

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, September 25, 2008 at the District Administrative Office in the Tinner Board Room. The meeting was called to order at 7:10 PM by President Bernard S. Currie, followed by the Pledge of Allegiance.

The roll call was as follows:

PRESENT:	Dr. R. Paul Baumgartner	Mark D. Leer
	William J. Brong	Eric R. MacDougall
	Bernard S. Currie	R. Bud Miller
	Scott C. Jelinski	Victor M. Verbeke
	Thomas A. Kwiatkowski	
SOLICITOR:	Jeffrey Sultanik, Esq.	

Also present at the meeting were: Dr. Charles Amuso, Brigitte Bagocius, Karen Berk, Brenda J. Bray, Donna Brown, Steve Bukowski, R. Bradley Clemens, Henry Franz, Frank Gallagher, Michael Lucas, Steve Pollack, Gail Ryan, Jack Silva, representatives from *The Reporter*, *The Souderton Independent*, *The Intelligencer*, *Radio Station WNPV*, and the public.

COMMITTEE WORKSHOP AGENDA

Operations Committee
William J. Brong, Chairman

Presentation of North Montco Technical Career Center Expansion Project
Presented by Mr. Michael Lucas, Administrative Director

Mr. Brong introduced Michael Lucas who presented a report on the North Montco Technical Career Center's expansion project. Mr. Lucas mentioned that the Career Center had entered its 40th year. Within the last two years, a survey was conducted by Penn State University to see how North Montco could better serve the students and the community.

The total student population at North Montco is made up from the five sending school districts. Souderton accounts for 24% of the 1,150 students enrolled at North Montco. Mr. Lucas indicated that the Joint Operating Committee (JOC) has been very frugal and conservative with the project. The DVD that was distributed to the Board members prior to the meeting shows every aspect of the project that needs to be addressed, since part of the building is 40 years old. One of the main focuses of the project was lab safety and the safety of the students in the building.

COMMITTEE WORKSHOP AGENDA (CONTINUED)

Operations Committee (Continued)

Presentation of North Montco Technical Career Center Expansion Project (Continued)

Mr. Lucas presented the option that was chosen by the superintendents of the sending school districts and the JOC. Over 300 people from the community come into the building on a monthly basis for services. Access to the building and specific areas of the building are hard to get to for the public and student safety is the concern. An outside entrance to the beauty salon and a restaurant will give these areas more of a business presence and better protect students from intruders. Another concern is that welding fumes are not being ventilated appropriately, and the elimination of going through one classroom to get to another classroom.

Mr. Lucas recommended that the Board vote on the Pennsylvania Department of Education's 20-year variance. If the variance is approved, the project would move on to the next step. All five sending districts must approve the variance and the project. Projected cost of the project is \$12M.

Mr. Miller asked if new programs would be established.

Mr. Lucas indicated that economics drive the programs at North Montco. If a program is removed, it must be replaced with another program. At this time, no change is planned.

Mr. Miller asked if courses were filled to capacity.

Mr. Lucas responded that most courses are about 85% full.

Mr. Miller asked if Souderton contributes 24% of the North Montco's funding since approximately 24% of Souderton students attend North Montco.

Mr. Lucas responded that the JOC and business managers have figured out a formula for funding from each of the sending school districts.

Mrs. Bray added that Souderton's enrollment is approximately 24%, but that the district's funding for the construction would be less.

Recommendation: The Board will vote on the variance waiver later in the meeting.

New High School Project Update

Mr. Brong highlighted items from the September 2008 D'Huy report on the progress of the project. He talked about the current building activities and the progress in all areas of the new high school. The District sent out a universal email last week with latest updates.

Mr. Miller questioned the readiness of Franconia Township's sewer system.

Mr. Brong responded that if the sewer plant is not ready when school opens, the District has an agreement with Franconia Township for pump and haul service.

COMMITTEE WORKSHOP AGENDA (CONTINUED)

Operations Committee (Continued)

New High School Project Update (Continued)

Mr. Pollack added that Franconia Township will be ready. The bids for the modular sewer plant were opened last week. To date, the District has not received any bid tabulations from the Township. The agreement with Franconia Township indicates that the township is obligated to take care of the sewage either with the sewer plant or with a pump and haul plan. Mr. Pollack mentioned that a limited pump and haul had taken place at the site and everything went well.

Dr. Baumgartner asked if construction was ahead of schedule at the new high school.

Mr. Pollack responded that the project is ahead of schedule.

