



BOARD OF SCHOOL DIRECTORS MONTHLY MEETING MINUTES

Thursday, November 19, 2020

Generated by Renai Cardillo on Friday, November 20, 2020

Members present: Nicholas Braccio, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

Members absent: William Brong

Others present: Henry Franz, Frank Gallagher, Christopher Hey, Brian Pawling, Katie Kennedy-Reilly, Walter Salevsky, and Megan Zweiback

1. Welcome

1.1 Call to Order - Board President

Mr. Keith called the meeting to order at 7:11 P.M.

1.2 Meeting Protocol

Mr. Keith welcomed everyone to the meeting, noting that it was being held in the Souderton Area High School cafeteria. Mr. Keith noted the public comment protocol with physical sign-in sheets available in the room. Mr. Keith also noted that public comment was made available through the website,

1.3 Pledge of Allegiance

Mr. Keith led the Pledge of Allegiance

1.4 Roll Call - Board Secretary

Mr. Pawling called the roll. There were eight board members present.

2. Public Comments on Agenda Items

2.1 Public Comment

Dr. Hey stated that there were no public comments on agenda items.

3. Report of the President

3.1 Report on Executive Session Meeting(s) held by the Board

Mr. Keith reported that an Executive Session was held on Wednesday, November 11, 2020 to discuss the superintendent's evaluation and lasted approximately 10 minutes. He also reported that an Executive Session was held prior to tonight's meeting to discuss personnel items including professional and support staff appointments as well as a confidential separation and release agreement. The session lasted approximately 15 minutes.

Mr. Keith also reiterated the Board's desire to continue in-person instruction and thanked the community for their support.

4. Consent/Action Agenda

4.1 Consent/Action Agenda Protocol

The Superintendent made a recommendation to the Board for a motion to approve the Consent/Action item(s) listed. Board members were invited to remove items from the Consent/Action agenda if further discussion is needed.

4.2 Approve School Board Meeting Minutes from October 14 and October 29, 2020

Resolution: MOTION TO APPROVE THE OCTOBER 14 AND THE OCTOBER 29, 2020 SCHOOL BOARD MEETING MINUTES AS PRESENTED.

4.3 Approve Financial Statements and Check Listings

Resolution: MOTION TO APPROVE THE FINANCIAL STATEMENTS AND CHECK LISTINGS FOR OCTOBER 2020.

4.4 Approve Mentors and Peer Coaches

Administration will be seeking approval for the following mentors:

| | | |
|------------------|-------------------------|--------------------|
| William Gross | mentor to Zachary Alex | pro-rated \$433.84 |
| Michelle Strenko | mentor to Julia Rostron | pro-rated \$420.28 |

Resolution: MOTION TO APPROVE MENTORS AND PEER COACHES FOR THE SCHOOL YEAR

4.5 Approve Personnel Items - Professional Staff

| <u>NEW HIRES</u> | |
|--|---|
| ALEX, ZACHARY Replacement for Lisa Stover (Medical Sabbatical) | Music Teacher, Vernfield Elementary School LONG-TERM SUBSTITUTE <u>Effective:</u> November 13, 2020 through the remainder of the 2020-2021 school year <u>Education:</u> West Chester (BA) 2020 <u>Experience:</u> Aug. 2020-present - Souderton Area School District, Extended Per-Diem Substitute Music Teacher, Vernfield Elementary School <u>Recommended Salary:</u> \$48,479 (pro-rated) - B (1) |
| DALY, BRANDI Replacement for Alexandra Aiken (Medical Leave) | Art Teacher, Vernfield Elementary School LONG-TERM SUBSTITUTE <u>Effective:</u> December 7, 2020 through the remainder of the 2020-2021 school year <u>Education:</u> Penn State (BS) 2001 Hood College (MA) 2014 <u>Experience:</u> Sept. 2019-June 2020 - Souderton Area School District, LTS Art Teacher, Vernfield Elementary School; Aug. 2003-June 2018 - WCPS Paramount Elementary School, MD, Art Teacher; Aug. 2002-June 2003, Fort Washington County Public Schools, Art Teacher <u>Recommended Salary:</u> \$56,642 (pro-rated based upon start date)- M (1) |
| LAMBERT, CARLIE Replacement for Bethany Atkinson (Childrearing) | ESL Teacher, West Broad Street Elementary School LONG-TERM SUBSTITUTE <u>Effective:</u> Second Semester of the 2020-2021 School Year <u>Education:</u> Moravian (BS) 2013 <u>Experience:</u> Sept. 2016-present - Souderton Area School District, LTS ESL Teacher, Extended Per-Diem Substitute 2nd Grade Teacher, ESL Intervention Teaching Assistant, Franconia & West Broad Street Elementary Schools <u>Recommended Salary:</u> \$26,053.50 - B24 (1) |
| <u>REQUEST FOR CHILDREARING LEAVE</u> | |
| SHELDON, KAREN | Fourth Grade Teacher, Salford Hills Elementary School Request for Childrearing Leave, following 12-weeks leave under FMLA, through the end of the 2020-2021 school year. Mrs. Sheldon plans to return for the start of the 2021-2022 school year. |
| <u>REQUEST FOR EXTENSION OF CHILDREARING LEAVE</u> | |
| ATKINSON, BETHANY | ESL Teacher, West Broad Street Elementary School Request for extension of childrearing leave through the end of the 2020-2021 school year. Mrs. Atkinson plans to return to work for the start of the 2021-2022 school year. |

