

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, October 25, 2007 at the District Administrative Office in the Tinner Board Room. The meeting was called to order at 7:09 PM by Vice President Jack A. Parry, followed by the Pledge of Allegiance.

The roll call was as follows:

PRESENT:	Dr. R. Paul Baumgartner	Mark D. Leer
	William J. Brong	Dr. Jack A. Parry
	Tracy G. Cole	Victor M. Verbeke
	Bernard S. Currie	
ABSENT:	Eric R. MacDougall	R. Bud Miller
SOLICITOR:	Jeffrey Sultanik, Esq.	

Also present at the meeting were: Dr. Charles Amuso, Karen Berk, Brenda J. Bray, R. Bradley Clemens, Grace Eves, Henry Franz, Frank Gallagher, Karen Giannini, Tim Roberts, Andrew Robinson, Gail Ryan, Walt Salevsky, Jack Silva, Sam Varano, representatives from *The Reporter*, *The Morning Call*, *The Souderton Independent*, *The Intelligencer*, Radio Station WNPV, and the public.

Report of the Student Representatives to the Board

Andrew Robinson reported on the rescheduling of the Homecoming events and also talked about events occurring through the SAVE organization. Student Council will be holding a Rummage Sale on November 3rd.

WORKSHOP ITEMS

School Improvement Plan – Jack Silva/Sam Varano

Dr. Amuso introduced this workshop item as a presentation, and stated that there would be no recommendation for the board vote this evening. The recommendation will come before the board at the November 8th meeting. This is the Souderton Area School District's response to the No Child Left Behind federal and state requirements as a result of our state testing scores. Mr. Silva, Mr. Varano and the School Improvement Team have worked very hard on developing SAHS's response. This response was presented to the Montgomery County Intermediate Unit last Friday, as required, and was approved in its current form.

Mr. Silva began the presentation by speaking about the Souderton Area High School results on the 2006 and 2007 PSSA tests as showing "overall improved student performance." Souderton Area High School received a warning in 2006 for not making Adequate Yearly Progress (AYP) in the achievement of the IEP subgroup. Souderton Area High School was required to complete a School

WORKSHOP ITEMS

School Improvement Plan (Continued)

Improvement Plan (SIP) because the IEP subgroup did not make AYP in 2007. Mr. Silva explained the school-level consequences for a non-Title I high school--such as the Souderton Area High School.

If Souderton does not improve its IEP subgroup performance in 2008, it will need to progress through a series of mandated responses. Curricular changes, changes in schedules, and the development of a Restructuring Plan could eventually follow if scores do not improve in the long term.

Mr. Silva talked about the School Improvement Planning process, the convening of a School Improvement Team, and the “Getting Results” continuous school improvement process prescribed by PDE. The Montgomery County Intermediate Unit provided support in completing the plan, and served as a state-authorized review panel. Finally, the plan must be approved by the Board of School Directors and submitted to the Pennsylvania Department of Education by November 16, 2007.

The School Improvement Team has been working intensely on the improvement plan over the past two months. Souderton used the required “Getting Results” model. Phase 1 of the “Getting Results” method requires the organization and review of data, including the PSSA, the graduation rate, and other assessments and testing results. Phase 2 analyzes the root causes of the current state of achievement. Phase 3 includes designing solutions and prioritizing action steps.

Mr. Varano talked about the areas of concern: IEP students not being scheduled first in the master schedule, identification of “at-risk” students, maintaining a balance between rigor-relevance-relationships framework and test-preparation. He spoke of needed action steps: doubling math time in at-risk students’ schedules, developing more focused year-long math courses for identified at-risk students, and more formative assessment and data gathering. He discussed the need for professional learning communities, expanded instructional coaching, the addition of an instructional support lab teacher, implementation of a fifth period into the current four-period block schedule, and giving priority to math, language arts and special education classrooms when deploying technology acquired from the *Classrooms for the Future* grant.

Mr. Silva addressed the cost of the mandate in terms of human resources, material resources, and opportunity costs. He added that this challenge needs to be taken very seriously. He explained the need for 2-3 professional positions to faithfully implement the School Improvement Plan during the 2008-2009 school year.

