

**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, December 18, 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 William J. Brong Bernard S. Currie Thomas A. Kwiatkowski	Mark D. Leer R. Bud Miller Victor M. Verbeke
ABSENT:	Scott C. Jelinski	Eric R. MacDougall
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, Joseph Deady, Henry Franz, Frank Gallagher, Steve Pollack, Gail Ryan, Jack Silva, David Thayres, Sam Varano, representatives from *The Intelligencer*, *The Reporter*, *Souderton Independent*, *Radio Station WNPV*, and the public.

STUDENT RECOGNITION

Souderton Area High School – Foreign Exchange Students

This evening we are happy to introduce and welcome the 2008-2009 Souderton Area High School Foreign Exchange Students.

Student: Alessandra Frizzera Home Country: Italy Host Family: Mark and Grace Bruen Program: AFS	Student: Julio Nakagawa Endo Home Country: Peru Host Family: Daniel and Stephanie Cross Program: AFS
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Sam Varano, principal of Souderton Area High School, introduced the foreign exchange students who shared their favorite aspects of Souderton Area High School and compared them to their own school at home.

There was a motion by Mr. Brong, and a second from Dr. Baumgartner to recognize the 2008-2009 foreign exchange students. The vote was taken, and on a vote of 7 to 0, it was

**RESOLVED**, That the Board recognize and welcome the 2008-2009 Foreign Exchange Students to the Souderton Area School District.

**EXHIBIT A**

Mr. Varano asked the host families to stand and thanked them for their support.

REPORT OF THE STUDENT REPRESENTATIVES  
Morgan Delaware & Benjamin Alessi - Class of 2009

No report.

WORKSHOP AGENDA ITEMS

Operations Committee  
William J. Brong, Chairman

PowerPoint Update on the New High School Project

Mr. Brong introduced a four minute slide show that gave the Board and audience a brief glance of the progress of the new high school. The new high school project is on schedule and will be ready to open in September 2009.

Presentation by Godshall Kane Architects on the Technology Area Renovations Proposal for Indian Crest Junior High School

Kevin Godshall and Damon Kane presented a revised drawing of the technology area renovations and HVAC upgrades for Indian Crest Junior High School. They explained the project's scope and design as: (1) A conversion of the wood shop to the technology center; (2) Update the outdated mechanical units throughout the building, and (3) Update the boilers and generator. Mr. Godshall reviewed the various components of the technology center and gave a detailed explanation of the mechanical equipment upgrade.

The bid schedule is as follows: (1) The release of the bid documents on January 20, 2009; (2) Pre-bid meeting on January 29, 2009; (3) Bid opening on February 10, 2009; (4) The awarding of the bids on February 26, 2009, and (5) Construction to take place between July to November 2009.

This project, when completed, will align Indian Crest and Indian Valley in the area of technology.

Mr. Miller asked questions about the skylights that were in the design.

Mr. Godshall explained the layout of the expected lighting in the technology area.

Mr. Miller asked if the lighting would cause a problem when trying to read computer screens.

Mr. Godshall stated that the skylights will be well controlled. Blinds will be introduced to help with the light and glare. He also added that due to the current economy, he expects a lot of interest in this project. Bids should be very competitive.

RECOMMENDATION: Mr. Brong recommended discussing the project at a future Operations Committee Meeting.

WORKSHOP AGENDA ITEMS (CONTINUED)

Policy Committee  
Victor M. Verbeke, Chairman

First Reading of Policy #801 – Public Records/Open Records

This policy change is required by a new state law, The Right-To-Know Law Act 3 of 2008.

Mr. Verbeke stated that the last Policy Committee meeting included a walk through of the first draft of the policy.

Mr. Gallagher reviewed the changes that had been made to the policy from the last meeting. The law requires this policy be in place by January 1, 2009. Later on tonight's agenda, the Board will address the appointment of Mrs. Bray as the Right-To-Know Officer. The required forms are being finalized.

