

On October 26, 2020, the Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:34 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

Region I:	Wendy Earle and Linda C. Fazzini
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 Board Member participated via Zoom: **Dr. Margaret D. Wright**

## **ANNOUNCEMENTS**

Mrs. Zasowski announced that the board met in an Executive Session following the last board meeting and again prior to tonight's meeting regarding personnel. She next reminded the public of the maximum attendance capacity, the process for the meeting and for making public comments at the beginning and end of the meeting. She announced that going forward after tonight's meeting and with board direction she said she would like to invite any community members who wish to make a comment to the board to attend future meetings in person as we are now in a position where we are able to accommodate 168 attendees which we are nowhere near close to exceeding that amount in the past few weeks. She suggested that the district continue with live streaming and using Zoom for the board meetings but that anyone wishing to comment attend the meetings in person or email their comment to the email address provided in the meeting advertisements on the website. She asked the board for their input on her suggestion. Mr. Shafer, Mr. Jackson, and Mr. DiBello were in favor of this suggestion. Mr. DiBello felt that the district should revert to the original way the meetings had been broadcast which was via live streaming and not utilize Zoom. Mrs. Zasowski felt that Zoom was a silver lining discovered during the COVID shutdown and that it should continue but that comments should be made in person at the meeting. Mrs. Melton felt the decision regarding Zoom and live streaming should be left up to Mr. Rothermel as he would be the expert on whether there are issues related to one platform or the other but agreed that comments should be made in person since there is an alternative option for the public to email their comments if they cannot ask them in person. Dr. Wright was in support of continuing with the Zoom platform and felt that it was also useful as it enabled the board to be able to interact at meetings with district staff members. Mrs. Zasowski suggested that this topic be taken back to the Community Relations Committee for further discussion and a possible recommendation. Ms. Sullivan commented that whatever the board decides she would hate to see it exclude and parents from participating or posing their questions. Mrs. Earle pointed out that this is really a comment time and not a question and answer session. Ms. Sullivan stated that was okay but regardless of what they have to say, if they cannot come in person then she does not want the parents to be excluded. Mrs. Earle voiced that she felt going with in person is what they needed to do and felt that people have plenty of opportunity to pose questions that if emailed ahead of time can be presented to the person who can best answer them. Mrs. Zasowski appreciated their comments and stated that she was going to take it back to Community Relations, Mr. Rothermel and Ms. Crew and then follow with a formal recommendation to the board. She thanked all of the board for contributing to the discussion.

Eshika congratulated the 2020 Fall PAC Champions; the Girls' Tennis Team, Girls' Tennis Single Player Mia Matriccino, the Boys' Football Team and Boys' Cross Country Team. She added that in addition, the Girls' Tennis Team was named PIAA District 1 Champions and will play Cardinal O'Hara in the first round of states with the winner advancing to the state championship.

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

**Mary Jo Mcnamara, Royersford**, commented if the board is going to consider in person versus Zoom that they need to consider cases such as if you have parents who are quarantined and how you will handle those comments. She commented on the whereabouts of the motion regarding the increase in funds of \$150,000.00 related to the hiring of consultants and Mr. DiBello pointed out that it was under New Programming and Curriculum, Letter D.

**Liz Rakoff, Collegeville**, advised that she has attended all of the meetings via Zoom throughout the pandemic and said she appreciates the time the board has committed during this time. She urged the board to revisit a hybrid or staggered model for students and staff. Ms. Rakoff stated that time is ticking for students and staff to return. She added that she did not feel we needed to get back to normal as Mr. DiBello just stated as on Saturday there were over 83,000 new cases of COVID in the United States which is the highest it has been the entire pandemic. She urged the board to reconsider a hybrid option saying they keep talking about the numbers within Spring-Ford and she questioned what about the numbers of staff coming to work who live outside of the district and the parents who work outside of the home and not in the district. Ms. Rakoff asked if the board accounted for all of the cases in those municipalities as well. She commented that what the district is doing with the students and staff goes against all recommendations of the CDC and Montgomery County as well as the State of Pennsylvania. She wondered how many sick or worse, dead students and staff, are they okay with?

**John Yonchuk, Royersford**, commented that the Spring-Ford teachers reported back to their buildings today at exactly the wrong time as the 7-day average for test positivity in Pennsylvania hit 11%. He stated that Montgomery County's data is also rising and is still in the zone recommended for hybrid or remote only. Mr. Yonchuk added that if this was not bad enough, recent events have shown that the administration plans to hold potential super-spreader events for ALICE Training in the coming days. He added that communications to staff while confusing and contradictory are now stating that teachers are required to participate in large in-person training events at each building across the district for up to three hours. Mr. Yonchuk commented that it is not yet clear if these gatherings will meet social distancing guidelines and felt that there was zero justification to hold events in person just to present slides when this can be done over Zoom. He stated that presentations could be made remotely, and drills could be conducted in small groups. He added that CDC guidelines for close contact have been recently updated again to include the latest scientific evidence. He advised that prior guidelines defined close contact as being within six feet of an infected person for 15 minutes or more at one time, but new guidelines now define close contact as being within six feet of an infected person for 15 minutes total across a 24-hour time span dating back two days prior to symptoms or the specimen collection of a test. Mr. Yonchuk stated that this surely has significant effects on the contact tracing and quarantine guidelines the district will implement as it will likely mean higher numbers of individuals will have to quarantine with each detected or suspected case, especially in the lower grades where the administration has stated that they will not be reaching the six-foot distance in any buildings. He added that the world, the United States, Pennsylvania, and Montgomery County all show signs of the predicted fall and winter surges that scientists talked about so the district must be doing everything it can to reduce community transmission as a priority.

Mrs. Zasowski interrupted saying the meeting must recess at this time in order to investigate something. She asked everyone in attendance to head outside and thanked everyone for their cooperation.

**The meeting recessed at 7:48 PM. At 8:25 PM Mrs. Zasowski announced that there had been a faint smell of gas and that the fire company came out to check out the building as is protocol after evacuating a building. She advised that the decision was made to reconvene the meeting on Tuesday, October 27, 2020 at 7:30 PM via Zoom.**

On October 27, 2020, the Board Meeting of the Board of School Directors of the Spring-Ford Area School District reconvened at 7:30 p.m. via Zoom with the following in attendance:

Region I:	Wendy Earle, Linda C. Fazzini and Dr. Margaret Wright
Region II:	Clinton L. Jackson
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 Board Member was absent: **David R. Shafer**

## **ANNOUNCEMENTS**

Mrs. Zasowski announced that she will officially talk about, invite and welcome the new Student Representative to the School Board, Allison McVey, at the next meeting on November 9<sup>th</sup>. She advised that Dr. Colyer will announce the Commended and Semi-Finalist Students for the National Merit Scholarship also on November 9<sup>th</sup>. She added that tonight Dr. Goodin along with some input from Mr. Fink and Mr. Rizzo will provide a reopening update for grades 7-12. She asked the Board Members if they were all in agreement to take off the board and committee reports from the agenda and have the minutes posted on the website once approved at the committee level. The board members did not raise any objections to this. Mrs. Zasowski noted that for the motion under Programming and Curriculum, Letter D, the funding source is from the unassigned fund balance.

Mr. Jackson asked why it was not known where the money was coming from and Dr. Goodin replied that this item is an unbudgeted item and if the board were to act on it then it would need to come from the unassigned fund balance.

It was decided that further discussion on this motion would be done when the board gets to that part of the agenda.

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

**Ed Hudak, Schwenksville**, stated that he would like to put a proposal in front of the board to put some more business analytics into these meetings to show some graphs of the budgets and how they are being impacted. He said there are a lot of budget items week after week

that say unaccounted for, we do not know where this is coming from, and next year we are going to reach this cliff where the tax bills are going to be enormous. He felt there should be business analytics in the board meetings to show where the spending is going with regards to the budget and how these business decisions are being made through the overall budget so that everyone is making educated decisions on whether we have enough money to do this versus we are just going to go to the slush fund and hope that taxes pay for everything.

### III. PRESENTATIONS

Presentations A-C were pulled and will take place at the November 9, 2020 Work Session meeting.

- A. **Mrs. Colleen Zasowski**, School Board President, to introduce the new Student Representative to the School Board, **Allison McVey**.
- B. **Dr. Robert Colyer**, High School Principal, to recognize the following 19 students on being named as "Commended Students" in the 2021 National Merit Scholarship Program.

**Brendan Baganski**  
**Gregory M. Bolton**  
**Abigail B. Calvert**  
**Katherine G. Fazzini**  
**Joshua R. Hellauer**  
**Nathan Kalish**  
**Aayod Kaul**  
**Julia S. Kotes**  
**Kasey E. Linton**  
**Aditya Madhu**

**Sam P. Ostrowski**  
**Jessica Pan**  
**Elizabeth M. Power**  
**Alyssa M. Sharma**  
**Trent M. Swanson**  
**Lily A. Undercofler**  
**Riley A. Wallace**  
**Thomas D. Wirant**  
**Owen C. Wright**

- C. **Dr. Robert Colyer**, High School Principal, to recognize the following 4 students on being named as "Semi-Finalists" in the 2021 National Merit Scholarship Program.

**Gaurav Chawla**  
**Anshika Gupta**  
**Farnaz A. Khandaker**  
**Jupjowt Singh**

Dr. Goodin advised that two opening plans have been approved: one for elementary and one for secondary. He stated that last Friday secondary students were notified of their status whether they were designated blue or gold. Dr. Goodin reported that yesterday was the first day for all teachers to be back in school and added that it is amazing what the teachers are doing as they provide instruction to our students. He advised that over the next few weeks members of the Technology Department will be visiting classrooms to ensure all equipment is syncing together. Dr. Goodin commented that the Technology Department is short on personnel but will be working hard to ensure all teachers and classrooms are ready for the November opening schedule. He reported that at the elementary level the principals are still working out the details with regards to student schedules. He also advised that Chief Boyer and the Principals are working on traffic plans which may involve staggered release times in order to accommodate the number of students that will be dropped off and picked up by parents rather than use the district provided bus transportation. Dr. Goodin assured that as long as we get all of our technology in place then we will be well on track for the November target date to bring back students in grades K-12.

Mrs. Zasowski asked about the usefulness of the GANTT Charts and it was advised that they were very useful for assisting in laying out the scope of work to be done in order to bring students back to school.

Mrs. Melton spoke about the increase in COVID numbers and wanted to confirm that the district was continuing to look at ways of improving our processes in the event we cannot open on the 12<sup>th</sup> or if we find it necessary to revert back to completely virtual. Dr. Goodin advised that his administration is now conducting tabletop drills for plans to address any staff or students that may need to quarantine in order to make sure everyone is on the same page. He added that the only thing he can see that will prevent the district from opening on November 12<sup>th</sup> is if something happens at the county or state level.

Mr. DiBello indicated that he would like access to the actual project plan itself as he has concerns after looking at the GANTT charts.

Dr. Wright expressed concern over the class sizes for grades K-6 and wondered if there had been further discussion on possibly hiring long-term substitutes to help if our class sizes large. Dr. Goodin advised that every effort has been made to ensure in-person class sizes are below 24 and virtual below 30. He also added that administration is working hard to minimize the number of changes students will encounter upon return to in-person instruction. He provided the example of a teacher who has 24 students in a virtual classroom and that upon return to in-person learning the plan would be for those students would be assigned to that same teacher they had virtually. Dr. Goodin stated that the schedules for grades K-6 will be released on Friday. Mr. Rizzo provided information on class sizes as of yesterday and advised that the numbers are constantly changing. He advised there would be 136 in-person sections for grades K-6 and 53 virtual sections for K-6. He next broke down the numbers for each individual K-4 building as well as the 5-6 Grade Center. Dr. Wright asked if the district is looking into the availability of long-term substitutes (LTS) and Mrs. Leiss replied yes that she has been in touch with STS for substitute teachers as well as looking into hiring LTS.

Mrs. Zasowski asked about Back to School Nights and if this has been discussed with regards to doing this via Zoom. Dr. Goodin advised that he has a meeting tomorrow to discuss parent-teacher conferences, but he is not aware as of now of any discussion on Back-to-School Nights in the traditional sense as they have been done in the past.

D. **Dr. David Goodin**, Superintendent, **Robert Rizzo**, Assistant Superintendent and **James Fink**, Chief Financial Officer, to provide a Reopening Update.

#### IV. **BOARD AND COMMITTEE REPORTS**

Mrs. Zasowski reminded everyone that they are foregoing the committee reports and that the minutes from the committees will be posted once approved at the committee level.

Student Rep. Report	Eshika Seth	
Policy	Colleen Zasowski	3 <sup>rd</sup> Mon. 6:30 p.m.
Curriculum/Technology	Linda Fazzini	3 <sup>rd</sup> Mon. 7:30 p.m.
Finance	Thomas DiBello	2 <sup>nd</sup> Tues. 6:30 p.m.
Property	Clinton Jackson	2 <sup>nd</sup> Tues. 7:30 p.m.
Legislative Committee	Christina Melton	3 <sup>rd</sup> Weds. 7:30 p.m.
Asst. Superintendent Rpt.	Robert Rizzo	
Solicitor's Report	Mark Fitzgerald	

**V. MINUTES**

Mrs. Earle made a motion to approve Items A-C and Mrs. Melton seconded it. The motion passed 8-0.

A. The Board approved the August 31, 2020 Special Board Meeting minutes. (**Attachment A1**)

B. The Board approved the September 14, 2020 Work Session minutes. (**Attachment A2**)

**New Minutes**

C. The Board approved the September 28, 2020 Board Meeting minutes. (**Attachment A3**)

**VI. PERSONNEL**

Mr. DiBello asked to separate Items G1 and G2. Mrs. Fazzini made a motion to approve Items A-F, H-I and Mr. DiBello seconded it. The motion passed 8-0.

Dr. Wright made a motion to approve Items G1 – G2 and Mrs. Melton seconded it.

Mr. DiBello asked for an explanation on these two motions with regards to the new hires being brought in above the district's starting salary and Mrs. Leiss provided the reasoning.

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

**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.

**New Resignations**

3. **Celeste D. Baumgardner**; Reading Olympics, Royersford Elementary School. Effective: October 16, 2020.
4. **Brian G. Cooper**; Systems Technician, 9<sup>th</sup> Grade Center. Effective: October 27, 2020.
5. **Christina M. Giamo**; Instructional Assistant, Upper Providence Elementary School. Effective: October 23, 2020.
6. **Helen A. Hiles**; English Teacher, 8<sup>th</sup> Grade Center. Effective: October 26, 2020.
7. **Christine Mallozzi**; Food Service (3 hours/day), 5/6 Grade Center. Effective: October 19, 2020.

**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, 7<sup>th</sup> 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: October 26, 2020.