Dr. Parry commented on the synopsis of the plan and unfunded mandates.

Dr. Baumgartner shared concerns about adding staff and increases to the budget. He questioned if our teachers are qualified and capable to motivate our students to achieve. He would like to see a plan where we would not have to add additional staff.

Dr. Amuso stated that the 2-3 positions will be additional staff, but may be funded through reallocation of current personnel positions and may not result in an increase in the total number of professional positions.

WORKSHOP ITEMS

School Improvement Plan (Continued)

Mr. Silva explained how addressing the SIP by only reallocating (rather than increasing) existing resources would have a corresponding effect of: increasing the number of scheduling conflicts experienced by all students, putting “upward pressure” on class sizes, and constrain the number of curricular offerings that can be afforded in the master schedule. He identified these consequences as unavoidable “opportunity costs.” Mr. Silva deferred to Mr. Clemens to quantify the cost of adding the 2-3 positions.

Mr. Clemens responded to the question of what the human resource component might cost the district – approximately \$180,000 for three positions.

There was discussion on when this plan would begin, when and how the plan would be funded, and training that would be needed.

Mrs. Cole thanked Mr. Varano for the parent presentation on the School Improvement Plan at the latest High School Parent Forum. She added that parents are realizing that this will affect all students, and not just the subgroup students.

Mr. Brong had questions about Souderton’s testing approaches. Have school districts questioned the state’s mandates about testing students in their grade levels. He asked what would happen if Souderton did not take the course of action that was recommended.

Mr. Currie asked about the frequency of the new testing recommendations.

Mr. Varano responded that there would be four additional state tests along with unit testing and PSSA testing.

Questions and issues about student identification and when the identification is made was discussed.

Dr. Amuso spoke about the conflicting goals of No Child Left Behind.

Dr. Parry asked for clarification about regular education students being in the same classrooms as students with IEPs and how effective teaching is brought about.

Mr. Verbeke questioned if the improvement plan was a one-year or two-year plan.

Mr. Silva explained that School Improvement Plan 1 would be effective for two years. School Improvement Plan 2 would be an additional year.

Mr. Verbeke also asked if parents would be involved in this program.

Mr. Varano addressed Mr. Verbeke’s concerns and Mr. Silva addressed a parental communication component that is part of a potential corrective action plan.

Mr. Leer asked for clarification about the human resources need for the literacy coaches.

WORKSHOP ITEMS

School Improvement Plan (Continued)

Mr. Silva and Mr. Varano explained the need for expanded time for the literacy and math coaches to assist in the many professional development components of the plan – namely co-teaching, implementing more frequent “dip-stick” assessments, and supporting classroom-based data-driven decision making.

Dr. Baumgartner asked about the PVAAS system and what kind of information will be tracked.

Dr. Amuso concluded that this recommendation will be coming to the Board on November 8th.

2008-2009 Program of Studies for Grades 9-12 – Jack Silva

Mr. Silva mentioned that the changes in the Program of Studies were few compared to other years. Changes reflected 6-12 scope and sequence adjustments approved in previous years. Additionally, changes in the POS stemmed from the *Advanced Placement* Program Evaluation presented at previous Board meetings.

Mr. Varano talked about the Career Pathways kickoff and how that program will affect our program in 2009-2010. He explained the revision summary for 2008-2009 that would involve Mathematics, Technology Education, Social Studies, English and World Language. AP Spanish and AP German will be replacing Spanish V and German V, respectively.

Dr. Amuso added that the complete Program of Studies will be brought to the Board on November 8th for approval.

Dr. Baumgartner shared his concern about SAT participation in the district.

PUBLIC COMMENT ON AGENDA ITEMS

Betty Linko, Executive Director of the Indian Valley Family YMCA, spoke about the *Character Counts* program and congratulated the school district for their participation and partnership in *Character Counts*.

Donna Perez, *Character Counts* Coordinator, thanked the Board for the recognition of *Character Counts* Week.

Dr. Amuso acknowledged the collaboration and cooperation of all involved in the *Character Counts* program.

REPORT OF THE PRESIDENT

Dr. Jack A. Parry, Vice-President

An Executive Session was held on October 11, 2007 following the Board meeting to discuss legal issues. The meeting lasted 60 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 45 minutes.

