

**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 Tuesday, December 22, 2009 at the District Administrative Offices in the Tinner Board Room. The meeting was called to order at 7:15 PM by President Bernard S. Currie, followed by the Pledge of Allegiance.

Mr. Bruchak called the roll. Board members present were:

PRESENT:	Jill S. Basile	Matt Holliday
	Dr. R. Paul Baumgartner	Ken R. Keith
	William J. Brong	Thomas A. Kwiatkowski
	Bernard S. Currie	R. Bud Miller

ABSENT: Scott C. Jelinski

SOLICITOR: Jeffrey Sultanik, Esq.

Also present at the meeting were: Dr. Charles Amuso, Brandon Bilohlavek, Robert Bruchak, R. Bradley Clemens, Joseph Deady, Henry Franz, Frank Gallagher, Karen Giannini, Lisa Gurgick, Joseph McElwee, Jack Silva, a representative from the *Souderton Independent*, and the public.

**REPORT OF THE STUDENT REPRESENTATIVES**

Krista Pierce and Joseph McElwee

Joseph McElwee highlighted several events that have taken place at the high school, such as the holiday concerts, Santa and Me, winter sports events, and the charitable donations and contributions collected by the student body for the less fortunate in the community.

Mr. Currie congratulated the efforts of the students to help the needy in the area.

**PUBLIC COMMENT ON AGENDA ITEMS**

There were no comments.

**REPORT OF THE PRESIDENT**

Bernard S. Currie

An Executive Session workshop was held on December 7, 2009 for Board member orientation. The session lasted four (4) hours.

An Executive Session was held December 16, 2009 for the purpose of discussing personnel items. That session lasted 45 minutes.

### REPORT OF THE PRESIDENT (CONTINUED)

An Executive Session was held this evening prior to the Board meeting to discuss personnel items. The meeting lasted approximately 30 minutes.

Mr. Currie commented on the December 16, 2009 newspaper article that was published in a local paper and paid for with local teacher association funds suggesting that Souderton Area School District withheld payments from the Public School Retirement System.

Dr. Amuso explained how the public school retirement system is funded. Employee and employer contribution rates are set by the state legislature. School districts cannot choose to delay payments. The district has never been late with payments to the pension system and is up-to-date with payments. He emphasized that the statements in the article were incorrect and false.

Mr. Currie added that the Board began setting funds aside a few years ago when they were made aware of spike. This is a serious funding problem and all school districts in Pennsylvania are being hit. He read a statement regarding increased costs that will be incurred by the district over the next few years.

### CONSENT/ACTION AGENDA

Dr. Amuso recommended that the Board approve the consent/action agenda as presented. Any items that warrant more Board discussion would be removed from the agenda prior to the vote.

There was a motion by Dr. Baumgartner, and a second from Mr. Keith to approve the items listed in the consent/action agenda as presented. The vote was taken and on a vote of 8 to 0, it was

**RESOLVED**, That the Board approve the consent/action agenda items as presented/listed:

Recommendation to Approve Minutes of the November 24, 2009 School Board Meeting.

Recommendation to Approve Minutes of the December 3, 2009 School Board Reorganization Meeting.

Recommendation to Approve Financial Statements and Check Listings for November 2009.

**EXHIBIT A**

#### Recommendation to Approve Requests to Attend Conferences/Workshops

**HEATHER HIESTER**  
Learning Support Teacher  
Franconia Elem.

Practical C-Teaching Strategies  
Philadelphia, PA  
January 11, 2010 (Mon.)  
Total Expenses - \$332.00 – Substitute teacher needed  
Funded by Federal IDEA funds.

CONSENT/ACTION AGENDA (CONTINUED)

Recommendation to Approve Requests to Attend Conferences/Workshops (Continued)

<b>MATT HAINES</b> Assistant Principal, Souderton Area High School	Promethean Train the Trainer Course Norristown, PA January 19, 20, 21, 2010 (Tues., Wed., Thurs.) Total Expenses - \$1,252.00 – No substitutes teachers needed Funded by Classrooms for the Future Grant.
<b>SUSAN VAN SAUN</b> Technology Integration Coach, Souderton Area High School	
<b>ALISON TODD</b> Spanish Teacher, Indian Crest & Indian Valley Middle Schools	Strengthening Your Foreign Language Instruction with the Three A's: Activities, Articulation and Assessment St. David, PA February 2, 2010 (Tues.) Total Expenses - \$328.60 - Substitute teacher needed
<b>RACHEL IRVIN</b> Technology Teacher, Oak Ridge Elem.	Pennsylvania Educational Technology Expo & Conference Hershey, PA February 22, 23, 2010 (Mon., Tues.) Total Expenses - \$1,188.00 (Combined) - Substitutes needed for both teachers
<b>ANN LANDIS</b> Technology Teacher, Franconia Elem.	
<b>THOMAS OVERBERGER</b> School Guidance, Souderton Area High School	Education: Transforming our Future Workshop Philadelphia, PA February 11, 12, 2010 (Thurs., Fri.) Total Expenses - \$816.00 (Combined) – No substitute teachers needed
<b>CHERYLE RADCLIFF</b> Coordinator of Gifted, Souderton Area High School	
<b>JACKIE DUGGAN</b> Reading Teacher, Indian Valley Middle School	Accelerated Learning with Differentiated Instruction Drexel Hill, PA March 5, 2010 (Fri.) Total Expenses - \$307.00 – Substitute teacher needed

