



BOARD OF SCHOOL DIRECTORS MONTHLY ACTION MEETING MINUTES Thursday, August 27, 2020

Generated by Renai Cardillo on Friday, August 28, 2020

Members present: Courtney Barbieri, Nicholas Braccio, William Brong, Matt Holliday, Ken Keith, and Donna Scheuren

Members attending virtually: Janet Flisak, Thomas Kwiatkowski, Stephen Nelson

Others present: Elisa Ball (virtual), Marc Davis, Henry Franz, Frank Gallagher, Christopher Hey, Brian Pawling, Katie Kennedy-Reilly, and Megan Zweiback

1. Welcome

1.1 Call to Order - Board President

Mr. Keith called the meeting to order at 7:05 P.M.

1.2 Meeting Protocol

Mr. Keith noted that this meeting was being held in person for Board members administration and it was being broadcast live to the community. He also noted that the meeting was being taped and would be made available for viewing on the school district website.

1.3 Pledge of Allegiance

Mr. Keith led the Pledge of Allegiance.

1.4 Roll Call - Board Secretary

Mr. Pawling called the roll. Six board members were present and three were in attendance, virtually.

2. Public Comments on Agenda Items

2.1 Public Comment

Mr. Keith announced that public comments regarding agenda items had been received through email. Dr. Hey read the names of persons who submitted comments on agenda items and summarized their comments.

Erin Morrow

Ashley Bilotti

Trina Bernardo

Jill Faulkner

Meagan Brey

Amanda Moyer

Sharon Scassero

Valerie Perry

Kim Wheeler

Nichole Heiser

Erin Ryan

Amy Kregel

Brian Everitt

Danica Pascavage

Eser Saydam

Halina Saydam

Kevin Russell

Beverly Stover

Kristin Kleppinger

Kelli Worman

Diana Wisniewski

Dr. Hey summarized 16 comments that had been received in support of in-person learning. Comments also included thanks to administration and the Board for re-opening plan, requests for the Board to vote to re-open as planned, and a comment that virtual learning poses a hardship for one family. In addition, a comment was received noting insufficient notification of the hybrid learning model and the delay start of school.

Dr. Hey also read the following statement from Carol Luciani, President of the Souderton Area Education Association:

This has certainly been a summer like no other. We understand the decisions that went into developing a reopening plan for the 2020-2021 school year have not been taken lightly and weighed heavily on those involved in the process. We are in a troublesome situation with the unprecedented impact of a pandemic. I am proud to represent the dedicated and hard-working teachers of the Souderton Area Education Association. We are looking forward to doing the job that we love. Whether it be in our physical schools or virtually on the Souderton Area Online Academy, our teachers will give their all to give our students the best education possible. We want to be back in our classrooms with our students. We need to do that safely, and we need to follow the rules: wearing face

coverings; physical distancing of 6 ft. in schools and classrooms; using the scientifically based guidelines issued on August 10th to determine when it's safe to hold in-person instruction and when online only or a blended approach of in-person and online instruction is needed.

Everyone wants to get "back to normal." But that isn't something we can rush at the expense of the health and safety of our students, faculty and staff, and families. If we want to get back to normal, everyone has to follow the rules. I appreciate that it isn't easy to change course and move to a hybrid approach to start the school year. The ever-changing recommendations from PDE and DOH were challenging. We have to trust the fact that the medical experts know more than we do. Not doing so would be reckless.

PDE states they only recommend full in-person learning in the event that a county has below 5% positivity AND an incidence rate below 10. Last week Montgomery County had an 7-day incidence rate of 35.86, 3.5 times the recommendation to even consider full in-person learning. All of this data must be considered before you decide to fully re-open our buildings..

The members of Souderton Area Education Association will continue to do the job we love, despite the obstacles in our way. But we ask you to do your job, too. Look at ALL the scientific data and recommendations given. Keep everyone safe.

Respectfully,

Carol Luciani
President, Souderton Area Education Association

Dr. Hey noted that some emailed questions will be answered in the Board presentation that will follow this evenings agenda approval. A question was read regarding an on-line open house for Souderton Area Online Academy and Dr. Gallagher responded that it would be scheduled during the first week of school. Another question inquired why the hybrid model is being implemented to begin school and Dr. Gallagher answered that this will give ample time for students to get re-acclimated to their schools, learn Health & Safety protocols, as well as receive their devices. Another inquiry asked about hiring of additional faculty and Dr. Gallagher responded that some positions were able to be filled by existing Instructional Assistants and some new hires. Other questions answered were the permitted participation of SAOA students in the athletic programs, reiteration of the sources of health and safety guidance and the announcement that unless mandated by the Pennsylvania Department of Health, a COVID vaccine would not be required by the school district.