BOARD COMMITTEE REPORTS

Operations Committee – R. “Bud” Miller, Chairperson

Mr. Brong reported in Mr. Miller’s absence. He referred to the latest report from D’Huy Engineering on the high school projects’ progress.

Education-Personnel Committee – Mark D. Leer, Chairperson

There was no report.

Finance Committee – Dr. Jack A. Parry, Chairperson

Dr. Parry noted that there was a Finance Committee meeting on October 17th to prepare for the 2008-2009 budget. The major goal was to give the administration guidelines on budget preparation. The committee will pursue an expenditure capped budget.

Dr. Parry announced that the next Finance Committee meeting is scheduled for Thursday, November 1, 2007, beginning at 7:00 PM in the Tinner Board Room.

Policy Committee – Tracy G. Cole, Chairperson

Mrs. Cole indicated that second readings of two policies would be discussed later in the meeting.

ACTION ITEMS/CONSENT AGENDA

Dr. Amuso presented the consent agenda items as listed for Board approval.

There was a motion by Mr. Verbeke, second by Dr. Baumgartner to approve the consent agenda items, plus the addendum items as listed for approval.

The vote was taken, and on a vote of 7 to 0, it was

RESOLVED, That the Board approve the consent agenda and addendum items as listed:

Recommendation to approve Minutes of the October 11, 2007 School Board meeting.

Recommendation to approve Financial Statements and Check Listings for the month ending September 30, 2007.

EXHIBIT A

ACTION ITEMS/CONSENT AGENDA (CONTINUED)

Recommendations to Approve Requests for Conferences/Workshops

GERARD KELLY Leading for Results: Transforming Teaching,
Principal, Franconia Elem. Learning, and Relationships Workshop
Norristown, PA
March 11-12, 2008 (Tuesday-Wednesday)
Est. Expenses: \$227.00
Sub. Expenses: 0.00
Total Est. Expenses: \$227.00

DARLA BERGEY Health and Physical Education Conference
BILL GROSS West Chester, PA
ANDREA LYSTAD November 6, 2007 (Tuesday)
BRIAN PENDERGHEST Est. Expenses: \$245.00 (combined)
DAN STOVER Sub. Expenses: 0.00
SANDI WALTER Total Est. Expenses: \$245.00 (combined)
COLLEEN WEGIMONT
Elementary Physical Education Teachers

DAN BARBER Governor's Institute for Innovation in Education
School Counselor, SAHS State College, PA
PAT BERGER December 17-19, 2007 (Monday-Wednesday)
Science, SAHS Est. Expenses: \$1,631.98 (combined)
ARLENE BUCHMAN Sub. Expenses: 1,236.00 (Berger, Buchman,
Spanish, Indian Crest J. H. Doll & Radcliff)
BILL CODDINGTON Total Est. Expenses: \$2,867.98 (combined)
Graduation Project Coord., SAHS
KATHY DOLL
Business Ed., SAHS *Paid by 720 Grant funds.*
CHERYLE RADCLIFF
Gifted Support, SAHS
SAM VARANO
Principal, SAHS

LOIS RUSSO Pennsylvania Music Educators Conference
Instrumental Music Hershey, PA
Indian Valley M. S. April 17-18, 2008 (Thursday-Friday)
Est. Expenses: \$100.00
Sub. Expenses: 206.00
Total Est. Expenses: \$306.00

SUSAN PLUMMER Kutztown University Children's Literature Conference
Librarian Kutztown, PA
E. M. Crouthamel Elem. April 19, 2008 (Saturday)
Est. Expenses: \$50.00
Sub. Expenses: 0.00
Total Est. Expenses: \$50.00

ACTION ITEMS/CONSENT AGENDA (CONTINUED)

PERSONNEL - PROFESSIONAL STAFF

Recommendation to Approve Professional Sabbatical

ANDREA PETRO Art Teacher, Indian Crest Junior High
Second semester of the 2007-2008 school year.

Recommendation to Approve Request for Childrearing Leave

CHRISTINE CRIM Mathematics Teacher, Indian Valley M. S.
Beginning approximately February 4, 2008, following Family/Medical Leave, through the end of the 2007-2008 school year. Mrs. Crim is planning to return to work for the 2008-2009 school year.