PERSONNEL – PROFESSIONAL STAFF

Recommendation to Approve Resignations

<b>KAREN J. CANTOR</b>	Business Education Teacher, Souderton Area High School Effective: January 28, 2010
<b>NICKOLE COLLINS</b>	Special Education Teacher, Indian Valley Middle School Effective: December 23, 2009

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment

**THERESA BOYES**

Replacement for  
Caitlin Siegfried (childrearing)

Education

Shippensburg Univ. (BS)  
1979

West Chester Univ. (MA)  
1997

First Grade, Franconia Elementary School

**LONG-TERM SUBSTITUTE**

Effective: Approximately January 13, 2010 through the  
end of the 2009-2010 School Year

Experience

Sept. 2009–Present–SASD–Franconia Elementary–Title I  
Teaching Asst.

2007-2009–Plumstead Christian School–First Grade

2003-2007–Cheltenham Child Development Center, Dresher–  
Kindergarten (two years)–Four-Year Olds (one year)

2000-2003–PIONEERS, Orlando FL–Administrator,  
Liaison and Instructor to assist missionary families  
transition to overseas education

1985-2000–Central Bucks S.D.–Pine Run Elem.–First Grade

Recommended Salary - \$49,491 (pro-rated) – M+24 (1)

**KRISTEN BRUBAKER**

Replacement for  
Susan Wexler (retired)

Education

Beaver College (BA) 1991  
Kutztown Univ. (M.Ed.) 2004

School Counselor, E. M. Crouthamel Elementary School

**PROFESSIONAL STAFF**

Beginning: January 4, 2010

Experience

Oct.-Dec. 2009–Pinebrook Family Services–Part-Time  
Psychotherapist

2004-2009–Bethlehem Area S. D.–Elementary School  
Counselor; 2007-2009–Hanover Elementary School;

2006-2007–Fountain Hill Elementary School; 2005-2006–  
Holy Infancy & Holy Child Schools; 2004-2005–

Asa Packer Elementary & Holy Child Schools

Recommended Salary - \$51,742 (pro-rated) –M+12 (4)

**LAURA FARABAUGH**

Replacement for  
Tracy Borro (childrearing)

Education

Penn State Univ. (BS) 1987

Second Grade, Vernfield Elementary School

**LONG-TERM SUBSTITUTE**

Effective: Second Semester- 2009-2010 School Year

Experience

Sept. 2009–Jan. 2010–SASD–Vernfield Elem.–Long-  
Term Substitute–Second Grade

Feb.–June 2009–SASD–Vernfield Elem.–Long-Term  
Substitute–Kindergarten

Sept. 2007–Jan. 2008–SASD–Vernfield Elem.–Long-  
Term Substitute–Kindergarten

2003-2008–SASD–Substitute Teacher

Recommended Salary - \$20,271–B+12 (1)

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

**KATHLEEN FARRELL**

Replacement for

Lauren Hendricks (childrearing)

First Grade Teacher, Salford Hills Elementary School

**LONG-TERM SUBSTITUTE**

Effective: December 17, 2009 through the end of the  
2009-2010 School Year

Education

West Chester Univ. (BS) 2007

Experience

Sept.-Dec. 2009–Souderton Area S.D.–Salford Hills-Per-  
Diem Extended Substitute-Kindergarten

Dec. 2008-June 2009–Chula Vista S.D., California-  
Substitute Teacher

Nov. 2007-Jun 2008–SASD-Oak Ridge Elementary–Long-  
Term Substitute–First Grade

Sept.–Nov. 2007–Dowington Area S.D.–Shamona Creek  
Elem.–Long-Term Substitute–Fourth Grade

Recommended Salary - \$38,920 (pro-rated) – B (1)

**JACQULYN HIMMEL**

Replacement for

Mary Foering (Sabbatical)

Second Grade, Franconia Elementary School

**LONG-TERM SUBSTITUTE**

Effective: Second Semester, 2009-2010 School Year

Education

Gwynedd-Mercy College  
(BS) 2007

Experience

Sept. 2008–Present–Souderton Area S.D.–E. M.  
Crouthamel Elem.–Title I Teaching Asst.

