SOUDERTON AREA SCHOOL DISTRICT

760 Lower Road Souderton, PA 18964

A regularly scheduled public meeting of the Souderton Area Board of School Directors was held Thursday, August 14, 2008 at the District Administrative Office in the Tinner Board Room. The meeting was called to order at 7:04 PM by President Bernard S. Currie, followed by the Pledge of Allegiance.

The roll call was as follows:

PRESENT: Dr. R. Paul Baumgartner Thomas A. Kwiatkowski

William J. Brong Mark D. Leer

Bernard S. Currie Eric R. MacDougall Scott C. Jelinski Victor M. Verbeke

ABSENT: R. Bud Miller

SOLICITOR: Jeffrey Sultanik, Esq.

Also present at the meeting were: Dr. Charles Amuso, Karen Berk, Brandon Bilohlavek, Brenda J. Bray, Donna Brown, R. Bradley Clemens, Henry Franz, Frank Gallagher, Lisa Gurgick, Steve Pollack, Gail Ryan, Jack Silva, members of the Souderton Area Education Association, representatives from *The Reporter, The Souderton Independent*, and the public.

WORKSHOP ITEMS

Finance Committee R. Bud Miller, Chair

Mr. William Brong chaired the Finance Committee report in the absence of Mr. Miller.

<u>Policy #603</u> – Budget Preparation - Revisions will be recommended to comply with Act 1 and local procedures developed during the budget preparation process for the 2008-2009 Budget.

Mr. Brong called on Dr. Amuso to explain the revisions to the existing policy. Recommendations for changes in the existing policy included the definition of the Local Tax Index, changes in the delegation of responsibility, and the inclusion of the budget development process which was used in developing the 2008-2009 Budget.

Recommendation: Move Policy #603 forward to the Policy Committee for further discussion and required readings.

WORKSHOP ITEMS (CONTINUED)

Education-Personnel Committee Mark D. Leer, Chair

Excellence and Equity Committee Report - Update

Mr. Leer summarized the events of the Education-Personnel Committee meeting that took place last evening, Wednesday, August 13, 2008. After many hours of discussion, the Education-Personnel Committee recommended that the Excellence and Equity model should be returned to the Middle Level Transition Committee and administration for restructuring. The model is to include:

- (1) Replace the *Gifted Reading* course in Grades 6 and 7 with a "consultancy model" where the gifted support teacher (and others) assist teams/teachers to meet the needs of gifted students within the regular education class.
- (2) Create a Gifted Support Coordinator K-12 to better coordinate and report on gifted programs.

Recommendation: Return to Middle Level Transition Committee and Administration for restructuring of the transition model.

<u>2008 PSSA Results</u> – Information – A report of Souderton Area School District student performance on the Pennsylvania System of School Assessment (PSSA) testing during the 2007-2008 School Year.

Mrs. Ryan and Mr. Silva shared the 2008 PSSA results that were released today. Mrs. Ryan shared the elementary school successes such as: elementary schools met 20 out of 21 Adequate Yearly Progress (AYP) targets for attendance, test participation, and student achievement, with the exception of the IEP subgroup in reading at Franconia Elementary. Six out of seven elementary schools met or exceeded all AYP targets. Other successes were a strong, consistent performance in reading, math, and writing. More students are achieving "advanced" status than in previous years, consistent performance of cohort groups, and she also shared individual school successes. Mrs. Ryan also talked about areas that will need focus and action steps to be taken.

Mr. Silva reported that all three secondary schools made AYP in 2008, meeting all No Child Left Behind requirements for attendance, test participation, and student achievement. The Secondary Reading Initiative continues to show a consistent and positive effect on PSSA reading achievement, and the Secondary Math Action Plan continues to show a positive effect on PSSA math achievement in both Grade 8 and Grade 11. Mr. Silva went on to talk about the focus area and action steps to be taken for improvement.

Both Mrs. Ryan and Mr. Silva thanked the building principals and teachers for their hard work and efforts to help students achieve.

Mr. MacDougall indicated he was pleased with the results and complimented the administration, principals, and teachers on their efforts.

