

**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 on Tuesday, April 26, 2011, at the Souderton Area School District Administrative Office Building. The meeting was called to order at 7:06 PM by President Bernard S. Currie, followed by the Pledge of Allegiance.

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

<b>PRESENT:</b>	Jill S. Basile	Matt Holliday
	Dr. R. Paul Baumgartner	Scott C. Jelinski
	William J. Brong	Ken R. Keith
	Bernard S. Currie	Thomas A. Kwiatkowski
		R. Bud Miller

**SOLICITOR:** Pamela Halpern, Esq.

Also present at the meeting were: Brigitte Bagocius, Steve Bukowski, Maryellen Brousseau, Robert Bruchak, Joseph Deady, Henry Franz, Frank Gallagher, Karen Giannini, Pamela Halpern, Dr. Christopher Hey, Dr. Frederick Johnson, Keith Johnson, William Lukridge, Elisa Snedaker, Stasha Sosnowicz, Dr. Sam Varano, Teresa Washam, reporters from *The Reporter*, the *Souderton Independent*, and the *Intelligencer*, as well as the public.

STUDENT RECOGNITION

Souderton Area High School – Choral Students

Dr. Varano introduced Mrs. Washam, who spoke about the achievements of the high school choral members. The following students were selected by audition to participate in District, Region, All-State and All-Eastern Chorus events. The high school choral director is Teresa Washam.

DISTRICT 11 CHORUS

At the District level, approximately 36 schools in Bucks and Montgomery Counties make up District 11. Over 600 students audition in November to get into the 160 voice District Chorus. Souderton students were:

**JENNIFER DENISON** – Alto 1  
**KELSEY HENDLER** – Alto 1  
**JULIA LANDES** – Alto 2  
**DANIEL BARBER** – Tenor 1  
**WILLIAM BAUGH** – Tenor 2

**DANIEL JONES** – Tenor 2  
**AUSTEN KEWIN** – Bass 1  
**JAMES OFALT** – Bass 1  
**SIMEON ACKER** - Bass 2

STUDENT RECOGNITION (CONTINUED)

Souderton Area High School – Choral Students (Continued)

REGION VI CHORUS

Through re-audition and if the student placed in the top 10 of their voice part, they moved on to Regional Chorus. Region VI combines schools from District 11 and District 12, which includes schools from Philadelphia, Delaware and Chester Counties. This year Regional Chorus included students from 53 different schools. Souderton students were:

**JENNIFER DENISON** – Alto 1  
**KELSEY HENDLER** – Alto 1  
**DANIEL BARBER** – Tenor 1

**WILLIAM BAUGH** – Tenor 2  
**AUSTEN KEWIN** – Bass 1  
**SIMEON ACKER** – Bass 2

ALL-STATE CHORUS

After Regional Chorus, if the student places within the top 6 of their voice part at their re-audition, they move on to All-State Chorus, which is in conjunction with the Pennsylvania Music Educators Association (PMEA) Conference. These students are the top 180 singers in the State! Souderton Students were:

**JENNIFER DENISON**–4<sup>th</sup> Place-Alto 1  
**KELSEY HENDLER**–1<sup>st</sup> Place-Alto 1

**WILLIAM BAUGH**–2<sup>nd</sup> Place-Tenor 2  
**AUSTEN KEWIN**–4<sup>th</sup> Place-Bass 1

ALL-EASTERN CHORUS

The Music Educators National Conference (MENC) hosts an All-Eastern Chorus every other year. This is a larger choir, approximately 320 of the top singers, from 13 states on the east coast. The students who make it to All-States as sophomores or juniors apply for this chorus and are accepted based on their past festival placement and choral activities at school. This festival is held in conjunction with the MENC – Eastern Division Conference. Souderton students were:

**JENNIFER DENISON** – Alto 1

**KELSEY HENDLER** – Alto 1  
**WILLIAM BAUGH** – Tenor 2

Dr. Johnson called for a motion from the Board to acknowledge and recognize these students.

There was a motion by Dr. Baumgartner, with a second by Mr. Keith to acknowledge and recognize the choral students for their achievements in music.