2007-2008–Foulkeways at Gwynedd–Early Childhood  
Teacher

Spring 2007–Student Teaching–North Penn S.D.–  
Hatfield Elem.–Second Grade, Gwynedd Square Elem.-  
Fourth Grade

Recommended Salary - \$19,460 – B (1)

**LYNDA LEONETTI**

Replacement for

Charlene Crowell (transfer)

Special Education Teacher/IST – Indian Crest M. S.

**TEMPORARY PROFESSIONAL**

Beginning: To be determined

Education

West Chester Univ. (BS) 1989  
Villanova Univ. (MS) 1998

Experience

2000-Present–The Vanguard School, Paoli–Special  
Education Teacher

1998-2009–Human Services, Downingtown–Counseling  
for Children & Families

1992-2000–The Devereux-Kanner Center, West Chester-  
Special Education Teacher

1989-1992–Help Counseling, Inc., Chester County –  
Work with Mentally Challenged Adults

Recommended Salary - \$51,988 (pro-rated) – M (5)

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

<b>BRITTANY STITZ</b>	Special Education Teacher, Learning Support
Replacement for	West Broad Street Elementary
Nicole Wheeler (childrearing)	<b>LONG-TERM SUBSTITUTE</b>
	Effective: Second Semester – 2009-2010 School Year
<u>Education</u>	<u>Experience</u>
Kutztown Univ. (BS) 2009	Sept. 2009–Jan. 2010–SASD–West Broad St. Elem.
	Long-Term Substitute–Special Education
	Spring 2009–Student Teaching–Union Terrace Elem.–
	Allentown-Fourth Grade & Greenwich-Lenhartsville
	Elem., Lenhartsville, PA–Primary Learning Support
	Recommended Salary - \$19,460 – B (1)

Recommendation to Approve Requests for Childrearing Leave

**JODY KILPATRICK** Literacy Teacher, Indian Crest Middle School  
Beginning approximately April 30, 2010, following Family/Medical Leave, through the end of the 2009-2010 school year. Mrs. Kilpatrick is planning to return to work for the start of the 2010-2011 school year.

**COLEEN McGOWAN** Fourth Grade Teacher, West Broad St. Elem. School  
Beginning approximately April 20, 2010, following Family/Medical Leave, through the end of the 2009-2010 school year. Mrs. McGowan is planning to return to work for the start of the 2010-2011 school year.

Recommendation to Approve Request for Extension of Childrearing Leave

**NICOLE WHEELER** Special Education Teacher, West Broad St. Elem. School  
Through the end of the 2009-2010 school year. Mrs. Wheeler is planning to return to work for the start of the 2010-2011 school year.

PERSONNEL – SUPPORT STAFF

Recommendation to Reorganize Secretarial Staff

The administration is recommending approval of the reorganization of the secretarial staff effective December 28, 2009 as follows:

- a. Eliminate the position of Cabinet Secretary to the Director of Special Education.
- b. Approve the position of Class I Secretary – Special Education Department.
- c. Approve the revised job descriptions for Class I Secretary – Special Education Department and Class II Secretary to Supervisors of Special Education.

**EXHIBIT B & C**

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Recommendation to Ratify Transfers

**DANIELLE BREAUX**

Replacement for  
Susan Miller (transfer)

From: Secretary to Supervisors of Special Education,  
Class II  
To: Secretary – Special Education Department, Class I  
Beginning: December 28, 2009  
Wage: \$19.43 per hour  
Hours: 7.5 per day

**BARBARA DENISON**

Replacement for  
Tricia Pinkney (Transfer)

From: Substitute Secretary  
To: Attendance Secretary/Receptionist,  
Souderton Area High School  
Beginning: November 30, 2009  
Wage: \$11.46 per hour  
Hours: 6.5 per day

**SUSAN MILLER**

Replacement for  
Carol Eells (retired)

From: Cabinet Secretary to Director of Special Education  
To: Cabinet Secretary to Director of Curriculum,  
Instruction & Assessment  
Beginning: December 28, 2009

Recommendation to Approve Resignations

**JACQULYN HIMMEL**

Title I Teaching Assistant, E. M. Crouthamel Elem.  
Effective: January 27, 2009

**COLENE KUZMISSION**

Cafeteria/Playground Aide, Lower Salford Elem. School  
Effective: January 22, 2010