RECOMMENDATION: Move Policy #801 – Public Records/Open Records to the next Board meeting for a Second Reading.

PUBLIC COMMENT ON AGENDA ITEMS

There were no comments.

REPORT OF THE PRESIDENT

Bernard S. Currie

An Executive Session was held on November 25, 2008 to discuss personnel items. The session lasted 15 minutes.

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

Mr. Currie presented an update on the negotiation process. A copy of his update is attached.  
(Statement included as an attachment.)

**EXHIBIT B**

CONSENT/ACTION AGENDA

Dr. Amuso presented the items on the consent/action agenda, along with the addendum items, and recommended approval. He stated that Board members were welcome to pull an item from the agenda if more discussion was needed.

There was a motion by Mr. Brong, and a second from Dr. Baumgartner. The vote was taken, and on a vote of 7 to 0, it was

CONSENT/ACTION AGENDA (CONTINUED)

**RESOLVED**, That the Board approve the consent/action agenda, along with the addendum items, as presented:

Recommendation to Approve Minutes of the November 25, 2008 School Board Meeting.

Recommendation to Approve Minutes of the December 4, 2008 School Board Reorganization Meeting.

Recommendation to Approve Financial Statements and Check Listings for November 2008.

**EXHIBIT C**

Recommendation to Approve Request(s) to Attend Conferences/Workshops

**CINDY APPELBAUM** An Education and Workforce Development Symposium  
Transitional Career Coordinator Hershey, PA  
High School February 11, 2009 (Wednesday)

**KATHRINE DOLL** Est. Expenses: \$520.40 (combined)  
Career Coordinator/Business Est. Substitute Expenses: 103.00 (Halteman only)  
High School Est. Total Expenses: \$623.40 (combined)

**MARIA HALTEMAN**  
Business Education, High School *Funded by Project 720 Grant*

**CHERYL RADCLIFF**  
Gifted Coordinator, High School

**MAUREEN UNGER** Spring Child Accounting Conference  
District Registrar, Student Hershey, PA  
Accounting Specialist March 18, 19, 20, 2009 (Wed., Thurs., Fri.)  
Est. Expenses: \$779.50  
Est. Substitute Expenses: 0.00  
Est. Total Expenses: \$779.50

PERSONNEL – ADMINISTRATION

Recommendation to elect the Superintendent of Schools, Dr. Charles D. Amuso, for a term of July 1, 2009 to June 30, 2012 in accordance with the attached Motion to Elect. **EXHIBIT D**

PERSONNEL – PROFESSIONAL STAFF

Recommendation to Accept Resignations:

**MEGAN CUNNANE** Special Education Teacher-Learning Support,  
Franconia Elementary  
Effective: On or Before January 30, 2009

**KRISTIN DIAZ** Fourth Grade Teacher, Oak Ridge Elementary  
Effective: End of First Semester 2008-2009 School Year

**LISA PITTS** Mathematics Teacher, Souderton Area High School  
Effective: November 25, 2008

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF

Recommendations for Employment

**JENNIFER HARP** Fourth Grade Teacher, Salford Hills Elementary  
Replacement for **LONG-TERM SUBSTITUTE**  
Dawn Glowacki Effective: Second Semester 2008-2009 School Year  
(childrearing)

<u>Education</u>	<u>Experience</u>
Gwynedd-Mercy College (BS) 2008	First Semester 2008-2009- Souderton Area S.D.-Salford Hills Elem.-Long-Term Substitute–Fourth Grade April-June 2008–SASD–Substitute Teacher Spring 2008-SASD–Student Teaching–Vernfield Elem. Fourth Grade

Recommended Salary - ♦ \$17,883.94– B(1)♦

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**JESSICA PORAMBO** Guidance Counselor, Salford Hills Elem.  
Replacement for **LONG-TERM SUBSTITUTE**  
Megan Dawes Effective: January 5, 2009 through the end of the  
(childrearing) 2008-2009 School Year