**New Change of Status**

2. **Deborah S. Barth**; Instructional Assistant, Senior High School, to Support Technician, 7<sup>th</sup> Grade Center, replacing Virginia A. Jones who retired. Compensation has been set at \$19.63/hour with benefits per the Support Technician Benefit Summary. Effective: To be determined.
3. **Elizabeth D. Robillard**; Food Service part-time (3.25 hours/day) to Food Service full-time (6 hours/day), Royersford Elementary School, replacing Deborah L. Diehl. Compensation has been set at \$16.77/hour with benefits per the Food Service Employees' Benefit Summary. Effective: November 9, 2020.

**D. Tenure Status**

The individual listed below has completed three (3) years of satisfactory service as temporary professional employee and was, therefore, approved for tenure status:

1. **Jessica L. Noecker**

- E. The Board approved the attached extra-curricular contracts for the 2020-2021 school year. Payments of extra-curricular stipends shall be contingent upon the reopening of schools and the ability as determined by the Administration to provide such extra-curricular offerings to students consistent with CDC guidelines and guidelines from the Commonwealth of Pennsylvania. The district reserves the right to prorate or not pay stipends in the event of a school closure, school modification, and/or discontinuation of the activity due to pandemic or other events surrounding the pandemic. \*Designates new additions since the work session agenda. **(Attachment A4)**
- F. The Board approved 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.

**NEW PERSONNEL MOTIONS****G. Temporary Professional Employees**

1. **Julie E. Grady**; Special Education Teacher, Evans Elementary. Compensation has been set at M+18, Step 1, \$54,265.00 prorated with benefits per the Professional Agreement. Effective: October 26, 2020.
2. **Angela E. Rowe**; Special Education Teacher, 7<sup>th</sup> Grade Center, replacing Jamilah F. Bashir who resigned. Compensation has been set at B, Step 1, \$50,000.00 prorated with benefits per the Professional Agreement. Effective: November 12, 2020.

**H. Support Staff**

1. **Deborah E. Malack**; Instructional Assistant, Brooke Elementary School, replacing Ashley E. Kukucka who resigned. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: October 20, 2020.
- I. The Board approved the addendum to the Memorandum of Agreement originally approved on August 24, 2020 between the Spring-Ford Area School District and the Spring-Ford Education Association for the purpose of providing for additional terms and provisions that were not included in the original agreement specific to Special Education Liaisons for Spring-Ford Cyber Learning during the 2020-2021 school year.

**VII. FINANCE**

Mr. Jackson asked that Item D2 be separated. Mrs. Zasowski asked that Item D7 be separated. Mr. DiBello asked that Item I be separated.

Mrs. Melton made a motion to approve Items A-H minus D2, D7 and I. Mrs. Fazzini seconded the motion. Mr. DiBello asked that Mr. Fink provide explanation on Items E and F. Mr. Fink advised that with regards to Item F it is something that occurs each year as this federal funding goes directly to the Intermediate Unit and in turn the district puts in its submissions to collect the money allotted to us for special education expenses. Mr. Fink explained that E is a little different as it has to do with the CARES Act and the money that was appropriated to Montgomery County. The Intermediate Unit is then charged with administering the allotments to the school districts so as we spend for items that can be claimed under the CARES Act we then requisition the MCIU for reimbursement. The motion passed 8-0.

Mrs. Melton made a motion to approve Item D2 and Mrs. Fazzini seconded it. Mr. Jackson expressed his concern with contracts being post COVID and if we are looking at the differential with regards to what this contract would have cost us prior to COVID. He added that everything is virtual and he wonders how this is priced up and if we go back to last year would this contract be somewhat similar as there would be more in-person interactions. Mr. Rizzo stated that this contract is linked to services provided for a student which mostly will be done in-person. He added that each contract is scrutinized. He asked if the contracts are still being reviewed by Mr. Fitzgerald and Mr. Rizzo advised that they are. The motion passed 8-0.

Mr. DiBello made a motion to approve Item D7 and Mrs. Fazzini seconded it. Mrs. Zasowski stated that this motion references providing the training for up to 750 staff members and coaches but when she read about this in the weekly board memo it had indicated the full 1100 staff members and she asked for an explanation on this. Mr. Rizzo advised that the goal beginning last year was to eventually have all staff members certified and CPR and AED trained due to the increased medical needs across the district. He added that the hope was that every two years to have all 1100 people trained so we do half per year. He stated that he doubts it will reach that 750 number and may be closer to 550-600 but that the goal is to do half of the staff each year. The motion passed 8-0.

Mrs. Fazzini made a motion to approve Item I and Mrs. Melton seconded it. Mr. DiBello stated that this expenditure was not a part of the initial monies that we put in for with regards to the grants we were going after with the CARES Act and he expressed concern that he was going to start seeing this become the tagline for items to be covered by the CARES Act. He also expressed concerns over the equipment and what happens if they break and if we will then have to purchase new ones. He added that he also is questioning why we are purchasing this for the buses and why the bus company was not purchasing it. Mr. Fink spoke about the funding source saying that the listing Mr. DiBello was speaking about was for the PCCD Grant that Chief



Boyer was instrumental in securing and that this is coming from the county funds and that we have followed all of the federal guidelines in order to be permitted to do this. Mr. Fink added that the equipment breaking is a possibility, but it does come with a three-year warranty. He added that the alternative is to manually clean the buses which would be very labor intensive and in the end cost more than this system. Mrs. Melton asked what the operational expense would be with regards to the disinfectant and Mr. Fink replied that the expense would be the same if manually cleaning as it would be to use this system as either way you need to purchase disinfectant. He spoke about this system providing the ability to fog the buses mid-day in addition to end of the day. Ms. Earle asked what happens if we are no longer under contract with the current bus company and the response was that the district would then remove the system from those buses and install it in the buses of the newly contracted company. Mrs. Zasowski asked if the warranty covered everything from A-Z and Mr. Fink replied yes. Mr. Jackson spoke about unbudgeted expenditures and things being funded from the CARES Act saying we really need to be tracking the analytics on this as his concern is that we are putting items under monies that we think we are going to get and he is concerned that if we do not receive those funds then that money has to come from someplace else in the district. Mr. Fink confirmed that he and his team do exactly that and track every penny being spent as it relates to COVID. The motion passed 8-0.

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

B. Checks:

1. <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, &amp; 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 were approved:

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

D. The Board approved the following independent contracts:

1. **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.

#### **New Independent Contracts**

4. **Chester County Intermediate Unit, Downingtown, PA.** Provide educational services for five special needs students during the 2020-2021 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$161,142.80.
  5. **Anderson Explorations Partial Hospital Placement (PHP) – Eagleville, PA.** Provide educational and mental health services for the Extended School Year Program for special needs students as per their IEPs. Funding will be paid from The Special Education Budget and shall not exceed \$8,603.48.
  6. **Bucks County Intermediate Unit – Doylestown, PA.** Provide educational and related 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 \$48,305.00.
  7. **Friendship HLH&A, Inc. – Royersford, PA.** Provide Basic Adult/Child/Infant Life Support (CPR) and Automated External Defibrillator (AED) training for up to 750 Spring-Ford staff members and coaches over 10 sessions throughout the 2020-2021 school year. Training will be primarily all virtual with a 30-minute in person practicum. Funding will be paid from Title II Funding and the Curriculum Budget and shall not exceed \$13,950.00.
- E. The Board approved entering 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. The Board approved the 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.

## New Finance

- G. The Board approved a three-year contract with IXL Learning to provide a virtual personalized learning platform for special needs students in grade K-12. This contract will be paid in three yearly installments in order to take advantage of the 15% discount (\$1,485.00) being offered. The installments per year will be; year one \$4,208.00 plus \$495.00 for professional learning services for a total of \$4,703.00, year two \$2,104.00 and year three \$2,103.00. Funding will be paid from the Special Education Budget and shall not exceed \$8,910.00 for all three years.
- H. The Board authorized Fox Rothschild LLP to enter into an agreement for the property located at 1000 Campus Drive in Upper Providence Township and further identified as tax parcel No. 61-00-01009-70-3 leaving the property's assessment unchanged at \$8,731,300 for tax years 2013, 2014, 2015, 2016 and a portion of 2017, unchanged at \$8,830,370 for a portion of tax year 2017, and setting the assessment of the property at \$7,550,000 for tax years 2018, 2019, 2020 and 2021 and for each subsequent tax year until a change in the property's assessment pursuant to applicable law.
- I. The Board approved the purchase of the Transmit Automated Bus Disinfecting System at a cost not to exceed \$95,000.00. The system will be installed in all 72 passenger school buses for the purpose of disinfecting the buses automatically twice per day. This is an unbudgeted expenditure and will be paid from the unassigned fund balance and will be reimbursed from CARES ACT funds appropriated to the district through Montgomery County.

## VIII. NEW PROGRAMMING AND CURRICULUM

Mrs. Zasowski asked that Item D be separated. Mrs. Fazzini made a motion to approve Items A-C and Mr. Jackson seconded it. Mr. Jackson asked for clarity that Item A was only for one year and Mrs. Fazzini confirmed this was correct. The motion passed 8-0.

Mrs. Fazzini made a motion to approve Item D and Dr. Wright seconded it. Mr. Jackson asked for clarification on the need for this, what the consultants will exactly be doing and on the terms of the contract with regards to the "as-needed" language. Mr. Catalano provided the rationale and the explanation on the need for this additional support. He also explained the contract and his correspondence with the company. Mr. DiBello expressed his frustration with being two weeks away from bringing kids back and just dealing with this now. He questioned who was going to oversee these consultants and if he heard correctly that these consultants were needed because teachers did not know how to use the technology we provide. Mrs. Zasowski stated that she did not feel that Mr. Catalano was saying that teachers did not know how to use the technology, but it was more of a situation where all of the devices needed to all be synced together. Catalano spoke about the process that the technology staff will perform in each of the classrooms in order to sync all of the devices as well as show the teachers the process so that virtual learning will be the best that it can be. The motion passed 7-1 with Mr. Jackson voting no. Mr. Jackson referenced the motion wondering if it was clear that this is being self-funded and then repaid from the Technology Budget over the next 4 years and Mrs. Zasowski responded that at the beginning of the meeting she had advised that the funding for this motion had changed to the Unassigned Fund Balance. Discussion took place on the fact that when voting on this that it was not clear to some that they were voting on the amended motion showing the revised funding source as being the Unassigned Fund Balance. It was decided to take another vote on this motion to state that they were voting on the motion as amended.

Mrs. Zasowski read the amended motion. Mrs. Fazzini made a motion to approve Item D as amended and Mrs. Melton seconded it. The motion passed 8-0.

- A. The Board approved the purchase of Vernier Pivot Interactives in the amount of \$1,601.40. Vernier Pivot Interactives is a digital program that provides an interactive virtual lab experience for students and will be used in AP Biology, Academic and Honors Chemistry, and Academic and AP Physics. Digital licensing is for one year and up to 370 students. Funding will come from the Curriculum Budget.
- B. The Board approved the Interagency Agreements between Spring-Ford Area School District and the Montgomery County Intermediate Unit (MCIU) for Title I Federal Program Services. This agreement is to provide required Title I services to non-public schools. The district shall pay the MCIU \$8,107.00 the equitable non-public share for Title I instructional services for the 2020-2021 school year.
- C. The Board approved the Interagency Agreement between Spring-Ford Area School District and the Montgomery County Intermediate Unit for Title II Federal Program Services. This contract is a revision of a previous contract with updated dates of service to reflect a three-year term as required by Federal Programming Guidelines.
- D. The Board approved an agreement with EBS, Inc. of Media, PA for Information Technology Consultants. These consultants will be used on an as-needed basis. The total cost of shall not exceed \$150,000.00 and will be paid from the Unassigned Fund Balance.

**IX. NEW CONFERENCE AND WORKSHOP APPROVAL**

Dr. Wright made a motion to approve Item A and Mr. Jackson seconded it. The motion passed 8-0.

- A. **Robert Rizzo**, Assistant Superintendent, to attend *"PASA Virtual Summit for Assistant Superintendents and Supervisors: Bridging SEL Research and the Applied Implementation of SEL in Schools"* on November 6, 2020. The total cost of this virtual summit is \$69.00 (registration). No substitute is needed.

**X. NEW INFORMATIONAL ITEM**

Mr. DiBello acknowledged the donation by Ace Hardware and welcomed them to the school District.

- A. Administration acknowledges the acceptance of a donation from **Ace Hardware** in Royersford for donating 59 rolls of painter's tape for our Physical Therapy and Occupational Therapy students to use as markers on the floor during virtual sessions. There is no cost to the district.

**XI. BOARD COMMENT**

Mr. DiBello commented that the Girls' Soccer Team had won the PAC Championship this evening and that the Boys' Football Team had won the PAC Championship on Friday night as well. He stated that even in these weird and unprecedented times Spring-Ford is still trying to excel and succeed in all areas that we can.

Dr. Wright spoke about Zoom meetings going forward saying would hope that the district considers continuing to use Zoom as we have so many families that are participating and not everyone feels comfortable coming into a large group setting. The Board expressed their opinions in favor of continuing with Zoom as a way for the public to participate in board meetings.

Dr. Goodin and Erin Crew advised that the Girls' Tennis Team won the PAC Championship, there was an Individual Girls' Tennis Single PAC Championship and Boys' Cross Country also won the PAC Championship.

## **XII. PUBLIC TO BE HEARD**

**Mary Jo Mcnamara, Royersford**, spoke about the Curriculum and Technology Committee meeting held two weeks ago and that there were two actions that came out of that meeting. One was the motion that the board just finished discussing and the other was one that was more important to her as a parent which was regarding teacher accountability or metrics on what is the student/parent virtual experience. She added that it was clearly communicated that the experiences that are happening virtually are being posted all over social media but might not be getting back to the place where they can be dealt with effectively and positively. Ms. Mcnamara advised that there was an action regarding this that came out of that meeting but she did not hear anything about this tonight regarding how we were going to do this. She stated that she thinks it would be helpful to look at metrics for dealing with student performance as in her conversations with parents there are a lot of parents who are saying their kids are doing a lot worse and that their student used to be an honor student but is now failing. She commented that she is not sure if there is a way that we can positively present that virtual is effective and she asked if there was an effective way to show that virtual is working and students who were "B" students last year are still "B" students this year as she felt this might be helpful for parents to see. Ms. Mcnamara spoke about the temporary consultants being brought in and she asked if there was a way to put a temp to hire clause into the contract as this way you are utilizing knowledge transfer and not knowledge attrition when they leave in six weeks as this may help the technology staffing situation. She asked if there was a way to look at the trending pattern of the help desk tickets as they should be trending down from September to now. She also made the suggestion of prioritizing the visiting of classroom according to those that my need the most help and may not be technology savvy so that they get addressed first as you are talking about six weeks which is not November 12<sup>th</sup> but rather the end of the marking period which hopefully will be after all of the surges when kids can return back to school. She expresses concern that the talk is about a six-week period and not a two-week period.

Mr. Rizzo commented that Erin Crew did put out for families a virtual suggestion box with information on who to contact and when to contact them as well as a form to fill out if you have any questions or concerns which will be forwarded to the correct person as well.

