tonight. He stated that the Spring-Ford Area School District and its board approved plans that explicitly state, "schools may provide in-person instruction only in accordance with PDE guidance". He added that PDE guidance states that for full in-person learning cases are under 10 per 100,000, no matter what Mr. DiBello thinks of that guidance, and test positivity must be below 5%. Mr. Yonchuk stated that PDE also defines a blended model as "any model in which the number of students in a school building is reduced that allows for reduced to allow for social distancing of six feet". He advised that currently Montgomery County is recording 38 cases per 100,000 residents and a 2.5% positivity rate which fails to meet PDE guidance for full in-person learning. Mr. Yonchuk stated that presentations and emails around the K-6 plan also state that the distance in the various buildings will be 4-5 feet as a goal only with none meeting the six feet in guidance; thus failing to meet the definition of blended in the guidance. He challenged the board tonight and the administration to square this circle as they are not meeting the benchmark for full in-person guidance and also don't meet the definition of a blended model. He stated that they are not following their own approved plans that are the official plans of the school district so why would any parent trust any word any of them say about anything else. He asked what the point was of writing all of those plans. Mr. Yonchuk felt that it has been clear since the board voted to open in virtual that the one and only goal of some, most notably Mr. DiBello and Mr. Jackson, was to bring the kids into the buildings no matter what. He stated that they won't follow the best advice of health experts and they play lip service to the safety of the children. He commented that they spend more time arguing about sports, sports tickets, board meeting attendance and the powderpuff game than actual education. He added that they are rude and dismissive to the health experts and the women on the board. Mr. Yonchuk stated that the infamous Parents Back in School Council that claims to speak for all viewpoints does not even mention safety in their mission statement

on Facebook. He said it is time to end this charade and accept that full in-person school is not a realistic goal for this school year. He urged the board to stop being bullied by its loudest members and do what's right and protect the kids by following science, public health and focus on the hybrid plan or virtual learning.

Mary Jo Mcnamara, Royersford, volunteered her assistance to get the powderpuff game off of the ground and as a working parent she is happy to volunteer and help out in way possible. She stated that with regards to the K-6 comments that were done tonight, the numbers she heard were approximately 66/33% and the general rule is that the class sizes are usually 24-28 then if you peel off the 33% who indicated they will be going virtual then you are down to numbers that can support 6 foot social distancing. Ms. Mcnamara added that for the 7-12 she has a very difficult time and she does not know how any parent is making any commitment in the survey if you cannot tell them what is the committed level of livestreaming if a parent chooses 100% virtual for their student. She indicated that she is not even going near whether a teacher wants to decide for those in the hybrid model whether they want to pre-record, go asynchronous or synchronous. She commented that if she wants her kid home 100% of the time in virtual then what is the commitment from the administration for what livestreaming they have and without that being answered she cannot submit her commitment survey. Ms. Mcnamara next spoke about the direction from the board to look at cameras and stated that the administration are the experts and she feels that they should be the ones bringing that to curriculum and this is what the board members are saying. She stated that she applauds Mr. Jackson and Mr. DiBello for representing the concerns of a parent group. She added that she is truly considering bringing her child back virtual because we cannot get our act together, as a district, on what our hybrid model looks like. She asked how a physics or calculus teacher will be able to teach, hold an iPad in their hand, walk around a classroom, write an equation on the board and see all of the students via livestream? Ms. Mcnamara said that is impossible and felt that motion cameras should be mounted in the back of the classrooms. She stated that let the teachers teach means the teacher is available and if her student has a question on a virtual day and that teacher is not doing livestreaming then when does her student get to ask a questions?

Kristy Ward, Collegeville, said she was calling in to comment on the statement made by Mrs. Fazzini, "if a 7th to 12th grader misses a year of social development that's not that big of a deal" which she felt was a very insensitive comment made by someone sitting on the school board. Ms. Ward stated that multiple studies have reported that there is a major health crisis right now for high school aged students dealing with COVID and school closure. She advised that she has sat through many weeks of public comment listening to multiple parents calling in regarding the health and mental effects to their own children who are students. She added that anxiety, depression and sadly suicides are all increased across the country in this age group. She stated that it is a huge deal to miss a year of social development as a 7th -12th grader. Ms. Ward felt that Mrs. Fazzini should take a look at that comment and re-evaluate it. She commented that Mrs. Fazzini spoke about all of the doctors she spoke to and the online training she took and suggested that possibly Mrs. Fazzini could go back and ask the doctors about the consequences of missing a year of school as she is sure they will tell her that the older kids are suffering and how detrimental it is for them to miss a year of social development. Ms. Ward said kids are suffering and for Mrs. Fazzini to make that insensitive comment is unacceptable as it is not acceptable for any grade to miss a year of social development let alone grades 7-12.

Gabrielle Deardorff, Royersford, said she wanted to applaud Mr. Fazzini and Mr. Yonchuk for their comments tonight as it is what she wants to scream through the screen every single Monday. She stated that she has had enough of the disrespect of

the women and of the people who are not in this little crew. Ms. Deardorff commented that as Mr. Shafer had mentioned there are 439 students participating in fall sports and the last she checked there were 8,000 students in the school district yet the board wastes hour after hour after hour of everyone's time talking about football and your football tickets. She stated that she was a cheerleader in high school and she understands that football is important to high school but what is important is getting the kids back to school. Ms. Deardorff added that she may not be on the Back in School Council and said she is sick of their bullying of this whole situation. She urged the board to listen to the administration, listen to the scientists and get the kids back to school and to stop pushing their political agenda's conspiracy theories and their own personal gains.

Joy Crowle, Collegeville, expressed that she cannot believe people would talk the way they have about Clinton and Tom saying they are talking down to women just because they ask hard questions, the good questions and the questions that need to be answered. She stated that this does not mean they are talking down to anybody and that they happen to be the only ones listening to the public and they are listening to the scientists, the safety features and the concerns to get the kids back in school but nobody seem to be listening. Ms. Crowle said she was offended by anyone saying this about either one of them and stated that it made her sick and disgusted and she asked that they stop using the word bullying as she is so sick of that word. She added that if you cannot ask and listen and answer the hard questions it's not called bullying; it's enough already, move on, get the kids back in school five days a week. She commented, look at the hybrid plan; wake up, it's ridiculous as the kids are getting less face-to-face time then they did as it is now. Ms. Crowle urged people to see the plan, ask about it, ask the questions as they won't get any answers. She said Clinton and Tom are the only ones that ask the questions at the board table and nobody wants to answer. She asked when it would be time for a town meeting so the public can stand up, ask a question, and get an answer. She again stated that it is ridiculous.

Samantha Favacchia, Spring City, commented that she wanted to thank Mrs. Fazzini for refusing to be steamrolled and for speaking up for the great majority of the parents that just want people to listen to reason. She added that they should also listen to the scientist that spoke earlier.

Rachel Kerchner, Phoenixville, stated that if anyone should be ashamed in this room then it is Mrs. Fazzini for her comment saying any year of a child's social development being lost is not that big of a deal. She commented that she hoped that is not what she meant and that she will restate what her true intention was with that comment. Ms. Kerchner said that everyone is talking about why we are rushing the administration and she stated that she is pretty sure that they have known since June to put some plans in place so she questions if the time crunch is anything but self-imposed due to poor planning. She added that she takes it as a personal insult as a woman that because someone is speaking to you in a direct way and asking for an answer that it should be any different than if you were speaking to a man or anybody else. Ms. Kerchner stated that everybody on the board is a grown adult and if you can be bullied by anybody, not that it is happening, then you should not be on the board and everybody is perfectly capable of standing up and speaking their mind and defending their opinion. She said she does not want the woman-man thing being thrown around anymore as this is 2020 and we have a woman running for the vice presidency, so it is not about gender but it's about ability. She commented that as board members it is their job to represent the majority or their constituents and she finds it very hard to understand how you voted a plan into place and you do not know the actual number of parents who support it. She stated that she does not think any vote should have taken place until a survey was sent out that had full in-person, hybrid and virtual as choices so that you have legitimate, empirical data to base your decision on.

Chrissy Pergine, Limerick, asked Dr. Goodin why the elementary students cannot go back until mid-November and stated that she asked this question a month ago and was told it is just a stake in the sand and it could be moved. She stated that she did not see it being moved as it more like a stake in the cement. Ms. Pergine said she is thankful that we are finally looking to see what other districts are doing. She added that Dr. Goodin mentioned that there will be no more snow days as kids will learn virtually and she asked how the teachers will prepare for that if school is not called off until five o'clock in the morning and are they going to be able to prepare for that as it seems now like we need Wednesdays off in order for teachers to prepare for the week. Ms. Pergine addressed Mr. Fazzini saying that he should be embarrassed to talk like that and if he is Mrs. Fazzini's husband then she should be embarrassed too. She stated that nobody is bullying anyone and she thanked Tom DiBello and Clinton for all of the work they are doing to get the kids back to school.

Sarah Daunoras, Royersford, stated that it came up tonight that hiring more teachers could help to solve the problem of in-person class sizes of 24 students and with class sizes this large it won't be possible to offer appropriate social distancing. She said she believes this is the frustration they are hearing from many parents. Ms. Daunoras added that even though there's 30% of students approximately choosing to remain virtual in K-6 for the second marking period, those students will require their share of the teachers which leaves the class sizes in-person still around 24. She asked the board to please consider this idea seriously although it is unlikely that there will be teachers available to hire at this time. She added that as Dr. Goodin stated you cannot have in-person learning and virtual learning and social distancing. She stated that in order to get all three you need more teachers so please plan to allow for as many layers of protection as possible including social distancing and math. She expressed her appreciation to Dr. Goodin for stating that it's not possible to speed up the process of getting K-6 open any sooner than the date that's already been set in November. Ms. Daunoras asked everyone to please recognize the huge amount of work the administrators and teachers are doing to make these plans become reality and that they not be given more and more directives to change and revise plans as this constant back and forth is why the return is so delayed to begin with.

Dr. Jacob Erickson, Schwenksville, advised that he is an emergency medicine physician and had offered his services up to the board many times. He stated that he works at a very large tertiary center in an urban area and they are all going back to school. He commented that he felt we should be back to school as we are in a suburban area. Dr. Erickson reported that the tertiary center has 0 hospitalized pediatric cases. He again stated that we should be back to school and added that the virtual is not working. He commented that the teachers are saying that students are getting less than about 1/5 of what they would normally teach the children. He stated that students are not getting the adequate education they deserve. Dr. Erickson advised that the AAP recommends full in-person learning. He added that all of the school districts around us are going back and they are successful and also able to do all of the other virtual options with it.

Kory Parsia, Schwenksville, thanked the board for all of their hard work as this is not easy. He stated that he wanted to talk about the asynchronous day on Wednesday and that as a parent he has concerns about why there is a need for an asynchronous day and if there is a need then he questions why it is on Wednesday? Mr. Parsia commented that he feels as if his children gain some momentum when they learn Monday and Tuesday and then they are kind of off on Wednesday as asynchronous is not like real live instruction and then students go Thursday and Friday and then they are off. He questioned the need for asynchronous learning and felt that we should continue a regular school day on Wednesday so that kids get as much education as possible. Mr. Parsia added that if an asynchronous day is needed then why can't it be moved to a Friday where kids can garner

four consecutive days of coherent instruction, establish momentum, have time to digest if that extra day is needed and then start fresh on Monday. He stated that he does not care about the cycle of days one through six as these are different times now. He commented that with regards to assessments, he finds it frustrating but understandable, and he wanted the board to understand that the kids are not getting legitimate tests that they need to study for and be held accountable for. He added that while the teachers are doing a phenomenal job and doing their best with the cameras, another component is kids learning how to study, learning how to be resilient, deal with small little failures because they do not understand something on a test and learning how to improve. He said this is another component that is missing and he knows the board cannot control this but asked that they please take that into account as they have to be able to give the kids some legitimate test grades so that their progress can be adequately monitored and make sure we are fulfilling those needs so they can move onto the next grade accordingly. He stated that he just wanted to give them some feedback and thanked them for doing a great job.

Heather Staley, Spring City, thanked Dr. Erickson for his comments as she agrees that virtual is not working. She stated that she has been seeing a lot more with other students and other parents that she has talked to who are having the same problems with social and emotional issues as the kids are missing a lot of things. She added that she also agrees with the last speaker that students are just getting that momentum and then have to stop dead on a Wednesday and then parents have to force them again on a Thursday to try and get it. Ms. Staley commented that her daughter was always a great kid in school, a learner and was always excited to go to school but she has lost that and she feels that a lot of people have lost that. She stated that students can go back safely and she wants to make sure that other people realize that those are guidelines from the Department of Education in Pennsylvania; guidelines not rules. She added that we do the best that we can but COVID-19 is going to be here just like the flu, like H1N1 and we are going to have to learn to deal with it and there is no way to escape no one getting the disease. Ms. Staley said she feels that if someone is related to someone on the board then they should not be speaking as they are a little too emotional and they should understand that their wife is more than capable of defending herself. She stated that everyone on the board is an adult and everyone on the board has a voice. Ms. Staley said she also wanted to address the comments made that people say it is bullying and she does not feel it is bullying but it is parents saying this is not working for my kid, let's do better and she asked that they all agree tonight to do better.

Annie Schlichter, Spring City, stated that she keeps hearing we need to get the kids back in school a lot and she is completely all for that if that is for you and your family. She commented that she felt that attacking the board members such as calling them ridiculous, disgusting and all of these things because of them disagreeing and maybe getting a little loud but then you have parents calling in who are screaming at you which does not make the situation any better. She said she believes everybody is going to do what they need to do as far as what they feel is right for their family and that she respects friends of hers who want to send their kids and they respect her as a parent that does not want to send her kids. Ms. Schlichter said she felt the board was doing everything they need to be doing. She added that she was a little disappointed with the discussion on sports and sports tickets and she gets that all of the kids want to be social and do their sports and things like that but she believes the education piece is the first and most important at this point. Ms. Schlichter advised that she asked about the Ad-Hoc meeting and that she had nominated herself and her friend Samantha DiMarcello but have not yet received an email so she wanted to find out about that. She commented that this is not an easy decision and as much as she wanted to get on this call and scream because she is so frustrated, as many parents are, she urged a little less screaming from the commentators that are calling as we all disagree. She expressed her thanks to everybody and

told them to keep pushing, keep doing the hard work as she appreciates it and knows a lot of other people appreciate it.