**JULIE ZBYSZINSKI**

Special Education Instructional Assistant,  
Multiple Disabilities Class, Souderton Area High School  
Effective: December 31, 2009

Recommendations for Employment

**LEAH BIREK**

New Position -  
Accountability Block  
Grant Funds

Intervention Teaching Assistant, Vernfield Elem.  
Effective: December 21, 2009 through the end of the  
2009-2010 school year  
Wage: \$12.81 per hour  
Hours: 6 per day

**JENNIFER BUSFIELD**

Substitute Cafeteria/Playground Aide, Oak Ridge Elem.  
Beginning: December 3, 2009  
Wage: \$9.40 per hour  
Hours: As needed

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Recommendations for Employment (Continued)

<b>CANDACE DIAMANTI</b>	Lifeguard, Souderton Area High School Effective: December 18, 2009 through January 29, 2010 Wage: \$9.00 per hour Hours: One per day
<b>KATHLEEN DOVE</b>	Substitute Cafeteria/Playground Aide, Salford Hills Elem. Beginning: December 7, 2009 Wage: \$9.40 per hour Hours: As needed
<b>PEGGY JACOBSON</b>	Substitute Cafeteria/Playground Aide, Oak Ridge Elem. Beginning: December 14, 2009 Wage: \$9.40 per hour Hours: as needed
<b>ELISHIA YOUNG-PLATT</b> Replacement for Jennifer Ditzler (resigned)	Cafeteria/Playground Aide, Oak Ridge Elem. Beginning: December 3, 2009 Wage: \$9.40 per hour Hours: 2 per day

Request for Overnight Field Trip

Souderton Area High School – Student Government – 10<sup>th</sup> Grade Students  
Destination: State College, PA  
Date: March 21, 22, 23, 24, 2010 – Sun., Mon., Tues., Wed.  
Purpose: Leadership Conference  
Number of Students: 5                      Number of Teachers: 2  
Students will be funding the trip.

Recommendation to Approve Supplemental Contracts for 2009-2010

<b>RICHARD HESS</b>	Assistant Basketball Coach-Boys (IC)	\$ 2,676.00
<b>MICHAEL CHILDS</b>	Head Basketball Coach-Boys (IC)	2,535.00
<b>CARYN MARSHALL</b>	Related Arts Chair (IV)	1,200.00
<b>KAREN YERK</b>	Special Education Chair - 1 <sup>st</sup> Semester (IC)	600.00
<b>LORI GRAF</b>	Special Education Chair – 2 <sup>nd</sup> Semester (IC)	600.00
<b>AMANDA GREISER</b>	World Language Dept. Chair – 2 <sup>nd</sup> Sem. (HS)	750.00
(Replacement for Neil Lindenfelser – resigned)		

Recommendation to Approve Mentors for the 2009-2010 School Year

<b>MEREDITH EHST</b>	Mentor for <b>KATHLEEN FARRELL</b>	\$300.00 (prorated)
<b>KELLY SIEGFRIED</b>	Co-Mentor for <b>KRISTEN BRUBAKER</b>	150.00
<b>BETH HARBON</b>	Co-Mentor for <b>KRISTEN BRUBAKER</b>	150.00
<b>RUTH RAISNER</b>	Mentor for <b>LAURA FARABAUGH</b>	150.00



CONSENT/ACTION AGENDA (CONTINUED)

Recommendation to Approve Mentors for the 2009-2010 School Year (Continued)

<b>MELISSA MOELLER</b>	Mentor for <b>BRITTANY STITZ</b>	\$300.00
<b>DONNA JENCKS</b>	Mentor for <b>THERESA BOYES</b>	150.00
<b>BRENDA KRUPP</b>	Mentor for <b>JACKIE HIMMEL</b>	300.00

Recommendation to Approve Substitute Teacher

**LAUREN WITTS**

Recommendation to Approve Substitute Secretary

**MARILYN REITENAUER**      \$11.00 per hour      Hours: As needed

Recommendation to approve Lakeside Agreement Addendum for 2009-2010 for a Mainstay Elementary Counselor through IDEA Stimulus Funds. **EXHIBIT D**

Recommendation to approve and submit the Souderton Area High School School Improvement Plan II to the Pennsylvania Department of Education as presented at the November 18, 2009 Education-Personnel Committee meeting and discussed at the December 16, 2009 Education-Personnel Committee meeting. **EXHIBIT E**

Recommendation to approve the Souderton Area High School Program of Studies for School Year 2010-2011 as presented at the November 18, 2009 Education-Personnel Committee meeting and discussed at the December 16, 2009 Education-Personnel Committee meeting. **EXHIBIT F**

Recommendation for Second Reading of Policy

Policy No. 011 – Board Governance Standards/Code of Conduct

This policy has been reviewed by the Administrative Policy Review Committee and the Board Policy Committee, and is presented tonight for a Second Reading. Upon approval this evening, Policy No. 011 will be recommended for a Third Reading and Final Adoption on January 28, 2010.