Mr. Currie thanked Mrs. Washam for bringing students with high musical talent to the Board each year for recognition. He noted that the choir would be singing at a Phillies game on May 3<sup>rd</sup>.

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

**RESOLVED**, That the Board acknowledge and recognize the High School choral students for their achievements in music. **EXHIBIT A**

STUDENT RECOGNITION (CONTINUED)

Souderton Area High School – North Montco Technical Career Center Award Winners

Dr. Varano introduced the North Montco Technical Career Center Floral Design and Landscaping students who competed against students from 12 other schools across the state in various horticulture competitions during the 2011 Pennsylvania Farm Show. Students were able to enter multiple arrangements in various categories. The following Souderton Area High School/North Montco students earned awards:

**DAVID FALBO** (10<sup>th</sup>) – Second Place – Dish Garden – Cacti and Succulents max size 12”  
Fifth Place – Christmas Centerpiece

**LEIDY KRIEBEL** (12<sup>th</sup>) – First Place - Patio Planter  
Best of Show – Plant Entries – Best Mixed Foliage Design  
Second Place – Dish Garden – Cacti and Succulents max size 8”  
Third Place – Dish Garden – Cacti and Succulents max size 12”

**MYRANDA LEWIS** (12<sup>th</sup>) – Second Place – Fresh Vase Arrangement  
Third Place – Wedding Cake Topper Using Fresh Flowers  
Third Place – Silk Flower Design – Flower Girl Head Piece  
Fourth Place – Wreath – Silk Materials  
Fifth Place – Banquet Arrangement – Topiary Centerpiece

**J. AUSTIN LONG** (10<sup>th</sup>) – First Place – Dish Garden size 9”-12”  
Second Place – Terrarium Tropical Foliage Plants

Souderton Area High School – North Montco Technical Career Center Award Winner

SkillsUSA is a partnership of students, teachers, and industry working together to ensure America has a skilled workforce. The mission of SkillsUSA is to help its members become world-class workers, leaders, and responsible American citizens. This organization serves more than 300,000 students and instructors annually. The organization has 13,000 school chapters in 54 states and territorial associations. More than 14,500 instructors and administrators are professional members of SkillsUSA.

**EMILY HASH**, senior student at Souderton Area High School and North Montco TCC recently competed in the SkillsUSA Photography Contest where she had to demonstrate her ability to use digital SLR's, image editing software (Adobe Photoshop), and professional studio lighting. Emily performed on-site photography, portrait studio lighting and posing, processed and printed digital photos, and submitted two 11” x 14” or 16” x 20” mounted and matted photographs in advance of the contest to be judged and displayed at the competition.

**EMILY HASH** (12th) – Third Place – Photography Competition

Dr. Varano also introduced and congratulated the Student Representatives to the Board, **KEITH JOHNSON** (Class of 2011) and **STASHA SOSNOWIZ** (Class of 2012) for their year of reporting to the Board. Stasha will continue in her role next year, but Keith will be leaving for Ithica College on a full scholarship.

STUDENT RECOGNITION (CONTINUED)

The Board thanked Keith and Stasha for a job well done on their informative reporting on the 2010-2011 school year academic activities, student events, and sporting news from the Souderton Area High School. Certificates of Recognition were given to both students.

Dr. Johnson called for a motion from the Board to recognize all of the students for their accomplishments.

There was a motion by Dr. Baumgartner, with a second by Mr. Keith to acknowledge and recognize the North Montco students and the Student Representatives for their achievements.

Mr. Brong commented on the achievements of the North Montco Technical Career Center students.

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

**RESOLVED**, That the Board acknowledge and recognize the North Montco Technical Career Center students and the Student Representatives to the Board for their achievements.

**EXHIBITS B, C, D**

Dr. Johnson acknowledged and recognized the parents and family members of all of the students for their support.

REPORT OF THE STUDENT REPRESENTATIVES

**KEITH JOHNSON** - Class of 2011  
**STASHA SOSNOWIZ** – Class of 2012

Keith Johnson reported that seniors are receiving information regarding graduation. The Junior and Senior Proms will take place in May. Link Crew is in the process of recruiting for next year. The “During the Day 5K” fundraiser will be taking place in the next few weeks, as well as the annual Student Film Festival, scheduled for May 16th.