**Kate Doyle, Collegeville**, thanked everyone for all they are doing to ensure the safety of staff, students, and teachers during these unprecedented times. She stated that as the rates continue to increase across the country, state, and county she hoped that the school district will continue to do all that they can to reduce the risk of community spread. Ms. Doyle expressed that while she applauds the district for doing all that they can to get the kids back into school, she hoped that events such as parent-teacher conferences and staff training will continue to take place in virtual settings in order to reduce any risk of infections. She added that while the capacity restrictions have been lifted it should not warrant the unnecessary risks associated with larger gatherings. She again thanked everyone for all they are doing and said the administration and staff have done an inordinate amount of work on top of the everyday activities of running the school and teaching students. She stated that they should be commended for their efforts as well as the efforts of the IT Department for going above and beyond the enormous burden of supporting the additional workload created by the virtual and hybrid learning as well as the reopening plans that are shifting.

**Abby Deardorff, Royersford**, stated that she was speaking as a Spring-Ford parent, community member and as a coalition partner with the Movement 4 Black and Brown Lives in Montgomery County; a movement to hold our elected officials accountable for the marginalization of people of color in Montgomery County. She advised that Spring-Ford School District was contacted on

October 8<sup>th</sup> and on October 22<sup>nd</sup> to invite Board Members and student organizations to attend as their guest, participate or speak at their rally against racism in front of the Norristown Court House on Sunday, November 1<sup>st</sup> at 1:00 PM. Ms. Deardorff commented that it is the goal to educate our county on racial inequality, mobilize voters and give our young constituents a place to be heard. She added that it is their hope to bring our community together in a time that feels very divided. She reported that at this time the movement had heard from North Penn School District, Upper Dublin School District, Cheltenham School District and Norristown School District. Ms. Deardorff stated that the Movement 4 Black and Brown Lives wants to stress the imperative nature of this event as it provides an opportunity for our scholars county-wide to express their voice. She added that due to the heightened sensitivity of race issues that everyone is challenged with, we cannot be afraid of having these uncomfortable conversations. Ms. Deardorff commented that our scholars do not have the privilege of turning a blind on their racialized experiences. She said, at a time when everyone and everything seems so polarized, we here in Montgomery County need to demonstrate a unified approach to courageously and collectively validate resident voices. Ms. Deardorff stated that we need to collaborate on comprehensive plans that mitigate tension, hostility, and negative discourse. She commented that the coalition believes that this begins with the school community because everyone is concerned about the well-being of our students and their educational future. She encouraged Dr. Goodin to respond to the emails sent and also to invite the community to attend this rally on November 1<sup>st</sup> in front of the Norristown Court House. Mr. Jackson responded that each board member has a public email address and he told her to feel free to forward something of that nature or anything else to board members. He added that this is the first time he is hearing about this.

**Maria Cagliola, Royersford**, stated that she wanted to comment on a previous caller who spoke about the stats for virtual education with regards to how kids are doing. She relayed that she would be curious to hear about this as well and felt that it was a great suggestion as she is hearing the opposite and that a lot of parents in her neighborhood and other locations are saying that their kids are doing great and that the teachers are doing a fabulous job. She added that she does believe data is very important so she would be curious for that. Ms. Cagliola commented that she is really pleased to hear that the board is keeping Zoom on for the board meetings as the meetings are happening during the pandemic and gathering in large numbers is not recommended and could place people at risk and it gives everybody the ability to be included and have their voices heard no matter what their risk tolerance is. She added that she felt it was really important since the district is made up of working families with various jobs and various hours so leaving the kids home at night is not an option in some cases and this gives the ability for all parents to talk as they have. Ms. Cagliola stated that another reason is that some families are caring for older family loved ones and they do not want to add a risk to them as well. She again expressed that she was happy to hear that the board is going to keep Zoom as a board meeting option to be able to attend and weigh in as a community.

**Michael Fabrizio, Pottstown**, said he was calling regarding the vote that took place today on Items G1 and G2. He stated that there was a no vote for that and he is very concerned that we are worried that we are paying four thousand dollars extra for a teacher to go into our Life Skills Program. He commented that if we are going to look at budgetary items to cut then that is not a place to go and nickel and dime. Mr. Fabrizio stated that people that work with the life skills students are hard to find and those kids need the best available teachers possible. He did not feel that paying four thousand dollars above what the minimum is was too much to ask for a life skills teacher.

**Carol Speers, Oaks**, advised that she had shared her comments with a few board members last evening and today regarding the ability for parents to comment via Zoom. She asked the board to consider the parents that may not be able to attend in person and realize there is many, many barriers that prevent them from being able to attend in person. She said there are single parents, parents working night shift or opposite shifts than their partners, students or parents that have been requested to quarantine, any essential workers that need to limit their contact with others

outside of their work environments. Ms. Speers commented that during the pandemic our state and our elected leadership has continued to recommend telework wherever feasible and have recently discussed the risk of small group and indoor gatherings. She asked that the board please consider these points before committing to eliminate public comment through Zoom for the foreseeable future. She relayed that personally she would not be available to attend in person as her husband works in the evening and she is working from home during the day with a kindergarten and second grader. Ms. Speers added that they have shifted their schedules to accommodate the inability to have childcare in their home so it is not just busy schedules and recreational activities that would not allow her to attend an in-person board meeting. She advised that she would love to but it is just not feasible at this moment so she is really happy to hear that a variety of board members have supported the continuation of public comment via Zoom.

**John Yonchuk, Royersford**, said he learned some new information today that Dr. Goodin had essentially said that unless otherwise, our plan is going ahead on November 12<sup>th</sup> despite the fact that Pennsylvania today recorded its highest number of COVID cases to date. He reminded the board that as they stop the meeting and go back and revote on things because of the way they are written on the agenda that they all also approved a written plan by the administration that stated that they would be in accordance with Montgomery County and State Health guidelines which currently do only allow for hybrid or remote learning only. Mr. Yonchuk urged them to remember that they are elected as leaders and not as followers. He added that just because the state or county is punting that decision to you does not mean that you should punt it back to them. He urged the board to strongly reconsider at this point returning any students fully into buildings such as in the K-6 plan.

**XIII. ADJOURNMENT**

Mr. Jackson made a motion to adjourn and Mrs. Fazzini seconded it. The motion passed 8-0. The meeting adjourned at 9:21 PM.

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 8<sup>th</sup>.

**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 28<sup>th</sup> 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 14<sup>th</sup> 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 28<sup>th</sup>. 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 28<sup>th</sup> 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, 7<sup>th</sup> 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 8<sup>th</sup> is the first school day for students and attendance will be taken through Canvas. He added that September 14<sup>th</sup> 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 7<sup>th</sup> and competitions will begin on September 25<sup>th</sup>.

Board discussion took place on the distribution of materials and whether anything might delay the start of school on September 8<sup>th</sup>. 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 8<sup>th</sup>. 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 12<sup>th</sup> 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 12<sup>th</sup> 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 12<sup>th</sup> 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 12<sup>th</sup> 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 12<sup>th</sup> 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 14<sup>th</sup> and one to families on September 28<sup>th</sup>. 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 8<sup>th</sup> and remain live for 3 days followed by the family survey on September 11<sup>th</sup> 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 26<sup>th</sup> 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 2<sup>nd</sup> Monday of the month, move the policy and curriculum/technology committee meetings that normally take place on the 2<sup>nd</sup> Monday to the 3<sup>rd</sup> Monday and keep the board voting meeting on the 4<sup>th</sup> 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 12<sup>th</sup> 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 12<sup>th</sup> 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 29<sup>th</sup> 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 5<sup>th</sup> 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 8<sup>th</sup> and 11<sup>th</sup> 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 6<sup>th</sup> 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

PUBLIC COMMENTS SUBMITTED DURING BOARD MEETING 08-31-2020

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**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**

**1<sup>st</sup> 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 2<sup>nd</sup> week of the month thereby not having too long of a gap in between board meetings.

**Finance**

**Thomas DiBello**

**2<sup>nd</sup> 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**

**2<sup>nd</sup> 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-8<sup>th</sup> 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, 7<sup>th</sup> 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, &amp; 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 purposed, 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 28<sup>th</sup> 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 12<sup>th</sup> 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 12<sup>th</sup> 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 12<sup>th</sup>. 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 14<sup>th</sup> amendment and equally violate the equal protection clause of the 14<sup>th</sup>. 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 11<sup>th</sup> 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.

On September 28, 2020, the Board Meeting of the Board of School Directors of the Spring-Ford Area School District was called to order at 7:30 p.m. in the cafeteria of the Spring-Ford High School with the following in attendance:

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

## **ANNOUNCEMENTS**

Mrs. Zasowski advised that the board would be voting on the number of members of the public to be permitted at the meeting this evening as well as the format for public comment.

### **I. ACTION ITEMS**

Mrs. Zasowski read the motion. Mr. DiBello made a motion to approve Action Item A and Mr. Jackson seconded it. The Board provided their opinions on allowing an increase in the permissible amount of public in attendance at the meeting due to no standing Governor Order currently being in effect. It was determined that the cafeteria capacity would allow for 168 people maintaining the required 6 feet social distancing. All attendees will be required to wear masks at all times.

The floor was opened up for public comment on the motion.

Chief Boyer advised that as long as attendees tonight are six feet apart and wearing a mask he is not too concerned with what number the board decides on. He added that if social distancing is not maintained or a mask is not worn then the meeting must stop until that person complies as we want to keep this as safe as possible.

Michel Masters of the Montgomery County Office of Public Health stated that the permitted capacity is a recommendation and guidance to be 250 outside and 25 for indoors but the mandate is that everyone needs to be masked in the school setting whether talking or not.

There was a roll call vote with Mr. Shafer, Mr. Jackson, Mr. DiBello, Mrs. Zasowski, Mrs. Melton, Mrs. Fazzini voting yes and Dr. Wright, Ms. Sullivan and Mrs. Earle voting no. The motion passed 6-3.

A. The Board approved expanding the ability for in-person attendance at Spring-Ford Area School District Board Meetings to a crowd limit, exclusive of Board and Administration, not to exceed 168 attendees, with the following additional requirements:

- 1) All attendees shall be required to wear face coverings as defined by the State Department of Health at all times and in the event an attendee fails to adhere to

- such requirements they shall be removed from the meeting.
- 2) All attendees shall be spaced at least six feet apart consistent with guidelines of The Center for Disease Control and Prevention and any applicable guidance from the State.
  - 3) Additional safety measures not otherwise listed herein shall be adhered to that are consistent with the District current Health and Safety Plan.

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

Mrs. Melton requested that the 60 minute time slot for public comment be divided into 2 equal 30 minute sessions between the public in attendance at the meeting and the public joining via Zoom so that each group has an equal opportunity to speak.

Mr. Shafer commented that he found it disheartening that the board would limit public comment. He stated that taxpayers have a right to make a comment whether it goes beyond the 60 minutes or not.

Mary Jo Mcnamara, Royersford, questioned if the board passes a motion to limit public comment was that for the remainder of any school board meetings or just until we get back to school plans passed. She expressed that she did not feel this was the right thing to do and that as a taxpayer she should have the right to speak her mind and say what she needs to for the time period it takes her to say it.

Mrs. Zasowski stated that they were talking about instituting this for this evening. Mr. DiBello made a revision to the motion to clarify that it is just for the meeting of 9/28/2020. Mrs. Melton who made the original motion accepted the amendment to the motion.

The motion passed 8-1 with Mr. Shafer voting no.

- B. The Board approved capping the public comment section, only for the meeting of 9/28/2020, to 60 minutes each with each speaker being allotted the full 3 minutes and in the first opportunity, to comment on agenda items only. The 60 minutes shall be divided into 2 equal 30 minute sessions between the public present in person at the meeting and public participating via Zoom. If time does not permit, additional comments can be made via email and included in the official School Board Meeting minutes.

## **ANNOUNCEMENTS**

Mr. DiBello commented on the confusion over tickets for last week's football game and advised that the decision was not a Spring-Ford one but rather a PAC decision. He stated that PAC is the conference that our sports teams play within. Dr. Wright said she wanted to thank everyone involved for making fall sports happen. Mrs. Melton advised that PAC has said they will be reevaluating their decision and making changes as warranted through-out the season. Mr. Shafer questioned how PAC has authority to mandate the usage of taxpayer facilities and Dr. Goodin replied that by agreeing to join the Pioneer Athletic Conference you agree to abide by their rules. The board discussed who has the authority and who sets the rules whether it is PIAA or PAC. It was suggested that this discussion be taken up at the Extracurricular Committee meeting in order for the board to move onto the important agenda items they have to address tonight.

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

**Seamus Mullarkey, Collegeville**, stated that tonight we will have our second medical professional present and he looked forward to hearing what Ms. Masters has to say. Mr.

Mullarkey asked how we have not found one medical professional to come in and explain in detail the significant adverse effects on our children being at home five days a week. He stated that everyone in the room knows that the kids are facing significant, adverse effects but nobody talks about this. He commented that they spent 12 minutes talking about whether we should take a vote but nobody is going to discuss or bring in a medical professional on the significant effects our kids are facing every single day; especially elementary kids. Mr. Mullarkey stated that he hoped this is discussed or at least bring somebody in to discuss it. He expressed that he found it embarrassing to be a resident of Spring-Ford School District and nobody wants to discuss how the kids are suffering.

**Michael Lebiedzinski, Royersford**, commented that Spring-Ford received some great news today with the health experts ranking Pennsylvania third out of fifty states in the United States as the safest state for schools to open for in person education. He stated that the study's methodology considered two dimensions; risk of COVID-19 infections, health and financial infrastructure as well as 15 quantitative metrics including the number of child COVID-19 cases per 100,000 children and the average public school class size including the ratio of students to school nurses. Mr. Lebiedzinski said the district should be encouraging news to the board members as they consider Dr. Goodin's plan tonight. He commented that tonight we will hear from the Montgomery County Department of Health Communicable Field Supervisor and said before we get ahead of ourselves discussing the response to potential COVID cases in the school district he felt we needed to take a step back and have an adult conversation about the definition of a COVID case. Mr. Lebiedzinski asked what a case actually means, what does it mean when a COVID PCR test is positive, are all positive cases equal and what does the PCR test look for exactly? He advised that it amplifies genetic material from a nasal swab in cycles and the fewer cycles it takes to detect viral material the greater amount of viral load in the sample. He added that the greater the viral load the more the person is contagious. He stated that this information is important because as we will hear tonight contact tracing activities, mask orders, quarantines and even public health policy that you will hear from Ms. Masters has a basis in the number of reported positive cases. Mr. Lebiedzinski commented that over the past few weeks mainstream media was flushed with reports of cases and outbreaks as colleges and universities opened for education. He stated that across 24,500 reported PCR positive cases only two hospitalizations were reported and zero deaths which is a calculated 0.008% hospitalization rate and a 0% case fatality rate. He asked what the basis was for the fascination with cases while de-emphasizing the more accurate indicators of virus severity such as hospitalizations and deaths? Dr. Said El Zein and his Wayne State University Team analyzed viral loads for patients at the Detroit Medical Center via nasal swabs using a cycle threshold value scale with high being over 37, medium being 26-36 and low being under 25. Mr. Lebiedzinski said that during the week of April 4th 49% of COVID patients had a medium viral load with the remaining being evenly split between low and high. He stated that by 5 weeks later 70% fell into the low category which in turn correlated with a decrease in patient deaths.