Roland Olsen, Collegeville, said he wanted to address the back in school council saying they were formed for one reason and that was to ensure that everybody within the school district was given a choice as to what was best for their family and they expected Spring-Ford to be able to provide those solutions that gave everybody a choice. He stated that it is not their job to figure out what the safety plan is as that is the job of the administration. Mr. Olsen said their job was to hold the board and the administration accountable to make sure they provided what the children needed whether it is for his kids or for anybody else kids. He stated that if the option exists that works for you then that is what they were after so for anybody out there saying they were bullying this person, they want this or they are not for safety or anything along those lines then you better look in the mirror and figure out what it is that you are all about because all you are telling him is that you don't want him to have a choice. Mr. Olsen commented that he wants everybody including all his friends and their families to have the choice to send their kids to school if they want to or stay home if they choose that for safety reasons. He addressed the board and administration saying make those plans happen as we are Spring-Ford and we have the ability to do it. He stated that we are becoming the district of can't but we can walk and chew gum at the same time, we can have football games, soccer games, powder puff games and send out kids to school as we have the ability to do it. Mr. Olsen said the powder puff game is a microcosm. He relayed that a couple of weeks ago Mr. Jackson asked Mr. Miscavage what he needed to televise classes and he responded that they needed everything. Mr. Olsen said make a list and let's figure it out because we can do it. He stated the powder puff game what does it need, to which he replied time and resources and what are they let's figure it out. He pleaded let's stop throwing our hands up in the air and saying we can't do it as Methacton is doing it, PV's doing it, so why can't we do it? Mr. Olsen stated that everyone is yelling at each other and everyone is trying to come up with something better to say over everybody else. He said we need choices, we need execution, and we need answers and we can do it so let's start doing it. He added that he considers the Back to School Council a failure as they failed to engage with the administration, the board, and the teachers as none of them spoke to them. He asked where we are as we are not back in school and November 12th is 8 months which is a long time and unprecedented in the history of American public schools for kids to be out of school. He pointed out that he was seeing people texting on their phones right now while he is talking and they can't do it and he expressed that he wished people at home could see it so they could see who was on their phone ignoring his comments and they are the same people representing them.

Mr. DiBello clarified that he was on his phone keeping time and that he was sorry.

Michael Lebie dzinski, Royersford, commented that he cannot imagine why we do not listen to the scientists as in the 1970's they predicted an ice age coming, in 2000 it was sea level rise, for COVID 2.2 million deaths, hospitals overrun, colleges are supposed to be an outbreak so he cannot imagine why we don't listen to scientists. He stated that one gentleman who spoke before left out important information and as Dr. Goodin has said several times that PDE issued guidelines and an important phrase was left out that says "where feasible". Mr. Lebie dzinski said he thinks Dr. Goodin and his team have done a great job of trying to maintain the maximum feasibility possible there. He asked how we know that these scientists have been wrong and responded because other school districts are doing this safely, other colleges and universities are doing this safely. He added that the physician who spoke and had firsthand experience in a hospital indicated that there were zero hospitalizations and deaths. Mr. Lebie dzinski stated that we know it is a realistic goal because we have been there. He said there was talk earlier about the PDE guidelines and again as usual the important parts are left out. He stated

that Spring-Ford has been in the low end of the moderate range for some time and Mr. DiBello is absolutely right that the threshold is way too low with the testing being what it is with the cycle threshold and it will never be at five per 100,000 per seven days in this district. He added that we have been at the low end of that range, in the low 30's, for several weeks and that band goes from 10 to 100 so we're in the very low end of that range which matches perfectly with the level of feasibility and the more important measure is really a positivity rate which the person who spoke about that failed to mention that. He stated that we have been in the very low end of the low positivity range which is 3.15 as of today and the low range is 0 to 5. He said we just need to tell the full story and not only the side of the story that supports your narrative.

VIII. ADJOURNMENT

Mr. Jackson made a motion to adjourn and Dr. Wright seconded it. The motion passed 8-0. The meeting adjourned at 10:04 p.m.

Respectfully submitted,

Diane M. Fern
School Board Secretary

On August 31, 2020 the Special Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

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

The following were absent: Diane Fern (Board Secretary)

ANNOUNCEMENTS

Eshika welcomed back the teachers saying everyone is excited to start the new school year. She stated that our teachers can do anything virtually and together or apart we are Spring-Ford proud.

Mrs. Zasowski announced that prior to tonight's meeting the board met in an executive session to discuss personnel. She reminded the public of the process for the meeting and for making public comments at the beginning and end of the meeting.

Mr. Jackson made a motion to allow the public to speak for a 3-minute maximum. He said in the past few meetings they have not reached the one-hour maximum timeline and due to the fact that the meetings have a maximum attendance capacity of 25 people he feels the members of the public wishing to speak should be allotted 3 minutes. Mr. DiBello seconded the motion.

Mrs. Zasowski agreed but proposed that they go the 3 minutes tonight but going forward ask the public to register at future meetings to make comments which would allow a determination if it would be wise to allow the full 3 minutes for comments to get to the one hour timeline previously agreed upon.

There was a roll call vote with Mr. Shafer, Dr. Wright, Mr. Jackson, Mr. DiBello, Mrs. Melton, Mrs. Fazzini, Ms. Sullivan voting yes and Mrs. Zasowski, Mrs. Earle voting no. The motion passed 7-2 to allow the public 3 minutes for comments.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Roland Olsen, Collegeville, asked that Mrs. Earle, Ms. Sullivan, Dr. Wright and Mrs. Fazzini each take the time to state for everyone so as to understand why they oppose back in school planning. He stated that the Board President has stated that no one wants their kids back in school more than she does. He added that Mr. Shafer and Mrs. Melton have both taken the initiative to get to work on the obstacles presented by Dr. Goodin. Mr. Olsen continued that

Mr. DiBello and Mr. Jackson have both been outspoken with regards to getting a detailed plan in place for a return to school. He referenced that Dr. Fauci again just stated that breakouts of COVID are caused by symptomatic causes through coughing and sneezing all over everyone not the rest of us. He added that the two CHOP doctors that presented last week both said we should be in hybrid learning already. He stated that everything is open for business for good reasons, data and commonsense. Mr. Olsen stated that the 4 Board Members have steadfastly held to their anti-back in school stance while none of them have taken the smallest step in the direction of returning kids to school and he would like to know why. He asked if each of them could take turns stating their opposition on returning the kids and teachers to the classroom it would help to clear things up for the many people they represent and do not understand their position. Mr. Olsen commented that he has been given two minutes to stand up and state where he stands and more importantly why. He asked that they do the same given an unlimited amount of time to explain why they are a School Board Member with no interest in figuring out how to return the kids to school. He further asked that they please use facts and data in their presentation so he can understand it. He added that he will not accept a statement from them if they cannot support their position. Mr. Olsen addressed Dr. Goodin saying he is a gentleman and as he has always been kind and considerate to Mr. Olsen's children as he knows he is to many others. Mr. Olsen stated that he felt Dr. Goodin was being hung out to dry by the board and would lose his job if he continues down this path with no plan. He felt Dr. Goodin would be their fall guy. He urged Dr. Goodin to do what he knows is right, ask for the needed resources, engage with the public so they can be of service to him and his administration, and work to get a plan in place and getting the kids back in school together because they both know the kids are safer in our schools. Mr. Olsen commented that the fact that two of the board voted against people having an additional sixty seconds to speak is a further indication that they are tone deaf.

Michael Lebieczinski, Royersford, stated that he is the parent of a Spring-Ford senior and commented that the Carlisle Auto Show recently hosted 20,000 people who gathered safely outdoors over four consecutive days earlier this summer with the consent and written approval of the PA Department of Health and there was not a single COVID-19 transmission attributed. He added that private sports clubs have safely held many outdoor tournaments, such as the West Mont Soccer Team hosting their Annual Battle at Hilltop over the course of two weekends last month with hundreds of students gathering outdoors and there were no COVID-19 cases attributed to these events. Mr. Lebieczinski stated that everyday sports team's practice and safely play games at Manderach Park, Spring-Ford Band practices. Spring-Ford Soccer works out, Spring-Ford Football, Spring-Ford laptop distribution, outdoor protests, outdoor riots, and looting are all occurring with the tacit approval of government and police, however, the Spring-Ford Senior Class multi-year tradition of gathering outdoors before the last first day of school is cancelled. He asked why, could it be conducted safely, were any attempts made to investigate a safe way to conduct this important and symbolic class tradition? Mr. Lebieczinski stated that Spring-Ford Area School District is comprised of 4 municipalities: Limerick Township, Upper Providence Township, Royersford Borough and Spring City with a total of 50,336 residents according to 2018 data. He advised that in the last 14 days there have been a total of 32 cases with 2 in Royersford and 0 in Spring City. He added that half of the cases according to Montgomery County Department of Health were asymptomatic cases. He asked that in a district of 50,000 people with only 32 cases in the last 14 days, what does this tell them and does it substantiate the cancelling of an important outdoor event where guidelines would be followed and if it does then how do they sit there and reconcile this with all of the other outdoor events that have occurred safely and without virus transmission? Mr. Lebieczinski asked the board tonight to pass a motion to direct the administration to conduct the senior tailgate as scheduled on September 8th.

Dan Mayo, Limerick, commented that last week the Ad-Hoc Committee was activated by the board to engage the community in dialogue to provide insights, direction and support to address the challenges that exist for returning to full in-person teaching across the district in a collabora-

tive manner. He stated that he looks forward to hearing exactly how that will occur so that we are not having the same conversations two, three or four weeks from now. Mr. Mayo added that while one week may not be sufficient time to have worked out all of the details, he hoped to hear at a minimum the following; the construction and selection criteria for the committee members, specific outcomes expected from the committee, and the board's commitment to act on the recommendations of the committee. He next spoke about the survey for staff and students saying a sample survey from a neighboring district was shared with the board over the past week and said he is eager to see what our survey will look like and when it will be sent out. Mr. Mayo expressed hope that the results of the surveys will be shared with the committee so that they are all aware of the challenges we are facing with returning to full in-person teaching as soon as possible. He stated that school starts in one week and as of last week there was no cohesive plan to move forward from virtual to hybrid let alone in-person teaching. He said he hoped that he will hear that addressed and this will not be the groundhog's day episode.

Hope Bodenschatz, Royersford, stated that she hoped tonight to hear about a developed survey that will go out to the parents in the next couple of days. She commented that she sees no benefit in why we would wait until the third week of school to send a survey out and asked how the district can develop a plan to bring the kids back into the buildings if they have no idea how many kids they will be working with. She stated that it would be like designing a plane without knowing how many passengers it is intended to transport. She asked if they are talking about a puddle jumper or an overseas airliner? She expressed that she similarly hoped that a survey would go to the teachers soon because you can design the most elegant plane ever created but without pilots they will not ever do us a lot of good. Ms. Bodenschatz said the more time you let go by without sending these surveys out the less likely it will be for an effective plan to be developed. She stated that if there is a solid reason for why you are choosing to delay sending the survey then she would hope to hear the reason given here tonight otherwise the community is left with no other choice than to assume there is no reason and you are not working towards a goal of returning students to the classroom. She commented that she looked forward to hearing tonight's updates.

Erica Hermans, Royersford, recalled that in the last meeting the board agreed to send a survey to staff and families on September 28th which would allow families the opportunity to experience virtual learning and IEP families the opportunity to experience special education opportunities. She stated that there was also discussion on a possible teacher survey on September 14th although there was debate on the appropriateness and the approach. Ms. Hermans commented that although there were some Board Members who were reluctant to agree, they did ultimately give Dr. Goodin direction on the surveying of families. She encouraged the board to move forward with surveying the students and families in the timeline provided at the last meeting, which was September 28th. Ms. Hermans felt that if the board decided to move forward with surveying teachers she would encourage them to do so under the timeline suggested in the last meeting as well. Ms. Hermans stated that she realizes there is a self-appointed group/council which has posted the desire to do asap surveys "as they do not cost anything" but she wanted to be clear that felt there was a cost to surveying which is called survey fatigue. She commented that there is a likelihood of not getting good data from over-surveying saying she like many others has been surveyed multiple times in the past month and she asked what data the council has to deduce that now is the appropriate time to survey. Ms. Hermans said there has been no substantive change in the recommendations of public health officials or the experiences of teachers, staff, parents and students. She felt the right decision was to survey all parties when these groups have had a change to their experience, experienced new protocols and experienced new approaches to learning in order to provide meaningful feedback. She stated that anything sooner than that would only be formed by speculation and this would be terrible decision making.

Kristin Norwood, Collegeville, commented that she is disappointed that the surveys have not been sent out to families to determine how many students would return to in-person instruction. She stated that seeing that this is the first step to try any sort of plan for being back in school, she would have thought that the board and administration would work quickly to push this out to families. She questioned if it was safe to assume that a similar survey was not yet sent out to teachers and felt that this was another piece of vital information needed for the reopening plan. Ms. Norwood said she wanted to address the attention grabbing headlines that have come out now that many colleges are back in session and implored the board not to let any of these articles derail the progress towards reopening our schools. She stated that the headline regarding Temple reads Temple University suspends in-person classes due to COVID-19 outbreak which seems very daunting if you just read the headline but if you actually read the article you will find that there was around 100 cases out of 5000 tested which equates to only 2% and most of the cases are asymptomatic. Ms. Norwood advised that there have been documented studies indicating that asymptomatic sick people are not good carriers of the virus and she questioned whether the suspension of classes was the appropriate course of action for the few students that exhibited mild or moderate flu-like symptoms as stated in the article. Ms. Norwood felt that discussions such as this were very important to the reopening plan as situations like this can quickly disrupt continuity of in-person instruction for our students. She stated that with the Governor mandating that everyone wear masks all day, the risk of transmission of the virus is exceedingly low especially when coupled with proper social distancing. Ms. Norwood felt that these were the types of discussions that should be at the forefront of the Ad-Hoc Committee mentioned at the last meeting. She added that unfortunately she has not heard any additional information about that endeavor. She stated that although she was encouraged by the direction some of the Board Members were going in last week regarding more community involvement, discussing topics at weekly meetings with no follow-up will get us nowhere. She asked the board to please follow through on their commitments to the district to get the students back in school as the students are counting on them.

Rachel Kerchner, Phoenixville, commented that the discussion items on the start of school and the survey for staff and students were written very excessively vaguely. She felt the lack of specificity had proven itself to deliver unfocused, inefficient and unproductive board meetings. She felt the agenda needed to be written with explicit intentions in order to make forward progress in planning for the reopening of schools. She stated that with regards to the start of school discussion, it need sub-topics including; have there been any updates to CDC recommendations relevant to reopening schools and whether any current Spring-Ford policies have been affected, addressing the most current health data numbers and how they line up with the metrics that Spring-Ford is planning to use in determining the viability of in-person learning, update the existing list of hurdles to be overcome in order for our schools to be safely reopened including solutions that have been found, creation of an action plan and/or task force to specifically problem solve each outstanding hurdle along with a timeline for potential solutions to be presented, and an update on PPE procurement and if any additional PPE needed to be purchased in order for schools to reopen. Ms. Kerchner next addressed the discussion item on the survey of staff and students saying the following needed to be added as subtopics; setting a specific date for surveys to be sent out along with a set date for a follow-up survey if needed, determining what specific questions should be on the survey, addressing the viability of a virtual option being offered, and defining how the survey will be executed to ensure valid results. She added that without first committing to addressing specific action items on the agenda lacks focus and accountability. She stated that the children need and deserve all of them taking action and not just talking about it.