Stasha Sosnowiz thanked Keith Johnson for his support and also congratulated Dr. Varano on his PA High School Principal of the Year award. PSSA testing is over, but AP exams will begin in a few weeks. The Academic Bowl is over, with the teachers winning by a slight margin. A preparation program for parents of next year’s Junior Class has begun and very well received. The spring musical was a success, and spring concerts for the chorus, orchestra, and band are scheduled for May. Induction into the National Honor Society will be taking place on May 18<sup>th</sup>.

PUBLIC COMMENT ON AGENDA ITEMS

Mr. Currie commented on budget information that had been discussed at the last few Finance Committee meetings. The district is now at the end of the budget development cycle, and Mr. Currie explained why the district is doing what it is doing as far as programs and services to balance the budget.

PUBLIC COMMENT ON AGENDA ITEMS (CONTINUED)

Mr. Frank Gallagher and Dr. Christopher Hey explained the 2011-2012 Budget Development presentation as directed by Board Policy #603, the preliminary budget that was proposed in January, cost-saving measures put in place since last year, fee increases, and briefly reviewed the expenditure reduction update, five-year capital plan schedule, and fund balance projections.

Mr. Gallagher reviewed the guidelines of Policy #603 – Budget Development. He explained the difference between the state and local index and how the indexes affect budget development. Mandated expenditures and non-mandated expenditures were addressed. Revenues and expenditures, exceptions, fund balance, pension costs, health care costs, and other costs were examined.

Cost-savings agreements were entered into for electricity, telephone system, applied for grants for last winter's snow expenses, recycling of items from the old high school, use of in-house maintenance staff for projects, and the reduction of cabinet level administrators. Other cost-savings measures include not accepting the first quote on anything, wise use of grant money, participation in cooperative purchasing agreements, analyze every vacant position to determine if the position needs to be filled, increased parking fees, and other programs.

Dr. Hey explained how cost-saving is involved with staffing, technology, athletics, and the secretarial staff. Any increases in staff will be determined by student enrollment. He highlighted the program reductions and/or eliminations due to budget constraints.

Mr. Gallagher went on to review the Five-Year Capital Project plan and the funds needed for those projects. Also mentioned were the fund balance projections, the district's savings, money needed over the summer months to cover payroll, supplies, and maintenance projects. Next year's budget projections are very grim. Mr. Gallagher spoke about legislation that is pending that would eliminate exceptions in the budget.

REPORT OF THE PRESIDENT

Bernard S. Currie

Special Recognition

Mr. Currie called on Dr. Sam Varano and spoke about Dr. Varano's prestigious award as Pennsylvania's High School Principal of the Year as named by the Pennsylvania Association of Elementary and Secondary Principals. There are more than 6,000 principals in Pennsylvania, with 2,200 principals at the secondary level.

Mr. Currie stated that Dr. Varano's award reflects his extraordinary dedication and effectiveness in the difficult task of secondary education leadership. He has the intellect and physical energy, the passion and conviction that all children can learn to their maximum potential. Dr. Varano's engagement with all students, and his efforts to lead the professional staff to their highest levels of achievement, are all skills and achievements that support this award.

On behalf of the Board members, Mr. Currie thanked Dr. Varano for his continuing contributions to the students and the entire community. He presented Dr. Varano with a wall plaque and desk clock to commemorate the award.

Dr. Varano's wife, children, and family members were present for the presentation.

REPORT OF THE PRESIDENT (CONTINUED)

Special Recognition (Continued)

Dr. Varano thanked the Board, administration, and his family for their support, and stated that it was an honor to work at Souderton.

There was a motion by Mr. Currie to recognize Dr. Varano for his achievement, with a second by Mr. Kwiatkowski. The motion was put to a vote, and with a vote of 9 to 0, it was

**RESOLVED**, That the Board recognize and acknowledge Dr. Samuel Varano for this prestigious award as Pennsylvania's High School Principal of the Year.

PUBLIC COMMENT ON AGENDA ITEMS (CONTINUED)

Mr. Currie stated that the Board's responsibility is to balance the budget. To do that, the Board can increase taxes, maintain a fund balance for summer expenses such as payroll and maintenance projects, or reduce and/or eliminate programs that are not state mandated, such as busing to the Boys and Girls Club for the after school program. The Board has struggled and had serious discussions on these issues.