**Rachel Kerchner, Phoenixville**, commented that a recent study funded by the NIH John Hopkins Center of Excellence for Influenza Research and Surveillance published just one month ago on August 27, 2020 concluded that molecular detection of SARS CoV-2 RNA did not mean infectious virus was present. She stated that the use of cycle thresholds, count values and clinical symptoms in combination with PCR testing provides more accurate assessment of potential for infectious virus shedding. Ms. Kerchner said this study has a relatively small sample size but it is by far not the only study making this conclusion. She advised that the New York Times recently published an investigative piece on September 17, 2020 quoting Dr. Michael Mina, Epidemiologist at Harvard T.H. Chan School of Public Health, "we've been using one type of data for everything and that is just plus or minus,

positive or negative, and that is all. We are using that for clinical diagnostics, for public health and for policy decision making". She stated that Dr. Mina's quote is the connection to tonight's discussion. She added that he goes on to say "it is really irresponsible to forego the recognition that this is a quantitative issue and not just positive or negative". Ms. Kerchner reported that in the same article, Juliet Morrison, a Virologist at the University of California – Riverside, said "any test with a cycle threshold above 35 is too sensitive. I'm shocked that people would think that 40 could represent a positive result". Ms. Kerchner stated that these are the qualified opinions of 4 scientists and what the data tells us is that the CDC's own calculations indicate that it is extremely difficult to detect any live virus in samples above the 33 cycles. She added that according to Labcorp's emergency use authorization for COVID testing they use a threshold count of 38 and Quest uses 40; both well above the CDC threshold. She commented that finally, with regard to Montgomery County's contact tracing activities, which are based on positive cases, she would like to leave with a final quote from Dr. Mina in Massachusetts, "from 85% to 90% of the people who tested positive in July with a cycle threshold of 40, would have been deemed negative if the threshold were 30 cycles. I would say that none of the people should be contact traced, not one". Ms. Kerchner stated that Montgomery County uses PCR positive test results to determine public health policy including potential invasion of our privacy under the guise of safety, universal mask orders, congregate gathering restrictions on outdoor sporting events, being threatened by Val Arkoosh which restricts us from one of the most enjoyable parental activities - in person viewing of our children playing sports.

**Roland Olsen, Collegeville**, stated that Montgomery County uses PCR positive test results to determine public health policy including potential invasion of our privacy under the guise of safety, universal mask orders, and the congregate gathering restrictions on outdoor sporting events, being threatened by Commissioner Val Arkoosh which restricts us from one of the most enjoyable parental activities - in person viewing of our children playing sports. He added accordingly, it is reasonable that we hear from Ms. Masters tonight whether the county is incorporating the cycle threshold in their assessment of virus severity and contact tracing and if not why not? Mr. Olsen said he would like to understand why there was an exception made to allow a guest speaker to speak during a board action which does not allow anyone else other than people within our jurisdiction to speak. He felt it was totally uncalled for.

**Jill Schadler, Royersford**, she thanked the board for allowing members of the public to come in and attend in person. Ms. Schadler stated that it is of no shock to the audience that we are the only school district in the local area who has not shared a plan for return. She said she is here in person to listen to that plan tonight and she hoped that she would not be disappointed. Ms. Schadler commented that on other calls and even board members have stated they have been touch with other school districts and yet here we sit on September 28<sup>th</sup> with nothing. She added that she would like to share her two 8<sup>th</sup> graders experience with the virtual learning setting. Ms. Schadler stated that she would like to caveat this by saying she is one of the lucky parents; a working parent and her children are older and can follow a bell schedule. She advised that she demanded that her children have their cameras on every day for class to build a relationship with their teachers and out of respect for what those teachers are doing. She commented that three weeks in those cameras are off against her wishes and the reasons why that her children have shared with her: kids have shared screenshots of other kids on camera in bed under the covers, on Facetime with their friends during class and they have said it is completely distracting. She stated that they are questioning if they are being distracting to others. Ms. Schadler added that on multiple occasions they have shared stories of students from other grades entering their Zoom calls, playing inappropriate music, gesturing inappropriate things and lyrics. She reported that her 8<sup>th</sup> graders said no one is taking this seriously so why should they and she found this to be embarrassing. She stated that this is causing them to disengage and she does not want them to disrespect the efforts of the teachers. Her children expressed to her that they cannot imagine doing this for seven more weeks and felt that what would happen would be two weeks before Thanksgiving it will be said to let the students stay home and then students will return after

Thanksgiving and it will be determined that it is only three weeks until Christmas and the next thing you know they will be home the rest of 2020. Ms. Schadler said she will not share the details of her one child's emotional health in this environment. She asked that on this agenda item she is looking to the school leadership, Dr. Goodin, to share a strategy and a plan that builds parent's confidence that they all are capable to do the job.

**Mary Jo McNamara, Royersford**, said she does not want to presuppose what is going to be presented in the plan but based on what the action item is for all of the board to vote on tonight, she is strongly recommending that they consider a date prior to November 12<sup>th</sup>. She asked them to please try to keep that in mind as we are being presented with whatever this plan is.

**Kate Palladino, Royersford**, commented that she felt it is extremely important to do what is best for our children and families. She stated that she does not know where people in the community and country have gone wrong but this pandemic has become completely politicized and ugly. Ms. Palladino said there is a small group of parents in the community being fueled by a huge bully on the board who are in turn bullying our administration, teachers and many others on the board and are now bowing to pressure due to fear and lack of verbal support from others in the community. She stated that members of the board, teachers and community members are fearful of speaking up in good part because of this group. She advised that sadly her husband is afraid of her speaking up because of the concern for backlash from very loud parents who have one agenda which is to get their kids back to school no matter what. She added that occasionally they hear that the group cares about everyone but in reality that is not the case and she is here to speak for the little guy who are many in the community and actually want their children to return to school but want to be sure that it is done safely and correctly by following all recommended guidelines. Ms. Palladino said she is also speaking for those who do not want their children to return to school or those who can't safely do so because they or someone in their family is compromised as well as the teacher who may not have been given a voice. She said she was here to speak for the majority of the community and not necessarily the loudest and just because they don't all speak up does not mean that their needs and ideas do not matter. She asked the board and administrators to stop bending to the threats of this council. She advised that she joined it because she thought it was a group of people coming together to discuss ideas on how we can safely return to school and in turn work with the district but this is not the case as the small group of people that are really vocal are bullies and will do anything to belittle the people in the community. Ms. Palladino stated that what we all want is the best possible education options for the varying needs of our students and parents including a safe return for those who can and not merely 3 feet with no masks or other social distancing measures put in place because you are going to do the bare minimum. She said as for tonight's agenda Item IV-B states all CDC guidelines and state mandates will be followed as best as possible which she did not find to be acceptable. She next stated that a comparable program for students and parents who do not feel comfortable or can't return to school, not a watered down option, not cameras while teachers are teaching in class as all students deserve the same level and quality of education regardless of circumstances. She asked the board and administration to work together with teachers and diverse members of the community to come up with plans to provide the best quality possible even though it may cost more money and may require hiring more teachers and making adjustments. Ms. Palladino added that we need to fully invest in the education of kids. She urged parents who believe similarly or have something to say to please speak up and also urged board members who want the best for the kids to also please speak up. She stated that by the administration and the board taking options off in recent weeks it shows that they are allowing a group of loud bullies to dictate their job and responsibilities. She urged them to stop bowing to the bullies and serve their entire community please.

**Alison O'Brien, Collegeville**, stated that she was appalled by how the beginning of the meeting started with a lot of time spent talking about football instead of what we need to talk about which is the children. She said she understands that parents are missing games and missing things that they will never get back but this is all something that they have had to adjust to since March with

the pandemic. She commented that the mask wearing was absolutely atrocious and the fact that this is the first time that board members even suggested wearing them was tonight. She stated that people are wearing their masks incorrectly with their nose hanging out and as far as glasses fogging up there are plenty of ways you can wear a mask where your glasses do not fog up. Ms. O'Brien stated that are people who are hesitant to put them on and questioned what they expect children to do if adults can't. She expressed that her experience with virtual school has been nothing but positive which she felt was a profound statement since she has a kindergarten student who just started school and this was a reflection of the awesome teachers who should be credited for that. She stated that despite which opening is picked this evening they need to consider to continue to make online schooling an option available for those who may not be comfortable sending their kids back to school and it should be in the same format as it is being presented now. She added that she does think they need their concerns addressed with regards to whether their child will still be with their classmates, will they be given a new teacher and is it fair to even change a kid's teacher after school has started. She said she personally does not believe we should just put the kids back to school just because it is time to get the kids back to school as they need to come up with a good proper plan. Ms. O'Brien stated that it is a hybrid opening then we need to discuss how to do social distancing, how to keep kids wearing masks, what are we going to do in regards to contact tracing if people are not willing to get tested and are showing symptoms or are not willing to report as they feel it is an invasion of their privacy. She expressed hope that they put the thoughts of the kids first and not make this a politicized agenda issue.

**Ed Hudak, Schwenksville**, stated that he hoped the board votes for the kids to come back and that the promises are kept. He indicated that there were many times they have been told that grants were available, there were plans and PPE in place and then all of a sudden those disappeared and students were not able to return to school because they were told throughout the whole course of the process that material was going to be available and then it was not. He added that he did not think it was beneficial for anyone to call others names in this event so while we all have opinions let's please be constructive and continue saying what we would like instead of saying what everyone else is thinking or calling other people names and using big buzz words like bully to say that people are doing one thing and not another.

**Kate Doyle, Collegeville**, commented that seeing the board debate earlier on whether to hear from our County Board of Health and demanding to know what type of expert and whether the recommendation is a guideline or mandate is extremely concerning. She felt that this reflects poorly on the future decisions because there are so many recommendations from the CDC and other bodies of health departments that are flexible because they recognize the differences between schools and she would hope that Spring-Ford would drive to have the best measures in place to ensure the safety of our students, staff and teachers. Ms. Doyle stated that she did not want to see in the future that only the minimum mandates are executed. She added that she would like to highlight that while livestreaming classes, that has been discussed in previous committee meetings, may appear to be a solution that gives both in class and at home students access, it will likely set the teachers, administration and at home students up for frustration and potential failure. She stated that the in class students will also be negatively impacted by the strict restrictions a livestreaming environment places on the teacher's possible instruction methods. Ms. Doyle recommended that the district invests its limited time and energy into developing dedicated and virtual synchronous teachers for specific grades and classes where at all possible and then supplementing the cyber program with additional staff to provide 9-5 support to students who have questions or need assistance. She stated that she personally prefers synchronous learning for her children but added that she would enroll them in cyber over livestreaming because she feels that it would be unable to provide equitable or a quality experience for those who remain at home due to limited video technology being available, equipment backlogs, budget constraints, intermittent audio quality for the teachers and/or students due to non-commercial grade and limited desktop microphones, limited lesson plan options and limited ability to interact with teacher and classmates in order to ask questions. Ms. Doyle commented that requiring a teacher to develop and execute

both in class and virtual lesson plans requires an inordinate amount of work that equates to almost two jobs and she did not feel we should be asking that of the teachers who are already putting in significant hours beyond their pre-COVID workload. She urged the board to please insure students that stay home that they will have dedicated instructors available via Spring-Ford Cyber or a dedicated virtual or synchronous teacher as discussed at the Curriculum Committee meeting. She thanked the board for their continued dedication to insuring the safety of students, teachers and staff during these unprecedented times.

**Erica Hermans, Royersford**, stated that under agenda item IV, A it states that all CDC guidelines and state mandates will be followed as best as possible which she felt was a relative term and she asked for the board and administration to clarify what mandates and guidelines are up for debate and which ones will not be followed when ultimately returning her kids back to the buildings. Ms. Hermans said she wants to be confident when she decides to bring her children back that the district is taking every precaution to insure the safety of the community and as of now she did not feel confident. She added that overall she believes the board members should vote against a return to live in person instruction if the district is unable to enforce state mandates and CDC guidelines. She stated that she is sure some would choose to push for five-day live instruction while making the wearing of a mask optional which she felt was reckless thinking and should be non-negotiable. Ms. Hermans commented that we need to insure the safety of our children, staff and families in the home and the simple truth is that we are seeing a spread within our Spring-Ford schools while children are learning at home virtually. She stated that continuing not following mandates will only perpetuate the situation we are in.

**Hope Bodenschatz, Royersford**, urged the board to vote in favor of providing an option for students to return to in person learning as soon as possible and in a full-time capacity. She stated that the current virtual learning environment is taking a toll on so many of the kids. She advised that while her family has not experienced the technology issues like many others have, there are still issues. Ms. Bodenschatz stated that academics are suffering and additionally, it is very difficult for a 13 year old boy to remain focused when sitting in his own room for school all day with no real release of tension between classes and it gets harder and harder to focus as the day goes on. She added that while 4 minutes might seem quick, spending 4 minutes walking between classes and talking with your friends gives enough of a release to a kid that they can walk into the next class ready to focus and learn. She stated that is not happening while the kids are at home. Ms. Bodenschatz commented that mental health is suffering and they are hanging in here right now but this is not an environment that we can continue long-term as the negative aspects of being alone in your house with only your family is only going to compound as time goes on. She stated that it is going to get worse and not better. She pointed out that in a previous meeting a question was asked about what was being done about mental health and a board member advised that they should click on a link to get help from our website. She implored the board to consider instead of providing help after a mental health situation why are we not working on preventing these issues from happening in the first place. Ms. Bodenschatz stated that for her family and many others she has spoken to, Canvas is really difficult to manage from a task list perspective. She advised that her son is frequently missing assignments which causes stress on him, on her and on their relationship with each other. She stated that at the last meeting a board member shared an email from one person who was happy with the virtual environment and she wanted to share that she has heard from dozens of parents that this is not the case and has not heard from a single parent that they are happy with this. She felt that reading a single email from one parent seems unfair to the rest of them. Ms. Bodenschatz urged the board to vote in line with the majority of families as the survey showed that a majority of them wish to have an option to return to in person learning.

**Rebecca Roberts, Limerick**, commented that she is concerned about the safety of opening and thinks that everybody including her wants the kids to be back but she is not willing to put her kids safety at risk if certain mandates and CDC guidelines are not fully enforced. She stated that the idea that masks or social distancing could be optional while inside the building terrifies her. Ms.