Joy Crowle, Collegeville, stated that she found it sad that on this week's agenda it starts with an update on the start of school as school should have started today but did not because Spring-Ford could not even get it together for virtual online learning due to poor planning which seems to be the theme week after week. She asked if they could see how the parents have no faith that anything will get accomplished at tonight's board meeting or any future meetings. Ms. Crowle

commented that a survey was sent out and 54% wanted to send their kids back to school in person. She felt that these are the numbers that should have been used for planning. She added that she could not understand how a school district could send out a survey and then claim that they do not know how valid or accurate the voting was. Ms. Crowle felt if this was the case then another survey should have been sent out ASAP. She stated that surveys should be as simple as this; parents want to send their kids back in-person vote yes or no, no hybrid or what-if scenarios as it is cut and dry. She added that parents that do not want their child to attend in-person sign up for cyber school. She asked that everyone stop trying to make this harder than it needs to be. Ms. Crowle stated that first we could not open because of PPE, then it was that it was not just PPE so parents never get the full story. She stated that parents need full disclosure on what is going on with school and opening in person. She asked if anyone had even looked at desk shields that could be put at every desk and in the cafeteria. She advised that Daniel Boone is doing this and she asked that Spring-Ford reach out to them. She added that when they said they did not need a team for every action item, she would beg to differ and suggested that they take help if help is given. Ms. Crowle commented that Spring-Ford always asks parents to be involved with everything else so let them participate with the opening of our schools for those that want to attend in person. She added that she supported Mr. DiBello's suggestion to hire a project planner and this needed to occur ASAP as time is of the essence and kids needed to be back in school in-person ASAP.

Kate Doyle, Collegeville, commented that she is speaking on the discussion item on the start of school. She stated that as we start the school year she would like to remind the administration and school board to be flexible and open to modifying the initial schedules at all of the grades will start off with next week. She asked that they be sure to listen to all of the feedback from the teachers, parents and students if following or closely following the bell schedule is not conducive to effective learning. Ms. Doyle added that virtual school cannot replicate in-person school and we should avoid trying to force a square peg of normalcy into a round hole of this pandemic. She reminded the board to be sure to allow teachers the flexibility to work from home and not pressure them into the building. She added that teachers may be at high risk themselves or live with or be close to some-one they need to care for at high risk and they wish to do all they can to reduce the risk of contracting COVID. Ms. Doyle encouraged the board and administration to consider starting grade 7-12 at 8:30 or later as mentioned previously it is recommended by the AAP, CDC and AMA. She urged that with no bussing challenges the children please be allowed the opportunity to get the sleep they need for optimum mental and physical health.

Tara Grotto, Royersford, stated that she wanted to talk about the discussion item on the survey. She commented that several of her friends had children start school today in other school districts virtually and it had been a disaster with many emails going to the superintendents of those schools. Ms. Grotto felt that in light of this the current survey date may be too late but thought that possibly families should be given at least the first week to get their feet wet. She encouraged the board to move the survey date up a little bit for the teacher survey in order to allow the administration to have accurate data to use for planning.

Kim Huston, Royersford, commented that she wanted to talk about the discussion item on the survey. She stated that back in June Spring-Ford administration sent out a transportation survey due to COVID to determine how many busses they would need. She advised that the email communication for the survey specifically indicated that by selecting declining district bussing you were authorizing the district to not reserve a seat to transport your student and the student would not be permitted to use district transportation. She stated her reason for bringing this up was due to the discussion last week at the board meeting regarding sending out another survey to determine how many students would attend in person and she felt that when this survey went out it could indicate that by not choosing in-person instruction you are authorizing the district not to reserve a seat in school for in-person learning. Ms. Huston said once the surveys are submitted then no changes should be allowed to be made just like what was communicated along with the transportation survey back in June. She felt that if families do not respond then they should be considered

for Spring-Ford Cyber because Spring-Ford will not be able to plan for them in buildings during COVID. She relayed that this was done by Souderton High School in order to firm up their exact number of students that would be returning in person. She asked that, in addition, the attendance survey be sent out sooner than September 28th in order to ensure the district can get definitive numbers sooner rather than later of the number of students that will be attending in person versus online. Ms. Huston stated that this was the only way, at this point, the board and the administration will have any idea as to how many students they are talking about and would need to plan for in-person instruction. She added that no one wants to be in this situation but we are and decisions need to be made. She commented that this is critical for the mental well-being of all of our kids and to include “what-if” scenarios in a survey will only prolong the students getting back into school. Ms. Huston stated that last week Dr. Goodin expressed his concerns with the cafeteria seating and not being able to accommodate all Spring-Ford students. She felt that if the survey was sent out and parents were held accountable for their decisions at the time the survey is submitted then there would be a lot less undecided responses. She felt the decisions on spacing would be much easier since the student numbers could be a lot less.

Sarah Daunoras, Royersford, stated that she was calling about the discussion item on the survey. She commented that as many are aware there is a parent group led by Mr. Olsen which calls itself a council and sees itself as an official contributor to the decision making of the school board. She asked that the Board of Directors please disengage from this private Facebook group which is not an accepted method of communication with the school board. She added that this is a very vocal minority that is becoming a distraction and the school board does not need to take direction from this group. Ms. Daunoras stated that everyone wants to get their children back to school in person but it needs to be done safely and at the appropriate time. She added that it is not helpful to set an arbitrary date and said that what is needed is a clear metric based on cases in our area such as cases per 100,000 population for the past 14 days which, according to the presenters last week, needs to be at 10 per 100,000. She asked that the board and the administration continue their work developing the necessary protocols for returning to in-person learning. Ms. Daunoras felt it was important that the teachers and administrators have the support they need to make the virtual model work for as long as is necessary. She expressed her thanks to the teachers for all of the work they have already done in preparing virtual lessons and learning how to use Canvas over the past few weeks. She stated that she is looking forward to her kids starting next week although she is disappointed that they were not able to start today.

II. PERSONNEL

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

A. Temporary Professional Staff

1. **Hope K. Davis**; Special Education Teacher, 7th Grade Center replacing Kathryn M. Shortall who had a change of assignment. Compensation has been set at B, Step 1, \$50,000.00 with benefits per the professional agreement. Effective: To be determined.
2. **Allie M. Pribula**; Elementary Teacher, Oaks Elementary School replacing Christine N. Wike who had a change of assignment. Compensation has been set at B, Step 1, \$50,000.00 with benefits per the professional agreement. Effective: September 1, 2020.

B. Professional Staff

1. **Jaclyn B. Pearson**; Special Education Teacher, Senior High School replacing Lindsay N. Miller who resigned. Compensation has been set at B, Step 4, \$52,021.00 with benefits per the professional agreement. Effective: To be determined.

C. Support Staff

1. **Aniqua G. Coleman**; Instructional Assistant, Senior High School replacing Renee A. Byrne who retired. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 14, 2020.

III. FINANCE

Mr. DiBello made a motion to approve Item A and Mrs. Melton seconded it. Mr. Jackson asked if this would be done virtually and Mr. Rizzo replied yes, that it will be done virtually with an in-person option if participants wanted to have some hands-on training. The motion passed 9-0.

A. The Board approved the following independent contract:

1. **Friendship HLH&A, Inc. – Royersford, PA.** Provide adult and pediatric first aid, CPR, and AED training for up to 80 Spring-Ford instructional assistants. Funding shall be paid from the Special Education Budget and shall not exceed \$3,000.00.

IV. DISCUSSION ITEMS

Dr. Goodin provided an update on Canvas and reminded parents if they had not done so to complete their first day online verification information. He advised that the students attending WMCTC had started school today in-person as that facility is able to provide ample social distancing space for the students although all students are still required to wear masks. Dr. Goodin provided an update on the following: material distribution dates for students, in-service dates for staff, student's and parent's ability to access to Passport to Canvas Training video and a How to Start Your School Day video. Dr. Goodin reminded everyone that September 8th is the first school day for students and attendance will be taken through Canvas. He added that September 14th is the date for beginning to bring into school, for in-person instruction, the low incidence students and that 107 students are planning to come in. Dr. Goodin advised that all other special needs students will receive instruction virtually through Canvas and Zoom and that related services will be provided virtually in accordance with the student's IEP. He stated that plans are being made to bring in all students with special needs. Dr. Goodin next advised that official practices will start September 7th and competitions will begin on September 25th.

Board discussion took place on the distribution of materials and whether anything might delay the start of school on September 8th. Dr. Goodin indicated that everything was on track and barring any unforeseen issues such as a system-wide network failure then students will start school on September 8th. Plans for bringing those students with IEPs, GIEPs and 504s were questioned and Mr. Rizzo advised that the Special Education Supervisors were meeting 2-3 times per week to work out a plan in conjunction with the Human Resource Department on staffing. He provided the details available with regards to the plans for a phased in return for those groups mentioned. It was felt that better communication with parents needed to be provided on this. The board discussed the senior tailgate that normally takes place on the first day of school prior to classes beginning with regards to the high school administration's decision to hold off on this event until such time that the students actually return to school in person. Concerns were raised over the fact that parents of seniors were organizing this event off-site and the potential lack of social distancing which could lead to COVID outbreaks. The board determined that this was a decision of the high school administration, the students and the families and not something the board should not be involved with. Discussion took place on the devices being distributed to students and if there were enough on-hand. Mr. Catalano advised that 1,500 had been ordered but delivery was delayed until January or February due to warehouses being shut down. He reported that the district repurposed older devices so that everyone who had requested a device would receive one but that the preference is to still receive the ones that were ordered so that the older devices could be

swapped out and that the technology refresh schedule and budgeting would be kept in line. The board expressed frustration with this information not being relayed to them sooner. Mr. Rizzo was asked to provide a cyber-school enrollment update and he advised that currently there were approximately 518 enrolled but that the numbers change daily as some parents are still changing their minds. Mr. Rizzo also provided an explanation of the difference between cyber-school and virtual learning. Dr. Goodin was asked about athletics and if the district has seen any positive COVID test results since kids have been practicing and he advised that the district has many precautions put in place and the plans are to move forward with the athletic and band competition season. He added that the extracurricular activities will be starting up virtually the last week of September/first week of October. The board next discussed the planning for how to bring students back to school with regards to a possible phased in approach, the need for a target date, the need for survey results in order to properly plan, what the property and curriculum committees would tackle, the need for a project planner to assist with the planning and coordination of everything, and the need for the plan once determined to be communicated clearly to parents.

Mr. DiBello made a motion that by November 12th all kids are back in school and Mrs. Zasowski seconded it.

Mrs. Melton questioned how a motion could be made that all kids will be back in school on November 12th and stated that she thought this was irresponsible. She suggested that this be a target date.

Mr. DiBello amended his motion to say that a target date be set for November 12th for all kids to be back in school although this can change based on data received for within the district and within the CDC and the County Health. Mrs. Zasowski seconded it.

The floor was opened up for public comment.

Dan Mayo, Limerick, stated that this is a very basic, simple skill that should be contained within someone within administration or the board. He added that this is not rocket science and something that is done every day in the private sector on much more complex situations than this. He commented that he is not minimizing this but felt project management was a basic tenet of running a school and a school board and it escaped him how someone in administration or on the board did not have the skillset to actually put a plan together. Mr. Mayo stated that you set a date, you set target dates, you set milestone events and all of those change but the fact that there was struggling going he found very disheartening as a community member.

Rachel Kerchner, Phoenixville, asked that the board and administration specifically determine what data will need to be set and interpreted for the November 12th date to be a go for in-person learning or that will hinder this. She felt that this is what was missing and that they needed to set parameters that will dictate whether school will open or not. Ms. Kerchner asked that they stop discussing and start doing.

Mary Jo Mcnamara, Royersford, she asked the board to consider including wording for the motion to cover all bases to say "November 12th or sooner if at all possible" especially if we are going to define the metrics. She added that project planning is to give an incentive for delivering early.

Roland Olsen, Collegeville, commented that we have reached an interesting and important point in all of this. He stated that he agreed with Mr. Shafer with his comment on what needs to be done at this point. He endorsed getting this in place with the date and the incentive plan to get students in earlier. Mr. Olsen felt that there needed a team to be in place to drive this to

the finish line. He added that this is the first time we have gotten this close to a plan and we do not want to lose momentum now.

Dr. Wright commented that she wanted to make sure the board was aware that every administrator in Pennsylvania is required to take classes in project management. She stated that what is new is that no one has experience this with a pandemic. She added that administration did come up with an effective plan for opening our schools and that should be successful. Dr. Wright stated that she believed that administration should be tasked with the next step and the next plan. She agreed since we are dealing with a pandemic that we should bring in resources to help but just wanted to make sure that the board was aware that administrators do have experience in project management.

The motion passed 9-0.

A. Update on the Start of School

Mrs. Melton stated that there are a number of folks that due to virtual learning do not have sufficient, meaningful work to perform. She stated that staff members need to know and that no one wants to have to furlough anyone.

Dr. Goodin provided a recap of the proposals for furloughs that had appeared on last week's agenda. He advised that the majority of staff worked in the Food Service Department. The cost savings to the district to enact the furloughs would be around \$83,000.00. Mrs. Leiss reminded the board that food service funding does not come from the General Fund but rather from revenue collected as a result of lunch sales and government subsidy. She confirmed that the furloughs in large part were simply because no meaningful work was available due to students learning virtually. It was asked if other categories of staff, other than food service, were looked at and Mrs. Leiss confirmed that all building administrators were contacted to determine which staff in their building had sufficient, meaningful work and in addition to food service, one security staff member and one attendance secretary at the high school were included in the list of furloughs. Conversation took place on insurance coverage timelines and cobra timelines. The board was reminded that as students are brought back and if brought back early then the furloughed staff can also be brought back as the workload increases and earlier than originally anticipated. There was some confusion on the benefits of furloughing staff that would not be paid if they were not working anyways since the staff were hourly employees and it was advised that this is being done so that the staff members can collect unemployment and be able to have a paycheck coming in.