Recommendation to approve Resolution for the renewal of the Souderton Charter School Collaborative Charter for a period of five (5) years, effective January 19, 2010. **EXHIBIT G**

Recommendation to Approve Confidential Settlement and Release Agreement involving Student ID #228577. **EXHIBIT H**

Appointment of Ken Keith as Souderton's representative to the North Montco Technical Career Center's Joint Operating Committee. Mr. Keith's three (3) year term will run from December 2009 to June 2012.

Appointment of Scott Jelinski as Souderton's representative to the Indian Valley Public Library Board. Mr. Jelinski's three (3) year term will run from December 2009 to December 2012.

CONSENT/ACTION AGENDA (CONTINUED)

Student Expulsion

Pursuant to the laws of Pennsylvania, that the Board approve the expulsion of Student I. D. #1407615 from the Souderton Area School District for the remainder of the school year, with the option to return during the next school year based on a report of good behavior, the completion of a counseling program, and successfully completing his/her academic program, all at the discretion of the superintendent.

DISCUSSION/ACTION ITEMS

No items for discussion/action.

INFORMATIONAL

The public is invited to attend all meetings listed below.

The schedule of January 2010 meetings of the Souderton Area School District Board of School Directors are listed below:

Wednesday, January 6, 2010 – Policy Committee Meeting – 6:30 PM  
Finance Committee Meeting immediately following the Policy Committee Meeting.

Wednesday, January 20, 2010 – Education-Personnel Committee Meeting – 6:30 PM  
Operations Committee Meeting immediately following the Education-Personnel Committee Meeting.

Thursday, January 28, 2010 - Board of School Directors Meeting – 7:00 PM

All meetings of the Board of School Directors are held in the Tinner Board Room of the Souderton Area School District Administrative Office Building, 760 Lower Road, Souderton, PA.

The next North Montco Technical Career Center Joint Operating Committee Meeting is scheduled for Wednesday, January 20, 2010 in the Administrative Conference Room at North Montco, 1265 Sumneytown Pike, Lansdale, PA. The meeting will begin at 7:30 PM.

The next meeting of the Montgomery County Intermediate Unit Board of Directors will take place on Wednesday, January 27, 2010 at 7:45 PM in Conference Rooms B3/B4, Montgomery County Intermediate Unit, 1605 West Main Street, Norristown, PA.

REPORT OF THE SOLICITOR

Jeffrey Sultanik, Esq.

No report.

UNFINISHED/NEW BUSINESS FROM THE BOARD

Mr. Currie regretfully announced the retirement of Dr. Charles Amuso as of June 30, 2010. He spoke about the mandates that Dr. Amuso was given upon arrival at Souderton and his accomplishments while superintendent. Mr. Currie's comments about Dr. Amuso's leadership reflected the feelings of the Board members.

A motion was made by Mr. Brong and second by Dr. Baumgartner to reluctantly accept the retirement of Dr. Charles D. Amuso as superintendent of the Souderton Area School District effective at the end of the 2009-2010 school year. The vote was taken, and with a vote of 8 to 0, it was

**RESOLVED**, That the Board accept Dr. Amuso's letter of retirement, effective June 30, 2010.

Dr. Amuso commented on the administrative and Board accomplishments during his term as superintendent.

Mr. Brong reported on the North Montco Technical Career Center's Joint Operating Committee annual Holiday Dinner that was prepared by the Culinary Arts students. After the dinner, the JOC had their reorganization meeting and elected Mr. Brong as chairman. The North Montco budget was also approved at the meeting.

PUBLIC COMMENTS

Karen Peterson, resident of Souderton Borough, voiced concern about teacher strikes in Pennsylvania.

Charyl Wellener, resident of Souderton Borough, spoke about the high percentage of high school students who need remediation when they get to college. She urged the Board to look into the district's testing program.

Mr. Currie responded that the Board, administration, and teachers have developed a process for internal student assessments, customized for each school. The process has been discussed at recent Education-Personnel Committee meetings.

ADJOURNMENT OF MEETING

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

**RESOLVED**, That the Board adjourn the meeting at 7:50 PM.

Respectfully,

Robert P. Bruchak  
Board Secretary