<u>Education</u>	<u>Experience</u>
James Madison Univ. (BS) 2004 West Chester Univ.	Aug.-Dec. 2008–Unionville-Chadds Ford School District Unionville Elem.-Counseling Intern Sept. 2007-May 2008–West Chester Area School District East High School & Glen Acres Elementary–Counseling Intern

Recommended Salary - ♦ \$41,046 (pro-rated)–M(1)♦

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**KELLIE SMITH** Third Grade Teacher, West Broad St. Elementary  
Replacement for **LONG-TERM SUBSTITUTE**  
Nova Hostetter Effective: December 2008 through the end of the  
(childrearing) 2008-2009 School Year

<u>Education</u>	<u>Experience</u>
Moravian College (BA) 2005	2007–Present–Souderton Area S.D.–West Broad St Title I Teaching Asst. & Extended Day Kindergarten Teacher 2006-2007–Pennridge S.D.– Substitute Teacher 2005-2006–Bucks Co. & Allentown–Substitute Teacher

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

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendation to Approve Requests for Extension of Childrearing Leave

**KAREN CANTOR** Business Education, Souderton Area High School  
Effective for the second semester of the 2008-2009 school year. Mrs. Cantor is planning to return to work for the start of the 2009-2010 school year.

**MELINDA GROSSO** Speech and Language Clinician, Lower Salford  
Effective for the second semester of the 2008-2009 school year. Mrs. Grosso is planning to return to work for the start of the 2009-2010 school year.

Recommendation to Approve Request for Childrearing Leave

**JESSICA MILES** ESL Teacher, E. M. Crouthamel Elementary  
Beginning approximately April 27, 2009, following Family/Medical Leave, through the end of the 2008-2009 school year. Mrs. Miles is planning to return to work for the 2009-2010 school year.

PERSONNEL – SUPPORT STAFF

Recommendation to Approve Transfers

**DIANE DETWEILER** From: Cafeteria/Playground Aide – 5 days/week –  
Salford Hills Elementary  
To: Substitute Cafeteria/Playground Aide - Salford Hills  
Effective: November 25, 2008  
Wage: \$9.87 per hour  
Hours: As needed

**PANDORA FORD** From: Substitute Teacher  
Replacement for To: Title I Teaching Asst., West Broad St. Elementary  
Susan Wright (transfer) Beginning: December 8, 2008  
Wage: \$12.77 per hour  
Hours: 6 per day

**LORI ROSTRON** From: Substitute Teacher  
Replacement for To: Title I Teaching Asst., West Broad St.  
Kellie Smith (transfer) Beginning: December 17, 2008  
Wage: \$12.77 per hour  
Hours: 6 per day

Recommendations for Employment

**MARIE-THERESE GRUVER** Substitute Cafeteria/Playground Aide, Franconia Elem.  
Beginning: TBD  
Wage: \$9.37 per hour  
Hours: As needed

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Recommendations for Employment (Continued)

**MARY IVEY** Secretary/Receptionist, Front Office, High School  
Replacement for Beginning: January 5, 2009  
Denise Moore (resigned) Wage: \$12.03 per hour  
Hours: 7.5 per day

**LOUISE PULLEN** Cafeteria/Playground Aide, Salford Hills Elementary  
Replacement for Beginning: December 11, 2008  
Diane Detweiler (transfer) Wage: \$9.37 per hour  
Hours: 1.5 per day

Recommendation to Approve Supplemental Contracts for 2008-2009 School Year

**NICOLE BAUER** Developmental Basketball Coach-Girls (IC)  
\$25 per hour – 8 weeks – 6 hours per week  
**DOUGLAS P. HENNING** Head Basketball Coach, Boys (IV) \$2,082.00

Recommendation to Approve Contracted Service for 2008-2009 School Year

**KURTIS STEIN** ^ Head Wrestling Coach (IC) \$2,372.00  
^ New to Coaching at SASD

Recommendation for third reading and final adoption of Souderton Area High School Program of Studies for 2009-2010. **EXHIBIT E**

Recommendation to appoint Brenda Jones Bray as Souderton Area School District’s Right-To-Know Officer.