Policy Committee

Victor M. Verbeke – Chairman

Bullying Policy

By January 1, 2009, each school entity is required to adopt a policy or amend its existing policy related to bullying.

Mr. Gallagher noted that this policy has been in the works for a few years. The state is requiring that all school districts have a bullying policy with all school boards developing a policy by August 1, 2009. Mr. Gallagher referred to the definitions of the policy. The most important area of the policy is the guidelines. Souderton has been pro-active at both the elementary and secondary levels.

Mr. Verbeke highlighted a few areas of the policy, such as intimidation, physical harm, and cyber bullying. He talked about bullying awareness and training for staff members. The reporting of bullying will be confidential, with investigative procedures in place. This subject will be discussed yearly in classes throughout the District.

Mr. MacDougall questioned how the district will delineate cyber bullying. He expressed concern about not having parents involved.

Mr. Gallagher stated that if the administration is aware of a situation that is taking place at home, the administration will deal with it in school. The school officers will be involved, and the bully will get the help and discipline that is needed.

Mr. MacDougall asked if the administration was able to fill the role of the parent. He questioned if the administration could reprimand a child who uses the internet at night to contact another student.

Mr. Gallagher indicated that usually the parent doesn't know that it is happening. The District can offer a supportive system to help the parents deal with the problem.

Mr. Kwiatkowski asked what was being done currently in the schools.

COMMITTEE WORKSHOP AGENDA (CONTINUED)

Policy Committee (Continued)

Bullying (Continued)

Mr. Gallagher explained the current program in the elementary schools. Secondary schools also have a program.

Mr. Kwiatkowski asked if a time frame should be put in place for the policy.

Mr. Gallagher stated that the program is part of the yearly curriculum and procedures.

Recommendation: Move the Bullying policy to the next Board meeting for a First Reading.

Update on the Sale of the Current High School

Dr. Amuso informed the Board that the district is in negotiations with the Metro Development Corp. for the sale of the old high school facility for the amount of \$11M. The sale will need the approval of the Court of Common Pleas. The Metro Development Corp. intends to build a mixed use property that will include residential and commercial development. Metro is familiar with the area as they developed the Hilltown Shopping Plaza. They have been involved with every Souderton Borough planning meeting and know the expectations of the borough. The proposed Agreement of Sale should be included on the October 16th Board agenda.

Recommendation: Move the Agreement of Sale to the October 16th Board meeting for a vote.

PUBLIC COMMENT ON AGENDA ITEMS

Tracy Cole, from Franconia Township, spoke about her concerns with Policy #603 – Budget Development in the areas of technology, funding of additional programs, and the local tax index. She stated that the Board has an obligation to the taxpayers and students of the district.

REPORT OF THE PRESIDENT

Bernard S. Currie

An Executive Session was held on September 11, 2008 to discuss personnel items and negotiations. The session lasted 60 minutes.

An Executive Session was held this evening prior to the Board meeting to discuss personnel and negotiation items. The meeting lasted approximately 20 minutes.

Mr. Currie reported on the next step in contract negotiations as being the non-binding arbitration process. Both the SAEA Union and the Board are required to submit their Final Best Offer to the arbitration panel. Mr. Currie explained how the arbitration panel is selected.

REPORT OF THE PRESIDENT (CONTINUED)

Mr. Currie added that the purpose of tonight's report was for the community to understand the background of the Final Best Offer. He shared information on trends in health care costs, health care objectives, the basics of teachers' salaries, educational attainment percentages, step change percentages, "bump step" changes, and the average annual salary increases. Objectives of the Final Best Offer are to: (1) add 2.5% per year to the salary grid; (2) increase the starting salary; (3) smooth out the "bump step" going forward; (4) grant a raise to those in the maximum step, and (5) set aside funds for performance pay.

Mr. Currie also talked about how the Board's proposal and the Union's proposal would impact taxes. He stated that the Union's proposal would necessitate a referendum for the voters to decide on the budget. If the vote would fail, the administration would need to decide what programs would have to be cut.

He finished his presentation by providing answers to questions asked at the last Board meeting.

1. The average salary for district wage earners is \$41,222, based on earned income tax data.
2. Average salary for a Souderton Area School District teacher last year was \$65,772.
3. Last year the District received approximately 1,150 applications for teaching positions.

Mr. Currie announced that a vote on the Final Best Offer would be taken later in the evening.

CONSENT/ACTION AGENDA

Dr. Amuso presented the consent/action agenda for approval. He asked Board members to remove any items from the agenda if more discussion was needed and items on the addendum would be included in the vote.