| | |
|--|--|
| <u>REQUEST FOR COMPENSATED PROFESSIONAL LEAVE</u> | |
| DOYLE, TERESA | Family & Consumer Science Teacher, Souderton Area High School Request for Compensated Professional Leave for the second semester of the 2020-2021 school year. |
| <u>REQUEST FOR COMPENSATED MEDICAL LEAVE</u> | |
| STOVER, LISA | Music Teacher, Vernfield Elementary School Request for Compensated Medical Leave beginning on November 13, 2020 through the remainder of the 2020-2021 school year. |
| <u>REQUEST FOR UNPAID MEDICAL LEAVE</u> | |
| AIKEN, ALEXANDRA | Art Teacher, Vernfield Elementary School Request for unpaid medical leave beginning on December 7, 2020 through the remainder of the 2020-2021 school year. |

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - PROFESSIONAL STAFF

4.6 Approve Personnel Items - Support Staff

| | |
|--|---|
| <u>RESIGNATIONS</u> | |
| BUKOWSKI, STEPHEN | Site Support Technician Effective: November 27, 2020 |
| DALTON, VANESSA | Cafeteria/Playground Aide, E. Merton Crouthamel Elementary School Effective: November 18, 2020 |
| DAVIDSON, MEG | Special Education Instructional Assistant, E. Merton Crouthamel Elementary School Effective: November 13, 2020 |
| GRAVER, SHELLY | Part-Time Custodian, Indian Valley Middle School Effective: November 13, 2020 |
| HOWER, SARAH | ESL Intervention Teaching Assistant, Franconia Elementary School Effective: November 6, 2020 |
| NELSON, ERIC | Part-Time Custodian, Salford Hills Elementary School Effective: October 21, 2020 |
| ORTEGA, BENJAMIN | 2nd Shift Custodian, Vernfield Elementary School Effective: November 12, 2020 |
| <u>NEW HIRES</u> | |
| ECHEVERRIA, PATRICK Replacement for Sandra Zavala (Resigned) | Part-Time Custodian, Salford Hills Elementary School Effective: November 2, 2020 Wage: \$12.96 per hour - Hours: 4 per day |
| JOHNSON, BRENDEN Replacement for Claudia Cressman (Resigned) | Part-Time Custodian, Oak Ridge Elementary School Effective: October 29, 2020 Wage: \$12.96 per hour - Hours: 4 per day |
| NACE, VICKY Replacement for Theresa Shaffer (Resigned) | Cafeteria/Playground Aide, Vernfield Elementary School Effective: November 4, 2020 Wage: \$11.04 per hour - Hours: 2 per day, 3 days per week |
| TISOSKEY, JENNIFER Replacement for Sarah Hower (Resigned) | ESL Intervention Teaching Assistant, Franconia Elementary School Effective: November 10, 2020 Wage: \$16.60 per hour - Hours: 5.75 per day |
| VALADEZ, DAVID Replacement for Samuel Moyer (Resigned) | Part-Time Custodian, Salford Hills Elementary School Effective: November 5, 2020 Wage: \$12.96 per hour - Hours: 4 per day |
| VANEGAS, TRICIA Replacement for Louanne Seipt (Resigned) | Special Education Instructional Assistant, Oak Ridge Elementary School Effective: November 2, 2020 Wage: \$14.25 per hour - Hours: 6.75 per day |