Roberts said she would like to think that the idea of positive tests, even though our kids might not be infectious when they are in the school building, those positive tests do mean that those kids are infected and we do not know the long-term health effects of infection on our children. She advised that a study just came out today that showed that kids ages 12-17 are twice as likely to get infected in a school situation than younger kids. She stated that when we talk about infectivity, we need to think about the younger kids as a separate pool from the middle schoolers and high schoolers.

**Deb Miller, Collegeville**, stated that she has 3 children from seniors to 7<sup>th</sup> grade in the district and has always felt that Spring-Ford was one of the top academic school districts in the area which is why they have stayed here. She commented that she continues to think that now that we have heard from the majority of parents, 70%, that they want to return to school in person and we live in a green state and the majority of schools around us who are not nearly as academically and as well run as Spring-Ford have found a way to go back to school live in a green phase. Ms. Miller expressed hope that Spring-Ford will come forward tonight for an in school plan in person that will meet the needs of all parents. She stated that she is confident that people who are afraid will have the option to keep their children home but the majority, 70%+, want their children in school, therefore, it is the majority that are speaking and is the majority who need that plan to go back to school. Ms. Miller said if others do not agree then by all means they can keep their children home and they can use the Canvas system or the virtual system that some people feel is working so well. She stated that for her and her children, it is not working nor does she want her senior to have to finish his school year trying to take 5 AP classes on a Canvas meeting situation where people do not have their cameras on. She pleaded to get to Dr. Goodin's plan, listen, come together as a community, stop bickering and get the children who want to back to school.

**Liza Takiya, Phoenixville**, commented that as it was evident by the discussion earlier there was great concern about having more than 25 people in the room which seems to be larger than any particular classroom. She stated that with that said she did not understand how we would feel comfortable with having all students for in-person learning knowing that the six foot guidance would not be adhered to. She advised that she has 3 kids in the school district and they all have different feelings about the virtual versus in person learning. Ms. Takiya said she believes that the school district teachers are doing an excellent job of delivering the virtual instruction as she can see that her kids are engaged and they are learning throughout their classes. She stated that we all know that school is more than instruction as it provides kids with a sense of belonging, a safe space, the ability for socialization, nutrition and other aspects. She commented that she understands that based on the survey that was sent out to parents that over an upwards of 75% of the responses were for in school learning but she believes there was some confusion in responding to the survey as she can say for herself that in responding for her first child, she assumed that the in person learning would include a hybrid option. She advised that after she responded she realized that the hybrid option was not being entertained. Ms. Takiya said she would take the survey responses with a grain of salt and she would encourage the consideration of a hybrid option. She stated that she understands the concern of the hybrid option is that the students would not engage with their teachers five days a week as they are right now in the virtual setting. She added that she believes that the Canvas platform has the ability to have engaging content for the students, allows them also to have a bit of a break from Zoom all day long, allows them to take the time and understand the material and reach out to their teachers when needed. She stated that the hybrid option will allow students to have other benefits of school including socialization and peer to peer interaction in a safe manner with the potential of having proper social distancing to prevent the spread of COVID. Ms. Takiya said the reason why the rates of COVID in PA have tapered over the past few months is due to the measures that have been put in place in the state such as limits on restaurant capacity, limits on the number of people for social gatherings, etc. She added that if in person learning is going to

move forward then she would ask the board to consider limits on the number of students that could be safely in the schools at once.

**Dawn Skelton, Royersford**, said she keeps hearing a lot of fear and she does not like that mitigating what is being done for every student in the district. She stated that if you are not comfortable sending your children back in person then please feel free to exercise one of the other options available to you and if you do not like those options then feel free to fight to improve them, not to limit or reduce the options for everyone else. Ms. Skelton commented shame on anyone presuming to understand the individual circumstances or needs of every child and family in the district who does not have options. She added that everyone is struggling to decide what is right and if you feel the risk of the virus is greater than the emotional and psychological toll as well as any long-term impact this may have on their learning then that is between you, your family and your doctor. She asked that everyone please have some respect for those that feel differently. Ms. Skelton stated that there is not one single person in the administration, the board or the community who is capable of speaking on what is in the best interest of every child in the district. She said it has been more than 6 months and by now every parent should have educated themselves, spoken to their doctors and have a full understanding of the risks of everything they do in their daily lives. She stated that it is the job of parents to understand and weigh the risks to determine what is in the best interest of their own children so stop trying to make those decisions for them because you could not possibly. Ms. Skelton expressed that this administration by not being able to provide viable options has failed the community. She stated that she is tired of hearing what cannot be done; just because it is hard to do is not the lesson we should be teaching students of this district. She commented that the assignment of the administration was to create plans for students to learn both in person and virtually. She added that there is a cyber option and we are currently in the virtual option which for her family is not working. She stated that by not providing a plan to bring the kids back in person, this administration has failed the community. She asked that it be clear that any plan without an implementation plan is not a plan at all and suggested that they do it over. She said if this was a child in the district that failed so completely, you would not sit here and listened to them whine about having to throw out any work they have done so far as we would make them do it over until they get it right so it is time for the administration to be the example and do it over until you get it right. She felt it was inexcusable that at this point in time the district is not prepared to move seamlessly from one phase to another as circumstances change. Ms. Skelton advised that she has spoken in great depth with her family doctor regarding the specific needs of her children and they are in agreement that we need to be in a brick and mortar school room setting. She stated that she respects the decisions of any parent who makes a different decision for their family and their children and she expects the same respect in return as they all try to navigate through doing what is best for their families. She added that it is the district who needs to provide viable options and allow the parents to decide what is best for their families and they will take the burden of that decision from the district so provide them options and they will make the decision.

**Patty Moscirella, Collegeville**, expressed hope that the presentation will address things such as what will happen if you go back to school in person and then all of a sudden have to quarantine; how will the child be taught, how will it affect scheduling, will the student's schedule change from what it is now, will their teachers change. She also stated that she hoped that PPE supplies would be addressed in the presentation as well since it was stated that one reason we could not return to in school learning was due to those supplies not being available.

**Debarati Roy, Collegeville**, thanked the board, administration, teachers and staff for a great start to a very difficult school year. She stated that although it is not ideal for kids to be learning remotely but we are not in a normal year. She added that it is not a conspiracy theory that there is a pandemic surrounding us in this country or around the world. Ms. Roy commented that at the last meeting Mr. Rizzo explained that there were 72% who would like to come back to school in person, 22.4% opting for virtual instruction and 4.3% opting for cyber. She stated that in talking with people

in the community she realized that not a lot of people were fully aware of the virtual option. She said most understood that there was a cyber academy as this was the most advertised at that point. Ms. Roy expressed that she felt that if parents were provided with the data on the virtual option using Skyward or something more reliable than just a survey the number families opting for virtual would increase more than 22.4% especially during fall which is considered to be the flu season. She asked that administration plan accordingly and not force families to move from the synchronous learning that is working to cyber which would be like moving kids to a different school system which no one wants to do unless really necessary. Ms. Roy added that people opting for virtual have real solid reasons that some may consider fearful but it is something they are really considering seriously as no one wants kids to be remote in a normal situation. She expressed hope that administration will share clear plans of how virtual learning will work in parallel with in person. She asked if AP classes will be added, if Zoom classes will be added and said that it is not really clear so asking people to answer surveys is difficult because people are doubtful about the real implementation. She stated that she hoped today's presentation that Dr. Goodin will share will provide more details which will reduce some of the doubts they all have.

**Julie Mukherjee, Schwenksville**, said she had concerns over the children who need to stay home and if they will have the right equipment, be able to stay with their same teachers, and continue doing what they have been doing so far. She stated that she did not think it was fair for the kids whose parents have concerns and do not want them to go back to a full classroom to not be able to continue the relationships they have been forming. She advised that she has seen her children form relationships online and they are enjoying their classes and children in their class and she would like for this to be able to continue. Ms. Mukherjee said she wanted to be sure that the district has everything in place for the kids. She stated that masks are absolutely necessary and we cannot have the children back in the classroom if they are not forced to wear a mask as there is no reason why they can't.

**Carolyn Fuss, Collegeville**, stated that she hoped the district could find a way to keep virtual synchronous learning for students who do not wish to return to school. She advised that her kids are doing great in a virtual environment finding all of their classes and doing all of their assignments. Ms. Fuss commented that she would love them to be back but just does not feel it is safe and the right time for them. She urged that they keep the synchronous virtual environment and not pull them from their teachers while you bring others back to school.

**Maggie Youssef, Phoenixville**, said she personally would like more transparency on the percentage of families interested in a full return to school. She stated that it was communicated that 70%+ were interested in a full return to school district-wide but she also heard that 50%+ wanted to return fully at the elementary level especially at her child's school. She said this is a significant difference and affects each school differently. Ms. Youssef said she would not advise lumping all of the schools together in saying that a majority of the families want to return. She added that the great percentage of high school students in the district outweigh the elementary level and obviously at the higher levels they have a different agenda than at the elementary school level whether it be college prep or sports. She felt her child at the elementary level should not be lumped in with the decision made for the higher levels and by saying 70%+ want to return to in person school is indicative of the whole district. She likened it to throwing the baby out with the bathwater and said she does not think there has been full transparency of the different percentages of the different schools.

**Emily Bell, Royersford**, commented that she understands that her opinion is based solely on her family's situation and everyone is going to come from a different place. She stated that the virtual option is not working for her family and it is causing her to have to work nights and weekends to make up for the work she cannot get done during the day. She said with that in mind and with kids with IEPs, the amount of assistance that is needed for a kid with a 504 or IEP is much greater when they are virtual than if they were in person. Ms. Bell pleaded that if there is any way the

kids can go earlier than the planned October 19<sup>th</sup> with an IEP that this would be considered because the thought of having to do this for another 3 weeks it is just devastating for both her children and her. She stated that this is not a reflection on the teachers whatsoever as they are doing absolutely everything they can and doing an excellent job. Ms. Bell advised that seeing the struggle they have with the technology, kids not being able to find the right page or the right thing and they have to spend so much time trying to help these little kids navigate as best they can is frustrating for them to be virtual as well. She stated that for those families like hers with different situations that need to get their children in person, she would like to see this happen before November because it is just not working.

**Arlene Hudak, Schwenksville**, said she is looking forward tonight to hearing what Dr. Goodin's plan is to return to school on November 12<sup>th</sup>. She stated that we should have a plan set forward at this time and need to follow through instead of sending out surveys and changing at the last minute. She commented that the students are thriving and going into their Spring-Ford sports every day is one positive that Spring-Ford went ahead with. Ms. Hudak stated that these children have something to look forward to in seeing their friends and coaches every day. She added that when the kids report they are having their temperatures taken, wearing their mask and they are positive and looking forward this continuing every day. She expressed that we want our kids to stay safe and return in a positive manner while following all CDC guidelines. She felt the teachers were doing a wonderful job on Canvas and her children's teachers are checking in with them every day. She thanked the teachers for all going above and beyond. Ms. Hudak advised that she has a senior and hoped that there will be a 20-21 graduation celebration in person at the McNelly Stadium. She stated let's get our Spring-Ford Rams back in person.

**Erica Love, Royersford**, stated that she would advocate for a hybrid plan if all of the other PAC schools are doing a hybrid plan and all of the other well thought of districts are doing a hybrid plan and a phased return. She commented that she wanted to make sure that when they are considering this decision that they consider the perspective of the teachers. Ms. Love said she hears a lot of praise for teachers and respects what they are doing which is wonderful as they are working really hard. She stated that there are a lot of stakeholders in making a decision like this and it is not just the students and parents but it is also the staff and teachers and they do not necessarily have the option of staying online, going in person and it is not easy for them to just pack up and quit their job. Ms. Love said she wanted to make sure that the perspective of the teachers was also being considered as in these meetings they have barely been mentioned.

**Jordan Jackson, Collegeville**, commented that she is a junior in Spring-Ford right now and she wanted to urge the school board to not automatically throw the kids back into school. She stated that she respects the parents and understands that they are struggling but the kids, teachers and staff are the ones who have to go back onto the front lines of the school. Ms. Jackson added that they are the ones who are seriously risking their health by having the possibility of being with so many people. She said she felt the teachers are doing great which has already been said and the learning has been fantastic. She commented that it is important that while they all care about what parents think, the parents don't have to go back to school students do, and she would rather that not be as much of a decision and they really concern themselves with the teachers and the students because they have to do it and if they get sick it all comes crashing down.

### III. PRESENTATION

Michel Masters stated that she was here to talk about Montgomery County's role in the handling of COVID cases. She advised that Montgomery County was in a low to moderate transmission and is a good time to start to bring students back safely. She advised that as a result of this they support hybrid, blended or virtual learning for students, not only for contact tracing but for prevention of disease. Ms. Masters advised that they encourage 6 feet of social distancing be maintained at all times as well as mandatory masking. She said they also encourage identifying who is in what classrooms and limiting communal spaces.

Ms. Master explained what contact tracing was and the role of Montgomery County Department of Public Health and the role the school district will take to provide support.

Mrs. Zasowski asked what the county threshold was with regards to closing a building or school district. Ms. Masters replied that Montgomery County is using the data received from cases as well as contact tracing to decide what measures are best. She added that they are really looking for ongoing transmission.

Mrs. Melton asked how many schools in Montgomery County had been closed down or recommended to go virtual so far and Ms. Masters responded there was one which was due to ongoing transmission. She added that this was for 14 days in order to complete a full quarantine/incubation period.

- A. **Michel Masters, Montgomery County Department of Health and Human Services,** to discuss the Montgomery County Department of Health's role in handling COVID cases in school.

Dr. Goodin recognized his administrative team for all of the hours they have put into working out the details of the plan he was about to present. He reminded everyone and stressed that the district had three opening plans which were often times referred to as templates. Dr. Goodin explained the three opening plans the district had put together although they did not have the plan they are presenting tonight due to the fact that a virtual option was not supported. He advised that on September 14<sup>th</sup> the administrative team was directed by the school board to come up with an in person and virtual plan for returning students to school. He advised that parents will have an opportunity to hear about the return to school options and then will be asked to complete a commitment letter indicating the return to school that they are most comfortable with for their child. Dr. Goodin advised that virtual instruction will look different for K-6 students than it will for students in grade 7-12 which will be a more livestreaming scenario. Dr. Goodin provided an overview of his presentation which included reopening goals, a reopening timeline, an understanding of COVID, the following of county metrics, what in person learning looks like in marking period 2 and what virtual learning looks like in marking period 2. He presented a listing of those staff members who make up the Spring-Ford COVID Task Force and are responsible for reporting the required information to the Montgomery County Office of Public Health as well as the superintendent of schools. Dr. Goodin spoke about the training and resources that have been and will be provided to the school nurses. He next presented a table found on PDE's website that shows the level of community transmission and the recommended instructional models for the low, moderate and substantial designation levels. Dr. Goodin advised that at our current county designation of moderate it is recommended to use a blended model or a full remote learning model. He added that it was important to note that a significant and/or widespread outbreak may require moving to a more remote-based model more quickly. Dr. Goodin next spoke about the student experience for a return to in person learning which will require students and employees to wear masks at all times except during lunch and during mask breaks. He showed images of how seating would be arranged in the classrooms and cafeteria. Dr. Goodin also advised that lunches will be a bag and go type lunch. He also spoke about procedures for the change of classes with regards to students in the hallways, school busses with regards to the transportation of students, the assignment of seats for contact tracing purposes and the cleaning of busses. He next provided information on the daily cleaning of buildings. Dr. Goodin discussed the district's expectations of parents for sending their students to school and added that staff will also follow the same list of expectations for coming into work each day. Dr. Goodin provided an update on the current inventory for PPE supplies.