Recommendation to approve service agreement with Lovaas Institute for Early Intervention as required by student’s IEP. **EXHIBIT F**

Recommendation to approve *Confidential Settlement and Release Agreement* for student to attend private school for students with learning differences. **EXHIBIT G**

Recommendation to approve 2009-2010 Index Resolution.

This resolution commits the Souderton Area School District to keeping a real estate tax increase for 2009-2010 to 4.1% or less. **EXHIBIT H**

Recommendation to adopt a revised Board Meeting Calendar for January 2009 to June 2009. **EXHIBIT I**

Recommendation to approve First Amendment to the Agreement of Sale with Souderton Associates, L.P., for the current Souderton Area High School property. **EXHIBIT J**

### DISCUSSION/ACTION ITEMS

No discussion/action items.

### INFORMATIONAL

The public is invited to attend all meetings that are listed below.

The January North Montco Technical Career Center Joint Operating Committee Meeting is scheduled for Wednesday, January 21, 2009 in the Administrative Conference Room at North Montco, 1265 Sumneytown Pike, Lansdale, PA. The meeting will begin at 7:30 PM.

The next scheduled Souderton Area School District Board of School Directors Meeting will be held on Thursday, January 22, 2009, 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 meeting of the Montgomery County Intermediate Unit Board of Directors will take place on Wednesday, January 28, 2009 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. Brong spoke about the North Montco Technical Career Center Joint Operating Committee (JOC) Christmas dinner and meeting that took place on December 14<sup>th</sup>. He thanked the students who prepared the dinner and mentioned that the JOC held their reorganization meeting the same evening. Mr. Brong was voted vice chairman of the JOC.

### PUBLIC COMMENTS

Nancy Cianchetta, a resident of Souderton and a district teacher, spoke about teachers working without a contract. She talked about property values going down and asked the Board to use the excess funds to settle the contracts for all employee groups.

Jen Odenwald, a resident of Franconia Township and a Souderton teacher, spoke about the quality of teachers in the district. She told a story of a meeting with a substitute teacher who had no interest in teaching full time for Souderton.

Ross Pollack, a resident of Lower Salford Township and an Oak Ridge teacher is concerned that poor quality teachers will be left if an agreement is not reached with the teachers. Mr. Pollack indicated that teachers are looking outside of the district for employment.



PUBLIC COMMENTS (CONTINUED)

Karen Planinscheck, resident of Lower Salford Township and a district teacher, addressed a comment made by Mr. Sultanik at a previous Board meeting about the number of teacher applications that are received each year. She feels that teachers will not stay at Souderton if the district continues to be the lowest paying district in Montgomery County.

Shelby Kay-Fantozzi, a student at the high school, spoke about the morale of the students. She feels that the students are angry, stressed, and caught in the middle. Shelby urged the Board to settle the contract.

Charyl Wellener, a resident of Souderton Borough, talked about teacher dedication turning to greed and teachers leaving the district for higher pay. She asked the Board to continue listening to the taxpayers and not give in to the greed of the teachers' union.

Mr. Currie said it was time to put balance into some of the statements. He stated that he continues to hear that the Souderton Area School District teachers are the lowest paid in Montgomery County. Mr. Currie explained how the teacher's union restructured the pay scale two contracts ago. The Board offered a pool of dollars to be put into the salary scale, and union leadership decided to increase the salary at certain areas of the salary scale.

At this point, the teachers who were in attendance began to walk out of the meeting.

ADJOURNMENT OF MEETING

With no further business to discuss, a motion was made by Mr. Leer, with a second by Mr. Miller to adjourn the meeting. On a vote of 7 to 0, it was

**RESOLVED**, That the Board adjourn the meeting at 8:10 PM.

Respectfully,

Brenda Jones Bray  
Board Secretary