PERSONNEL - SUPPORT STAFF

Recommendation to Approve Resignations

MICHELLE CURTIS Part-Time Custodian, West Broad St. Elem.
Effective: November 16, 2007

Recommendations for Employment

SANDRA BLEEKER Substitute Cafeteria/Playground Aide, Lower Salford Elem.
Beginning: October 23, 2007
Wage: \$9.37 per hour
Hours: as needed

EDEN CLEMENS Cafeteria/Playground Aide, Vernfield Elem.
Replacement for Denise Cajina (transfer)
Beginning: October 26, 2007
Wage: \$9.37 per hour
Hours: 1 per day

EMILY CRESSMAN Title V Teaching Asst., Lower Salford Elementary
Replacement for Christina Huber (resigned)
Beginning: October 29, 2007
Wage: \$12.77 per hour
Hours: 6 per day, 140 days per year

EILEEN FENIMORE Substitute Cafeteria/Playground Aide, Vernfield Elem.
Beginning: October 22, 2007
Wage: \$9.37 per hour
Hours: as needed

DEIDRE FLENDERS Employee Benefits/Human Resources Secretary, District Office
Replacement for Jenna Kusma (resigned)
Beginning: October 29, 2007
Wage: \$13.31 per hour
Hours: 7.5 per day

ACTION ITEMS/CONSENT AGENDA (CONTINUED)

PERSONNEL - SUPPORT STAFF (CONTINUED)

Recommendations for Employment (Continued)

THERESA MIORELLI Substitute Cafeteria Aide, Indian Valley M. S.
 Beginning: October 22, 2007
 Wage: \$9.62 per hour
 Hours: as needed

ROBIN PROCTOR Cafeteria/Playground Aide, Oak Ridge Elem.
 Replacement for Luisa Phelan (resigned)
 Beginning: October 22, 2007
 Wage: \$9.37 per hour
 Hours: 2 per day

STEPHANIE SMITH Cafeteria/Playground Aide, Vernfield Elem.
 Replacement for Mary Ann Hoermann (resigned)
 Beginning: October 26, 2007
 Wage: \$9.37 per hour
 Hours: 1.5 per day, 2 days per week

Recommendations for Supplemental Contracts for 2007-2008 Advisors and Coaches

PERRY ENGARD	Head Basketball (B) Coach (HS)	\$5,362.00
MICHAEL STADNYCKI	Asst. Basketball (B) Coach (HS)	3,240.00
LYNN CARROLL	Head Basketball (G) Coach (HS)	4,537.00
THOMAS WELCH	Asst. Basketball (G) Coach (HS)	3,084.00
TODD BAUER	Head Swimming (B/G) Coach (HS)	5,621.00
BARBARA TOMLINSON	Asst. Swimming (B) Coach (HS)	2,623.00
STANLEY SMITH	Wrestling Coach (HS)	5,276.00
JOHN ROWE	Head Winter Track (G) Coach	3,610.00
JOHN DONAHUE	Head Winter Track (B) Coach	3,437.00
LYNNE STAUFFER	}Class Co-Advisors-11 th grade (HS)	750.00
MATTHEW MONTAGNA	}	750.00

(Change to a shared position)

Recommendations for Contracted Services for Coaching Positions

MICHAEL AHERN	Asst. Basketball (B) Coach (HS)	\$3,754.00
LARRY HILL	Asst. Basketball (B) Coach (HS)	3,337.00
BENJAMIN BOWMAN	Asst. Basketball (G) Coach (HS)	2,851.00
TRISHA SWANSON	Asst. Swimming (G) Coach (HS)	2,702.00

Recommendation for Supplemental Contracts for 2007-2008 Mentors

<u>New Teacher</u>	<u>Mentor</u>	<u>Compensation</u>
Jacqueline Grzywacz (Change from Dawn Glowacki and Sherrie Armitage co-mentor)	Sherrie Armitage	\$600.00
Jennifer Franks (Change from Melinda Grosso and Amy Feliciani co-mentor)	Amy Feliciani	600.00