3. Report of the President

3.1 Report on Executive Session Meeting(s) held by the Board

Mr. Keith reported that an Executive Session was held on August 10, 2020, to discuss the school safety and security reopening plan and lasted approximately 90 minutes. An Executive Session was held on August 17, 2020, to discuss the school safety and security reopening plan and lasted approximately two hours. An Executive Session was held prior to tonight's meeting to discuss the school safety and security reopening plan, personnel items, and settlement agreement and lasted approximately a half hour.

4. Consent/Action Agenda

4.1 Consent/Action Agenda Protocol

Dr. Gallagher stated that a recommendation would be made to the Board for a motion to approve the Consent/Action item(s) listed. Board members are invited to remove items from the Consent/Action agenda if further discussion is needed.

4.2 Approve School Board Meeting Minutes from July 20 and July 23, 2020

The Administration is seeking the approval of Board Meeting Minutes from July 20 and July 23, 2020

Resolution: MOTION TO APPROVE THE JULY 20 AND JULY 23, 2020, SCHOOL BOARD MEETING MINUTES AS PRESENTED.

4.3 Approve Financial Statements and Check Listings

The Administration is seeking the approval of Financial Statements and Check Listing from July 2020

Resolution: MOTION TO APPROVE THE FINANCIAL STATEMENTS AND CHECK LISTINGS FOR JULY 2020.

4.4 Approve Personnel Items - Professional Staff

RESIGNATION	
DENCZI, LUCAS	LTS Social Studies Teacher, Indian Valley Middle School Effective: August 19, 2020
KUKUK, VICTORIA	Fifth Grade Teacher, Franconia Elementary School Effective: On or before October 6, 2020
RETIREMENT	
JIRUSKA, JOANNE	English Teacher, Souderton Area High School Effective: End of 2019-2020 School Year
NEW HIRES	
BARTNIKOWSKA, MAGDALENA Replacement for Denise Zaiss (Retired)	Itinerant Autistic Support Teacher, Elementary Schools TEMPORARY PROFESSIONAL Effective: Start of 2020-2021 School Year Education: Arcadia (BA) 2016 Experience: Aug. 2019-present - Souderton Area School District, LTS Learning Support Teacher, Franconia Elementary School; Nov. 2018-July 2019 - Souderton Area School District, Per-diem Extended Substitute Autistic Support Teacher, Franconia Elementary School; May 2015-Nov. 2018 SEI Family Center, Substitute Teacher Recommended Salary: \$50,219 - B (2)
DAWSON, CAITLIN Replacement for Lucas Denczi (Resigned)	Social Studies Teacher, Indian Valley Middle School LONG-TERM SUBSTITUTE Effective: Entire 2020-2021 School Year Education: Ursinus (BA) 2015 McDaniel College (MS) 2017 Experience: Sept. 2019-present - Montgomery County Public Schools, Substitute Teacher; Sept.-Dec. 2014 - Student Teacher Recommended Salary: \$56,642 - M (1)
DOUGLASS, LAUREN Replacement for Lindsay Ledder (Resigned)	8th Grade Math/Science Teacher, Indian Valley Middle School TEMPORARY PROFESSIONAL Effective: Start of 2020-2021 School Year Education: Bloomsburg (BA) 2019