The exceptions to be pulled from the consent/action agenda were as follows: Minutes of the August 28, 2008 School Board Meeting, North Montco Technical Career Center Resolution for a Variance, and Second Reading of Policy #603 – Budget Preparation. These items will be discussed and voted on separately.

There was a motion by Mr. Brong, second by Dr. Baumgartner to approve the items on the consent/action agenda, plus the addendum items, with the exceptions as noted.

The vote was taken, and on a vote of 9 to 0, it was

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

Recommendation to Approve Minutes of the September 11, 2008 School Board Meeting.

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

EXHIBIT A

CONSENT/ACTION AGENDA (CONTINUED)

Recommendation to Ratify/Approve Requests to Attend Conferences/Workshops

MATTHEW HAINES Link Crew Training – (Ratify)
Assistant Principal Windsor, CT
Souderton Area High School September 23-24, 2008 (Tues.-Wed.)
Est. Expenditures: \$650.00
Paid with Project 720 funds. Sub. Expenditures: 0.00
Total Est. Expenditures: \$650.00

DR. R. PAUL BAUMGARTNER Pennsylvania School Boards Association Fall
School Director Leadership Conference
Hershey, PA
October 14-17, 2008 (Tues.-Fri.)
Est. Expenditures: \$1,007.45
Sub. Expenditures: 0.00
Total Est. Expenditures: \$1,007.45

BRENDA JONES BRAY 2008 Annual Association of School Business
Director of Business Affairs Officials Conference
Denver, CO
November 7-11, 2008 (Fri.-Tues.)
Est. Expenditures: \$2,025.27
Sub. Expenditures: 0.00
Total Est. Expenditures: \$2,025.27

GAIL RYAN National Staff Development Council's Conference
Director of Elementary Education Washington, DC
December 7-9, 2008 (Sun.-Tues.)
Est. Expenditures: \$1,161.07
Sub. Expenditures: 0.00
Total Est. Expenditures: \$1,161.07

PERSONNEL – ADMINISTRATIVE STAFF

Recommendation for Employment

JOSEPH L. DEADY District Assistant Business Manager
Replacement for **ACT 93**
Grace Eves (resigned) Beginning: October 20, 2008
Education Experience
Penn State Univ. (BS) 2003 May 2006-Present-Southeast Delco S.D.-District
St. Joseph's Univ. Accountant/Board Treasurer
Anticipated Completion of Nov. 2005-May 2006-Barbacane Thornton & Co.-
MBA - 2009 Staff Accountant/Auditor
Aug.-Nov. 2005-Chester Co. I.U.-Bookkeeper
2001-2005-Rose Tree-Media S.D.-Business/Acct. Clerk
Recommended Salary - \$80,074 (pro-rated)

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL - PROFESSIONAL STAFF

Recommendation to Accept Resignation

MARCIE MOYER Speech and Language Clinician, West Broad St. Elem.
Effective: On or Before November 22, 2008

Recommendation to Approve Request for Extension of Childrearing Leave

TRACY BORRO Fourth Grade, Vernfield Elementary
Through the second semester of the 2008-2009 school year. Mrs. Borro is planning to return to work for the 2009-2010 school year.

Recommendation for Employment

EMILY LEVINE Fifth Grade Teacher, West Broad St. Elementary
Replacement for **LONG-TERM SUBSTITUTE**
Christine Wuelfing (childrearing) Effective: Approx. Oct. 15, 2008 through the end of the 2008-2009 School Year

Education
Univ. of Delaware (BS) 2005

Experience
April-June 2008-Upper Merion S.D.-Caley Elem.-
Per-Diem Extended Substitute-First Grade
Jan.-April 2008-Upper Merion S.D.-Substitute Tch.
Nov.-Dec. 2007-Bright Horizons Family Solutions-
Pre-School Teacher
2006-2007-Silver Lake Elem.-Appoquinimink S.D.-
Delaware-Fourth Grade
2005-2006-Christiana S.D., DE-Bancroft Elem.-
Second Grade

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

JANET PRICE
Replacement for
Rachael Simms (resigned)

Education
Indiana Univ. of PA (BS) 1981
Holy Family Univ. (M.Ed.) 2008

Special Education Teacher-Itinerant Autistic
Support-District
TEMPORARY PROFESSIONAL
Beginning: 2008-2009 School Year
Experience
April-June 2008-Central Bucks S.D.-Bridge Valley
Elem.-Per-Diem Ext. Substitute-Autistic Support
Feb. 2007-April 2008-Central Bucks S.D.-
Substitute Teacher
January 2004-April 2008-Child Development
Specialties, Newtown-Early Intervention
Services for Bucks County Intermediate Unit
1998-2003-Central Bucks S.D.-Linden Elem.-Title I
Instructional Assistant
1981-1982-Hugh Mercer Elem., Virginia-Special
Education Teacher