Mr. Currie explained the early retirement incentive that was offered to the teachers' employee group. By using this program, the district can replace some teachers at the top of the salary scale with a new teacher, thus saving the district approximately \$51,000 per teacher. This, plus all of the other cost savings items, have allowed the district to balance the budget.

Jim Devlin, resident of Lower Salford Township, commented on the budget. He commented on the items that have been sacrificed and asked what the teacher's union had sacrificed. Mr. Devlin asked the teacher's union to take a pay freeze or a partial pay freeze.

Mr. Currie responded that the administration, as directed by the Board, have asked the teacher's union to take a pay freeze or partial pay freeze. Discussions have been ongoing and will not be played out in the press. It is hoped that a compromise can be reached.

Kathy Bessler, a Telford resident, commented on school districts in the state that have succeeded in negotiating pay freezes with their teachers. She asked the Board and teacher's union to work out an agreement. Mrs. Bessler addressed the fact that a lot of people are out of work and higher taxes will be hard to pay.

Susan McCarthy, resident of Franconia Township, asked if the sports programs could be left in the budget for ninth grade students.

Pam Devlin, a Lower Salford Township resident, asked why the potential expenditure reductions resulting from discussions with employee groups keeps going down.

Mr. Currie responded that last week's figure included the early retirement incentive program. After some of the retirement paperwork was submitted, the numbers actually moved to different columns in the middle section of the chart.

PUBLIC COMMENT ON AGENDA ITEMS (CONTINUED)

Mr. Bill Hodson, resident of Franconia Township, commented on the Early Retirement Incentive Program and how it will affect the budget in future years. He accused the Board of trying to find a way to go around the Act 1 referendum.

Mr. Currie asked Mr. Hodson for a copy of his comments so a response could be prepared. The main goal of the Board was to balance the budget.

Kerry Deesan, a Harleysville resident, commented on the Early Retirement Incentive Plan and he asked how many teachers would be taking advantage of the ERIP.

Mr. Currie responded that there are 28 teachers taking advantage of the ERIP.

Gregg DeRosa, from Franconia Township, agrees that the union should be asked to take a pay freeze. He asked if the ERIP was in lieu of a concession from the union. If the union agrees to a pay freeze, would the incentive go away.

Mr. Currie responded that the Early Retirement Incentive Plan will be a binding agreement if the vote tonight is to approve the plan. If that is the case, the Board would not withdraw the incentive program.

Don Landry, from Franconia Township, spoke about the apathy of the residents of the district and asked all taxpayers to contact their legislators about the budget shortfall state-wide for this year and for years to come.

Kelly Murphy, from Souderton Borough, asked what will happen to the educational program with the cuts in the budget. She was concerned about class sizes and academics, and the educational program in general for the students.

REPORT OF THE PRESIDENT (CONTINUED)

Mr. Currie stated that an Executive Session was held on March 24, 2011 to discuss personnel matters.

An Executive Session was held on March 30, 2011 to discuss personnel matters.

An Executive Session was held on April 6, 2011 to discuss personnel matters.

An Executive Session was held on April 13, 2011 to discuss personnel matters.

An Executive Session was held on April 20, 2011 to discuss personnel matters.

An Executive Session was held this evening prior to the Board meeting to discuss personnel matters.

CONSENT/ACTION AGENDA

Mr. Currie noted that the item referring to the Early Retirement Incentive Program will be moved from the Consent/Action Agenda and placed under the Discussion/Action Items area of the agenda. He mentioned that the amended Compensation Plans on tonight's agenda are on the agenda because of agreements reached with those employee groups in an effort to balance the budget for next year and possibly years to come. He thanked the Act 93 administrative group, the Administrative Assistants to the Cabinet, Dr. Johnson, Mr. Gallagher and other Cabinet members for their voluntary efforts in giving back portions of their salary to help balance the budget.

Dr. Johnson made a recommendation to the Board to approve the Consent/Action items **VIII-A** to **VIII-T** as presented. Board members were invited to remove items from the consent/action agenda if discussion was needed.