Mr. Verbeke also complimented everyone for their good work and asked if the information could be posted on the District's web site to share with parents and students.

WORKSHOP ITEMS (CONTINUED)

Education-Personnel Committee (Continued)

2008 PSSA Results (Continued)

Mr. Currie asked Mr. Silva his thoughts on the reported math trend in the district.

Mr. Silva responded that this is a state-wide issue and administrators are trying to understand the trend.

Mr. Currie added his congratulations to Dr. Amuso, Mr. Silva, Mrs. Ryan, and teaching staff for the improvement in the scores.

Dr. Amuso also thanked Mrs. Ryan, Mr. Silva, building principals, and the professional staff members who have focused on this effort.

Mr. Leer shared his congratulations for the entire team effort.

Recommendation: Information item only.

PUBLIC COMMENT ON AGENDA ITEMS

There were no comments from the public.

REPORT OF THE PRESIDENT Bernard S. Currie

An Executive Session was held on July 24, 2008 to discuss negotiations. The session lasted 60 minutes.

An Executive Session was held prior to tonight's meeting to discuss personnel matters. The session lasted approximately 15 minutes.

CONSENT/ACTION AGENDA

Dr. Amuso presented the consent/action items and the addendum items for approval and asked Board members to remove any items from the agenda if more discussion was needed.

There was a motion by Mr. Brong, second by Dr. Baumgartner to approve the consent/action items along with the addendum items. The vote was taken, and with a vote of 8 to 0, it was

RESOLVED, That the Board approve the consent/action agenda items, plus the addendum items as listed:

Recommendation to Approve Minutes of the July 10, 2008 School Board Meeting.

Recommendation to Approve Minutes of the July 24, 2008 School Board Meeting.

Recommendation to Approve Conference/Workshop Request(s)

DR. CHARLES D. AMUSO Pennsylvania School Boards Association School

Superintendent of Schools Leadership Conference

Hershey, PA

October 15, 2008 (Wednesday)
Est. Expenses: \$306.00
Sub. Expenses: 0.00
Total Est. Expenses: \$306.00

Recommendation to Approve 2008-2009 School Year Alternative Contracts

Lakeside Educational Network – 5 regular education slots/5 special education slots and Secondary Mainstay Counseling Services.

Buxmont Academy – 3 regular education slots/1 special education slot

EXHIBIT A

Request for Tuition Special Education Students to Attend Souderton Area School District Classrooms for the 2008-2009 School Year

Souderton Area High School – LSS – 1 student from Upper Perkiomen School District

1 student from Methacton School District

Souderton Area High School – LS -- 3 students from Upper Perkiomen School District

Recommendation to approve Gail Ryan as Interim Principal, Franconia Elementary School, beginning August 11, 2008 through the end of the first semester of the 2008-2009 school year. Mrs. Ryan will be paid a stipend of \$6,000.

PERSONNEL – PROFESSIONAL STAFF

Recommendation to Accept Resignations

JENNIFER O'NEILL Long-Term Substitute, English, Indian Crest Jr. High

Effective: July 31, 2008

CHRISTINE SODA Guidance Counselor, Senior High School

Effective: August 8, 2008

Recommendations for Employment

CHERYL BOYDA Business Education, Indian Valley Middle School

Replacement for **TEMPORARY PROFESSIONAL** Michael Feliciani (transfer) Beginning: 2008-2009 School Year

<u>Education</u> <u>Experience</u>

Drexel Univ. (BS) 1990 2007-2008 Perkiomen Valley Middle School East-Drexel Univ. (MS) 1995 Part-Time Computer Applications Teacher

Gwynedd-Mercy College 2005-2007-Perkiomen Valley S.D.-Substitute Teacher

(Certificate) 2006 & Paraprofessional

Fall 2006-Student Teaching-Spring Ford S.D.-High School

Recommended Salary - \$43,452 - M+12 (1)◆

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

DENISE CAJINA Fourth Grade, Vernfield Elementary Replacement for **LONG-TERM SUBSTITUTE**