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - SUPPORT STAFF

4.7 Approve Personnel Items - Supplemental Contracts

| Name | School | Position | Salary |
|--------------------|---|---|---|
| Gregory Wesolowich | Souderton Area High School | Robotics Club Advisor | \$965 |
| Joshua Klimovich | Souderton Area High School | High School Master Scheduler | \$5,000 |
| Richard Hess | Indian Crest Middle School | Girls Basketball Coach | \$3,264 |
| Patrick Diehl | Indian Valley Middle School | Girls Basketball Coach | \$2,013 |
| Patrick Diehl | Indian Valley Middle School | Boys Basketball Coach | \$2,013 |
| Glenn Bateman | Indian Crest & Indian Valley Middle Schools | Wrestling Coach | \$3,265 |
| Heather Fisher | Souderton Area High School | Head Guard Instructor - Indoor Drumline | \$2,619 |
| Kaitlyn Kratz | Souderton Area High School | Assistant Guard Instructor - Indoor Drumline | \$1,663 |
| Tim Wilson | Souderton Area High School | Head Percussion Instructor - Indoor Drumline | \$3,315 |
| Lisa Platow | Souderton Area High School | Assistant Percussion Instructor - Indoor Drumline | \$1,713 |
| Allyson Williams | Souderton Area High School | Assistant Instructor - Indoor Drumline | \$1,200 To be paid by Band Boosters |
| Alyssa Ascher | Souderton Area High School | Assistant Instructor - Indoor Drumline | \$1,200 To be paid via Purchase Order by Band Boosters |
| Ja'Quill St. Valle | Souderton Area High School | Assistant Instructor - Indoor Drumline | \$1,200 To be paid via Purchase Order by Band Boosters |
| Scott Wolfinger | Souderton Area High School | Assistant Instructor - Indoor Drumline | \$1,200 To be paid via Purchase Order by Band Boosters |
| Timothy Brown | Souderton Area High School | Head Boys Basketball Coach | \$4,887 |
| Jeremy Thomas | Souderton Area High School | Assistant Boys Basketball Coach | \$3,071 |
| Carter Knight | Souderton Area High School | JV Boys Basketball Coach | \$3,071 |
| Azariah Parmer | Souderton Area High School | Freshman Boys Basketball Coach | \$3,071 |
| Lynn Carroll | Souderton Area High School | Head Girls Basketball Coach | \$5,921 |
| Samantha Harrison | Souderton Area High School | Assistant Girls Basketball Coach | \$2,981 |
| Edgar Holzer | Souderton Area High School | JV Girls Basketball Coach | \$4,064 |
| Louis Williams | Souderton Area High School | Head Swimming Coach | \$6,419 |
| Michael Melissen | Souderton Area High School | Assistant Swimming Coach | \$2,770 |
| Patricia Burns | Souderton Area High School | Assistant Swimming Coach | \$2,853 |
| Jamie Lepore | Souderton Area High School | Assistant Swimming Coach | \$2,853 |
| Susan McDonald | Souderton Area High School | Head Diving Coach | \$3,889 |
| Tristan Boyd | Souderton Area High School | Head Wrestling Coach | \$5,491 |
| Jeff Kwornik | Souderton Area High School | Assistant Wrestling Coach | \$1,793 (1/2 position) |
| Greg Nolte | Souderton Area High School | Assistant Wrestling Coach | \$1,658 (1/2 position) |
| John Donahue | Souderton Area High School | Head Boys Winter Track Coach | \$3,967 |
| Kristen Momsen | Souderton Area High School | Assistant Boys Winter Track Coach | \$2,109 |
| Michael Feliciani | Souderton Area High School | Head Girls Winter Track Coach | \$3,738 |
| Frank Roman | Souderton Area High School | Assistant Girls Winter Track Coach | \$2,047 |

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - SUPPLEMENTAL CONTRACTS

4.8 Second Reading of Policy 247 - Hazing

Administration is seeking a Second Reading to revise Policy No. 247 - Hazing. This revision will modify the current policy with the recommendations from Pennsylvania School Board Association.