There was a motion made from Mr. Miller and seconded by Mr. Jelinski.

Mr. Miller thanked the administration and others for their voluntary efforts in helping to balance the budget.

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

**RESOLVED**, That the Board approve the Consent/Action items as presented:

Motion to Approve the Minutes of the March 24, 2011 School Board Meeting. **EXHIBIT E**

Motion to Approve Financial Statements and Check Listings for March 2011.

Motion to Ratify/Approve Requests to Attend Conferences/Workshops

**JILL ALBAUGH**

District Occupational Therapist

**(RATIFY)**

Visual Processing, Therapy and Learning

King of Prussia, PA

April 8, 2011 (Fri.)

Total Expenses: \$224.50 (No Substitute Needed)

Paid by IDEA Funds.

**CARLEEN CALDWELL**

Primary Autistic Support

Franconia Elementary

**CHRISTINE ZWAAN**

Primary Autistic Support

Lower Salford Elementary

**(RATIFY)**

School and Social Strategies for the Student with  
Autism

King of Prussia, PA

April 8, 2011 (Fri.)

Total Expenses: \$541.26 (Combined)

Substitutes will be needed.

**JILL ALBAUGH**

District Occupational Therapist

Effective Neurological Management of Sensory  
Processing Disorder

Philadelphia, PA

April 29, 2011 (Fri.)

Total Expenses: \$233.88 (No Substitute Needed)

Paid by IDEA Funds



CONSENT/ACTION AGENDA

Motion to Ratify/Approve Requests to Attend Conferences/Workshops (Continued)

**MARYELLEN BROUSSEAU** Pennsylvania Association of School Administrators  
Director of Curriculum, Instruction Women's Caucus 2011  
and Assessment Hershey, PA  
**DONNA HUFF** May 4, 5, 6, 2011 (Wed., Thurs., Fri.)  
Principal, Lower Salford Elem. Mrs. Huff – May 4, 5, 2011 (Wed., Thurs.) only  
**LORA SIGLER** Mrs. Sykes – May 6, 2011 (Fri.) only  
Assistant Principal, Souderton Area High School  
Indian Valley Middle School  
**ELLEN SYKES** Total Expenses: \$2,464.54 (Combined)  
Assistant Principal Paid by PA-PACT Funds -- Act 45 Mandate  
Souderton Area High School

**EDWARD GALLAGHER** Algebra I Conference  
Math Coordinator, Souderton Area Norristown, PA  
High School May 5 and 20, 2011 (Thurs. and Fri.)  
**JENNIFER GRANITO** Total Expenses: \$1,140.00 (Combined)  
Special Education, Souderton Area Substitute teachers are required.  
High School

**KATHI HUSSAR**  
Math, Indian Crest Middle School  
**JACQUIE LAVELY**  
Math, Souderton Area High School  
**DAN ROBBINS**  
Math, Indian Valley Middle School

**ELISA SNEDAKER** 2011 School District Business Conference  
District Bookkeeper/Payroll Malvern, PA  
June 9, 2011 (Thurs.)  
Total Expenses: \$295.15

PERSONNEL – ADMINISTRATIVE STAFF

Motion to Accept Resignation

**ELIZABETH MAZA** District Supervisor of Special Education, Elementary  
Effective: August 1, 2011

Motion to Approve Transfer

**ELISA SNEDAKER** From: District General Fund Bookkeeper/Payroll  
Replacement for To: District Assistant Business Manager, **ACT 93**  
Joseph Dedy (resigned) Beginning: May 2, 2011

Experience

June 2003–Present – Souderton Area S.D. – General Fund Bookkeeper/Payroll  
September 2002–June 2003 – SASD – Accounts Payable Bookkeeper  
1991-2002 – Lansdale Medical Group  
2000-2002 – Staff Accountant/Administrative Assistant

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (Continued)

Motion to Approve Transfer (Continue)

**ELISA SNEDAKER** From: District General Fund Bookkeeper/Payroll  
Replacement for To: District Assistant Business Manager, **ACT 93**  
Joseph Deady (resigned) Beginning: May 2, 2011

Experience (Continued)

1997-2000 – Credentialing Coordinator

1991-1997 – Receptionist/Secretary

Recommended Salary - \$68,080 (pro-rated)

Motion to Approve Requests for Childrearing Leave

**JESSICA BROCKMANN** Special Education Teacher  
Souderton Area High School

Beginning November 15, 2011, following Family/Medical Leave, through the first semester of the 2011-2012 school year. Mrs. Brockmann is planning to return to work for the second semester of the 2011-2012 school year.