Mrs. Zasowski made the following motion:

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

Furloughs

Food Services – Effective September 3, 2020

- | | |
|---------------------------|------------------------|
| 1. Martina Benedict-Gring | 4. Juliet Christman |
| 2. Susan L. Bing | 5. Colleen M. Deschamp |
| 3. Theresa A Carfagno | 6. Christine A. Dixon |

7. Deanna N. Dunn
8. Trudy Durante
9. Benjamin E. Eubanks
10. Carol A. Findley
11. Annette Freed
12. Sarah L. Fusco
13. Joan Gerretz
14. Allyson Bonnie Hansell
15. Elizabeth A. Hayes
16. Charlotte T. Hettrick
17. Lisa Huttinger
18. Christine M. Klag
19. Jacqueline Knerr
20. Tonia Leonard
21. Laraine L. Livergood
22. Karen Lyons
23. Christine Mallozzi
24. Johanna McLaughlin
25. Kathleen L. Mills

26. Theresa Morris
27. Cheryl M. Nave
28. Jayne W. Oyler
29. Patricia Peterson
30. Michael R. Poteete
31. Tina Reppert
32. Elizabeth Robillard
33. Maria G. Romano
34. Cheryl L. Santiago
35. Megan L. Shaeffer
36. Vincenzo Selli
37. Andrea M. Smith
38. Denise L. Smith
39. Marie Angela Smith
40. Mary Timbario
41. Kathleen M. Walker
42. Christine Wheeler

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

1. Jason R. Corroplese – Security Guard

Office Staff – Effective August 28, 2020

1. Brittany L. Harrington – Attendance Secretary SHS

Reduction in Hours

Food Services – Effective September 3, 2020

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

Katie Muth, Royersford, stated that Dr. Goodin mentioned that food service as well as several other areas were being considered for furlough or layoff and she asked what the other areas were. Mrs. Melton commented that Mrs. Leiss had already shared the information that would be in response to Ms. Muth's question.

The board discussed the reasoning and purpose for the furloughs which was stated to be so that the staff could collect unemployment as they will not be collecting a paycheck due to there not being any work for them. It was also suggested that possibly administration should be looking at other positions for furlough or layoff as there may be others throughout the district

that due to opening with virtual learning may not be able to provide meaningful work. The board expressed that they were bothered to have to consider this.

There was a roll call vote with Mr. Shafer, Dr. Wright, Mr. Jackson and Mr. DiBello voting no. Mrs. Zasowski, Mrs. Melton, Mrs. Fazzini, Ms. Sullivan and Mrs. Earle voting yes. The motion passed 5-4.

Mrs. Melton asked administration to access staffing and look at other areas for furlough or reduction in hours once we see what the need is after the special education program starts running with some in-person learning. Mrs. Zasowski asked if it was the board's directive for administration to go back and take another look at other areas for furloughs and the majority said yes. Dr. Goodin was asked to take another look at this.

B. Possible Furloughs

Dr. Goodin stated that last week he was directed to start working on a survey to put out to teachers on September 14th and one to families on September 28th. He stated that after discussion he understands that these dates may change. He advised that he did start to draft those surveys and would prefer not to wordsmith it in the public forum. He indicated that the survey for staff does ask that if the district returns to in-person learning the second quarter under a hybrid model did they plan to return to the classroom, exercise their option to remain at home due to one of the qualifying reasons under the Family First Corona Response Act, or other which he explained would be retirement. He advised that the second question would be if the district returns to a full opening or green model did they plan to return to the classroom, exercise their option to remain at home due to one of the qualifying reasons under the Family First Corona Response Act, or other which he explained would be retirement. Dr. Goodin also spoke about the family survey saying it would consist of questions asking they provide the student ID, building they attend, whether if the district returns to in-person learning under a hybrid model did they plan on sending their child in-person or to cyber school, and if the district returns to full in-person learning or the green model did they plan on sending their child in-person or to cyber school.

Mrs. Zasowski asked if this had been discussed with the union representative and Dr. Goodin indicated that this had not happened as of yet that his conversation with them was regarding virtual possibilities and meeting the needs of students who may have to quarantine.

Mrs. Melton stressed the importance of an ability to implement virtual learning as an option as she felt this was an important element for the survey results.

The board discussed the timeline for sending the surveys out and whether the options chosen could be considered binding. Mr. Fitzgerald provided the opinion that the board passed an emergency resolution and in his opinion the decision selected on the survey could be binding. He advised that there are other districts who are telling their families that once they choose then they must stay in that program until the end of the quarter. The board felt that straight-forward questions were best and that the virtual option needed to be looked into in order to determine if it can work and if not be able to provide the reason why. The board was all in favor of sending the survey sooner and the end result was that the staff survey would go out on September 8th and remain live for 3 days followed by the family survey on September 11th which will remain live for 3 days.

C. Survey for Staff and Students

V. BOARD COMMENT

Mrs. Earle stated that she serves on the Upper Providence Board of Parks and Recreation and the Director, Sue Hoffman, reached out to her to present to the board that they are looking into offering a school camp. She commented that this camp would provide an option for parents and caregivers while school is virtual. Mrs. Earle added that there would be space to let the kids be online without interruption. She stated that there would be counselors there to make sure they are staying on task and coordinating pick up and drop off. She commented that they are still working out the logistics but wanted to know if Spring-Ford was considering any such thing. She added that they are reaching out to us to work with YMCA's and daycares so if we are looking for additional space to spread out the kids then this is being offered to Spring-Ford employees and township employees as well. Mrs. Earle stated that if anyone in administration would want to reach out to Sue Hoffman to determine if there is any potential for using this space then she can provide the contact information. Concerns were expressed with what the cost was, whether transportation would be provided and exactly what they were looking for from the district.

Mrs. Zasowski reported that she has been working other districts board leadership and they will be getting together periodically on Zoom to have discussions on what is working, what the challenges are, where can we go from here, how can we spread the word and not reinvent the wheel over and over again since everyone is facing these challenges. Mrs. Zasowski advised that one thing that came out of this collaboration was that in an effort to avoid limiting public comment to two minutes or even putting the cap of one hour on it she would like to propose that we ask the audience to preregister if they decide that they might want to make a comment that evening. She stated that this way when we have that number of people to comment the board can decide if they want to limit comments to three minutes or one hour. Mr. Jackson stated that some of the parent's comments are based on the conversation that takes place at the meeting. Mrs. Zasowski replied that this would be fine for the public comment at the end of the meeting but she was referring to the public comment on agenda items only at the beginning of the meeting. Mr. Shafer stated that he appreciates what Mrs. Zasowski was trying to do with getting together with other district leadership but felt that stifling public comment to him does more harm than good. He felt that it was important to allow everyone to speak their mind. Mrs. Zasowski advised that one of the complaints that came out last week following the meeting was that the public comment period did not go the full hour but yet those that spoke were still limited to two minutes. She advised that this would provide a better gauge. Mr. DiBello said he was not in favor of this as they have too many other complicated things going on to take time to collect comments and gauge the number of people. He suggested that they just see how it goes and look at the number of people waiting to make comments at the beginning and adjust accordingly.

Mr. DiBello asked about desk shields and if administration had any idea on the cost. Mrs. Melton said she had looked into this and the cost was \$144 per shield. Mr. DiBello stated that he was only inquiring since advertisements for this were all over but that he was not necessarily in favor of it. He next reported that US News and World Report has listed its 2020 Best High Schools and in that listing Spring-Ford ranked 896 in the country and 26th in the state. He advised that last year Spring-Ford ranked 939 and the year before 1421 so it was great to see us continuing to move up on the list. He praised administration and the high school for all of their efforts.

Mr. Jackson stated that two word that the majority of the parents who comment use are "plan" and "survey". He asked that this be kept in mind. He expressed concern over the devices Mr. Catalano spoke about that would not be received until January or February. He asked that the Board be kept informed on the status of these devices and questioned what the potential cost is for these devices.

Mrs. Melton questioned if the board was planning on meeting again next week. Mrs. Zasowski made a suggestion to move the board work sessions to the 2nd Monday of the month, move the policy and curriculum/technology committee meetings that normally take place on the 2nd Monday to the 3rd Monday and keep the board voting meeting on the 4th Monday of the month. The board was okay with this new schedule for board and committee meetings. Mrs. Fern was charged with running the legal notice regarding these changes and it was determined that this change would go through the end of this year with new meeting schedules being developed after the board reorganization meeting.

Dr. Wright stated that she was disheartened by the tone of last week's meeting. She commented that she is worried about public education and that she and the board are committed to public education. She added that she had seen a growth in board unity since the beginning of the year but since the pandemic she felt the tone of the board became hateful and angry. She reminded the board that the children are watching and referenced the Social Emotional Learning presentation last week where students were participating via Zoom and stated that she felt the board behaved badly last week and struggled to work together. Dr. Wright urged the board members to be aware of what they say and the manner in which they say it as she felt that some of the comments made were rude and brazen towards each other and the administration. She asked them if they would speak to their own children that way or allow anyone to speak that way to them. She thanked and reference a comment received from a community member that indicated they were tired of the constant bickering and finger pointing instead of collaboration and problem solving. Dr. Wright advised that the board receives many emails and comments that go against the plan but that they are done respectfully. She asked the board to try to govern with grace, kindness, empathy, teamwork and integrity. She urged them to work together and assume the best in one another. She expressed that she has faith that they have what it takes to build a better culture and a better school district. She asked that before they speak or write anything that they ask themselves if they are part of the solution or problem. She questioned what they are teaching the children who are most definitely listening. Mrs. Zasowski thanked Dr. Wright for her comments and stated that they all need to have faith in each other in this process and that they should all try to be humble and try their best.

VI. PUBLIC TO BE HEARD

Roland Olsen, Collegeville, stated that he was in agreement with the plan put forth by Mrs. Zasowski regarding the public comment section of the meeting. He advised that The Council represents people who want to see a plan for getting back in school. He stated that as of the last survey 54% indicated that they want to get back in school and this was done when the COVID data was not great and the kids had only been home for a short period of time. Mr. Olsen felt that these numbers would change following the next survey. He stated that they do not speak against the people who want to stay virtual and anyone who does not support their efforts is in opposition to having a plan for kids to return to school. He added that the opportunity from a technology standpoint to simulcast classrooms where the teachers are teaching both the virtual students as well as those in-person is necessary for a multitude of reasons. He stated that it is necessary for those families who need a choice and it is necessary for those times when kids are going to need to learn from home after they have been in school in-person. Mr. Olsen commented that we have solutions which require no additional spending as students will be using the current technology and he welcomes the opportunity to discuss those solutions so that we can get the kids back in school and those that want to stay home will have that choice as well.

Abby Dierdorf, Royersford, commented on the surveys saying she agrees that the parents know how they would vote on the survey right now. She stated that there are 518 registered for cyber and she felt that if she would have thought this was a good fit for her child she would have already enrolled him. She stated that she supports looking further into synchronous teaching regardless of what phase we are in. She asked what data would be acceptable for "The Council" or for various board members as some disregarded the doctors from CHOP as not being good enough,

the Montco website is not good enough and the CDC is not good enough. Ms. Dierdorf made reference to Mr. Olsen's comment that those who were not part of his private group, which she is not, then they are not about getting kids back to school. She stressed that she is about getting kids back to school and she asked that Mr. Olsen not misunderstand her as she feels kids need to be in school for all the reasons they all passionately believe but it needs to be done safely. Ms. Dierdorf stated that she looks forward to hearing about the plans. She thanked the board for their privilege and honor to serve all.

Lauren Day, Phoenixville, thanked Dr. Wright for her comments on showing empathy and grace. She stated that she wanted to speak about the survey and would like to see it include the virtual option if the responses will be binding for parents. She that currently cyber and in-person learning was not for her family and if the survey responses were binding then she wants the virtual option in there.

Kim Anderson, Collegeville, advised that she had done a search on Amazon on desk shields and found them ranging from \$36 down to \$16 so there are other options than what was spoken about earlier in the meeting. She asked that the survey include a place for parents to provide comments as some families are dealing with different situations than others. Ms. Anderson stated that she wants her kids back in school but does not want survey responses to be binding as if hybrid is the plan then she is not in but if full in-person instruction is the plan then she is in. She urged that a comment section be included.

Dan Mayo, Limerick, expressed his frustration with nothing having been done with the Ad-Hoc Committee and felt it demonstrated the board's lack of commitment to gauge the community and parents in working in communicating problems and working seeking help with issues. He felt the Ad-Hoc was to engage people in the community in more than 2 minutes snippets of time and provide more dialogue. Mr. Mayo stated that there are a lot of people who work in both the public and private sector and have great ideas so not including them was an oversight by the board. He agreed with Mr. Olsen's comments on the survey and stated that it is a way to gather specific data intentionally and with purpose and use it to make decisions. He felt that the comment regarding survey fatigue was an excuse and that an engaged community will never get tired of advocating for their kids for a right solution. Mr. Mayo stated that this is a fluid situation and the data will change from week to week. He felt that this needed to be addressed through multiple surveys at different points in time. He asked that the board focus on the first thing and begin with the end in mind. Mr. Mayo felt that the fact that two board members voted against adding an additional 60 seconds to public commentary was unbelievable and that this is the engagement factor that is missing. He added that to make a decision in a bubble and silence the voice of the people who want to try and help provide solutions was unbelievable. He also felt that the teachers were a silent voice as there was very little commentary about what they want.

Sheri Zawislak, Collegeville, commented that there was no discussion on the limitations as to what was holding the district back from being able to offer both virtual and in-person instruction. She advised that Perkiomen Valley had posted plans offering both virtual and in-person options. She stated that if they can offer both and other districts can offer both then what is holding Spring-Ford back from this. Ms. Zawislak added that Perkiomen Valley had posted a plan with 3 different dates and phases for bringing students back in. She questioned how they could get there this soon when we can't even get a date to start getting a plan together. She suggested that the district reach out to them and other school districts. Ms. Zawislak felt that the teacher's surveys could be sent out so that the district knows what substitutes they may need and can start working on securing substitutes so that we will not be faced with having to go fully virtual again due to staff shortages each quarter this comes up. She encouraged the board to keep moving ahead.