Resolution: MOTION TO APPROVE SECOND READING OF POLICY NO. 247 - HAZING

4.9 Second Reading of Policy No. 249 - Anti-Bullying/Cyber bullying

Administration is seeking a Second Reading to revise Policy No. 249 - Anti-Bullying/Cyber bullying. This revision will modify the current policy by adding the Title IX Sexual Harassment according to recommendations from Pennsylvania School Board Association.

Resolution: MOTION TO APPROVE SECOND READING OF POLICY NO. 249 - ANTI-BULLYING/CYBER BULLYING

4.10 First Reading of Policy 705 Facilities and Workplace Safety

Administration is seeking a First Reading to revise Policy No. 705 - Facilities and Workplace Safety. This revision will modify the current policy to add guidance issued by State and Local Health Officials.

Resolution: MOTION TO APPROVE THE FIRST READING OF POLICY NO. 705 - FACILITIES AND WORKPLACE SAFETY

4.11. Motion to Approve a Confidential Separation and Release Agreement for Employee ID #12264 effective November 19, 2020

The administration is recommending the approval of a Confidential Separation and Release Agreement for Employee ID# 12264 effective November 19, 2020

Resolution: MOTION TO APPROVE A CONFIDENTIAL SEPARATION AND RELEASE AGREEMENT FOR EMPLOYEE ID #12264 EFFECTIVE NOVEMBER 19, 2020

4.12 Approve Design Work for Summer 2021 Capital Projects

The administration is recommending that the board approve KCBA Architects to proceed with design work for Summer 2021 Projects at fixed fee of \$18,250 for boiler replacement at Franconia Elementary School and a fixed fee of \$156,000 for electrical work at Indian Valley Middle School and roof replacement at Indian Crest Middle School.

Resolution: MOTION TO APPROVE KCBA ARCHITECTS TO PROCEED WITH DESIGN WORK FOR SUMMER 2021 CAPITAL PROJECTS

4.13 Approve 2021-2022 Act 1 General Fund Budget Opt-Out Resolution

The Administration will present a resolution to not exceed the Act 1 Index for a real estate tax increase for the 2021-2022 General Fund Budget.

Resolution: MOTION TO APPROVE A RESOLUTION IN ACCORDANCE WITH ACT 1 OF 2006, THE TAXPAYER RELIEF ACT, REGARDING THE 2021-2022 GENERAL FUND BUDGET

4.14 Approve Commitment of Unassigned Fund Balance

The administration is recommending the commitment of \$1,000,000 of unassigned fund balance in the 2020-21 fiscal year to be used for future capital projects.

Resolution: APPROVE COMMITMENT OF \$1,000,000 OF UNASSIGNED FUND BALANCE IN THE 2020-21 FISCAL YEAR

4.15 APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED

Resolution: MOTION TO APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED.

MOTION TO APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED.

Motion by Donna Scheuren, second by Thomas Kwiatkowski.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

5. Discussion/Action Agenda

There were no items for the Discussion/Action agenda.

6. Future Meetings

6.1 Future Meetings

| DATE | ORGANIZATION | TIME | LOCATION |
|---------------------------------|---|------------|---|
| Monday December 7 2020 | SASD Board Reorganization Meeting | 6:30 PM | Souderton Area High School |
| Wednesday December 9 2020 | SASD Board Committee Meetings | 7:00 PM | Souderton Area High School |
| Thursday December 17 2020 | SASD Board Action Meeting | 7:00 PM | Souderton Area High School |
| Monday December 21 2020 | North Montco Technical Career Center Joint Operating Committee Meeting | 7:00 PM | NMTCC 1265 Sumneytown Pike Lansdale, PA 19446 |

7. Report of the Solicitor

7.1 Report of the Solicitor

There was no report.

8. Unfinished/New Business of the Board

8.1 Unfinished/New Business from the Board

Superintendent Gallagher announced that next week (November 23 - 25) is scheduled as parent-teacher conferences for the school district. He also noted that the Thanksgiving holiday may feel different this year and encouraged everyone to remain safe and stay vigilant. Superintendent Gallagher praised the teachers for the hard work and wished everyone a Happy Thanksgiving.