Trisha Smith reported that as part of the COVID-19 Task Force the nurses have had meetings with Michel Masters from the Montgomery County Office of Public Health. Ms. Smith advised that it was encouraged for the district to have a few COVID Liaisons who will streamline the

reopening process of positive COVID cases in our schools by reporting directly to Ms. Masters or one of the two other directors at the Montgomery County Office of Public Health. Ms. Smith stated that there will be a liaison at the elementary level, one at the secondary level and one for athletics. She next spoke of the process that the nurses will follow when a student or staff member gets sick at school.

Dr. Goodin advised that the district will be sending out a weekly COVID community to the staff and community and he showed an example of how the update will look. He also spoke about how a confirmed COVID case by a staff member was recently handled and how student cases would be handled including if the siblings of the student would be sent home as well. Dr. Goodin stated that all information being discussed can be found on the District Website under COVID-19 Resources. He next reported on how students will continue learning while being quarantined at home. Dr. Goodin advised that the district is looking at in person and virtual learning beginning November 12<sup>th</sup> through February 1<sup>st</sup>. He gave an overview of what the current virtual learning experience looks like now and added that families should not expect the same virtual experience in the second marking period. He spoke about the changes that families can expect to see including dedicated content virtual teachers at the elementary levels, specials being available through Canvas, and 7<sup>th</sup>-12<sup>th</sup> grade students following their second marking period schedule whether in class or virtually. He commented that the dedicated content teacher model will work for the elementary level but not the secondary level due to the number of courses offered. Dr. Goodin spoke about the K-6 pros and cons of dedicated virtual teachers. He next presented the pros and cons of livestreaming for students in grades 7-12.

Ms. Ritter, Mr. Laurie and Mr. Miscavage, representatives from the Spring-Ford Education Association (SFEA), were present tonight to speak about the instructional plans being proposed from the teacher's perspective. Ms. Ritter spoke of the difficulty teachers will experience in trying to work with both students in the classroom and those participating virtually from home. She also spoke of the problems students will experience. The Board asked what the teachers would need to make this work and Mrs. Ritter explained that it was not an equipment issue but more of a Zoom issue and trying to teach students both in person and those at home participating virtually at the same time. She advised that SFEA does not recommend the livestreaming model. Mr. Laurie commented that you can throw a lot of technology at a problem but it comes back to teaching and learning being relationship driven. He stated that you can have all of the best technology available but if he cannot focus in on a child who needs his help then that technology does not matter. A question was asked about the SFEA's stance on the K-6 model being proposed and Mr. Laurie replied that they are more comfortable with this model than the one for 7-12 but that he would say it was great. He expressed concern over classes being torn apart from those virtual classrooms established at the start of the school year and he again stated that it is relationship driven and that kids learn better from someone they trust and know. He added that kids will get to know and trust new teachers but that takes time and they will lose this time as well as the time it may take to get all students on the same page with the curriculum. He concluded that it was a better option than livestreaming and although not great it was workable. Ms. Ritter was asked to speak about the challenges that the special needs students may face with the in person and virtual model and she stated that those who are still virtual are having a more difficult time keeping up as they are struggling to access the materials they need on Canvas and some teachers are struggling without the assistance of the instructional aides. She was next asked how things were going with Canvas and Ms. Ritter advised that it was a beast and that teachers were devoting a lot of hours to learning the system but that they will figure it out and they understand why it is being used. Discussion continued on what could be done to provide assistance to teachers and also help those students who choose to transition back into school and those that choose to remain virtual. Mr. Miscavage stated that they need it all in order to make this work and he added that the SFEA had offered to meet with the entire board but were only offered a small snippet of the board to meet with. He commented that right now we have a plan that administration and SFEA does

not support and that possibly if a meeting had taken place this conversation would not be happening now. Mr. Miscavage again stated that they do need it all but that in the end it still may not be good enough. Mrs. Zasowski disputed this and stated that the Personnel Committee was agreeable to meeting with the SFEA Representatives but that SFEA did not want to meet with the Personnel Committee. She asked that all of this be put aside as they need to work together to move forward and make this work. Dr. Goodin was asked about putting forward a plan that was not supported by the administration or SFEA. Dr. Goodin responded that he was directed two weeks ago to take his administrative team and come back with a plan for a virtual option and an in person option. He added that the opposition to this has not changed and that neither SFEA nor the administration ever supported a virtual/livestreaming option but that seems to be the plan that they have been directed to do. Dr. Goodin was asked to think outside the box and that there may be other options that may have not been considered to which he responded if you want a virtual option then there is no other way it has to be done this way as presented. Mrs. Zasowski asked that SFEA please reconsider this and talk about it and she also asked that they reconsider meeting with the Personnel Committee or find a way to communicate with them.

Dr. Goodin continued with his presentation and spoke about the future plans for after the second marking period if Spring-Ford remains in the low transmission category for the final 4 weeks of that second marking period then the recommendation will be to return to full in person learning and the elimination of virtual learning. He provided a financial update of items needed for the implementation of the plans presented. He discussed the next steps which included the need for a motion to approve the new spending as outlined on the financial update he just provided. He added that the district will also need to send and review both the family and staff commitment as well as review the GANTT chart. Dr. Goodin went over the timeline moving forward for the time period starting now through February 1<sup>st</sup>.

**B. Dr. David Goodin, Superintendent,** to provide an update on the Return to In-Person Learning Plans for All Students.

Mrs. Zasowski asked that the meeting recess for a quick break. The meeting recessed at 11:00 PM and was called back to order at 11:11 PM.

#### **IV. ACTION ITEM**

Mr. DiBello made a motion to approve Item A and Dr. Wright seconded it.

Mrs. Fazzini commented that she believes the board should move forward with the in person learning with the virtual option for grades K-6 and then possibly look into a hybrid model that would be supported by the administration and teaching staff for grades 7-12.

Discussion took place on the potential options for a hybrid model for grades 7-12 and allowing administration in conjunction with SFEA to explore this further.

Dr. Wright felt the motion as written was broad enough to allow administration to go back and work to find something that they can bring forward that they support with the input of SFEA.

Dr. Goodin was asked about the timeline needed for this exploration of the hybrid model for grades 7-12 since there was discussion about putting out a survey next week and asking parents for a commitment. He stated that it sounded like he can move forward with the K-6 plans and commitment surveys of families and staff and this was confirmed. He asked if the board was still envisioning a livestreaming option for grades 7-12 and this was confirmed. Dr. Goodin asked if it was the board's understanding that there will need to be some work done with the schedule and this was also confirmed. It was agreed that the K-6 commitment survey would go out this week, Dr. Goodin, the administration

and SFEA would work together to develop the hybrid plan with different options for grades 7-12 which he will present at a special board meeting next week and then the commitment survey for grades 7-12 can go out following all of that. Dr. Goodin again confirmed that the board wanted the livestreaming to be part of the hybrid option and the response was yes. Concern was expressed over the livestreaming option and that not being supported by the administration and SFEA.

The SFEA Representatives present were asked if they could provide their input on what Dr. Goodin was being asked to do with regards to the 7-12 instructional model. Ms. Ritter expressed that they have been given a lot to think about and that what they really want is for everyone to be all in if the guidelines say to bring everyone back in and a cyber option for those who choose not to come in. She stated that for now she believes a hybrid model will give teachers an opportunity to be able to see all of their kids for some period of time. Questions were asked about how to provide education to those students who choose to remain virtual and how to provide instruction to those who are quarantined. It was agreed that administration and SFEA will work together to determine how to provide a virtual model for students that do not want cyber school but are not ready to come back to school.

Mr. Fitzgerald commented that he felt it was important to get one last clarification on what is being done tonight which was approving a return to school on November 12<sup>th</sup> using a blended model. He stated that it would appear from this motion that the K-6 instructional model is based on what was presented this evening. He added that with regards to 7-12, while we are approving a November 12<sup>th</sup> blended model approach, the specifics of 7-12 will be brought back for further consideration next week.

The board agreed to hold a special meeting next Monday for the sole purpose of discussing the instructional plan for the return of students in grades 7-12.

The motion passed 9-0.

- A. The Board approved the option to return students to in-person learning beginning November 12, 2020 using a blended model to also provide a virtual option for those who choose to learn via the virtual platform. All CDC guidelines and state mandates will be followed as best as possible. The present plan will continue to be developed as the District makes improvements. Updates will be communicated via the District Website, District Communications and at future School Board Meetings.

## V. BOARD AND COMMITTEE REPORTS

The Board opted due to the late hour to not give their committee reports and advised that the committee meeting minutes will be posted on the website.

Student Rep. Report	Eshika Seth	
Policy	Colleen Zasowski	3 <sup>rd</sup> Mon. 6:30 p.m.
Curriculum/Technology	Linda Fazzini	3 <sup>rd</sup> Mon. 7:30 p.m.
WMCTC	DiBello/Melton/Zasowski	1 <sup>st</sup> Mon. 7:00 p.m.
PSBA Liaison	David Shafer	
Legislative Committee	Christina Melton	3 <sup>rd</sup> Weds. 7:30 p.m.
MCIU	Thomas J. DiBello	4 <sup>th</sup> Weds. 7:00 p.m.
Superintendent's Report	Dr. David R. Goodin	
Solicitor's Report	Mark Fitzgerald	



**VI. MINUTES**

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

- A. The Board approved the August 3, 2020 Special Board Meeting minutes. **(Attachment A1)**

**New Minutes**

- B. The Board approved the August 17, 2020 Work Session minutes. **(Attachment A2)**

- C. The Board approved the August 24, 2020 Board Meeting minutes. **(Attachment A3)**

**VII. PERSONNEL**

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

**A. Resignations**

1. **Kathleen Cox**; Software Specialist, District Office. Effective: November 13, 2020.
2. **Jane E. Ehnot**; Field Hockey Coach-8<sup>th</sup> 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.

**New Resignations**

10. **Todd G. Bowers**; Math Counts Sponsor - Gr. 8 (1/2 Contract). Effective: September 17, 2020.
11. **Zoe D. Jacobs**; Soccer Coach- Girls'- 8<sup>th</sup> Grade. Effective: September 11, 2020.
12. **Cheryl A. Kramer-Zabrecchi**; Art Teacher, 5/6 Grade Center, for the purpose of retirement. Effective: November 3, 2020.
13. **Ashley E. Kukucka**; Instructional Assistant, Brooke Elementary School. Effective: October 2, 2020.

14. **Diane Obenshine**; Administrative Assistant – Accounting Specialist, District Office, for the purpose of retirement. Effective: August 31, 2020.
15. **Rebecca H. Steiner**; Elementary Teacher, Brooke Elementary School, for the purpose of retirement. Effective: November 11, 2020.
16. **Rose M. Ward**; Field Hockey Coach - 7<sup>th</sup> Grade. Effective: September 11, 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.

**New Temporary Professional Staff**

2. **Ana Karina Clark**; Psychologist, Brooke Elementary School, replacing Nancy E. Quain who retired. Compensation has been set at M+30, Step 2, \$58,856.00 prorated with benefits per the professional agreement. Effective: November 17, 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: November 11, 2020.

**D. Support Staff**

1. **Debbie L. Boland**; 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, 7<sup>th</sup> 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.

## New Support Staff

6. **Kyra L. Heiler**; Instructional Assistant, Upper Providence Elementary School, replacing Deborah E. Malack who resigned. Compensation has been set at \$17.36/hour with benefits per the Instructional Assistants' Benefit Summary. Effective: To be determined.
7. **Judith M. Nuskey**; Staff Accountant, District Office, replacing Mary R. Newett who had a change of assignment. Compensation has been set at \$45,000.00 prorated with benefits per the Administrative Support Benefit Summary. Effective: September 28, 2020.
8. **Edward W. Yergey**; Maintenance II, Maintenance and Operations Department, replacing William C. Lewis who retired. Compensation has been set at \$25.00/hour with benefits per the Maintenance Benefit Summary. Effective: September 28, 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 were approved for tenure status:

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

G. The Board approved **Resolution #2020-27** terminating employee #08430 as presented.

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

\*Designates new additions since the work session. **(Attachment A4)**

## New Personnel Motions

### I. Leave of Absence

1. **Krista M. Mansfield**; Elementary Teacher, 5/6 Grade Center, for a child-rearing leave of absence per the Professional Agreement. Effective: November 3, 2020 through the end of the 3<sup>rd</sup> marking period of the 2020-2021 school year.

**J. Substitute**

1. **Caitlin Asbert**      Office/Clerical      Rate: \$14.52/hour

**VIII. FINANCE**

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

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

B. Checks:

- |   |                |
|---|----------------|
| 1. <u>General Fund Checks</u>   |                |
| Check No. 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, &amp; 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 were approved:

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

D. The Board approved the following independent contracts:

1. **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.

**New Independent Contracts**

2. **Personal Health Care, Inc. – Valley Forge, PA.** Provide nursing services for a special needs student during the school day and while being transported during the 2020-2021 school year as per the IEP. Funding will be paid from the Special Education Budget and shall not exceed \$79,380.00.

3. **Education Alternatives for ABA, LLC – King of Prussia, PA.** Provide direct program supervision and direct Applied Behavior Analysis services during the 2020-2021 school year for two special needs students as per their IEPs. Direct program supervision will be provided for up to 14 hours per month for 10 months at a rate of \$100.00 per hour (\$14,000.00). In addition, 7 hours per day for 180 days of direct 1-1 intervention will be provided at a rate of \$37.00 per hour (\$46,620.00). Funding will be paid from the Special Education Budget and shall not exceed \$60,620.00.
  4. **Timothy School – Berwyn, PA.** Provide educational services during the 2020-2021 school year for seven special needs students as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$340,620.00.
  5. **Chester County Intermediate Unit – Downingtown, PA.** Provide school year and related services including 1-1 support services for twenty-six special needs students during the 2020-2021 school year as per their IEPs. Funding will be paid from the Special Education Budget and shall not exceed \$1,093,281.84.
  6. **Montgomery County Intermediate Unit – Norristown, PA.** Provide psychology services for 14 weeks of the 2020-2021 school year due to the overflow of evaluations and re-evaluations that were unable to be completed in the spring of 2020 due to COVID-19. This is an unbudgeted expenditure and will be initially funded from the Unassigned Fund Balance and shall not exceed \$51,775.00. This contract replaces the previously approved (August 24, 2020) contract for the same amount with the Chester County Intermediate Unit.
  7. **Thom Stecher & Associates – Malvern, PA.** Provide Resiliency Services for the 2020-2021 school year including an SEL Virtual Retreat, Student Resiliency Team Meetings, Unity Day (Fall/Spring), Staff Resiliency (HS 10-12) and Student Retreat (Winter). Funding will be paid from the Pottstown Area Health and Wellness Grant and shall not exceed \$13,147.00.
- E. The Board of School Directors gave approval for 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.