Tracy Borro (childrearing) Effective: First Semester, 2008-2009 School Year

<u>Education</u> <u>Experience</u>

Temple Univ. (BS) 2006 2007-2008-Souderton Area S.D.-Vernfield Elem.-Long-

Term Substitute-Third Grade

2006-2007-SASD-Vernfield Elem.-Title V Teaching Asst. Spring 2006-SASD-Student Teaching-Salford Hills Elem.-

Third Grade

Recommended Salary - \$18,661.50 - B(1)◆

BRONWYN DAGUTIS First Grade, Salford Hills Elementary

Replacement for LONG-TERM SUBSTITUTE

Meredith Ehst (childrearing) Effective: First Semester-2008-2009 School Year

<u>Education</u> <u>Experience</u>

West Chester Univ. (BS) Feb. 2007-Aug. 2008-KinderCare - Pre-K Teacher-

2006 Co-Teacher–Teacher Aide

Fall 2006-Student Teaching-Centennial S.D.-Davis Elem.

Fifth Grade

Recommended Salary - \$18,661.50 - B (1)◆

BREANNE DICKERSON Social Studies, Indian Crest Junior High Replacement for TEMPORARY PROFESSIONAL Alison Kircher (transfer) Beginning: 2008-2009 School Year

Education Experience

Eastern University (BA) Fall 2007-Souderton Area S. D.-Indian Crest Jr. High-

2007 Student Teaching

Summer 2003-2008-Gretna Glen Camp & Retreat-

Volunteer Counselor

May 2005-Present-Access Services-In Home Support Staff

Recommended Salary - \$37,323 - B (1)♦

^{♦ 2007-2008} Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

JENNIFER HARP Fourth Grade, Salford Hills Elementary

Replacement for LONG-TERM SUBSTITUTE

Dawn Glowacki Effective: First Semester-2008-2009 School Year

(childrearing)

Education Experience

Gwynedd-Mercy College Apr.-Jun. 2008-Souderton Area S.D.-Substitute Teacher

(BS) 2008 Spring 2008-Student Teaching-SASD-Vernfield Elem.

Fourth Grade

Fall 2007-Springfield S.D.-Enfield Elem.-Pre-Student

Teaching-Full Day Kindergarten

Recommended Salary - \$18,661.50 - B (1)◆

DANIELLE HUESTON Fourth Grade, Oak Ridge Elementary

Replacement for LONG-TERM SUBSTITUTE

Kristin Diaz (childrearing) Effective: First Semester-2008-2009 School Year

<u>Education</u> <u>Experience</u>

Penn State Univ. (BS) 2007 2007-2008-Boyertown Area S.D.-Pine Forge Elem.-

Long-Term Substitute-Fourth Grade

2006-2007-State College Area S.D.-Ferguson Twp. Elem.

Professional Development Internship-Third Grade

Recommended Salary - \$18,661.50 - B (1)◆

RYAN HUMES
Replacement for
Joseph Gunn (transfer)

Social Studies, Indian Crest Junior High
TEMPORARY PROFESSIONAL
Beginning: 2008-2009 School Year

<u>Education</u> <u>Experience</u>

LaSalle Univ. (BA) 2001 2005-2008 – El Monte Union High School, California

East Stroudsburg Univ. Social Studies

(Certificate) 2005

Recommended Salary - \$39,722 - B+24 (1)◆

^{♦ 2007-2008} Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

KATHRYN KINYONReplacement for
Christine Maine (transfer)

Kindergarten, Vernfield Elementary **TEMPORARY PROFESSIONAL**Beginning: 2008-2009 School Year

Education Experience

Kutztown Univ. (BS) 2005 2007-2008-Souderton Area S.D.-Vernfield Elem.-Long-

Term Substitute-Fifth Grade

2006-2007-SASD-Vernfield-Long-Term Sub.-Kindergarten April-June 2006-Central Bucks-Mill Creek Elem.-Long-

Term Substitute-Fourth Grade

Recommended Salary - \$38,306 - B(3)◆

DEBRA KNIGHT Second Grade, Lower Salford Elementary

Replacement for LONG-TERM SUBSTITUTE

Carol Luciani (sabbatical) Effective: First Semester, 2008-2009 School Year

<u>Education</u> <u>Experience</u>

Trenton State College 2005-2008-Souderton Area S.D.-Substitute Teacher (BS) 1988 April-June 2008-SASD-West Broad St.-Per-Diem.