	<p><u>Experience:</u> Aug. 2019-June 2020 - Council Rock & Perkiomen Valley School Districts, LTS Math & Science Teacher; Jan-May 2019 - Council Rock School District, Student Teacher <u>Recommended Salary:</u> \$48,479 - B (1)</p>
EDINGER, MICHELLE Replacement for Dina Palski (Medical Sabbatical)	<p>Third Grade Teacher, Vernfield Elementary School LONG-TERM SUBSTITUTE <u>Effective:</u> Entire 2020-2021 School Year <u>Education:</u> Lock Haven (BA) 1994 Lehigh (MEd) 2015 <u>Experience:</u> Aug. 2019-present - Souderton Area School District, Special Education Instructional Assistant, E. Merton Crouthamel Elementary School; Aug. 2017-June 2018 - Souderton Area School District, Long-Term Substitute Kindergarten Teacher, E. Merton Crouthamel Elementary School; April 2017-June 2017 Souderton Area School District, Kindergarten Extended Per-Diem Substitute, E. Merton Crouthamel Elementary School; Sept 2015-April 2017 - Souderton Area School District, Title I Teaching Assistant, E. Merton Crouthamel Elementary School; 2013-2015 - Quakertown Community School District, Instructional Aide; 2001-2004 - Pennridge School District, Emotional Support Teacher <u>Recommended Salary:</u> \$56,642 - M (1)</p>
GOODWIN, LEAH Replacement for Sharon Alderfer (Retired)	<p>Special Education Teacher, Vernfield Elementary School TEMPORARY PROFESSIONAL <u>Effective:</u> Start of 2020-2021 School Year <u>Education:</u> West Chester (BS) 2020 <u>Experience:</u> Jan-April 2020 - West Chester School District, Autistic Support Student Teacher <u>Recommended Salary:</u> \$48,479 - B (1)</p>
MAZZA, ALEXANDRA Replacement for Trudy Gojeski (Childrearing)	<p>Second Grade Teacher, Franconia Elementary School LONG-TERM SUBSTITUTE <u>Effective:</u> First Semester 2020-2021 School Year <u>Education:</u> Temple (BS) 2013 <u>Experience:</u> Sept. 2017-present - Souderton Area School District, Intervention Teaching Assistant, Franconia Elementary School; 2013-2017 - Kindergarten Teacher, Life Span School and Day Care Center <u>Recommended Salary:</u> \$24,239.50 - B (1)</p>
MCALLISTER, CLAIRE Replacement for Kate Hardgrove (Childrearing)	<p>Math Teacher, Souderton Area High School LONG-TERM SUBSTITUTE <u>Effective:</u> First Semester 2020-2021 School Year <u>Education:</u> Univ. of Scranton (BS) 2020 <u>Experience:</u> Spring 2020 - Valley View High School, Math Student Teacher <u>Recommended Salary:</u> \$24,239.50 - B (1)</p>
MCGINLEY, WILLIAM Replacement for Michael Cahill (Retired)	<p>Social Studies Teacher, Souderton Area High School TEMPORARY PROFESSIONAL <u>Effective:</u> Start of 2020-2021 School Year <u>Education:</u> Ursinus (BA) 2019 <u>Experience:</u> Jan-June 2020 - Kennett Consolidated School District, Social Studies Student Teacher <u>Recommended Salary:</u> \$50,292 - B12 (1)</p>
MILL, LAURA Replacement for Victoria Kukuk (Resigned)	<p>Fifth Grade Teacher, Franconia Elementary School PROFESSIONAL EMPLOYEE <u>Effective:</u> TBD <u>Education:</u> Penn State (BS) 1998 Wilkes University (MS) 2001 <u>Experience:</u> Aug. 2019-present - Quakertown Community School District, .5 Kindergarten Teacher; March-June 2019 - Pennridge School District, Kindergarten Teacher; Aug. 2018-Jan. 2019 - Souderton Area School District, LTS 4th Grade Teacher, Franconia Elementary School; Sept. 2016-March 2019 - Various Districts, Substitute Teacher; Aug. 1998-June 2002 - Central Bucks School District, 2nd Grade Teacher <u>Recommended Salary:</u> \$58,710 (pro-rated based on start date) - M (2)</p>
MORRIS, ALEXIS Replacement for Carrie Skinfill (Resigned)	<p>7th Grade ELA/Social Studies Teacher, Indian Valley Middle School TEMPORARY PROFESSIONAL <u>Effective:</u> Start of 2020-2021 School Year <u>Education:</u> Temple (BM) 2011 Temple (MEd) 2019 <u>Experience:</u> Jan. 2020-present - New Foundations Charter School, Substitute Teacher; Aug.-Dec. 2019 - New Foundations Charter School, Student Teacher <u>Recommended Salary:</u> \$56,642 - M (1)</p>
NEWMAN, KYLIE Replacement for Barbara Bescher (Teacher on Assignment)	<p>School Psychologist, Souderton Area High School LONG-TERM SUBSTITUTE <u>Effective:</u> Entire 2020-2021 School Year <u>Education:</u> St. Joseph's (BS) 2017 Philadelphia College of Osteopathic Medicine (MS) 2018 <u>Experience:</u> Aug. 2019-present - Council Rock School District, Psychology Intern; Sept. 2018-May 2019 - Bridge Valley Elementary School, Psychology Practicum <u>Recommended Salary:</u> \$56,642 - M (1)</p>
PISTORIA, SABRINA Replacement for Sean Redmond (Transfer)	<p>.6 Art Teacher, Souderton Area High School TEMPORARY PROFESSIONAL <u>Effective:</u> Start of 2020-2021 School Year <u>Education:</u> Millersville (BS) 2020 <u>Experience:</u> April 2020-present - Millersville University, Distance Learning Educator; Aug. 2019-March 2020 - Art Student Teacher <u>Recommended Salary:</u> \$29,087.40 - B (1)</p>
RUTH, MATTEA Replacement for Catherine Swanson (Retired)	<p>Art Teacher, Franconia Elementary School TEMPORARY PROFESSIONAL <u>Effective:</u> Start of 2020-2021 School Year <u>Education:</u> Kutztown (BS) 2019 <u>Experience:</u> Feb 2020-present - Souderton Area School District, Extended Per-diem Substitute Art Teacher, EMC Elementary School; Aug.-Dec.2019 - Art Student Teacher <u>Recommended Salary:</u> \$48,479 - B (1)</p>
SMITH, IAN Replacement for Allison Ruth (Sabbatical)	<p>6th Grade ELA/Social Studies Teacher, Indian Crest Middle School LONG-TERM SUBSTITUTE <u>Effective:</u> First Semester 2020-2021 School Year <u>Education:</u> Duquesne Univ. (BA) 2014 Drexel (MEd) 2019 <u>Experience:</u> Dec. 2019-present - Souderton Area School District,</p>