**REBECCA LEMIEUX** School Psychologist  
Lower Salford & Oak Ridge Elem. Schools

Beginning approximately November 1, 2011, following Family/Medical Leave, through the first semester of the 2011-2012 school year. Mrs. Lemieux is planning to return to work for the second semester of the 2011-2012 school year.

**JESSICA MILES** ESL Teacher  
E. M. Crouthamel Elementary School

Beginning November 15, 2011, following Family/Medical Leave, through the first semester of the 2011-2012 school year. Mrs. Miles is planning to return to work for the second semester of the 2011-2012 school year.

**MELISSA TREMPE** Fifth Grade Teacher  
Oak Ridge Elementary School

Beginning November 15, 2011, following Family/Medical Leave, through the first semester of the 2011-2012 school year. Mrs. Trempe is planning to return to work for the second semester of the 2011-2012 school year.

PERSONNEL – SUPPORT STAFF

Motion to Accept Resignations

**BONNIE ALEXY** Intervention Teaching Assistant, Oak Ridge Elem.  
Effective: March 25, 2011

**JAMES WOOD III** Part-Time Custodian, Franconia Elementary School  
Effective: March 30, 2011

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Motion to Approve Transfers

**GREG DINIC** From: Full-Time, Second Shift Custodian, E. M. C.  
Replacement for To: Full-Time, Second Shift Custodian, High School  
Bradley Bargher (transfer) Beginning: To be determined  
Wage: \$19.31 per hour – Hours: 8 per day

**LINDA LANDIS** From: District Accounts Payable Bookkeeper  
Replacement for To: District General Fund Bookkeeper/Payroll  
Elisa Snedaker (transfer) Beginning: To be determined  
Wage: \$19.68 per hour – Hours: 7.5 per day

**ELISIA REINER** From: Food Service Secretary/Bookkeeper  
Replacement for To: District Accounts Payable Bookkeeper  
Linda Landis (transfer) Beginning: To be determined  
Wage: \$18.25 per hour – Hours: 7.5 per day

**JOYCE SEALS** From: Food Service Assistant, High School  
To: Food Service Substitute  
Beginning: April 21, 2011  
Wage: \$9.82 per hour – Hours: As needed

Motion to Approve Employment

**ELISSA BISHOP** Intervention Teaching Asst., Oak Ridge Elementary  
Replacement for Beginning: April 6, 2011  
Bonnie Alexy (resigned) Wage: \$12.81 per hour – Hours: 6 per day

**DYLAN KULP** Part-Time Custodian, Franconia Elementary  
Replacement for Beginning: April 7, 2011  
James Wood (resigned) Wage: \$10.21 per hour – Hours: 4 per day

**SARAH UMBENHAUER** Intervention Teaching Assistant, Oak Ridge Elem.  
Replacement for Beginning: March 22, 2011  
Daniel Piston (resigned) Wage: \$12.81 per hour – Hours: 6 per day

Motion to Approve Employment of Additional Substitute Teachers

<b>CATHERINE BLUM</b>	<b>KRISTIN DILKS</b>	<b>KATHERINE HASYN</b>
<b>JESSICA JARRATT</b>	<b>STEPHANIE KENAH</b>	<b>DAVID LOTIER</b>
<b>DANIEL MEYER</b>	<b>STACY MONACO</b>	<b>JEAN MOSSER</b>
<b>MICHELLE STELLA</b>	<b>SARAH UMBENHAUER</b>	

Motion to Approve Staff and Wages for Extended School Year Program

**EXHIBIT F**

CONSENT/ACTION AGENDA (CONTINUED)

Motion to Approve Supplemental Contracts

<b>CHRISTOPHER AUBERTIN</b>	Baseball Asst. Coach (IC)	\$1,409.00
<b>JEFFREY HERBERT</b>	Track Developmental Coach (IV) \$25/hr, 6 hrs/wk, 6 wks	900.00 max
<b>JOYCE KAISER-KOERT</b>	Reading Olympics Advisor (WBS)	750.00