Extended Substitute-Second Grade

Feb.-June 2006-SASD-West Broad St.- Per-Diem

Extended Substitute-Second Grade

Recommended Salary - \$18,661.50 - B(1)◆

SARAH MANBECK
Replacement for
Meredith McMahon

English, Indian Crest Junior High
LONG-TERM SUBSTITUTE
Effective: 2008-2009 School Year

(transfer)

Education Experience

Penn State Univ. (BS) 2006 2007-2008-Souderton Area S.D.-High School-Long-Term

Substitute-English

March-June 2007-SASD-Substitute Teacher

July 2006-Jan. 2007-Bethlehem Career Academy-Long-

Term Substitute-English

Recommended Salary - \$37,323- B(1)♦

STUART MARJORAM Business Education, Souderton Area High School

Replacement for LONG-TERM SUBSTITUTE

Karen Cantor (childrearing) Effective: First Semester of the 2008-2009 School Year

Education Experience

Temple Univ. (BS) 2006 March 2007-June 2008-Souderton Area S.D.-High School

Long-Term Substitute-Business Education

Fall 2006-SASD-Student Teaching-High School

Recommended Salary - \$18,661.50 - B(1)◆

^{♦ 2007-2008} Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

SUZANNE PFISTERSecond Grade, Franconia ElementaryReplacement forLONG-TERM SUBSTITUTEBeverly Hanrahan (transfer)Effective: 2008-2009 School Year

Education Experience
Shippensburg Univ. (BA) May-June 2008-Souderton Area S.D.-Per-Diem Extended

1986 Substitute-Gifted Support-Lower Salford & Oak Ridge

Gwynedd-Mercy (Cert.) Feb.-April 2008-SASD-Lower Salford –Per Diem

2004 Extended Substitute-Fourth Grade

Sept. 2007-Jan. 2008-SASD- Lower Salford-Long-Term

Substitute-Second Grade

2006-2007-SASD-Lower Salford-Classroom Aide &

Substitute Teacher

Oct. 2005-June 2006-SASD- Salford Hills-Long-Term

Substitute-First Grade

Recommended Salary - \$37,856 - B12(1)◆

TERESA RECH Family & Consumer Science, Indian Crest Junior High

Replacement for TEMPORARY PROFESSIONAL
Tracy Gibbs (resigned)
Education

Education

Temporary Professional
Education

Experience

<u>Education</u> <u>Experience</u>

Millersville Univ. (BS) 2007-2008-Upper Dublin S.D.-Substitute Teacher

2007 2007-2008-Hatboro-Horsham S.D.-After School Childcare

Supervisor

Spring 2007-Student Teaching-East Petersburg Elem., PA

& Central Manor Elem., Washington, PA

Recommended Salary - \$37,323 - B (1)◆

JENNIFER REED-DUKA .5 Social Studies, Senior High School Replacement for PROFESSIONAL EMPLOYEE
Jennifer Siegenthaler Beginning: 2008-2009 School Year

(transfer)

<u>Education</u> <u>Experience</u>

Temple Univ. (BS) 1993 1993-2005-Upper Perkiomen S.D.- High School-

Kutztown Univ. (MA) 2001 Social Studies

Recommended Salary - \$20,523 − M (1)♦

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

KAREN UBOWSKI Fourth Grade, Franconia Elementary Replacement for LONG-TERM SUBSTITUTE Jennifer Sinkinson Effective: 2008-2009 School Year

(Teacher on Assignment/Reading Recovery)

Education Experience

Southeastern Mass. Univ. Jan.-June 2008-Souderton Area S.D.-Title V Teaching

(BA) 1987 Asst.

2005-2008-SASD-Substitute Teacher Boston College (M.Ed.)