Recommended Salary - \$46,271 (pro-rated) – M(4)♦

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

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF

Recommendation to Accept Resignations

JOSHUA HART Part-Time Custodian, Vernfield Elementary
Effective: September 22, 2008

ELIZABETH J. KULP Clerical Assistant, Nurse’s Office, Indian Valley M. S.
Effective: October 1, 2008

ETHAN SHOEMAKER Part-Time Custodian, West Broad St. Elem.
Effective: September 18, 2008

Recommendation to Approve Transfers

THERESA MIORELLI From: Special Education Aide, Indian Valley M. S.
Replacement for To: Cafeteria Aide, Indian Valley Middle School
Michelle Cwikla (transfer) Beginning: 2008-2009 School Year
Hours: 3 per day
Wage: \$9.62 per hour

CYNTHIA STEYER From: Study Hall Aide, High School
To: Substitute Teacher
Effective: September 19, 2008

Recommendations for Employment

PATRICIA CUNNINGHAM Cafeteria/Playground Aide, West Broad St. Elem.
Replacement for Beginning: September 26, 2008
Terri Wenger (transfer) Hours: 1.5 per day
Wage: \$9.37 per hour

ROBERT DiFRANCESCO Part-Time Custodian, West Broad St. Elem.
Replacement for Beginning: September 26, 2008
Ethan Shoemaker (resigned) Hours: 4 per day
Wage: \$9.71 per hour

ROBERT GASKILL Long-Term Substitute-Special Education Aide-Modified
Replacement for Learning Support-Souderton Area High School
Jillianne Hangey Effective: 2008-2009 School Year
(childrearing) Hours: 6.5 per day
Wage: \$9.57 per hour

REBECCA GONZALES Special Education Aide-Multiple Disabilities-High School
Replacement for Beginning: To Be Determined
Jolleen Nase (resigned) Hours: 7 per day
Wage: \$10.40 per hour

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Recommendations for Employment (Continued)

JOHN GULIUS Intervention Aide and Cafeteria Aide, Oak Ridge Elem.
New Position per 2008-09 Beginning: September 26, 2008
Budget - ABG State Funds Hours: 6.5 per day
Wage: \$12.77 per hour

RITA HOOVER Intervention Aide & Cafeteria/Playground Aide,
Salford Hills Elementary
Intervention Aide - New Position per 2008-09 Budget Beginning: 2008-09 School Year
Café/Playground Aide- Hours: Intervention Aide – 5 per day
Replacement for Café/Playground Aide – 1 per day
Shelley Barndt (transfer) Wage: Intervention Aide - \$12.77 per hour
Café/Playground Aide - \$9.37 per hour

JENNIFER KANZE-EATON Special Education Aide-Learning Support-Indian Crest
Replacement for Beginning: 2008-2009 School Year
Regan Derstine (transfer) Hours: 6.5 per day
Wage: \$9.57 per hour

JOSEPH O’CONNOR Part-Time Custodian, Vernfield Elementary
Replacement for Beginning: September 26, 2008
Joshua Hart (resigned) Hours: 4 per day
Wage: \$9.71 per hour

LLOYD WALDON Special Education Aide-Life Skills Support-
Souderton Area School District
Replacement for Beginning: 2008-2009 School Year
Lynne Sobel (resigned) Hours: 7 per day
Wage: \$10.40 per day

CHARLOTTE WILSON Special Education Aide-Learning Support-
Indian Valley Middle School
Replacement for Beginning: September 26, 2008
Regan Derstine (transfer) Hours: 5.5 per day
Wage: \$9.57 per hour

COLLEEN WULTERKINS Intervention Aide, Lower Salford Elementary
New Position per 2008-2009 Beginning: September 29, 2008
Budget - ABG State Funds Hours: 5.5 per day
Wage: \$12.77 per hour

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Recommendation to Approve Retirement

PATRICIA GOODHART District Registrar / Student Accounting Specialist
Effective: January 5, 2009
Service in SASD: 21 years