Motion to Approve Contracted Services for Coaching Staff

<b>AMY KELLER</b>	Lacrosse Head Coach (IC)	\$2,650.00
<b>JESSICA JOSEPH</b>	Track & Field Head Coach-Girls (IV)	2,013.00
<b>SHANNON MacDONALD</b>	Softball Asst. Coach (IV)	1,409.00

Motion to Approve Out-of-State Field Trip Requests

Indian Valley Middle School – Eighth Grade Students

When: May 13, 2011 (Fri.)

Where: Washington, D.C.

Purpose of Trip: Visit the Smithsonian Museums, Naval Yard, Arlington Cemetery, and the National Memorials. (Part of Social Studies Curriculum)

Requesting Teacher/Sponsor: Joyce Kupec

Number of Students: 256                      Number of Chaperones: 26

The trip will be paid by the students.

Souderton Area High School – SAVE Club

When: May 20-22, 2011 (Fri.-Sun.)

Where: Toms River, NJ

Purpose of Trip: Annual SAVE Coastal Ecology Camping Trip. Students will visit and participate in the following activities: visit Island Beach State Park, and Cedar Creek Campsites, take a canoe trip, and be involved in Ecology studies.

Requesting Teacher/Sponsor: Ken Hamilton

Number of Students: 25                      Number of Chaperones: 8

The trip will be paid by the students.

Motion to approve the Board of School Directors Meeting Calendar for the months of July through December, 2011. **EXHIBIT G**

Motion to approve the amended Compensation Plan for Administrative Employee Group (Act 93), effective July 1, 2010 through June 30, 2012. **EXHIBIT H**

Motion to approve the amended Compensation Plan for Administrative Assistants to the Cabinet, effective July 1, 2010 through June 30, 2013. **EXHIBIT I**

Motion to approve Amendment No. 1 to the Original Agreement with Dr. Frederick Johnson dated May 27, 2010, amending Dr. Johnson's compensation for the balance of the term of his contract. **EXHIBIT J**

CONSENT/ACTION AGENDA (CONTINUED)

Motion to extend Mr. Frank Gallagher's appointment as Assistant Superintendent/Director of Pupil Services until June 30, 2015, as well as a motion to amend the Original Agreement between the District and Mr. Gallagher dated February 25, 2010, calling for a modified compensation arrangement  
**EXHIBIT K**

Motion to Approve Student Expulsions

Pursuant to the laws of Pennsylvania, that the Board approve the expulsion of Student I.D. #251778 from the Souderton Area School District for the remainder of the 2010-2011 school year.

Pursuant to the laws of Pennsylvania, that the Board approve the expulsion of Student I.D. #255286 from the Souderton Area School District for the remainder of the 2010-2011 school year.

Motion to award the sale and installation of a walk-in refrigerator at Oak Ridge Elementary School to Singer Equipment Company, Elverson, PA, in the amount of \$38,961.98, to be paid by the Food Service Department.  
**EXHIBIT L**

Motion to approve Resolution authorizing the Board of School Directors to move forward to sell the former Souderton Area High School and property, located at 41 North School Lane, Souderton, Montgomery County, PA and comprised of property located in both Souderton Borough, Montgomery County, PA, and Hilltown Township, Bucks County, PA, by sealed bid pursuant to Sections 7-707 (1) and (2) of the School Code, 24 P.S. § 7-707 (1) and (2). The terms and conditions of the sale of the former Souderton Area High School and property are fixed in accordance with the documentation attached as Exhibit "A" to the Resolution. The Board of School Directors and the School District's officers, administration, and solicitor are hereby authorized to take any and all necessary actions in order to effectuate the intent and purposes of the Resolution.  
**EXHIBIT M**

DISCUSSION/ACTION ITEMS

Dr. Johnson asked the Board to approve the appointment of **ELISA SNEDAKER** to the position of board treasurer, to fill the unexpired term of Joseph Deady, who will be resigning from the position, effective April 29, 2011. The present treasurer position ends June 30, 2011.