1990-1991-Woodrow Wilson S.D.-Substitute Teacher

Recommended Salary - \$41,046 - M(1)♦

ELIZABETH WEBB First Grade, Vernfield Elementary LONG-TERM SUBSTITUTE Replacement for

Brooke Clemmer Effective: First Semester of the 2008-2009 School Year

(childrearing)

Education Experience

West Chester Univ. 2007-2008-Souderton Area S.D.-E. M. Crouthamel-

(BS) 2007 Title I Teaching Asst.

Spring 2007-Upper Dublin S.D.-Student Teaching-

Jarrettown Elem.-Kindergarten

Recommended Salary - \$18,661.50 - B(1)◆

LISA WORTHINGTON Music Teacher, Indian Valley Middle School

LONG-TERM SUBSTITUTE Replacement for

Michelle Clausz Effective: First Semester of the 2008-2009 School Year

(childrearing)

Education **Experience**

Temple Univ. (BA) 1990 Mar.-June 2008-Per-Diem Extended Substitute-Music

Lehman College (BS) 2005 Souderton Area S.D.-Indian Valley M. S.

Lehman College (MAT) Sept.2007-Mar. 2008-Substitute Teacher-Great Valley

S.D., North Penn S.D., Souderton Area S.D. 2007

Fall 2006-Student Teaching-Celia Cruz Bronx High

School of Music

2003-2007-Tutor & Substitute for Music Dept. & SEEK

Program-Lehman College, Bronx, NY

2001-2003-Fourth Grade Teacher-Sacred Heart School.

Bronx, NY

Recommended Salary - \$20,523 − M(1) ◆

^{♦ 2007-2008} Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendation to Approve Request for Childrearing Leave

JACQUELINE KELLY-SCHUM English Teacher, High School

Beginning approximately January 22, 2009, following Family/Medical Leave, through the first semester of the 2008-2009 school year. Mrs. Schum is planning to return to work for the second semester of the 2008-2009 school year.

ALYSSA PICARD

Social Studies, Indian Valley Middle School

Beginning September 22, 2008, following Family/Medical Leave, through the first semester of the 2008-2009 school year. Mrs. Picard is planning to return to work for the second semester of the 2008-2009 school year.

Recommendation to Approve Transfers

DARLA BERGEY From: Part-Time Health & Physical Education, E.M.C.–

Five Hours Per Five Day Cycle

To: .4 TEMPORARY PROFESSIONAL

Health & Physical Education, E. M. C.-Two Days

Per Five Day Cycle

Beginning: 2008-2009 School Year

Recommended Salary - \$16,088.40 - B+12 (3)◆

ALISON KIRCHER From: Social Studies Teacher, Indian Crest Junior High

To: Guidance Counselor, Souderton Area High School

Beginning: 2008-2009 School Year

♦ 2007-2008 Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.

PERSONNEL – SUPPORT STAFF

Recommendation to Accept Resignation

CHRISTOPHER AIKEN Part-Time Custodian, Vernfield Elementary

Effective: August 21, 2008

JESSICA DUCEY ESL Teaching Assistant, E..M. Crouthamel Elem.

Effective: August 13, 2008

CHRISTOPHER NOBLE Part-Time Custodian, Oak Ridge Elementary

Effective: August 29, 2008

Recommendation to Approve Transfer

VICKI FREED From: Café/Playground Aide, Three Days/Week,

Franconia Elementary

To: Substitute Café/Playground Aide, Franconia Elem.

Beginning: September 2, 2008

Hours: as needed Wage: \$9.87 per hour

PERSONNEL – SUPPORT STAFF (CONTINUED)

*3. Recommendations for Employment

GREGORY DINIC Part-Time Custodian, Oak Ridge Elementary

Replacement for Beginning: September 2, 2008

Christopher Noble (resigned) Hours: 4 per day

Wage: \$9.71 per hour

BRYNITA LACEY Part-Time Custodial Substitute

Beginning: August 18, 2008

Hours: 4 per day Wage: \$9.71 per hour

CAITLYN QUINN ESL Teaching Assistant, E. M. Crouthamel Elem.