Julie Tighe, Collegeville, stated that she is sure everyone would agree that Spring-Ford is a top school as evidenced today with Mr. DiBello's comment on the high school recognition. Ms. Tighe stated that the high school is one of the best schools in the area and has been for a number of

years before even before some of the current board members were with it. She said the reason she brings this up is because what makes Spring-Ford great is the quality of teachers and the administration. Ms. Tighe expressed that it was frustrating that some members on the board feel the need to micro-manage the administration when we should trust the administration. She added that it was even more frustrating that some parents feel they can micro-manage the board to micro-manage the administration. She stated that a portion of time was used to question the fact that computers were backordered and why the board was not told earlier when in fact the administration found this out and proactively came up with a temporary solution and notified parents of students who were getting devices last week. She stated that the administration had taken care of the issue but yet we continue to micro-manage. Ms. Tighe urged the board to listen to the experts as many board members are not experts in the field of education. She added that last week there were experts who spoke and the amount of parents who posted in social media groups that think they know more than CHOP doctors was extremely upsetting. She commented that it was upsetting to hear Mr. DiBello state how he is looking at the numbers and following the science in one breath and then in the very next breath state the false claim that “the CDC stated that 90 something percent of deaths had a primary or secondary condition”. She advised that the CDC stated 6% of deaths COVID-19 was the only cause mentioned on the death certificate. She stated that death certificates have 4 lines to enter the chain of events that directly caused the death of a person. She added that if you read further down on the CDC website, they provided all of the reasons that have been listed in addition to COVID for the individual’s death and 90% of them included pneumonia, respiratory distress syndrome and respiratory failure; none of which are pre-existing conditions. Ms. Tighe stated that what we do not need in order to open school safely is wasting time quoting stats incorrectly as if they are facts. She urged the board to start listening to the experts and let them do their jobs. She added that if the board has a suggestion then they should present it specifically to the administration and let them run with it and she asked the board to stop micro-managing and recognize that this will keep our school district as one of the best in the area.

Mary Jo Mcnamara, Royersford, stated that she wanted to address Dr. Wright’s comments saying she appreciates her comments regarding everyone acting with decorum. Ms. Mcnamara advised that she watched board meetings for weeks before she started commenting but that the community is tired, frustrated and sometimes the tongue gets lost in these comments. Ms. Mcnamara stated that the public is given 2 minutes to speak and yet the board talks about working together but the two sides are not working together as two steps are taken forward and an unknown number are taken backwards. She felt that last week ended on a high note with an Ad-Hoc Committee conversation which there was not any mention of tonight. She added that they talked about and agreed to all kids back in school on or before November 12th and now the talk is about sending someone off to research how many furloughs we might get. She questioned why and stated that if we are looking towards November 12th then let’s talk about what we can do and not what we can’t do. She added that she can appreciate that we want everyone to act in grace but it took the community to form a community of people in order to get the board to react which did not happen until 2-3 weeks ago. Ms. Mcnamara commented that she tries really hard to speak with grace and hold her tongue but in some of the instances she does not blame the parent’s frustration with the board and administration. She added that she did not think that the administration was micro-managed but rather not managed at all and she believes this is the problem. She asked that someone answer about devices that there was a vote to spend money on and are not getting until February after we are already back in school for four months. She felt this was absurd.

Kristin Norwood, Collegeville, commented that there is a vote happening tomorrow in the PA General Assembly which if passed will allow the school district to make decisions about sports and extracurricular activities including whether spectators are allowed to attend games. She asked that the district’s safety plans be reviewed and figure out a way to allow spectators to attend events. She added that as a parent of a senior athlete she cannot imagine not being

allowed to watch her play her final season as a Spring-Ford Ram. Ms. Norwood expressed appreciation for allowing the kids to play but asked that parents be allowed to watch.

Jill Schadler, Royersford, expressed hope that we will continue as a school district to climb the rank that Mr. DiBello shared tonight and added that after tonight's meeting she does not have a good sense that we will. Ms. Schadler stated that this was not a good meeting and was a step backwards in her opinion. She commented that she continues to lose confidence in the entire board and the school administration. She stated that she did not hear Ms. Sullivan, Mrs. Earle or Mrs. Fazzini respond to Mr. Olsen's request about their previous votes and in fact did not hear Ms. Sullivan or Mrs. Earle offer anything but one comment. She commented that she wanted to address the earlier discussion regarding project managers and stated that Dr. Wright finally asked some questions of her fellow board members. She added that if there are difficult topics such as furloughs for the board and they do not want to discuss those difficult topics then there is a position you can take which is to step off the board. Ms. Schadler stated that "we all want to go home" was a comment she heard tonight and she noted that it was 11:15 and she has to get up at 4:30 but she is staying on because these are important matters they are talking about. She added that talking about where you get your hair and your pedicures is clearly addressing your feelings and not listening to your community and focusing on the children's plan to get back to school. She asked if the board really spent 25 minutes on its agenda discussing a senior tailgate and questioned where the focus on the plan was for students, teachers and continuing this district to be a great school district. Ms. Schadler stated that she is seriously frustrated and said that the furlough cost savings they all just voted on tonight can pay for the project manager. She added that she wanted to use a slogan that everyone has heard which is "why don't you be like Nike and just do it".

Sarah Daunoras, Royersford, thanked Dr. Wright for her comments saying she felt they were absolutely necessary and right. She expressed hope that everyone can move forward including the parents, the public, the board and the administration by working together and questioned why anyone would consider that to be out of line and added that we all need to give each other grace. She commented that in regards to the survey she was pleased to hear that there will be a student ID number required to ensure that the results are valid this time. She asked that they please consider with the short timeline to deploy the survey that it's not possible for the district to guarantee that a virtual option will be available and she explained that what she thinks this means is that they will be broadcasting the live teachers from the buildings for the kids that would be staying home. She did not feel that this can be a possibility in this kind of a timeline that the district can say this could happen. Ms. Daunoras stated that she did not feel this could be made an option on the survey as it may be a down the line option but it is not a true option at this point. She added that she felt it may be helpful to realize that some families may opt for an outside charter school or a private school if necessary if they are not satisfied with the true options that are available with the district's position. She asked that all of this be kept in mind.

Kim Desposito, Royersford, stated that Mr. DiBello asked a very important question regarding the rights for the GIEP, IEP and 504 students that were never addressed and sort of brushed over. She stated that she has had no communication since July 29th regarding her child's GIEP and added that she knows she is not just speaking for her child but many in the district who have received zero communication as well. She commented that they start school in one week and it is very frustrating and very disheartening as are many things going on right now unfortunately with our planning. She asked where the plan was and where are we at with the children's plans for GIEPs, IEPs and 504s. Ms. Desposito reiterated that we are one week away from school and she has heard nothing about her child starting 5th grade and what her plan is. She addressed Dr. Wright's comments regarding attitudes and the parents' level of frustration at this point saying she remembers many, many meetings ago where parents on the other side of the fence were speaking very passionately about their children staying home, talking about children in coffins, burying faculty members, a death page in a yearbook, and were just as rude, disrespectful, passionate and frustrated as those parents who want to see their children back in school and not

learning from a virtual platform. She stated we are Spring-Ford School District and we owe it to our children and families in the community to do what's right at this point and get our children and staff back into school safely.

Cory Parsia, Schwenksville, stated that he wanted to talk about the furloughs and how heart-breaking it is to see people in this community who do interact with kids, are a familiar face to the kids and are mentors to the kids. He commented that he hates to see them lose their jobs and suffer. Mr. Parsia said the reason he brings this up is because he mentioned it at a curriculum board meeting before that the district the last school year spent approximately \$160,000.00 to Pete Grande & Associates for outsourced staff development. He advised that it appears this year that we are spending half of that for outsourced staff development. Mr. Parsia asked that if the district is under a virtual learning platform was there a way of backing out of this contract and get some of this money back to help people in our community or to prevent further furloughs and more people from losing their jobs. He stated that he did not see the need to spend all that money when the teachers have a lot of other things to do rather than get outsourced in-service from an outside company. Mr. Parsia commented that he hated to see these quality people have to go through this when the district could maybe save some money.

Erica Hermans, Royersford, thanked Mr. Catalano and the Technology Department for ensuring that every kid had a device if needed. She said that it sounded like the Technology Department had done a lot of scrambling and a fine job of getting creative in meeting every student's technology needs in spite of supply problems and postal service issues. She stated that she knows some agree that the senior tailgate was a trivial matter and not a board issue but she believes that this should not prevent board members from being able to offer up an opinion. She thanked Mrs. Zasowski for speaking up and taking a stand regarding the senior tailgate because she believes Mrs. Zasowski's point that something like this could jeopardize the school year was 100% on point. She thanked Dr. Wright for listening to the community, advocating for kindness, empathy not discounting people with different opinions, advocating for a flourishing culture and so on. Ms. Hermans appreciated Dr. Wright's continual advocating for the perspective of medical professionals. She added that she did not want to forget the recommendation of the CHOP professionals that met with the board at the last meeting which was "yes, we need to worry about the children but we also have to worry about the whole school eco-system, the role in transmission and bringing it back into the home". Ms. Hermans stated that this is more than about the kids as it is about the staff, our teachers, our families and our community. She commented on the previous comments on survey fatigue saying that as someone who works professionally with adults in learning and development for over 15 years she knows firsthand that an over surveyed population will reduce response rates and data effectiveness whether you believe that should be the case or not. She asked that now that the board has moved towards October 8th and 11th for the survey dates they should give consideration on how they word the survey because without consideration you run the risk of having incomplete and unclear data. She urged the board to scrutinize the data that comes in because figures don't lie but liars can figure.

Christine Grines, Royersford, thanked board and administration for allowing SAT's to take place this past weekend and stated that she understood everything went really well and it just proves that there is an effort that we can make to get students back into school safely even if it means we have to alter the way we do business. She asked where the teachers stand, what is their statement and do they have an official point of view on whether or not they want to go back to school. Ms. Grines commented that she keeps hearing from parents that teachers do not want to go back and she disagrees with this. She added that the teachers she knows and knows well absolutely want to be in the classroom safely. Ms. Grines stated that she has not heard any formal standpoint from them and she wondered what that was and if it was possible to get that. She felt a survey might do some of this work but was not sure if the teachers would be truthful on the survey. Ms. Grines next spoke about the senior tailgate saying she understands that it is not a big deal in the grand scheme of life and that seniors have bigger things to worry about such as graduating but somebody went out of their way to derail what the parents were safely putting in place. She added that for those who are

insinuating or assuming that they know what the plan was are gravely mistaken as there was no plan to have 700 people anywhere. Ms. Grines stated that they are very well aware as parents of the state guidelines for outdoor gatherings so if they were to hold this event, which they will, it will be done with all of the safety guidelines put in place with parent chaperones, social distancing, masks and hopefully a few smiles. She said to take that for whatever it is worth and whoever it was who went out of their way to try to derail them...keep trying.

Christine Pergine, Limerick, commented that she is really confused as to why the district is operating under the red plan as Montgomery County has not been in the red zone for a few months. She stated that she believes a lot has changed since the first vote of 9-0 to keep the kids virtual to start the school year. She added that it keeps being said that the first marking period is virtual but she believes it is time to move the stake in the ground and work on getting the kids back sooner rather than later. Ms. Pergine commented that she thinks if the district starts with bringing the elementary kids back then that would be a start. She asked what the board and administration thought would change between now and November. She added that a few meetings ago Dr. Goodin made a comment that he couldn't figure out how to do both virtual and in person but many of the surrounding Catholic schools are doing that right now with many of the schools starting today and she wondered why Spring-Ford could not learn something from them. She felt that it would wise to talk to these other school boards or administrators to see what is going on. Ms. Pergine stated that with regards to the survey she feels we need something in Skyward that will make sure that most everyone answers the survey similar to the first day verification packet and make it imperative that everyone answer it.

Rachel Kerchner, Phoenixville, addressed Dr. Wright's comment regarding giving grace and stated that she is the biggest proponent of giving grace and never judging a person because they potentially could be having the worst day of their life. She commented that you do not know what they might be going through but that is very different from holding people who are in a position of power accountable for what they are responsible for. She encouraged everyone to step up and realize that what we are doing is important and we don't always need to do it with a please and a thank you as this is serious business and it does not always have to be personal. Ms. Kerchner advised that she has the great honor of being the liaison to the administration and the school board of the Council. She commented that on August 6th she had sent an email on behalf of The Council that addressed enhanced productive communication between the community and the school board. She added that the email also addressed specific measurable criteria to be created that when met would support that established reopening date of the green plan. Ms. Kerchner stated that these things are still not accounted for and this is over three weeks ago and tonight when there was discussion of a plan it seemed as if this was the first time that this idea had been brought up to you. She felt this was very disheartening because they were things that were very much thought through and brought to their attention through an email communication. She commented that she doesn't want to hear that it is 10:00 and they want to go home. She felt the board should have a specific agenda with things that are efficient and she gave examples saying what are the survey dates, what will be included and what is the measurable criteria that will support in person learning. Ms. Kerchner stated that all of these things are still floating out there and are not bound down as the board has not figured them out yet. She felt that this was not efficient and that it was no wonder that the board was not home at 11:32 at night because it is all talk and no action.

VII. ADJOURNMENT

Mr. Shafer made a motion to adjourn and Mrs. Fazzini seconded it. The motion passed 9-0. The meeting adjourned at 11:33 p.m.

Respectfully submitted,

Erin Crew
Assistant Board Secretary

Diane Fern
Board Secretary

Jamie Mon 8/31/2020 10:58 PM

Hi!

I worry about making responses to the parent survey binding so early. I understand the need for the board and administration to collect data in order to create a plan. However, as a parent focused on safety, it is difficult (perhaps impossible) to predict today the status of the pandemic in November. I want to send my children back to in-person classes as soon as I feel it is safe to do so. But I cannot predict whether that will be November 12.

I suggest the board to create and share a reopening plan based on data, for example "the schools will reopen for in person learning once covid-19 cases reach below X cases per capita". When a plan like this is created I would be able to confidently make a decision about whether or not to send my child back. Picking an arbitrary date and asking parents concerned with safety to decide if they would feel comfortable sending their child back is very difficult.

Thanks for your consideration,

Jamie Smith

19 Marshwood Dr

Collegeville PA 19426

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On September 14, 2020, the Work Session of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I: Wendy Earle, Linda C. Fazzini and Dr. Margaret D. Wright

Region II: Clinton L. Jackson and David R. Shafer

Region III: Thomas J. DiBello and Christina F. Melton

Presiding Officer: Colleen Zasowski

Assistant Superintendent: Robert W. Rizzo

Chief Financial Officer: James D. Fink

Solicitor: Mark Fitzgerald, Esq.

Student Reps.: Eshika Seth

The Board Secretary, Diane Fern, participated in the meeting virtually.

ANNOUNCEMENTS

Mrs. Zasowski reminded the public of the process for the meeting and for making public comments at the beginning and end of the meeting.

I. PUBLIC TO BE HEARD ON AGENDA ITEMS ONLY

Chief Boyer advised that there were nine members of the public outside with a copy of a current court order regarding the government restrictions on public attendance and he was questioning whether they should be let in or not. Mark Fitzgerald advised that the Federal District Court for the Western District of Pennsylvania issued an order today specific to a series of Governor Wolf's various orders from May-July surrounding stay-at-home, business restrictions and gathering restrictions. He stated that the plaintiffs included a number of counties with the lead county being Butler County, PA. He advised that the decision was a broad rebuke of the Governor's orders specific to violations of the First Amendment, Equal Protection and the like but the order is binding only on a third of the state and essentially on the Western District. Mr. Fitzgerald stated that he suspects that this will likely be appealed to the Third Circuit and if they uphold the decision then we have a situation where we will have to comply with the Third Circuit. He advised the board that at this point, based on all of the moving targets, the only thing that is binding on us is that order by the Governor and the decision by the Western District is not.