Recommendation to Approve Mentors for the 2008-2009 School Year. **EXHIBIT B**

Additions to Substitute Teacher Listing for the 2008-2009 School Year

SALLY ATKISS	JOAN KABAKJIAN	LAURA JUSKO
BRIAN KRIZOVENSKY	JODIE PANICHELLA	GARY THACKER
LINDA THACKER	BRIAN THUDIUM	COLLEEN WULTERKENS

Recommendation to approve the Dell Flex Lease Purchase Schedule No.811-6430840-006 to the Master Lease Agreement No. 6430840. The lease purchase schedule was reviewed by the Finance Committee on September 11, 2008. The committee recommends approval by the Board of School Directors. **EXHIBIT C**

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

THOMAS MOLYNEAX Head Soccer Coach (IV) \$2,013.00
Replacement for Andy McClintock – resigned

Recommendations for Supplemental Contracts for 2008-2009 District Coordinators, Subject Area Advocates, Facilitators, Advisors, and District Coordinators

Art K-5	PAULA SLEMMER	\$1,500.00
Art 6-12	VIRGINIA PERRY	\$1,500.00
Business	KATHRINE DOLL	\$1,500.00
ESL K-5	JESSICA MILES	\$1,500.00
ESL 6-12	KAREN TYBRING	\$1,500.00
Environment and Ecology	CHRISTINE BENNETT	\$2,250.00
Family & Consumer Science	MICHELE NEFF	\$1,500.00
Guidance K-5	LINDA H. MOYER & SUSAN CHAMBERS	\$ 750.00 each
Instructional Support K-7	DEB SCHULTZ & LINDA S. MOYER	\$ 750.00 each
Language Arts K-5	PATRICIA MATHUES	\$3,000.00
Language Arts 6-12	DONA ITALIANO	\$1,500.00
Library K-12	GWYN CLARK & SUE PLUMMER	\$1,125.00 each
Math K-5	DOREEN HANSEN	\$3,000.00
Math 6-12	EDWARD GALLAGHER	\$1,500.00
Music K-5	ERIC STOVER	\$1,500.00
Music 6-12	DANIEL KUJALA	\$1,500.00

CONSENT/ACTION AGENDA (CONTINUED)

Recommendations for Supplemental Contracts for 2008-2009 District Coordinators, Subject Area Advocates, Facilitators, Advisors, and District Coordinators (Continued)

Nurse	ROBIN FOX	\$2,250.00
Physical Education K-5	DANIEL STOVER	\$1,500.00
Physical Education 6-12	CHRISTINE NENSTIEL	\$1,500.00
Science 6-12	PATRICIA BERGER	\$1,500.00
Social Studies K-5	BARBARA HEWLETT	\$3,000.00
Social Studies 6-12	JAMES ROSSNAGEL	\$1,500.00
Technology Education	JOEL BERGER	\$1,500.00
World Languages	ARLENE BUCHMAN	\$1,500.00

Recommendation to Approve ACT93 Compensation Plan for the Following School Years:
2008-2009, 2009-2010. **EXHIBIT D**

At this point in the meeting, Mr. Currie called for questions and discussion on the items removed from the consent/action agenda.

Recommendation to Approve Minutes of the August 28, 2008 School Board Meeting.

Mr. Miller recommended a few changes in the August 28, 2008 School Board Meeting Minutes under Operations Committee report regarding redistricting. He noted that the minutes should reflect that he stated with the last redistricting, the Board had provided a change to the initial proposal for a neighborhood to be allowed to stay at Franconia. Mr. Miller also asked for the minutes to reflect that he was in support of Scenario 2, not Scenario 1. Lastly, the minutes should reflect that Scenario 1 has not been approved as noted in the minutes. The Committee favored Scenario 1 (2 to 1), but did not move it for a Board vote.

There was a motion by Mr. Miller, second by Mr. Kwiatkowski, and on a vote of 9 to 0, it was

RESOLVED, That the Minutes of the August 28, 2008 are to reflect Mr. Miller's comments.

Recommendation to approve a Resolution authorizing the variance of the Pennsylvania Department of Education's 20 year reimbursement rule for vocational-technical center construction projects. The resolution was discussed and reviewed by the Operations Committee on August 24, 2008. The committee recommends approval by the Board of School Directors.

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

Mr. Miller indicated that he had asked to have this item removed from the consent/action agenda initially because the presentation had not been made to the Board. Now that the presentation has taken place, he agreed to a vote.

The vote was taken, and on a vote 9 to 0 it was

RESOLVED, That the Board approve the Resolution authorizing the variance of the Pennsylvania Department of Education's 20 year reimbursement rule for vocational-technical center construction projects. **EXHIBIT E**

CONSENT/ACTION AGENDA (CONTINUED)

Second Reading of Policy #603 – Budget Preparation

Recommended revisions have been made to comply with Act 1 and local procedures developed during the budget preparation process for the 2008-2009 Budget.