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

Mr. Currie mentioned that Elisa Snedaker was promoted to a different position earlier in the meeting. He congratulated Elisa for her hard work and wished her well in her new position.

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

**RESOLVED**, That the Board approve the appointment of **ELISA SNEDAKER** as board treasurer to fill the unexpired term of Joseph Deady. Mr. Deady's term expires on June 30, 2011.

Dr. Johnson presented a motion to approve the Souderton Area Education Association Early Retirement Incentive Plan, effective July 2011 as presented.

DISCUSSION/ACTION ITEMS (CONTINUED)

The motion for the vote was made by Dr. Baumgartner, with a second by Mr. Jelinski.

Dr. Baumgartner shared his concerns about the Early Retirement Incentive Plan.

The motion was put to a vote, and on a vote of 7 to 2, with Dr. Baumgartner and Mr. Brong voting no, it was

**RESOLVED**, That the Board approve the Souderton Area Education Association Early Retirement Incentive Plan, effective July 2011 as presented. **EXHIBIT N**

At this point, Dr. Johnson recommended that the Board approve the 2011-2012 Proposed Final General Fund Budget and move it forward for a final vote by the Board of School Directors on May 26, 2011.

There was a motion by Mr. Jelinski, and a second by Mr. Miller.

Mr. Miller thanked the public for all of their comments during the budget process. He briefly reviewed the reasons for the cut in funding from the federal and state governments and urged the public to contact their local representatives about the funding problem. He asked the administration to find a way to fund after school busing to the Boys and Girls Club so students who attend could get the extra help they need with their homework. Mr. Miller shared his concern about the reduction/elimination of the middle school and high school sports programs and asked the administration to find a way to keep those students involved and engaged.

Dr. Baumgartner shared his concerns about the budget and the proposed increase in real estate taxes. He urged the teacher's union to reconsider a pay freeze.

Mr. Kwiatkowski spoke about how hard it is to sit down and discuss a possible budget cut or a program. He assured the public that the education of the students is taken very seriously by the Board.

At this time, the motion was put to a vote. Mr. Currie asked Mr. Bruchak to take a roll call vote.

Jill S. Basile - Yes

Dr. R. Paul Baumgartner - No

William J. Brong - No

Matt Holliday - Yes

Scott C. Jelinski - Yes

Ken R. Keith - Yes

Thomas A. Kwiatkowski - Yes

R. Bud Miller - Yes

Bernard S. Currie - Yes

The vote was taken, and on a vote of 7 to 2, with Dr. Baumgartner and Mr. Brong voting no, it was

**RESOLVED**, That the Board approve the 2011-2012 Proposed Final General Fund Budget and move it forward for a final vote by the Board of School Directors on May 26, 2011.

**EXHIBIT O**

### FUTURE MEETINGS

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

The schedule of May 2011 meetings of the Souderton Area School District Board of School Directors are listed below:

Wednesday, May 4, 2010 – Finance Committee Meeting – 6:30 PM  
Policy Committee Meeting immediately following the Finance Committee Meeting.

Wednesday, May 18, 2011 – Education-Personnel Committee Meeting – 6:30 PM  
Operations Committee Meeting immediately following the Education-Personnel Committee Meeting.

Thursday, May 26, 2011 - 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 Monday, May 16, 2011 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, May 25, 2011, beginning 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 from the solicitor, Ms. Pamela Halpern, Esq.

### UNFINISHED/NEW BUSINESS FROM THE BOARD

There were no items from the Board.

### PUBLIC COMMENT ON NON-AGENDA ITEMS

Bill Hodson, from Franconia Township, shared his disappointment with the Board's vote on the Early Retirement Incentive Plan and accused the Board of deceiving the public.

Joanne Murray, from Lower Salford Township, asked why Souderton was not involved in the day's activities in Harrisburg to fight against the budget. She asked the Board to be advocates for the students.

ADJOURNMENT OF MEETING

With no other business to discuss, a motion was made by Mrs. Basile, with a second by Mr. Miller to adjourn the meeting. The vote was taken on the motion, and on a vote of 9 to 0, it was

**RESOLVED**, That the Board adjourn the meeting at 8:58 PM.

Respectfully,

Robert P. Bruchak  
Board Secretary