Mr. DiBello asked Chief Boyer if there were only 9 people outside and Chief Boyer replied he has not counted them himself but his understanding is that there are 9. Mr. DiBello made a motion to allow all 9 people in and Mrs. Zasowski stated that she would recommend we get to the maximum of 25 and cap it so however many we have in the cafeteria the remaining portion to take us up to 25 can be permitted to enter. Mr. DiBello restated his motion to allow the 9 people in and Mr. Jackson seconded it. There was a roll call vote with Mr. Shafer, Mr. Jackson and Mr. DiBello voting yes.

Mrs. Zasowski, Mrs. Melton, Mrs. Fazzini, Ms. Sullivan, Mrs. Earle and Dr. Wright voting no. The motion did not pass by a vote of 3-6.

David Bellaire, Collegeville, commented that as part of going back to school effort, parents and guardians need to understand the procedures and steps the school district is taking to prevent the spread of COVID-19 while students are on premise in school. He stated that documenting these procedures and preventative steps is an easy task and felt that the document could be shared so that all of the parents know what is being done to prevent it. Mr. Bellaire added that this could also help parents and encourage them to bring their kids to school. He felt that stating that the CDC guidelines are being followed is not enough and that parents need to know exactly what is being done so they can be more comfortable with sending their kids to school. Mr. Bellaire stated that by having people more comfortable with sending their kids will increase the number wanting to participate. He stressed the importance of this being done.

Mary Jo Mcnamara, Royersford, questioned why the project management discussion is number 8 and the last thing on the agenda tonight when it is the most important thing and that she felt many of the community felt this way. She commended the Ad-Hoc Committee meeting saying she felt it went very well and stated that the ability to have the interaction among the community without restrictions was a really positive experience.

II. PRESENTATION

Mr. Krakower, Special Education Supervisor, provided a PowerPoint presentation on an update for the reopening plan for special needs students. He advised that today was the first day of in-person instruction for special needs students in low incidence classrooms with 114 students in attendance out of the 166 students in these classes. He acknowledged the teachers, instructional assistants, administration, food service personnel, transportation staff and building secretarial staff for all their efforts in making the return of these students possible. He advised how happy the students were to return to school today. Mr. Krakower spoke about the next phase for in-person programming and instruction for special needs students and provided the timeline for a tiered approach for the return of the different grade levels for supplemental and itinerant students. Mr. Krakower discussed the considerations that need to be addressed for the return of special needs students which included staffing, technology needs, transportation, gloves and sneeze guards. He explained what a typical day of in-person instruction will look like for special needs students returning to the building and added that some instruction will be contingent upon staffing. Mr. Krakower spoke about the next steps which included surveying parents of special needs students, addressing staffing needs, transportation needs, communication with parents, assessing/evaluating programming and making adjustments as necessary, and the consideration of students with 504 plans and English Language Learners.

Board Members asked questions concerning the status on the backlog of evaluations previously reported and it was advised that the board had approved additional psychological funding but that one of the limitations is that every district in the Commonwealth is facing the same type of backlog issues so the availability of psychologists is limited. It was felt that now that the district psychologists are once again able to test students that they be given time and the progress being made on those evaluations still needing to be completed be monitored. The board also asked about the assistance being provided to those students in a study hall that takes place when they would normally be in their regular education classes. Mr. Krakower replied that their regular education class would be a virtual class and that the staff in the study

hall may be able to provide some assistance but were mainly there in a supervisory role.

A. Update on the Return to School for Students with Special Needs.

III. BOARD AND COMMITTEE REPORTS

Extracurricular

David Shafer

1st Tues. 7:30 p.m.

Mr. Shafer reported on the Extracurricular Committee meeting that took place on September 1, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

There was board discussion on the anticipated passing of House Bill 2787 which would permit spectators at district extracurricular events.

Mr. DiBello made a motion to allow a minimum of 2 tickets per participant to be given to all students involved in the activity. Tickets will be distributed evenly amongst all students, contingent upon House Bill 2787 becoming law. Mr. Shafer seconded the motion. The motion passed 9-0.

The floor was opened for public comment.

Hope Bodenschatz, Royersford, stated that on September 2nd Governor Wolf changed his guidance on spectators removing the ban on spectators saying it was now normal gathering requirements which would be 25 indoors and 250 outdoors up to 50% of capacity. She commented that even if the bill does not become law we could still have up to 250 people present at an outdoor event. She asked if the solicitor had a commentary on this as it is her understanding that we should be able to have some level of spectators at most events. She added that she knows football is a bigger event but for the other sports that play in the stadium there should be ample room with a max of 250 for students to receive tickets even if the bill does not pass. Mr. Fitzgerald replied that the limit of 250 and 25-person limit for outdoor and indoor is applicable to athletics as it stands right now. He stated that the problem has been if we use the example of football you have to take players, trainers, coaches, referees and anybody else affiliated with the activity then you are at about 240 of the 250 maximum so it does not leave any sort of wiggle room for fan participation. He added that this is what resulted in the bill which he explained as if you have a stadium of 5,000 and you could put possibly 20% capacity in there then that would alleviate the fan issue particularly in the sport of football. He stated that with other sports you technically would not have this issue but with some sports you would get to the max of 250 pretty quickly. Ms. Bodenschatz stated that with a crowded soccer match at the most you will top out at about 150 people including all of the players, coaches and 2 parents each. Mr. Fitzgerald commented that the Olympic sports will be minimally affected by this and that this is for those sports that take a lot of people in order to make the sport work.

Ad Hoc

Thomas DiBello

As Needed

Mr. DiBello reported on the Ad Hoc Committee meeting that took place on September 10, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Mrs. Fazzini commented on the need for the district to focus on improving communication to meet the current situation in order to create an honest and transparent culture in which the staff and administration can report all of the obstacle to the board quickly and effectively

without fear, blame and criticism which only makes them feel undermined, unsupported and not valued for a lot of hard work they are doing endlessly to try and recreate this educational model. Mrs. Fazzini was not sure if this should go to a committee to try and develop some better system for quickly communicating.

Discussion took place on Mrs. Fazzini's comments with suggestions being made to hold board meetings on a weekly basis and sending important information via email to board members as things come up rather than waiting and putting all of the information in the Friday weekly memo. Mrs. Zasowski indicated that she will take this issue for discussion at the Community Relations Committee meeting and expressed that some of the problem may be solved by the recent change with moving the work session up to the 2nd week of the month thereby not having too long of a gap in between board meetings.

Finance

Thomas DiBello

2nd Tues. 6:30 p.m.

Mr. DiBello reported on the Finance Committee meeting that took place on September 8, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Property

Clinton Jackson

2nd Tues. 7:30 p.m.

Mr. Jackson reported on the Property Committee meeting that took place on September 8, 2020. The minutes from this meeting will be posted on the district-wide website once approved at the committee level.

Asst. Superintendent Rpt. Robert Rizzo

Mr. Rizzo reported that September 8 was the first student day and although virtual teachers and students were happy to be together for another exciting yet very different experience this year. He expressed thanks on behalf of himself, Dr. Goodin and the entire Leadership Team to the staff for all of their hard work in getting ready for the school year. He advised that today was the first in-person day for some of the students in the low incidence classrooms and that it was wonderful to see students and staff reunited and excited to be with each other. Mr. Rizzo provided an update on Social Emotional Learning saying that the building leaders engaged staff in activities of their choosing. He added that the SEL Task Force had developed a website of resources, worked on consistent language and implementation throughout the district, began developing opportunities for wellness days and engaging students in personal and meaningful ways during the first week of school. He thanked the SEL Task Force for volunteering their time throughout the summer to build these resources and opportunities. Mr. Rizzo advised that after much deliberation it was determined that it would be best to postpone back-to-school nights until such time as the students return to the buildings. He stated that additional information will follow. Mr. Rizzo provided an enrollment update showing the comparison to last year at this time. He reported on the enrollment for Spring-Ford Cyber Learning. He spoke about the return to school family survey and provided the results of the responses received over the past 3 days which indicated an approximate 65% response rate. The overall results as of now indicate 73.3% of families prefer to return to in-person learning and 26.7% prefer to return to either virtual or cyber learning.

Dr. Goodin thanked the parents in the community for their quick response to the survey saying that this survey information will give him the data that he and his administrative team needs to move forward with the planning. He added that they are looking into how to provide a virtual option for those families that choose, at this time, not to not have their child return to in-person learning and with this information they can continue this work. He also advised parents on where on the website they can find the templates for the reopening plan that were submitted to PDE.

Mr. Rizzo addressed an earlier question regarding the potential for an earlier start to the tiered return for the special needs students by providing background on all of the steps that need to be put in place for a successful return including transportation, personnel, physical space needs, and obtaining survey results from special needs families. He also advised that the special education supervisors are in contact with their peers in other districts in order to make sure we are in alignment with what is being done elsewhere and have found that in many cases we are ahead of what other districts are putting in place. Mr. Rizzo indicated that this is something we cannot get wrong and we have to nail it so the return should not be rushed as it takes time to make sure we do it right.

Mr. DiBello commended the administration, teachers and everyone involved with getting school started last week. He stated that there seems to be a lot of confusion with what the instruction model is for Wednesdays and Mr. Rizzo provided an explanation of the weekly instructional schedule but added that teachers have been given the flexibility to structure their own lesson plans as they would normally have done in the normal classroom setting. He stated that he understands there is still some confusion over this virtual instruction schedule but that we are all working through this together. It was suggested that there needs to be clarification and communication regarding this from the district. Mr. Rizzo expressed that the confusion was duly noted and added that it was the second day of school and that the district was working on many various aspects assisting both students and teachers. He stated that the district will provide clearer details to students and families. Mr. DiBello commented that he fully supports, understands and advise anyone that he spoke with that it was the first week of school. He stated that he is bringing this up tonight just to express the one concern that he heard from many people and also so that he can have a clearer picture as he also has confusion over the Wednesday schedule. Dr. Goodin indicated that this can be done and added that he will be meeting with the administrative team on this and will make sure that attendance is being documented on Wednesdays. Mr. DiBello made the suggestion that administration, when working on an opening strategy and possibly focus on bringing back the K-4 grade students as they ride their own busses and are self-contained in the buildings. He stated that working through the cafeteria and providing lunches would need to be done. He asked administration what it would take to do this and how long that would take. Mr. Jackson advised that the Property Committee has addressed the layout for every school. Mrs. Fazzini added that she is a big fan of the phased in approach and stated that possibly administration cannot answer this tonight but could take it under consideration and bring information back to the board. Dr. Goodin responded that the survey results were highly important and this data was needed in order to proceed with planning. Discussion took place on the potential timeline for developing plans for the return of students. Dr. Goodin was asked to provide an update at the next meeting in two weeks for the potential plan and timeline for the return of elementary students to schools.

Solicitor's Report **Mark Fitzgerald**
There was no report.

IV. MINUTES

There were no questions or comments.

- A. Administration recommends approval of the August 3, 2020 Special Board Meeting minutes. **(Attachment A1)**

V. PERSONNEL

Mr. Jackson asked about Item H wondering why this was on the agenda as he thought the board had already approved the contracts. Mr. Shafer stated that there were three new contracts that had not been previously approved so this motion was for their approval.

A. Resignations

1. **Kathleen Cox**; Software Specialist, District Office. Effective: November 13, 2020.
2. **Jane E. Ehnot**; Field Hockey Coach-8th Grade. Effective: September 11, 2020.
3. **Heather L. Giovagnoli**; Asst. Cross Country Coach-HS. Effective: August 19, 2020.
4. **Elena M. Kinney**; Music Teacher, Upper Providence Elementary School, for the purpose of retirement. Effective: January 6, 2021.
5. **Michele L. Konnick**; English Teacher, Senior High School, for the purpose of retirement. Effective: September 1, 2020.
6. **John A. Kraynak**; Asst. Cross Country Coach-HS. Effective: August 20, 2020.
7. **Deborah E. Malack**; Instructional Assistant, Upper Providence Elementary School. Effective: August 27, 2020.
8. **Marian E. Polto**; Instructional Assistant, Evans Elementary School, for the purpose of retirement. Effective: October 1, 2020.
9. **Christine N. Wike**; Reading Olympics, Oaks Elementary School. Effective: August 31, 2020.

B. Temporary Professional Staff

1. **Kathryn A. Beer**; .5 Part-Time Kindergarten Teacher, Limerick Elementary School, replacing Lauren M. Rose who had a change of assignment. Compensation has been set at B, Step 1, \$25,000.00 prorated with benefits per the professional agreement. Effective: September 4, 2020.

C. Professional Staff

1. **Jayne R. Sherman**; Elementary Teacher, 5/6 Grade Center, replacing Joann N. Sibley who retired. Compensation has been set at M, Step 3, \$52,750.00 prorated with benefits per the professional agreement. Effective: To be determined.

D. Support Staff

1. **Debbie L. Bolland**; Instructional Assistant, Upper Providence Elementary School, replacing Katie T. Kennedy who had a change of assignment. Compensation has been set at \$16.36/hour with benefits per the Instructional Assistants' Benefit Summary. (Previously Board approved in August. Correction in hourly rate.) Effective: September 1, 2020.
2. **Kathleen M. Kwiej**; Instructional Assistant, Upper Providence Elementary School, replacing Suzann B. Bani who resigned. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 14, 2020.
3. **Wendy S. Landes**; Instructional Assistant, Evans Elementary School, replacing Robert St. Ledger who resigned. Compensation has been set at \$17.36/hour with

benefits per the Instructional Assistants' Benefit Summary. Effective: To be determined.

4. **Michael A. Moyano**; Instructional Assistant, 7th Grade Center, replacing Brooke S. Shiflet who resigned. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 9, 2020.
5. **Charlene D. Strange**; Instructional Assistant, Brooke Elementary School, replacing Cristin M. Arbaugh who resigned. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: September 17, 2020.

E. Change of Status

1. **Tammy L. Baumeister**; Part-Time (.50) Title I Teacher, Royersford Elementary School, to Full Time Title I Teacher, Royersford Elementary School. Compensation has been set at M Step 4, \$54,673.00 with benefits per the Professional Agreement. Effective: September 1, 2020. Salary and benefits funded 100% through Title I.
2. **John C. Chomyn, Jr.**; Maintenance III to Maintenance II, Maintenance and Operations Department. Compensation has been set at \$27.43/hour with benefits per the Maintenance Benefit Summary. Effective: September 9, 2020.