Policy #603 will be moved to the October 16, 2008 Board meeting for a Third Reading and Final Adoption.

Mr. Miller asked to have Policy #603 pulled aside so the Board could look at the policy more closely. He stated that the Board should be sure that this policy states what the Board wants. He referred to comments made by the public about changes to Policy #603. Mr. Miller made suggestions regarding addressing excess funds, priority lists, addressing areas where funds are needed. A recommendation was made to have the Policy Committee look at reducing expenditures, recommendations from the Board in total, and excess funds, and not move the policy to the next meeting for a Third Reading.

Mr. Verbeke asked for clarification on Mr. Miller's proposal.

Mr. MacDougall indicated that he would not be voting for the policy as it is currently written. The policy needs to go back to committee. The most important focus should be on programs. The policy, as written, does not allow the administration to decide where the funds need to go. A policy is needed that approaches the budget development from a more progressive standpoint and should be focused on educational processes.

Mr. Brong also stated that the policy needs to go back to the Policy Committee. He indicated that Mrs. Cole had made some interesting comments.

Mr. Miller mentioned that the initial idea was to have the administration tell the Board how to develop the budget and the cost savings that could be followed. He indicated that he likes the priority list, because it lets people know why their taxes are being increased.

Mr. Currie commented on how the budget was developed last year.

RECOMMENDATION: Send Policy #603 – Budget Development back to the Policy Committee for review.

DISCUSSION/ACTION ITEMS

Revisions to the 2008-2009 School Calendar Due to the Work Stoppage

Dr. Amuso explained why changes are necessary to the calendar. The district has a requirement, under the law, to finish the school year by June 15th, and is required to fill in former holidays as instructional days. Act 80 days are not permitted for the district because of the work stoppage, and the three Act 80 days have been changed to full days of instruction.

The administration is recommending the following **changes** to the 2008-2009 School Calendar previously approved by the Board of School Directors on February 28, 2008.

DISCUSSION/ACTION ITEMS (CONTINUED)

Revisions to the 2008-2009 School Calendar Due to the Work Stoppage (Continued)

September 25, 2008 – **Act 80 Day** – Eliminated and now a full instructional day.
September 30, 2008 – **Rosh Hashanah Holiday** – Now a full instructional day
October 9, 2008 – **Yom Kippur Holiday** – Now a full instructional day
October 14, 2008 – **In-Service Day** – Eliminated and now a full instructional day
November 4, 2008 – **General Election Day Holiday** – Now a full instructional day
November 24, 25, 26, 2008 – **Parent/Teacher Conferences** – Eliminated and now full instructional days
January 14, 2009 – **Act 80 Day** – Eliminated and now a full instructional day
January 19, 2009 – **Martin Luther King, Jr. Day Holiday** – Now a full instructional day
February 16, 2009 – **President’s Day Holiday** – Now a full instructional day
March 11, 2009 – **Act 80 Day** – Eliminated and now a full instructional day
April 9 & 13, 2009 – **Easter Holiday/Spring Break** – Now full instructional days
May 19, 2009 – **Primary Election Day Holiday** – Now a full instructional day
June 15, 2009 – **Last Day for Students** – Now a full instructional day K-11
June 16, 2009 – **Snow Make Up Day #1**
June 17, 2009 – **Snow Make Up Day #2**
June 18, 2009 – **Snow Make Up Day #3**
June 19, 2009 – **Snow Make Up Day #4**

There was a motion by Dr. Baumgartner, second by Mr. Jelinski to accept the changes to the calendar.

Dr. Baumgartner questioned what parents could do if they wanted a parent/teacher conference prior to the scheduled conference days in February.

Dr. Amuso stated that if parents want a conference prior to February, they should contact the teacher to make arrangements.

The vote was taken, and on a vote of 9 to 0, it was

RESOLVED, That the Board approve the revisions to the 2008-2009 school year calendar as noted. **EXHIBIT F**

Recommendation to approve Final Best Offer for Non-Binding Arbitration regarding negotiations with the Souderton Area Education Association.

Dr. Amuso introduced this addendum item as a recommendation for the Board to approve the Final Best Offer between the Board of School Directors and the SAEA. The district will also publicize the Final Best Offer out through a press release, email, and post the document on the District’s Web site. Comments should be addressed to the Panel of Arbitrators.