ACTION ITEMS/CONSENT AGENDA (CONTINUED)

Additions and Deletions to the 2007-2008 Substitute Teacher List

EXHIBIT B

Recommendation to Approve Additions and Changes for Community Education Staff and Salaries for Fall 2007 Session

MARY BETH BETTE	Low Impact Aerobics	\$100.00
	(\$20 per hour, 5 additional hours)	
MARY BETH BETTE	Belly Dancing, Level 3, Intermediate	\$ 40.00
	(20 per hour, 2 additional hours)	

ACTION ITEMS/DISCUSSION ITEMS

Recommendation to Approve a Contract with *Binswanger of Pennsylvania* to Represent the Souderton Area School District in the Sale of the School Lane and County Line Current High School Properties, Subject to the Approval of Contract Language by the School District Solicitor and Administration.
Dr. Amuso indicated that the term of the contract would be for twelve months, with two six month extensions. Commission rate would be 3% for the first \$15 million, and 4% for the purchase price exceeding \$15 million.

There was a motion by Mr. Currie, second by Mr. Brong.

Mr. Currie indicated that this is the culmination of over a year's worth of work to get to this point.

Dr. Parry added that this was a lengthy process involving both the administration and the Board. The residents of the district should be confident that extensive work and thought was put into the selection of this company.

The vote was taken, and on a vote of 7 to 0, it was

RESOLVED, That the Board approve a contract with *Binswanger of Pennsylvania* to represent the Souderton Area School District in the sale of the School Lane and County Line current high school properties, subject to the approval of contract language by the School District solicitor and administration.

EXHIBIT C

Second Reading of Policies

Dr. Amuso presented the policies for discussion.

Policy #901 – Public Relations Objectives
Policy #909 – Municipal Government Relations

Mr. Gallagher spoke about the additional wording in the “Delegations of Responsibility” section of the Public Relations Objectives policy regarding being careful about what the district publicizes.

Mrs. Cole suggested rewording the new language to be consistent with other items in that portion of the policy.

ACTION ITEMS/DISCUSSION ITEMS (CONTINUED)

Second Reading of Policies (Continued)

Mr. Gallagher will reword the policy for the next reading.

Proclamation to Declare October 22-26, 2007 “Character Counts Week”

Dr. Amuso read the Character Counts Week Proclamation and commented on the importance of the program in the Souderton Area School District. **EXHIBIT D**

Dr. Parry asked if students received the character traits information to take home.

Mr. Gallagher responded that students are given this information.

INFORMATIONAL

The next Finance Committee meeting is scheduled for Thursday, November 1, 2007, beginning at 7:00 PM in the Tinner Board Room of the Souderton Area School District Administrative Office Building, 760 Lower Road, Souderton, PA.

The next regularly scheduled School Board Meeting will be held on Thursday, November 8, 2007 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.

The next North Montco Technical Career Center Joint Operating Committee Meeting is scheduled for Monday, November 19, 2007, in the Administrative Conference Room at North Montco, 1265 Sumneytown Pike, Lansdale, PA. The meeting will begin at 7:30 PM.

On Wednesday, November 14, 2007 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.

REPORT OF THE SOLICITOR

Jeffrey Sultanik, Esq.

No report.

UNFINISHED/NEW BUSINESS FROM THE BOARD

Mrs. Cole briefly reported on the budget preparation review process at the Montgomery County Intermediate Unit. One of the big changes will be moving away from core services for both special education and regular students at the Intermediate Unit. This will be a small decrease in expenditures and a decrease in Souderton’s Intermediate Unit contribution.

UNFINISHED/NEW BUSINESS FROM THE BOARD (CONTINUED)

Dr. Parry clarified a newspaper report regarding the control of spending in the Souderton Area School District.

Dr. Parry announced that there would be a brief executive session following the meeting.

PUBLIC COMMENTS

No public comments.

ADJOURNMENT

With no further business, a motion was made by Mr. Currie, second by Dr. Baumgartner to adjourn the meeting. On a vote of 7 to 0, it was

RESOLVED, That the Board adjourn the meeting at 9:15 PM.

Respectfully,

Brenda Jones Bray
Board Secretary