### New Finance

- F. The Board approved the one-year renewal agreement with School Maps Online of Westminster, Colorado for the continued services of providing the Spring-Ford community with a responsive and mobile friendly online tool that shows attendance boundaries and provides additional school district mapping services as outlined in the contract. Funding will come from the Communications/Marketing Budget and shall not exceed \$2,000.00.

Mrs. Fazzini made a motion and Dr. Wright seconded it.

Mr. Jackson expressed concern over voting on this when he did not feel the board was provided with enough information. Mr. DiBello asked in light of tonight's vote why this was being purchased for K-6 and Mrs. Fazzini replied that it would be for the dedicated virtual teachers. Dr. Goodin added that the main purpose of this motion was for microphones for 7-12 grade teachers. The question was asked as to what teachers had been using and Dr.

Goodin explained that up to this point teachers have been using the microphones on their computers but it was found that the bluetooth microphones enhanced the voice quality. It was pointed out that the motion stated “up to” so it did not mean all 700 were being purchased. Dr. Goodin also advised that in speaking with technology this purchase could be postponed a week until the 7-12 return model had been decided upon.

Mr. Fitzgerald stated that this is an authorizing resolution and he felt the board was okay with how the motion was presented. He added that they are not binding themselves to anything more than what is needed.

The motion passed 8-1 with Mr. Jackson voting no.

- G. The Board approved the purchase of up to 700 Bluetooth microphones from SHI to provide virtual instruction for the K-12 classrooms. Funding will be paid from the Unassigned Fund Balance and shall not exceed \$100,000.00.

#### IX. **NEW CONFERENCE AND WORKSHOP RECOMMENDATION**

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

- A. **Kelly Murray**, Director of Curriculum and Instruction, **Mary Davidheiser**, Controller, **Sue Choi**, Principal, **Mary Newett**, Senior Accountant, **Judith Nuskey**, Staff Accountant, to attend “*PA Association of Federal Programs Coordinators Virtual Symposium*” on October 14 and October 15, 2020. The total cost of this virtual training is \$550.00 (registration). No substitutes are needed.
- B. **Rachel Fine** and **Lyndi Paladino**, School Psychologists, to attend the “*MCIU: Assessment with the WIAT-4*” ½ day virtual training on October 26, 2020. The total cost of this training is \$60.00 (registration). No substitutes are needed.

#### X. **OTHER BUSINESS**

Mrs. Fazzini made a motion to approve Items A-D and Mr. Shafer seconded it. Mrs. Melton asked about Items B and C wondering if the board would have to be given a whole new listing of drivers and routes once everything is done. Dr. Goodin replied no.

The motion passed 8-1 with Mr. Jackson voting no.

- A. The Board approved the “Revised” PDE mandated Athletic and Marching Band Health & Safety Plans of the Spring-Ford Area School District for the 2020-2021 school year originally approved at the June 22, 2020 Board Meeting and posted on the district’s website. The plan proposed herein shall serve as local guidelines for the return to activity for athletics including the marching band following the COVID-19 closure. Revisions 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. **(Attachment A5)**
- B. The Spring-Ford Board of School Directors acknowledged 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 acknowledged 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 were approved:

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

## **XI. BOARD COMMENT**

Eshika asked if the student representative had to report since they are not a committee but more of a position and Mr. Jackson replied no.

Mrs. Zasowski commented that she would like the board to consider holding a retreat and that Mrs. Fern had sent out some dates to see who may be available. She stated that she believes there are enough of them available on November 7<sup>th</sup> to move forward with setting this up. She asked if a motion was necessary and Mr. Fitzgerald replied not to set up the date for the retreat. Dr. Goodin advised that if Mrs. Zasowski planned on having a facilitator come in to conduct the retreat then any cost for that service would require board approval. Mr. Jackson expressed his opposition to spending any money for this. Mrs. Zasowski said a decision was not needed tonight but she would like every-one on the board to consider this idea. Mr. Jackson stated that the dynamics of the board is what it is as they come from different professional backgrounds, they are in different phases of life and that there are some strong personalities and although he may disagree with people he still respects them. He commented that he thinks the retreat is a nice idea but that they need to remain who they are. Mrs. Zasowski stated that she felt they should be recognizing the strengths and weaknesses of each other and build from that point. She added that it is one morning and if he wants to come that would be great but if he does not then she respects his choice not to attend. She asked him again to give careful consideration of this event.

Ms. Sullivan commented that she wanted to clarify from the last meeting that where it is correctly mentioned that she arrived late at 8:30 that she thinks it is only fair for the public and board members to understand that it was her grandson's 16<sup>th</sup> birthday. She stated that she missed the first part of the meeting for a family event and added that she is normally not late and her late arrival was not due to negligence.

Dr. Goodin advised that the Upper Providence Township was moving forward with their plans to put in a traffic circle at the intersection of Vaughn and Lewis Road and they would like a simple letter of support from him indicating that we think it is a good idea. Mrs. Melton stated that this was discussed previously and at that time they came to the conclusion that it was outside our scope and has no impact on us as a board perspective. Mr. Jackson asked if it would impact any of our routes and Dr. Goodin replied no. Mr. Shafer stated that when they do this it will impact our routes so hopefully we can strongly advise that the work be done in the summer months. Mrs. Earle relayed that she grew up in New Jersey where there are tons of circles and they have tried for 50 years to get rid of them because they are absolute death traps and are not efficient. Mr. Fitzgerald clarified that the direction from the board is that they are not supporting it but want to voice concerns from an operational perspective about when the construction would occur.

## **XII. PUBLIC TO BE HEARD**

**Michael Lebiezdinski, Royersford**, stated that he felt the point of cases versus infections was getting lost and why this is really important is because all of the decision making and the aids emanate from cases. He provided an example of going to Applebee's for lunch and has one twelve ounce beer and then drives home and is pulled over by a Limerick Police

Officer who administers a breathalyzer test/blood alcohol test after 12 ounces of alcohol and declares it is a positive test and he is being arrested. Mr. Lebieczinski stated that this does not happen because there is a quantitative measure and a specific threshold of .08% that determines impairment established by the government. He said this is why it is important to get the cycle threshold from the labs which they measure and track but is just not provided to the physicians. He stated that this board should demand that any positive tests that affects this district include the cycle threshold and said it is for same reason whys if you were pulled over for drinking you would demand the results of the blood alcohol test; not just if it was positive or negative but the cycle threshold. Mr. Lebieczinski commented that you cannot treat all cases the same because if it takes 40 amplification cycles to detect SARS-CoV-2 so you are not transmissible, you are not infected and you do not need to do contact tracing. He asked that the board understand this point and stated that Ms. Masters inflated cases with infection several times over the meeting by interchanging cases and infections which is not the case. He said a case simply means that you had SARS-CoV-2 but does not mean you were infected or can infect other people. Mr. Lebieczinski stated that the board has the power to mandate the amplification cycle B for any positive tests. He added that Pennsylvania is the third safest state in the United States for returning kids to five days in school as judged by a panel of epidemiologists and public health officials. He advised that 0 people under the age of 36 have died in Montgomery County out of 880,000 people, 0 children under the age of 19 have died out of the entire state of 13 million people. He said when you are looking at risk you have to look at the numbers and stop ignoring them. He reported that schools in New York have been open for six weeks with very limited infections.

**Jonathan Cooper, Royersford**, thanked everyone for their time tonight and is grateful for the teachers who came tonight to speak. He expressed that he was discouraged ahead of the meeting recess that members of the board did not prioritize a meeting with the teacher's union. He stated that he understands that these are unprecedented times and that there was an offer to meet with the Personnel Committee but felt that because these are unprecedented times it is all hands on deck. Mr. Cooper said it is unfortunate that it has taken until now and he liked Mr. Jackson's comment that he is going to call every day to make sure that everyone is at the table. He stated that he hoped that on Monday we see something different. Mr. Cooper lastly commented that whether there is a board retreat or not he wanted to say as a taxpayer and parent in the district that it is evident that there is more than disagreements over differences of opinions as there are members of the board who voted for the mask policy at the start of the meeting and then did not adhere to it during the meeting. He added that there is a member of the board who packed up his materials during the superintendent's presentation which does not bode well and if you are looking to set a precedent then he would ask that they all park their differences and side comments such as referencing the teacher's union as the peanut gallery. He urged the board to come with solutions and stated that he appreciates their time and looks forward to Monday's conversation.

**Annie Schlichter, Spring City**, thanked the board, teachers and Dr. Goodin for a great presentation and everything they are doing. She stated that her main concern is not having a good virtual option if she chooses to keep her child home rather than them being in school. Ms. Schlichter commented that as a parent of a child with an IEP she does not want to feel like because she feels it is safer to be at home than in school that he will be neglected. She stated that she felt the only way to make it work is continuing to stay home virtual in order to assure each student is properly seen and questions are being answered or by having each class co-taught for all grade levels. She expressed that she felt that at the elementary level for students to have to change teachers is discouraging. Ms. Schlichter indicated that she was discouraged when the teachers spoke saying she could hear the heartbreak in Ms. Ritter's voice and their speaking out saying virtual and in person is not going to work. She added that the teachers are going to be working extra hard and it is going to be difficult for them and the students. Ms. Schlichter asked if there would be pay raises. She stated that she would have loved to hear



more from Mr. Miscavage as she feels he was cut off. She added that using the term peanut gallery for our teachers is very disheartening and does not make her feel good as a community member of Spring-Ford.

**Abby Dierdorf, Royersford**, stated that over the past three months watching these meetings, she has become more and more disheartened by the disrespectful behavior of certain school board members. She said they disrespect each other, the students, the teachers, the superintendent, the administration and the parents who spend time in these meetings. Ms. Dierdorf commented that it has been said before that the name calling of the SFEA tonight is just embarrassing. She added that they can disagree and they can have different opinions but they need to model behavior, model professionalism, civility and how to wear a mask. She asked how she can trust sending her child to school when they cannot even wear a mask appropriately or those sitting in the room cannot do it either. Ms. Dierdorf again stated that it is disheartening and added that they disrespected the CHOP doctors and the Montgomery County Health Department. She commented that SFEA cannot stand behind this virtual plan because it is not going to work and at some point, even as a mom who wants virtual, if you can't do it then you can't do it. She said we need to know that there is nothing we can do to plan with this pandemic. She urged them to call it and say the virtual plan is not going to be good for 7-12 and we just cannot do it. She asked that the parents be informed so that people can start making options, people complain that there is no plan as this keeps going on and on and on. She pleaded that they make decisions and make forward progress. She added that she has had enough of this and she knows a lot of people feel the same way.

**Venkat-Priya Parigi, Collegeville**, thanked the board for all the time they put in with the late nights on Mondays. He commented that as everyone knows there are 33 million people worldwide that have tested positive for the disease and over 1 million people have died. He stated that today, with total disregard for the safety that has been talked about for so long, you just voted to get kids back into school. Mr. Parigi said he has two kids and it is very appalling to see the total disregard for that. He commented that ultimately one thing they need to consider is that yes, it is great to see kids in school and hoping that things are going to calm down but at the same time you are actually creating a risk of infection multiple fold because the exposure to students is enormous. He asked how they can expect kids to wear masks when they can't even wear them here. He asked how this will be enforced and policed. Mr. Parigi commented that the teachers are so adamant and complaining about being able to give kids attention in class plus also the virtual students. He stated that there is so much technology out there as it is 2020 and there is enough information out there as well as free stuff and technology which you can actually very quickly implement and provide support both virtual learning and adolescent class learning. Mr. Parigi said there were a lot of companies across the world that do virtual classrooms where the cameras follow the teacher so you do not have to do much as it is all integrated. He added that no one has looked for one single solution that is best for the teacher and also good for the students. He stated that the students will adapt quickly but he is sure that it will take a lot of input from the teachers to put videos and do all of the virtual lessons for them as he understands all of the complexities there. He advised that he is appalled as to why that has not been taken into consideration to make their life easier also and in spite of Canvas everybody complains that it is very glitch and he just does not get why no decision is being made. He expressed hope that he will see changes and hopes to see a good in class as well as a virtual option for every parent in the school district.

**Alison O'Brien, Collegeville**, asked what happened to the hybrid option as that was not discussed at all tonight and she was wondering if this was still an option being discussed for K-6? She felt this would be a perfect way to keep the kids more safe than a full reopen would keep them. She stated that she felt more information needed to be given to parents before you ask them to make a binding commitment as to whether or not they will be sending their child back to school for in person or virtual. She indicated that she has a lot of questions such as if

they start virtual can they switch to in person or if they start in person and feel uncomfortable can they switch back to virtual learning? She asked if classes and teachers will change again in February if all students are going back and virtual is eliminated, if classes will need to be re-shuffled again and will students get different classmates and teachers? Ms. O'Brien stated that parents need more information so as to make the appropriate decision for their children and she hoped that this would be taken into consideration before sending out a binding survey. She added that she agrees with the previous comment with how can they ask children to wear masks and plan to enforce that when there are several adults at this meeting who are not wearing their masks, are taking them off and wearing them below their noses so how can we ask the youth to wear them properly and to wear them all day? Ms. O'Brien commented that she thinks it is very sad and discouraging to know that if parents decide to keep their child in virtual school learning that they will lose their teacher as a bond has been created in the short amount of time. She asked that all of this be taken into consideration.

**Jordan Stokes, Phoenixville**, thanked everyone for their time and efforts. He said that he wanted to echo what the last caller said about the hybrid model for K-6 and stated that over the summer when all of the models were being discussed that one seemed to be the best but it does not seem to be part of the conversation any more. He commented that if it is not being considered he would like possibly at the next meeting to clearly explain why the hybrid model is no longer an option that is under consideration.

**Patty Mosciarella, Collegeville**, expressed concern with tonight when the teachers started talking that it now appears we are moving away from having virtual synchronous learning. She stated that the concern is that if your child is back in school in 12<sup>th</sup> grade taking a bunch of AP and honors courses and they get exposed but have no symptoms that they will have to go 24 days with asynchronous virtual learning. She expressed hope that all of this will be taken into consideration in the next week when redoing the plans for the high school ages. Ms. Mosciarella felt that it needed to be taken into account that the kids won't learn these difficult courses and do well in them, which will help them in college as well as help the district, if they are not being taught in some sort of live way.