F. Tenure Status

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

1. **Hannah DeAngelis**
2. **Katelyn A. Sperring**

G. Administration recommends approval **Resolution #2020-27** terminating employee #08430 as presented.

H. Administration recommends approval of the attached extra-curricular contracts for the 2020-2021 school year. Payments of extra-curricular stipends shall be contingent upon the reopening of schools and the ability as determined by the Administration to provide such extra-curricular offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. The district reserves the right to prorate or not pay stipends in the event of a school closure, school modification, and/or discontinuation of the activity due to pandemic or other events surrounding the pandemic.
(Attachment A2)

VI. FINANCE

Mr. Jackson asked Mr. Fitzgerald to provide an update on Item E and Mr. Fitzgerald replied that he will get the analysis on this from his associate Mr. Comer who assisted Mr. Fink with this and will provide the board with an update on that information.

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

B. Checks:

1. <u>General Fund Checks</u>	
Check No. 211482 – 211573	\$ 782,512.26
2. <u>Food Service Checks</u>	
Check No. 1965 – 1974	\$ 1,656.16
3. <u>Capital Reserve Checks</u>	
Check No. 2089 – 2090	\$ 70,358.22
4. <u>General Fund, Food Service, & Capital Reserve and Projects ACHs</u>	
ACH 202100230 – 202100336	\$1,880,605.02
5. <u>Wires</u>	
202000022 – 202000030	\$1,642,604.29

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

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

D. Administration recommends approval of the following independent contracts:

1. **CCRN Educational & Behavioral Support Services – Coatesville, PA.**
Provide educational and behavioral support services during the 2020-2021 school year for a special needs student as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$38,610.00.

E. The Board of School Directors authorizes Fox Rothschild LLP to enter into an agreement for the property located at 1840 Ridge Pike (Condo F) in Upper Providence Township and further identified as tax parcel No. 61-00-04420-00-1 setting the assessment of the property at \$1,602,250 for tax year 2020 (school tax year 2020-21) and setting the assessment of the property at \$1,524,250 for tax year 2021 (school tax year 2021-22) and for each subsequent tax year until a change in the property's assessment pursuant to applicable law.

VII. OTHER BUSINESS

Mrs. Melton asked about Item A and requested that the actual plan be attached to the agenda for next week's meeting rather than a link to the document in order to provide version control as she is sure there will be additional changes coming. Mrs. Melton asked about Item C wondering if routes that are currently in process, such as those students currently attending the Western Center, were included as part of the listing the board received and Mr. Fitzgerald replied that all routes are embedded in the listing, which must be approved for auditing purposes, but some routes that may be in place today that may potentially change once all students return to school can certainly be changed.

Mr. DiBello asked if the routes change throughout the year is it required to show a record that the board received updated routes or an updated list of bus drivers and Mr. Fitzgerald replied no and that it can be modified to state that this is subject to change from time to time and that records and routes are available for inspection.

- A. Administration recommends approval of the “Revised” PDE mandated Athletic and Marching Band Health & Safety Plans of the Spring-Ford Area School District for the 2020-2021 school year originally approved at the June 22, 2020 Board Meeting and posted on the district’s website. The plan proposed herein shall serve as local guidelines for the return to activity for athletics including the marching band following the COVID-19 closure. Revisions appear in red and are a result of the Athletic Department and Marching Band making the transition from voluntary open gyms/workouts to in-season practices and competitions. Click the link below to view the plan.

<https://resources.finalsite.net/images/v1599856228/springford/gccbvjszxsahnkszymtu/Athletic-BandHealthandSafetyPlanIn-seasonMASTERCOPY9-11.pdf>

- B. The Spring-Ford Board of School Directors acknowledges receipt of the updated listing of school bus drivers for the 2020-2021 school year effective August/September 2020 as presented.
- C. The Spring-Ford Board of School Directors acknowledges receipt and gives approval for the Spring-Ford Area School District’s transportation routes for the 2020-2021 school year as presented.
- D. The following policies are submitted as a second reading for approval at this month’s Board Meeting:
 - 1. Policy #103 – PROGRAMS: Discrimination/Title IX Sexual Harassment Affecting Students **(Attachment A3)**
 - 2. Policy #104 – PROGRAMS: Discrimination/Title IX Sexual Harassment Affecting Staff **(Attachment A4)**

VIII. DISCUSSION ITEM

Mrs. Zasowski stated that her understanding of the need for project management services from the discussions at the Property Committee and Ad-Hoc Committee is to pull the moving parts together. She asked Dr. Goodin for his recommendation and that of his teams in terms of spending money and hiring a project manager to help execute a plan to get back to school. Dr. Goodin said yes and in discussions with his team today, they would prefer that the board not wait until the 28th to act on this. He stated that he would prefer that they act now so that we can get rolling with this as we have a lot of things cooking right now and he feels this will also help the community to see something like this right now. Mr. Jackson raised the point that at the Property Committee meeting this was recommended to be an action item for tonight. Mrs. Zasowski explained the reasoning for moving it to a discussion item. Mrs. Melton asked if the contract had been received and reviewed and stated that she had not seen the contract and did not know what type of cost we were talking about. Dr. Goodin replied that this would fall under professional services. Mr. Jackson advised that the cost was \$8,100.00 and stated that the company was already under contract with the district. Mr. Shafer and Mrs. Fazzini voiced their agreement with moving forward with this.

Mrs. Melton made a motion to move forward with project management for the reopening plan. Mr. Shafer seconded the motion.

The floor was opened up for board comment.

Mr. Jackson stated that he felt this was one of the smartest moves they have made in awhile and that it will be of great benefit across the board for all stakeholders. He stated that for \$8,100.00 it should not even be a discussion.

The floor was opened up for public comment. There were no comments on this motion.

The motion passed 9-0.

A. Project Management Services

IX. BOARD COMMENT

Mr. Shafer thanked Dr. Goodin and his staff for their courage to continue this work and also agreeing to getting down to making a plan to begin bringing the elementary kids back.

Mrs. Fazzini shared that she has had a lot of outpouring from parents who were very happy with the virtual program over this short weeks' time. She added that the comments had come from parents of students in a wide range of grades. She read part of an email she had received from a parent of 4 students. The parent spoke highly of the teachers that her children are working with and applauded all of their efforts. Mrs. Fazzini acknowledged that her own child is having a fabulous virtual experience and she wanted to personally thank the teachers, administration, the technology department, the curriculum department and everybody involved.

Mrs. Zasowski stated that it has been a rewarding experience for a number of people she heard from but of course there are going to be some glitches and some bumps in the road but that is to be expected as it is only been a couple of days. She added that she thinks the rollout has been amazingly smooth and much better than the Google Classroom last year. Mrs. Zasowski said she is very pleased with Canvas and how it is working at this point. She commented that she asked Mrs. Fern to reach out to all of the Board Members about doing a board retreat as she feels after this very difficult time they have all been travelling through together they begin to think a little bit harder, reflect a little bit more on their own behaviors and language with each other and discuss conflict management style. She added that there have been a lot of people complaining that there is a lot of bickering and they can go back and say they are debating but it is hard when there are people who are huffing and puffing. Mrs. Zasowski stated that the bickering back and forth and the bantering is probably not the best way of going about something. She stated that she would be willing to try this as they are going to be together for awhile and will go through more things over time. She advised that there were two dates that were proposed and she does not know that they worked for everyone so there is a third date now which is the first Saturday of November. She asked the Board Members to respond to Mrs. Fern on their availability on this November date and stated that she would like to have as many people as possible to make this a rewarding experience for all. Mrs. Zasowski advised that through her contacts with the other board members in the area she is learning that the Montgomery County and Chester County websites have lots of information that is being shared at their board meetings. She asked if Dr. Goodin could try again to see if we can get the Montgomery County public officials to see if it is possible for them to come out to a board meeting and talk to everyone. She added that she felt that part of the whole planning piece is to establish

what our whole threshold is on the metrics. Dr. Goodin advised that he had reached out to them today.

X. PUBLIC TO BE HEARD

Mary Jo Mcnamara, Royersford, stated that the special needs presentation was fabulous and she thanked the supervisors for providing things like next steps, tasks, challenges, risks and all of the things people are looking for with regards to reopening. She added that they even provided an expanded scope including 504 plans and ELLs. Ms. Mcnamara said that she thinks having students in class with the teacher while the teacher is present was a great idea and asked why not compel the teachers of special needs students to be in the school this way if there is a special needs student that has a class with a teacher then that teacher is there even if they have to do it virtually while in the classroom. She felt that communication needed to be addressed and feels that it was missed a little bit. Ms. Mcnamara advised that what she heard in the Ad-Hoc Committee meeting this week was that there were a lot of ideas that were flown around specifically to curriculum and the public does not know what the Curriculum Committee looked at as some things mentioned were block learning, scattering the classrooms and scattering the hallway times and she believes that this is the kind of communication that is needed. She expressed that she did not know why they did not let 9 people into the room tonight and she feels this is one of the places where we take 2 steps backwards and you are establishing distrust in the board. Ms. Mcnamara commented that there are 42 business days left until November 12th and there are blockers of capacity, staffing, transportation, PPE including maintenance, hygiene, ventilation and nursing which this allows 10 business days for each one of these things to be resolved. She stated that she did not know how this was going to happen and added that Mr. Rizzo sounded like we had it all planned out with his excellent report which sounded really good. She expressed hope that we would not see K-4 back in school on November 12th and everyone else having to wait. She said she was really anxious to hear what he and Dr. Goodin come up with for trying to look at the details for all of the elementary schools.

Olga O'Donnell, Oaks, stated that she agreed with Mrs. Fazzini's earlier comment that the lack of communication can sometimes make parents feel very frantic and just knowing that plans are under way goes a long way to alleviating a lot of that frantic state. She expressed hope that everyone takes that to heart. She thanked Dr. Goodin for pointing out where the Health and Safety information resides on the website. Ms. O'Donnell stated that she is the parent of a child with an IEP and she appreciates the presentation that was made tonight about the plans and the tentative nature of the plans but the one thing that still strikes her is that fundamentally it is not quite in-person instruction as it is virtual instruction with in-person support. She stated that these two things are not quite the same thing as there are kids with IEPs including her son do not get a whole lot out of Zoom even if they are technically present. Ms. O'Donnell commented that the question of whether this kind of education is appropriate for kids like that is still very much an outstanding question. She added that we can bring these kids in but if all they are going to do is sit in front of a computer which is what they are doing at home then there is still a very big question as to the adequacy of that kind of educational environment. She felt it was a good start to say that if there is time leftover for the teacher to engage more in-person with these kids at the end of a lesson then that will be available but she wanted to just put out there that this is just a start and not the end all be all. Ms. O'Donnell suggested that some thought be given to building time in for direct in-person small group instruction as a supplement to virtual learning and in particular the kids who are just not going to get a whole lot out of sitting in front of Zoom relative to a typical normal multi-sensory classroom experience. She requested that if there is an Ad-Hoc Committee of parents to make plans for reopening if there could be an Ad-Hoc Subcommittee of parent of kids with special needs as one of the things that was frustrating

to her is that there were red, yellow and green plans earlier on and then there were special ed plans as sort of a second tier second track plan which is very frustrating because she does not want her child viewed as a second class citizen at Spring-Ford. She asked if the Ad-Hoc Committee could have a special sub-committee dedicated specifically to the needs of special ed kids so that this planning can be more on the same track as the planning for everyone else.

Lyndsie Olenoski, Phoenixville, asked that when Dr. Goodin or Mr. Rizzo makes their presentation in two weeks' time that a couple points are clarified; one being if her child is forced to quarantine, not because he tested positive but because he was in proximity to someone else, how he will receive an education at home as she knows this can happen but would like to know the education he is going to receive. She questioned how the district planned to enforce people being honest about their potential COVID exposure. Ms. Olenoski said she knows already that in some of these sports clubs in the area that parents have knowingly sent their child to practice when they were exposed and then that child has tested positive later which then has a domino effect. She added that in the case of school it would be more students who have to quarantine, potentially bus drivers and teachers. She felt that these were really important points that they need to understand what the district is going to do to make sure that parents are behaving appropriately and being honest in the situations within their homes and therefore lessening the exposure potential. Ms. Olenoski advised that she had a really great first week with her kids and they are really happy to be even part of school so kudos to their teachers and she really, really appreciates it and hopes that the district continues to move forward positively.

Joseph Sollazzo, Limerick, stated that he wanted to go back to the survey results and that there was a 65% response rate which was phenomenal to have over 5,000 families responding. He added that out of those responses 73% want to have kids in person with teachers and he felt that this was sort of thrown to the wayside to focus on the minority responses which need to be addressed and he is in favor of this. He commented that it was frustrating to hear it go back to how do we make everybody happy rather than focus on the majority of the students and the majority of student's needs. Mr. Sollazzo said he is happy to hear that a lot of kids had great first weeks at school but his kids not as much as they are struggling a bit with the technology and feel a little disconnected from their friends. He stated that Dr. Goodin has reopening plans in yellow and green as his team worked all summer on those pieces. He added that we are in a moderate spread right now for the community and his understanding is that we could be in hybrid tomorrow. He felt that we needed to be more focused on moving forward and stop using that four-letter word plan as much and just get into the doing pieces.

Gabrielle Deardorff, Royersford, commented that there were themes that came up today such as confidence and trust building and she stated that she wants and has gained more confidence in the school board making the correct decisions and following the correct data. She added that when meetings continually question state mandates, masks, social distancing and bizarre conspiracy theories it concerns her with regards to that confidence and trust staying. Ms. Deardorff stated that the administration, the school board, the parents, the grandparents and the children all did amazing last week and she is proud of what we have all done together because they have all spent a lot of time on this. She added that this will never compare to normal school, it will never be the same but everybody has been amazing and supportive with a sense of community and pride in what we have put out there. Ms. Deardorff stated that when the board goes through their different committee reports, as someone new to following school board meetings, she finds it very hard to follow all of the numbers and facts as they are talking very fast without any PowerPoints. She referenced the Finance Committee where there are a lot of numbers spoken about and said she could not follow because she did not have anything to look at and the same

applied to the survey results. She stated that it would be more helpful going forward as we are in this virtual setting to have some graphics behind some of the committee updates.