There was a motion by Mr. Brong, second by Mr. Verbeke to approve the offer.

DISCUSSION/ACTION ITEMS (CONTINUED)

Recommendation to approve Final Best Offer for Non-Binding Arbitration regarding negotiations with the Souderton Area Education Association.(Continued)

Mr. Sultanik stated that the public will be allowed to comment on the Final Best Offer. He hopes to receive the SAEA's proposal next week. Both proposals will be available to the public and comments will be received by the Panel of Arbitrators.

Mr. Sultanik proceeded to highlight items in the Board's Finals Best Offer as of September 25, 2008. He highlighted the items that have been agreed to prior to the Final Best offer and those items that have not been agreed to.

Copies of the full text were available for the media, and the District will make the document available to the public.

Mr. Miller asked if the teachers union was submitting a similar proposal.

Mr. Sultanik stated that the proposal will not be similar. The teachers have to submit their Final Best Offer within ten days.

Mr. Miller questioned how the SAEA would be posting their proposal.

Mr. Sultanik indicated that SAEA has no posting obligation. They must give the proposal to the Board and then the District can post the proposal on the web site. However, this process must be discussed with SAEA.

At this point, Mr. Currie opened the floor for public comments.

Kate Farmer-Smith, a local resident, asked for clarification on smoothing out the "bump step" and if this process would affect current teachers or only new teachers.

Mr. Currie explained the process of adding years to the salary scale. At each additional step, the increase would be an increased percentage in order to smooth out the "bump." It will take some time to smooth out the "bump." This process would affect current teachers.

At this point, the vote was taken, and on a vote of 9 to 0, it was

RESOLVED, That the Board approve the Final Best Offer for Non-Binding Arbitration with the Souderton Area Education Association. **EXHIBIT G**

INFORMATIONAL ITEMS

The next scheduled School Board Meeting will be held on Thursday, October 16, 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.

INFORMATIONAL ITEMS (CONTINUED)

The next North Montco Technical Career Center Joint Operating Committee Meeting is scheduled for Monday, October 20, 2008 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, October 22, 2008 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.

There was no report.

UNFINISHED/NEW BUSINESS FROM THE BOARD

Mr. Miller brought up the indecision among the Board members about the Middle Level Transition attendance lines, and which way the Board wanted to go. He made a motion for the Board to direct the administration to accept Scenario #2, based on that fact that it met the requirements of the February 28th Resolution.

The motion was second by Mr. Leer.

Mr. MacDougall commented that the Board would have to go back and abandon the Resolution.

Mr. Currie stated that a motion was made and seconded, but that it conflicts with the motion and subsequent approval of the Resolution that was made in February 2008. The Resolution was to direct the administration to establish the boundaries for each middle school and to follow two guidelines: (1) equal-sized middle schools of approximately 800 students each, and (2) the need to bus/transport students to the middle schools in an efficient manner. Mr. Currie indicated that before the Board could vote on the motion that was on the floor, a motion must be made to rescind the Resolution of February 18, 2008.

Mr. Sultanik stated that the motion and second to direct the administration to accept Scenario 2 would need to be withdrawn, and a new motion would be needed to rescind the Resolution of February 28, 2008.

There was discussion among the Board and Mr. Sultanik regarding the Rules of Order.

After the discussion, Mr. Miller withdrew his motion, with Mr. Leer withdrawing his second to the motion.

UNFINISHED/NEW BUSINESS FROM THE BOARD (CONTINUED)

Mr. Miller then made a motion to amend the Resolution from February 28, 2008 by directing the administration to establish options for the boundaries for the middle schools and then the Board would vote on the options.

Mr. MacDougall and Mr. Currie noted that the original Resolution must be abolished.

The motion was rescinded by Mr. Miller. He proceeded to make a new motion to abolish the February 28, 2008 Resolution regarding attendance areas for the middle level transition.

Mr. Leer second the motion to abolish the Resolution of February 28, 2008.

Mr. MacDougall commented on the time and money spent on this topic and how the Board was now taking away the administration's authority to draw boundaries. He indicated that he would not be voting in favor of the motion.

Mr. Verbeke indicated that when the Resolution was passed in February, he was not aware that he was giving away the Board's authority. He supported the motion.

Mr. Brong stated that the administration did their job. Now parents from Salford Hills want the same treatment. He indicated that he would not support the motion.

Mr. MacDougall said the meeting when the boundary lines were presented was not a community input meeting, but a chance for parents to view the plan. If the Board votes to accept Scenario 2, then that plan should be presented to the public.