Replacement for Beginning: August 27, 2008

Jessica Ducey (resigned) Hours: 7 per day

Wage: \$12.77 per hour

Recommendation to Approve Supplemental Contracts for Coaching Positions for the 2008-2009

School Year

JESSICA BROCKMANN	J.V. Volleyball (G) Coach (HS)	\$2,460.00
JAMES CHAIKOWSKY	Asst. Football Coach (IC)	1,762.00
JOHN HANDERHAN	Athletic Director (IV)	5,257.00

Recommendation to Approve Contracted Services for Coaching Positions – 2008-2009 School

Year

SUSAN CASCIATO	Head Field Hockey Coach (IC)	\$2,379.00
SCOTT KEELER	Asst. Tennis (G) Coach (HS)	1,901.00
AMY ALWINE KELLER	Head Field Hockey Coach (IC)	2,650.00

Second Reading of Policy - Policy #810 – Transportation

The Transportation Policy has been revised to reflect recommended PSBA changes and to include mandated language on reporting of employee crimes/child abuse. Recommendation to move on to the next Board meeting for a third reading and final adoption.

Recommendation to acknowledge receipt of Pennsylvania Department of Education's approval of PlanCon H: Project Financing for the new high school construction project. The submission to PDE of PlanCon H: Project Financing was approved on July 26, 2007. The administration recommends acknowledgement by the Board of School Directors.

EXHIBIT B

Recommendation to Approve Independent Contractor's Agreement with THERA-PEDS, PC. – up to 65 hours per week at \$52.76 per hour. **EXHIBIT C**

DISCUSSION/ACTION AGENDA

Recommendation to Approve Godshall/Kane Architects Contract for Design of Indian Crest Junior High School Technology Education Area. The Operations Committee reviewed this item on July 24 and recommends approval by the Board of School Directors.

Dr. Amuso reviewed the recommendation.

There was a motion by Mr. Verbeke, second by Dr. Baumgartner.

Mr. Leer stated that he would be voting no on this issue and explained that he does not want to see the "hands on" portion of the curriculum discontinued.

Mr. Brong indicated that previously there had been questions regarding why Godshall/Kane Architects would be working on the HVAC portion of the project and to check fees. He followed by reviewing the pertinent facts regarding this project.

The vote was taken, and on a vote of 7 to 1, with Mr. Leer voting no, it was

RESOLVED, That the Board approve the architects contract for design with Godshall/Kane Architects for the Indian Crest Junior High School Technology Education Area.

EXHIBIT D

INFORMATIONAL ITEMS

The next meeting of the North Montco Technical Career Center Joint Operating Committee is scheduled for Monday, August 18, 2008 at 7:30 PM. The meeting will be held in the Administrative Conference Room at the Technical Career Center, 1265 Sumneytown Pike, Lansdale, PA.

On Wednesday, August 27, 2008 at 7:45 PM a meeting of the Montgomery County Intermediate Unit Board of Directors will take place in Conference Rooms B3/B4, Montgomery County Intermediate Unit, 1605 West Main Street, Norristown, PA.

The next regularly scheduled School Board Meeting will be held on Thursday, August 28, 2008 beginning at 7:00 PM. The meeting will be held in the Tinner Board Room of the Souderton Area School District Administrative Office Building, 760 Lower Road, Souderton, PA.

REPORT OF THE SOLICITOR

Jeffrey Sultanik, Esq.

No report from the Solicitor.

UNFINISHED/NEW BUSINESS FROM THE BOARD

No unfinished/new business from the Board.

PUBLIC COMMENTS

Andrea Demidont Farina, from Telford, expressed concern about attendance lines for the two middle schools in 2009-2010. She asked the Board to reconsider the boundary line that would affect the Vernfield Elementary School students.

Dr. Jack Parry, former school board member and resident of Franconia Township, spoke about union contract demands and revising the pay system for Pennsylvania teachers. He also presented the results of an informal survey he made regarding health benefits.

Mr. Currie announced that an executive session would be held following the Board meeting.

ADJOURNMENT OF MEETING

With no further business to discuss, a motion was made by Mr. Verbeke, with a second by Mr. Brong to adjourn the meeting. On a vote of 8 to 0, it was

RESOLVED, That the Board adjourn the meeting at 7:58 PM.

Respectfully,

Brenda Jones Bray Board Secretary