**Rachel Kornoski, Royersford**, stated that it was very disappointing to her, as she has two children in K-6, to find out tonight that with the choices made there is a potential for her children to now have different teachers. She stated that she chose virtual instead of cyber because she did not want this to happen. She added that she did not want her children to start a school year with one group of teachers and then have to transition to a different set of teachers. Ms. Kornoski advised that this happened last year to her now sixth grader and the adjustment period for him was a nightmare because he had a teacher assigned who then could not come to school so he had a temporary teacher and then he had another teacher. She stated that the choice that she now made, that she was told choose this option if you wanted to be assigned to a home school teacher that your child will eventually have when they return to the building, has now possibly gone away and this is beyond disappointing to her. Ms. Kornoski relayed that it is not disappointing that her children will go to school but it is disappointing that there is a lot of unknown at this point as to who their teachers will be. She stated that the second point she wanted to make that is even more disappointing is that she has been on these calls for months and has said nothing but she has heard many board members continually ask where are the teachers on this and has anyone talked to the teachers. She commented that the teachers were there tonight and it did not sound like the board was listening to them as they over and over expressed what will work and what won't work and the constant response back to those teachers was what will you need to make "this" plan work. She added that "this" plan didn't work and they tried to tell you so clearly constantly asking where the teachers were never really mattered and you have made that crystal clear. Ms. Kornoski stated that she respects the teachers immensely and her children's teachers are doing an amazing job. She added that for all of the talk of respect for the teachers we need to walk the walk and not just talk the talk.

**William Culp, Schwenksville**, said he is a parent in the district as well as a teacher and he appreciates hearing the board members say to ask the teachers what they want and what they need. He stated that in any type of situation when you are talking about education, he feels that you should go to the professionals and the professionals are teachers. Mr. Culp commented that he felt that any time you are making up a plan, any type of plan dealing with school, you ask your teachers and you ask the professionals. He gave an example saying if he was building a hospital and needed the materials to do that then he would ask people in the hospital and not teachers. He felt that this was important that the board follow through with this. He added that in real estate when you look to purchase a home in the district, the first thing they tell you is that it is Spring-Ford School District. Mr. Culp said that one of the things that makes the school district so great are the professionals, the teachers, so he feels that it is vital the board goes to them and asks them what their plan is. He commented that there is no 100% proof plan and you have no shot of pleasing everybody but he feels the best plan is going to the professionals.

**Heather Staley, Spring City**, commented that she has spoken several times and that she is a paramedic and an infection control officer. She said it was great to hear from the nurses and what their plan is and that they do have some training. Ms. Staley stated that it was very disturbing to her this evening when the teachers spoke as they have asked as parents and as a board on several occasions and maybe there was a scheduling issue between the teachers and the board or possibly the teachers union did not like who the board members were that they were going to meet with. She stated that the only way they are going to help students is if everybody works together. Ms. Staley commented that the other thing that disturbs her is that people keep thinking that because people who want their kids back in school for emotional reasons, support reasons, social reasons or whatever reasons there may be that we are lessor than they are. She stated that she wants everybody to have a choice; however we all have to give. She added that not one plan is going to be perfect; not for the teachers, not for the students and not for the parents. Ms. Staley advised that one thing she has learned working in EMS and fires is that you have to adapt and overcome which she is not hearing a lot of people willing to do that as they want this and they want that and they have all these demands. She urged everyone to come together as they need to discuss things and act like adults and not name call. She said she gets upset with a lot of callers who come on here and attack as nobody wants anything more than for their kids to have what we as parents feel they need. She expressed thanks for trying to have a plan and said she understands that it may not be perfect but she is very happy for the first time that they have seen a plan as she has been on Zoom calls for at least the past six months and this is the first time she felt that some progress was made.

**Liz Kepner, Collegeville**, thanked the Spring-Ford teachers for their organization, preparedness and unbending dedication to the students as this has been a wonderful experience for her three kids who are finally happy to be back in school with teachers and friends. She stated that she is happy that the board and everyone involved is finally looking at the differences between K-6 than 7-12 as they are two separate beasts that require different actions as seen tonight. Ms. Kepner expressed concern with what has been mentioned before with switching teachers in the K-6. She said she understands that there will have to be some give and take but there are relationships that have been built with the teachers at the young ages when students decide whether they love school or hate school. She added that great relationships with their teachers makes for students who want to learn and become happy lifetime learners. Ms. Kepner said she just wants to make sure that the K-6 students will still have a teacher that is from their home school if they choose to be virtual. She provided the example of an Oaks student who has an Oaks teacher and not a teacher from another elementary school or a recently hired substitute who hasn't even worked with Canvas. She added another example saying a kindergarten student an Oaks has a teacher for marking period one, then for marking period two they are going to get a new teacher and then when we all go back for marking period three they are going to get a third teacher if they are not from their home schools which is crazy and way too disruptive for young children who thrive on routine and need strong relationships

with their teachers to succeed. She asked that everyone be aware that kids are resilient but they also have feelings that need to be respected.

**Wendy Campo, Schwenksville**, stated that she has been watching like many others for a long time with the board meetings and she honestly cannot believe that we are not further along in the process of trying to get the students back into school. She said a lot of the districts around us have come up with plans whether it is in two days and out three or six day schedules whether in two, out two, in two so that everybody keeps the flow. Ms. Campo commented that you have people already going back to school and staggering the different grades to come back in and stated that she felt that we are waiting, waiting, waiting and now there is November 12<sup>th</sup>. She added that she feels that the more we wait to get our students back in the more risks we are going to have of coming in with flu season and not being able to determine who has the flu, who has COVID and who has a cold. Ms. Campo felt that the sooner we can start getting different grade levels back into the classroom then that will be a lot better. She asked that the board listen to the teachers as William Culp had said and she also feels that it is very important to go to the professionals and hear what they need. She said she really feels as if several times she has walked in where students had their cameras off possibly more at the upper grade levels and at this time and period we really need the students and teachers to be connecting and she does not want it to be, if and when they do go back to school, that the teachers cannot put a name with a face. Ms. Campo commented that she really feels it is important that cameras are on, that students are more engaged and not sitting there texting or playing video games. She stated that she feels this is important and that the respect should be there for the teachers as well.

**XIII. ADJOURNMENT**

Mrs. Melton made a motion to adjourn and Mr. DiBello seconded it. The motion passed 9-0. The meeting adjourned at 12:17 AM.

Respectfully submitted,

Diane M. Fern  
School Board Secretary

**PUBLIC COMMENTS SUBMITTED DURING BOARD MEETING 09-28-2020**

**Deb Miller 9/28/2020 9:03 p.m.**

This speaker is a waste of time. What is the purpose.

We need to hear dr goodin plan. Why would she be placed before the plan.

Please stop wasting time with outside speakers as it isn't helping 6 months into this and many months into green phase.

It's 9 pm and we haven't gotten to goodins plan.

**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	Agnew	Mark E.	\$5,189.00
*6	Indoor Percussion Asst. Director - HS	Winter	Benner	Adam F.	\$2,215.00
7	Asst. Swimming Coach-HS	Winter	Borgnis	Melinda J.	\$5,448.45
8	8 <sup>th</sup> Gr. Club #3- Make Up & Stage Crew Club	Winter	Bowers	Todd G.	\$402.00
*9	Asst. Basketball Coach-Girls'-HS	Winter	Brittingham	Daniel	\$5,029.50
10	Asst. Wrestling Coach-HS	Winter	Busa	Michael G.	\$5,993.30
*11	Asst. Track Coach-Girls' & Boys'-Winter-HS	Winter	Cain	David W.	\$5,189.00
12	9th Grade Basketball Coach-Girls'	Winter	Cappelletti	Matthew J.	\$4,752.30
13	5/6 Club #14- Screenwriting Club	Winter	Coletti	Alicia	\$402.00
14	Asst. Cheerleading-Winter-HS	Winter	Criswell	Jenelle E.	\$2,682.75
15	Fitness Room Supervisor-Winter-HS	Winter	Donnelly	Kevin J.	\$679.00
16	Indoor Winter Color Guard Coach - 7 & 8	Winter	Eddowes	Annette	\$1,471.00
17	Asst. Track Coach-Girls' & Boys'-Winter-HS	Winter	Entenman	Steven E.	\$5,189.00
18	Asst. Bowling Coach-Girls & Boys-HS	Winter	Greene	Mallory R.	\$3,592.00
19	Indoor Percussion Asst. Director - HS (1/2 Contract)	Winter	Hapstack	Kelli T.	\$1,107.50
20	Basketball Coach-Boys' (8th Grade)	Winter	Harrison, Jr.	Richard L.	\$4,231.80
21	Head Cheerleading-Winter-HS	Winter	Householder	Dawn M.	\$3,869.25
22	Fitness Room Supervisor-Winter-HS	Winter	Hughes	John T.	\$679.00
23	7th, 8th, & 9th Grade Wrestling Coach	Winter	Kerkusz	Jason A.	\$4,752.30
24	8 <sup>th</sup> Gr. Club #1- Art Club	Winter	Kerkusz	Jason A.	\$402.00
25	8 <sup>th</sup> Gr. Club #2- Art Club	Winter	Kerkusz	Jason A.	\$402.00
26	Volunteer Assistant Wrestling Coach -HS	Winter	Krauss, IV	Francis P.	Volunteer
27	Asst. Basketball Coach-Girls'-HS (1/2 Contract)	Winter	Labick	Matthew W.	\$2,395.00
28	Basketball Coach-Boys' (7th Grade)	Winter	Laky	James R.	\$3,186.00
29	Asst. Wrestling Coach-HS	Winter	Landis	Doug W.	\$5,448.45
30	Head Cheerleading Winter-9th Grade	Winter	Lippincott	Jacquelyn M.	\$1,875.00
31	Basketball Coach-Girls'-HS	Winter	McDaniel	Michael P.	\$7,375.83
32	Basketball Coach-Girls' (8th Grade)	Winter	Murtin	John A.	\$3,186.00
*33	Asst. Indoor Color Guard Instructor-HS (1/2 Contract)	Winter	Noone	Rachael A.	\$1,107.50
34	8 <sup>th</sup> Gr. Club #7- Computer Club	Winter	Okonski	Christopher	\$402.00
35	8 <sup>th</sup> Gr. Club #9- Computer Club	Winter	Okonski	Christopher	\$402.00
36	8 <sup>th</sup> Gr. Club #15- Dungeon & Dragons Club	Winter	Parsia	Kourosh	\$402.00
37	Asst. Indoor Color Guard Instructor - 7 & 8	Winter	Platchek	Dawn E.	\$1,104.00
38	Volunteer Assistant Basketball Coach - Boys'- HS	Winter	Reber	Randall	Volunteer
39	Asst. Basketball Coach-Girls'-HS (1/2 Contract)	Winter	Roche	Philip T.	\$2,395.00
*40	Asst. Indoor Color Guard Instructor-HS (1/2 Contract)	Winter	Rowedder	Melissa E.	\$1,107.50
41	Wrestling Coach-HS	Winter	Seislove	Timothy J.	\$9,648.28
42	9th Grade Basketball Coach-Boys'	Winter	Siuchta	Michael	\$5,227.23
43	Bowling Coach Boys' and Girls'- HS	Winter	Souder	Ryan N.	\$4,790.00
44	Track Coach Boys' & Girls'-Winter-HS	Winter	Stauffer	Danielle L.	\$9,648.28
45	Asst. Wrestling Coach (7/8/9th Grade)	Winter	Swier, III	Robert A.	\$4,445.70
46	Basketball Coach-Boys'-HS	Winter	Talley	Christopher R.	\$7,375.83
47	Basketball Coach-Girls' (7th Grade)	Winter	Templeton	Mark E.	\$4,231.80
*48	Indoor Percussion Asst. Director - HS (1/2 Contract)	Winter	Thurston	Luke M.	\$1,107.50
49	Basketball Coach-Girls' (7th Grade)	Winter	Wallis	Kaylee J.	\$3,186.00

**2020-2021 EXTRACURRICULAR CONTRACTS  
OCTOBER 2020**

50	7 <sup>th</sup> Gr. Club #10- Orchestra Club	Year	Baisch	Ashley E.	\$402.00
51	Director of Intramurals-Grade 7 (1/2 contract)	Year	Bologa	Tara	\$1,125.50
52	8 <sup>th</sup> Gr. Club #5	Year	Caceres	Jill C.	\$402.00
53	8 <sup>th</sup> Gr. Club #10- Aevidum Club	Year	Cooper	Cynthia A.	\$402.00
54	Reading Olympics – 5/6	Year	Crist	Barbara	\$402.00
55	Director of Intramurals-Grade 8	Year	Ehnot	Jane D.	\$2,251.00
56	8 <sup>th</sup> Gr. Club #6- World Language Club	Year	Ewing	Jasmine	\$402.00
57	International Club- Grade 8	Year	Ewing	Jasmine	\$735.00
58	HS Club #2- Arboretum Club - HS	Year	Farischon	Jennifer M.	\$402.00
59	HS Club #12- Gay-Straight Alliance Club Advisor	Year	Hafer	Rachelle	\$402.00
60	8 <sup>th</sup> Gr. Club #13- History Club	Year	Jacobs	Zoe D.	\$402.00
61	Kiwanis Builders' Club - Grade 7 (1/2 Contract)	Year	Jarema	Matthew J.	\$552.00
62	Art Consultant - Gr. 8	Year	Kerkusz	Jason A.	\$936.50
63	HS Club #4- Chess Club-HS (1/2 Contract)	Year	Landis	Doug W.	\$201.00
*64	Detention Duty-HS	Year	O'Toole	Tara	\$3,626.00
65	HS Club #29	Year	Reagan	Jennifer E.	\$402.00
66	Director of Intramurals-Grade 7 (1/2 contract)	Year	Reagan	Todd M.	\$1,125.00
67	Scoreboard Operator (as needed)	Year	Saylor	Thomas M.	\$50/game
68	7 <sup>th</sup> Gr. Club #11- Knowledge Bowl Club	Year	Snelling	Deanne L.	\$402.00
69	HS Club #4- Chess Club-HS (1/2 Contract)	Year	Tier	Nicholas A.	\$201.00
70	HS Club #10- Fellowship of Christian Athletes Club Advisor	Year	Walker	Jeanette M.	\$402.00
71	5/6 Club #9- Morning Announcements Club	Year	Weller	Tricia J.	\$402.00
72	8 <sup>th</sup> Gr. Club #12- Stem Club	Year	Wise	Laura A.	\$402.00
73	8 <sup>th</sup> Gr. Club #8- Stem Club	Year	Wren	Samantha M.	\$402.00
*74	Director of Intramurals-Grades 5/6	Year	Moyer	Jeffrey S.	\$2,251.00

**PUBLIC COMMENTS SUBMITTED DURING BOARD MEETING 10-27-2020**

**ST2 Tue 10/27/2020 9:00 PM**

I've been juggling my 5th grade son between work and school. It's very hard for both of us. Sorry, but we don't care if the Spring-Ford teams win. We need help with childcare.