Mr. Currie reaffirmed Mr. MacDougall's comments. The Resolution of February 28th called for the plan to be shared with the public by May 2008, which was done. The administration has the expertise, TSI provided information, Steve Pollack and Brad Clemens worked with the data. The Resolution speaks to the overall intent of Policy Governance. Mr. Currie stated that he was disappointed with the Board that they would take back the authorization. If the Board rescinds the Resolution, how can the Board make a different recommendation than what has already been recommended by the administration. Mr. Currie opposed the motion.

Dr. Baumgartner questioned what guidelines would be in place if the Resolution was rescinded.

Mr. Miller reworded the motion to rescind the Resolution of February 28, 2008.

The motion was second by Mr. Leer.

Mr. Currie opened the floor for public comment. With no comments from the floor, the motion was put to a vote.

UNFINISHED/NEW BUSINESS FROM THE BOARD (CONTINUED)

Mr. Currie called for a roll call to be taken by Mrs. Bray.

Dr. Baumgartner – Yes	Mr. MacDougall - No
Mr. Brong – No	Mr. Miller - Yes
Mr. Jelinski – Yes	Mr. Verbeke - Yes
Mr. Kwiatkowski – Yes	Mr. Currie - No
Mr. Leer – Yes	

The motion passed 6 to 3 for the Board to rescind the Resolution of February 28, 2008.

Mr. Miller then made a motion to direct the administration to implement Scenario 2 as outlined in the previous discussion on the boundary areas for the two middle schools.

There was a second by Mr. Jelinski.

Mr. Currie restated the motion by indicating that Scenario 2 would keep the Vernfield students together at Indian Valley.

Mr. Brong shared concern about Salford Hills parents wanting the same treatment, and that tonight was not the time to vote on this issue.

Dr. Baumgartner made a motion to table the issue.

Mr. Brong second the motion.

Mr. Currie called for a roll call vote and reminded the Board that a yes vote would be in favor of tabling the issue. Mrs. Bray called the roll.

Dr. Baumgartner – Yes	Mr. MacDougall – Yes
Mr. Brong – Yes	Mr. Miller - No
Mr. Jelinski – No	Mr. Verbeke - No
Mr. Kwiatkowski – Yes	Mr. Currie – Yes
Mr. Leer – No	

The vote passed 5 to 4 to table the issue.

Mr. Miller questioned if tabling would send the issue back to the Operations Committee. He then spoke about the recommendations in Scenario 2.

There was discussion among several Board members about the operation of the Board, the Board's responsibilities, the parameters of policy governance, and the authority of the administration.

Mr. Currie again stated that the administration was directed to do their job and they did it.

Dr. Baumgartner stated that he was uncomfortable with the evening's proceedings.

PUBLIC COMMENTS

Jim Mohr, from Lower Salford Township, complimented the Board on taking a stand on the union pay raises. He talked about teacher salaries and comparisons of surrounding districts.

Rose Buetikofer, from Harleysville, asked several questions about the arbitration process. She asked if negotiations were in process with the other unions, and wanted to know how taxpayer concerns could be expressed to the arbitration panel.

Mr. Sultanik stated that the union has agreed to an issue by issue arbitration, which will give the arbitration board the authority to pick an item from the union's proposal or pick an item from the Board's proposal or craft something in between. He stressed that taxpayers must put their opinion in writing, addressed to the arbitration panel, and sent to the District Office in care of the School Board. The chief arbitrator will be Rochelle Kaplan.

Dr. Amuso said that the District will publicize via email the method and procedures for community input on the District's web site.

Charl Wellner, from Souderton, thanked the Board for their continued efforts in this situation. She also spoke about a Town Hall meeting on the Strike Free Education Act.

Melissa Kelly, from Souderton, indicated that her questions from September 11th were answered during the meeting.

Ernest Rosato, from Upper Salford Township, asked if there were other options for addressing the arbitration panel. He spoke about not agreeing with the union, but community members need to show respect for the teachers. Mr. Rosato thanked the Board for their hard work.

Mr. Currie added that either emails or written letters will be accepted, but the written document must show the person's name and address or the arbitration panel will not accept the document.

ADJOURNMENT OF MEETING

With no further business to discuss, a motion was made by Mr. Jelinski, with a second by Dr. Baumgartner to adjourn the meeting. On a vote of 9 to 0, it was

RESOLVED, That the Board adjourn the meeting at 9:35 PM.

Respectfully,

Brenda Jones Bray
Board Secretary