Sarah Danouras, Royersford, commented that one shortcoming of the survey she felt should be considered is that the directions preceding the survey did not indicate that a virtual option would be available or that it would be developed and only families who selected no on the first question were given the second question which asked whether the family would choose cyber or want a live virtual option. She added that she knows many people who did not answer the survey at all rather sending an email because they had unanswered questions about the procedures that would be in place. Ms. Danouras added that she also knows many people who answered yes that they would send their students back to school essentially as a placeholder for the data collection kind of with the idea that the district would develop a plan that would accommodate the most students. She stated that she just wants everyone to be aware of some of the thought processes behind the answers to the survey and thinks that if they were to commit to offering a live virtual option after the buildings reopen they will find that many families will choose that option. Ms. Danouras expressed her concerns over the survey being a Google form and stated that with future surveys, especially if it is a binding one, that they please use Skyward so that the results are valid as was done with the bussing and transportation survey. She asked that there be much less debate about the calendar date to return to school as it has been debated and debated and it was decided as November 12th. She agreed with Mrs. Zasowski that more consideration needed to be given to the necessary public health metrics so leave the date alone, plan out the logistics and in the meantime observe and learn from the Special Education Department as they implement their phased plan. She expressed thanks to all of the teachers especially at Brooke Elementary as everyone has done a fantastic job implementing this first week of school and she hoped that we can move forward getting even better with it.

Jill Schadler, Royersford, commented that she was glad to hear Mr. Rizzo and Dr. Goodin for the first time in months sound positive. She stated that she is baffled that it took this long to simply send one question, not a survey, task out for parents to provide the data to make you feel more positive in their planning and she felt this was a good step in this meeting but it was done a little bit too late. She suggested that the board develop some type of pre-meeting in order to better align on topics such as the budget rather than taking up time in this forum and the public's time on those items where they have questions, disagreeing or perhaps misunderstandings with each other. She advised that she will be sending an email in question format as she went to the Ad-Hoc meeting and was told that it was not the forum and the board meeting was but yet she has never heard a direct question answered in the board meeting. Ms. Schadler stated that her comment and question will be directed to two specific board members, Ms. Sullivan and Mrs. Earle, that she will be sending an email to asking them based on the presentation of the special education low incident student department, which was fabulous and demonstrated a well thought out and organized approach, could each of them please respond with why they have not spoken up or specifically asked the administration for a similar type plan in any of the board meetings since July.

Michael Lebieczinski, Royersford, thanked Mr. Rizzo for presenting the parent survey results very timely and informative. He stated that it was gratifying to hear that a super majority of parents in the district have made a rational fact and science-based decision concerning the education of their children. He added that these latest results completely dispelled the notion that the first survey sent out was not accurate and to the contrary the new survey shows that parent's choice was under-represented in the first survey. He said he was glad to see that the survey situation is now corrected and the board did not fall for the temptation to delay the survey as some had advocated. Mr. Lebieczinski said he found

it sad to see that the board did not heed the clear guidance provided by the parents in the first survey and wasted weeks in endless debate as in the absence of sorely needed data. He commented that he cannot count on his fingers how many times he heard Dr. Goodin positively refer to now having the data which was great. He provided a quick update on the senior pre-tailgate saying it was held safely and not a single COVID case, infection, hospitalization or death resulted. He stated that this is yet another in the growing list of fears which have consistently not come to fruition and frankly there are just too many to count at this point. He expressed hope that at some point we will stop ignoring the readily available data and facts. Mr. Lebiezinski said that Mr. DiBello has frequently referred to the Montgomery County site which is a great resource and realize that history has proven your fears to be unfounded, irrational and potentially harmful to our children. He commented that he found it comical that six members of the board would make a distinction between the Federal Court's Eastern and Western District of Pennsylvania to prevent parents from attending the board meeting I person. He read, for the record, a portion of Judge Stickman's order today so that the Spring-Ford Community understands the judge's order; "the court holds and declares that the congregate gathering limits imposed by the Governor's mitigation orders violate the right of assembly enshrined in the first amendment and that the stay-at-home order business closure components of the Governor's order violate the due process clause of the 14th amendment and equally violate the equal protection clause of the 14th. The court closed this opinion as it began recognizing that defendant's actions in issue here were undertaken with good intention of addressing public health emergency but even in an emergency the authority of government is not unfettered. The liberties protected by the constitution are not fair-weather freedoms in place when times are good be able to be simply cast aside in times of trouble. There is no question that the country has faced emergencies of every sort but the solution to a national crisis can never be permitted to supersede a commitment to individual liberty that stands as a foundation of the American experiment. The constitution cannot accept the concept of a new normal where the basic liberties of the people can be subordinated to open-ended emergency mitigation measures. Rather, the constitution sets certain lines that may not be crossed even in an emergency".

Alonna Johnson, Royersford, stated that she is the parent of a kindergartner in Mrs. McClary's class and said she is amazed that as a teacher she can keep the little guys focused and positive about school but she is doing is as it sounds like are all of the teachers. She felt the board should be ashamed of themselves as this is the third time that she has heard them discount their administrative team, teachers and the work they have put into trying to get to the finish line that you've given them only to change where the finish line is and you give them a new task. Ms. Johnson stated that tonight Mr. Krakower was very clear when you asked if pushing the date for bringing just a small portion of the population back would cause indigestion then Mr. Rizzo was even more clear about his feelings on it and then you decided instead of doing that you said let's bring back all of K-4 earlier and in two weeks give us a plan for that. She commented that one of the community members said there are 42 business days left before November 11th but for some reason they all think that we can bring back K-4 before that time. She expressed that she feels they bullied Dr. Goodin into agreeing to get them that plan and she is ashamed for them.

XI. ADJOURNMENT

Mrs. Melton made a motion to adjourn and Mrs. Fazzini seconded it. The motion passed 9-0. The meeting adjourned at 10:46 p.m.

Respectfully submitted

Diane M. Fern
School Board Secretary

PUBLIC COMMENTS SUBMITTED DURING BOARD MEETING 09-14-2020

Erica Hermans, Monday 9/14/2020 10:57 PM

Erica Hermans
204 Abbey Drive

In board policy it states, "each employee and board member shall be responsible to maintain standards of conduct that avoid conflicts of interest or the appearance of conflicts of interest."

I am bringing this up because at the ad hoc meeting, it was stressed that board members are not controlled by any special interest group. I have turned a blind eye to a lot of the things that has been posted on the private Council facebook page by our board members, but I have to call out the hypocrisy saying you aren't controlled and then engaging in direct conversation to make inferences on your colleagues lack of qualifications in a private Facebook page, which represents only small handful of constituents that you were elected to serve. Specifically, I am referencing Mr. DiBello's written comments and insinuation that his peer, Diane Sullivan, is not qualified to be on the board. It was written on the private back-to-school page, downplaying Sullivan's qualifications compared to McGonigle. I have shared this with Diane. This is not reasonable; this behavior is beneath an elected official.

At the Ad Hoc meeting (and like tonight) someone in public comment came after Ms. Fazzini and Ms. Sullivan, and that conversation was rightfully shut down. Why is it different on a private Facebook group? If I, as an employee of a large financial organization, were to go on social media and engage only with a specific group of clients with a specific goal, and not all of my clients, I would be terminated. And for the record, I will take Ms. Sullivan, an assistant director at GSK vaccines, on our board during a pandemic.

To Dr. Goodin, Mr. Fitzgerald, whomever it may concern: I highly recommend the district adopt a Social Media policy, and if you have one, enforce it. Being part of a private Facebook page, whether you choose to comment or not, geared toward a small minority of families with a stated agenda is a demonstrated lack of judgment and poor decision-making on the part of any board member. I'm sure it feels good to be regularly praised by these special interest groups, but a board member should be above this obvious manipulation and free of the appearance of conflicts of interest. Every large organization has a social media policy. And given the questionable behavior of some members on Facebook, and at times, a possible violation of Sunshine Laws, I believe a Social Media Policy is essential to protect the district and should be implemented.

Thank you.

**2020-2021 EXTRACURRICULAR CONTRACTS
OCTOBER 2020**

	Contract Title	Season	Last	First	Stipend
1	Field Hockey Coach (8th Grade)	Fall	Jacobs	Zoe D.	\$2,772.00
2	Field Hockey Coach (7th Grade)	Fall	Moley	Marisa	\$2,772.00
3	Volleyball Coach-Girls' (7th Grade)	Fall	Moyer	Jeffrey S.	\$3,186.00
4	Asst. Cross Country Coach-HS	Fall	Stauffer	Danielle L.	\$3,991.00
5	Asst. Swimming Coach-HS	Winter	Borgnis	Melinda J.	\$5,448.45
6	8 th Gr. Club #3- Make Up & Stage Crew Club	Winter	Bowers	Todd G.	\$402.00
7	Asst. Wrestling Coach-HS	Winter	Busa	Michael G.	\$5,993.30
8	9th Grade Basketball Coach-Girls'	Winter	Cappelletti	Matthew J.	\$4,752.30
9	5/6 Club #14- Screenwriting Club	Winter	Coletti	Alicia	\$402.00
10	Asst. Cheerleading-Winter-HS	Winter	Criswell	Jenelle E.	\$2,682.75
11	Fitness Room Supervisor-Winter-HS	Winter	Donnelly	Kevin J.	\$679.00
12	Indoor Winter Color Guard Coach - 7 & 8	Winter	Eddowes	Annette	\$1,471.00
13	Asst. Track Coach-Girls' & Boys'-Winter-HS	Winter	Entenman	Steven E.	\$5,189.00
14	Asst. Bowling Coach-Girls & Boys-HS	Winter	Greene	Mallory R.	\$3,592.00
15	Indoor Percussion Asst. Director - HS (1/2 Contract)	Winter	Hapstack	Kelli T.	\$1,107.50
16	Basketball Coach-Boys' (8th Grade)	Winter	Harrison, Jr.	Richard L.	\$4,231.80
17	Head Cheerleading-Winter-HS	Winter	Householder	Dawn M.	\$3,869.25
18	Fitness Room Supervisor-Winter-HS	Winter	Hughes	John T.	\$679.00
19	7th, 8th, & 9th Grade Wrestling Coach	Winter	Kerkusz	Jason A.	\$4,752.30
20	8 th Gr. Club #1- Art Club	Winter	Kerkusz	Jason A.	\$402.00
21	8 th Gr. Club #2- Art Club	Winter	Kerkusz	Jason A.	\$402.00
22	Volunteer Assistant Wrestling Coach -HS	Winter	Krauss, IV	Francis P.	Volunteer
23	Asst. Basketball Coach-Girls'-HS (1/2 Contract)	Winter	Labick	Matthew W.	\$2,395.00
24	Basketball Coach-Boys' (7th Grade)	Winter	Laky	James R.	\$3,186.00
25	Asst. Wrestling Coach-HS	Winter	Landis	Doug W.	\$5,448.45
26	Head Cheerleading Winter-9th Grade	Winter	Lippincott	Jacquelyn M.	\$1,875.00
27	Basketball Coach-Girls'-HS	Winter	McDaniel	Michael P.	\$7,375.83
28	Basketball Coach-Girls' (8th Grade)	Winter	Murtin	John A.	\$3,186.00
29	8 th Gr. Club #7- Computer Club	Winter	Okonski	Christopher	\$402.00
30	8 th Gr. Club #9- Computer Club	Winter	Okonski	Christopher	\$402.00
31	8 th Gr. Club #15- Dungeon & Dragons Club	Winter	Parsia	Kourosh	\$402.00
32	Asst. Indoor Color Guard Instructor - 7 & 8	Winter	Platchek	Dawn E.	\$1,104.00
33	Volunteer Assistant Basketball Coach - Boys'- HS	Winter	Reber	Randall	Volunteer
34	Asst. Basketball Coach-Girls'-HS (1/2 Contract)	Winter	Roche	Philip T.	\$2,395.00
35	Wrestling Coach-HS	Winter	Seislove	Timothy J.	\$9,648.28
36	9th Grade Basketball Coach-Boys'	Winter	Siuchta	Michael	\$5,227.23
37	Bowling Coach Boys' and Girls'- HS	Winter	Souder	Ryan N.	\$4,790.00
38	Track Coach Boys' & Girls'-Winter-HS	Winter	Stauffer	Danielle L.	\$9,648.28
39	Asst. Wrestling Coach (7/8/9th Grade)	Winter	Swier, III	Robert A.	\$4,445.70
40	Basketball Coach-Boys'-HS	Winter	Talley	Christopher R.	\$7,375.83
41	Basketball Coach-Girls' (7th Grade)	Winter	Templeton	Mark E.	\$4,231.80
42	Basketball Coach-Girls' (7th Grade)	Winter	Wallis	Kaylee J.	\$3,186.00
43	7 th Gr. Club #10- Orchestra Club	Year	Baisch	Ashley E.	\$402.00
44	Director of Intramurals-Grade 7 (1/2 contract)	Year	Bologa	Tara	\$1,125.50
45	8 th Gr. Club #5	Year	Caceres	Jill C.	\$402.00
46	8 th Gr. Club #10- Aevidum Club	Year	Cooper	Cynthia A.	\$402.00
47	Reading Olympics – 5/6	Year	Crist	Barbara	\$402.00
48	Director of Intramurals-Grade 8	Year	Ehnot	Jane D.	\$2,251.00
49	8 th Gr. Club #6- World Language Club	Year	Ewing	Jasmine	\$402.00

**2020-2021 EXTRACURRICULAR CONTRACTS
OCTOBER 2020**

50	International Club- Grade 8	Year	Ewing	Jasmine	\$735.00
51	HS Club #2- Arboretum Club - HS	Year	Farischon	Jennifer M.	\$402.00
52	HS Club #12- Gay-Straight Alliance Club Advisor	Year	Hafer	Rachelle	\$402.00
53	8 th Gr. Club #13- History Club	Year	Jacobs	Zoe D.	\$402.00
54	Kiwanis Builders' Club - Grade 7 (1/2 Contract)	Year	Jarema	Matthew J.	\$552.00
55	Art Consultant - Gr. 8	Year	Kerkusz	Jason A.	\$936.50
56	HS Club #4- Chess Club-HS (1/2 Contract)	Year	Landis	Doug W.	\$201.00
57	HS Club #29	Year	Reagan	Jennifer E.	\$402.00
58	Director of Intramurals-Grade 7 (1/2 contract)	Year	Reagan	Todd M.	\$1,125.00
59	Scoreboard Operator (as needed)	Year	Saylor	Thomas M.	\$50/game
60	7 th Gr. Club #11- Knowledge Bowl Club	Year	Snelling	Deanne L.	\$402.00
61	HS Club #4- Chess Club-HS (1/2 Contract)	Year	Tier	Nicholas A.	\$201.00
62	HS Club #10- Fellowship of Christian Athletes Club Advisor	Year	Walker	Jeanette M.	\$402.00
63	5/6 Club #9- Morning Announcements Club	Year	Weller	Tricia J.	\$402.00
64	8 th Gr. Club #12- Stem Club	Year	Wise	Laura A.	\$402.00
65	8 th Gr. Club #8- Stem Club	Year	Wren	Samantha M.	\$402.00