Board Vice President Mrs. Scheuren praised the School Board and the administrative team for their initiative and commitment for putting student education first and making in-person learning a priority, despite the challenges faced by everyone. Mrs. Scheuren also praised the school nursing staff for their every day efforts to support their schools.

9. Public Comments

9.1 Public Comments

Dr. Hey read the following comment from parent Melissa Smith of Souderton:

My name is Melissa Smith. I have three children in the district. Two attend in person at Indian Crest and EMC and one I chose to do SAOA virtually.

SASD is one of the few districts in our county that has from the start offered in person learning. Our district set up a successful model for other districts to follow and learn from.

What is SASD doing now to continue to prove that we can and should be allowed to continue in person learning?

We all have heard "this is for two weeks" before....and we all know how that went. Is SASD ready if needed to switch all of our kids to virtual learning for the long haul? Meaning real online learning? Not just short videos and lessons posted to Schoology! These kids need full instruction.

Is our technology ready to handle all of our students online?

Why can Philadelphia schools allow K-8 whose rates are greater than ours continue in person?

How is SASD handling those in person students with IEP's? Last March when we shut down, my son who receives speech therapy didn't have any services from mid March till he was back in school this September. The option for us to virtual services wasn't even offered till May..what are the plans for this shut down?

Are the guidance counselors going to be checking in with all students?

PSEA has some concerning comments and posts about our teachers. Do our teachers want to be teaching in the classrooms? Do our teachers believe that parents who choose in person learning are selfish? I don't want to believe this. All staff whom I have encountered have been fantastic and say they love being back with the children.

I'm concerned, last March the shut down did not go well in our household (yes, I know program wise things have improved) I had three children who all learn differently frustrated, my oldest cried weekly because while she is an Honors student she needs in person, hands on teaching. My middle child cried daily because if school wasn't hard enough for her with an IEP for reading and math support she lost that during the shut down and my youngest gave up because "Mommy, you're not a teacher!" My two oldest both suffered emotionally and academically. I was a terrible mom, wife and employee during that time as I was busy trying to work from home (we are a two income family), help with learning and resenting my husband whose day to day life didn't change. My attention to the kids was so-so, my attention to work was so-so. I am concerned for some of our neighbors, many have lost jobs because of having to stay home for their children during the shut down.

I believe COVID is very real! I know people who have had COVID. This is a virus that will be around, we can't continue to live in fear of it. We need to be able to live with the virus.

Dr. Gallagher, you won me over as a fan of yours and the district this past year with your expressed interest of keeping our schools open and making our children's learning still #1 priority. You chose for SASD to be a leader on how to do in person learning safely. Please, I urge you to continue to fight for our kids to be in the classrooms. We've proven it can be done. This Holiday shut down is targeting the wrong groups.

With much appreciation to you, the board and our wonderful amazing teachers.

Dr. Gallagher responded to the public comment by stating that he will never stop fighting for the children in our community. He noted that the Board and administration made a commitment for in-person instruction and will pivot when we need to. Dr. Gallagher stated his hope to get through the month of December with in-person instruction. He indicated enthusiasm about a vaccine and said that he has been assured that we will be able to re-open on December 7th.

Dr. Gallagher also noted that the teachers have done a phenomenal job in their preparation for virtual instruction. He said that there will be synchronous instruction with small group instruction. He stated that related services; speech pathologists and reading specialist will keep their schedules. He also reminded that when the order to go virtual in March was delivered, we only had hours to prepare. Dr. Gallagher thanked Ms. Smith for her comments.

Mr. Keith reiterated the desire to deliver a robust program and that our technology supports are ready to do so. He stated that while the district is primarily a brick and mortar environment, we have evolved out of necessity and are ready to return on December 7 and hope to continue in-person instruction through the end of the school year.

10. Adjournment

10.1 Adjournment of the Meeting

Mr. Keith adjourned the meeting at 7:31 P.M.

MOTION TO ADJOURN THE BOARD OF SCHOOL DIRECTORS' MEETING.

Motion by Donna Scheuren, second by Stephen Nelson.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Brian Pawling". The signature is fluid and cursive, with a long, sweeping underline.

Brian R. Pawling

Board Secretary / Director of Business Affairs