	Building Substitute, Indian Valley Middle School; July-August 2019 - Go Learning Center, ELA Instructor; Jan-April 2019 - North Penn School District, ELA Student Teacher Recommended Salary: \$28,321 - M (1)
TUROCK, SARAH Replacement for Elizabeth Johnson-Borowski (Retired)	Art Teacher, Oak Ridge Elementary School PROFESSIONAL EMPLOYEE Effective: Start of 2020-2021 School Year Education: Kutztown (BS) 2013 Purdue (MS) 2018 Experience: Aug. 2016-Nov. 2019 - MaST Community Charter School, Technology Teacher; Sept. 2014-Aug. 2016 - MaST Community Charter School, Art Teacher; Jan.-Aug. 2014 - The Baum School, Art Teacher Recommended Salary: \$56,642 - M (1)
TRANSFER	
LEWIS, MARISA New Position	From: .5 ESL Teacher, Indian Crest Middle School To: Full-Time ESL Teacher, Indian Crest Middle School Effective: Start of 2020-2021 School Year Recommended Salary: \$62,326 - B24 (6)
LONG, MEGAN Replacement for Lauren Tarsitano (Childrearing)	From: .5 Kindergarten LTS, Vernfield Elementary School To: Third Grade LTS, Vernfield Elementary School Effective: First Semester 2020-2021 School Year Recommended Salary: \$28,321 - M (1)
REQUEST FOR CHILDREARING LEAVE	
GOJESKI, TRUDY	Second Grade Teacher, Franconia Elementary School Request for Childrearing Leave, following 12-weeks leave under FMLA, through the first semester of the 2020-2021 school year. Mrs. Gojeski plans to return for the second semester of the 2020-2021 school year.
REQUEST FOR MEDICAL SABBATICAL	
PALSKI, DINA	Second Grade Teacher, Oak Ridge Elementary School Request for Medical Sabbatical Leave beginning on October 26, 2020 and extending through the remainder of the 2020-2021 school year.

APPROVE THE FOLLOWING FALL SEMESTER LONG-TERM SUBSTITUTE POSITIONS SUBJECT TO A FLEXIBLE TERM NECESSITATED BY THE COVID-19 PANDEMIC	
BOLAND, KATIE	Family & Consumer Science Teacher, Souderton Area High School Recommended Salary: \$24,239.50 - B (1)
CLAUSS, CASEY	Special Education Teacher, Indian Valley Middle School Recommended Salary: \$28,321 - M (1)
COLLER, MATTHEW	Special Education Teacher, Vernfield Elementary School Recommended Salary: \$26,053.50 - B24 (1)
CUSATE, JOSEPH	Fifth Grade Teacher, West Broad Street Elementary School Recommended Salary: \$28,321 - M (1)
DERRO, KELSEY	Second Grade Teacher, West Broad Street Elementary School Recommended Salary: \$24,239.50 - B (1)
DICANDILO, JACQUELINE	.5 Kindergarten Teacher, Franconia Elementary School Recommended Salary: \$12,119.75 - B (1)
GEIGER, CORRINE	Second Grade Teacher, Oak Ridge Elementary School Recommended Salary: \$28,321 - M (1)
HALVERSON, JENNIFER	.4 French Teacher, Indian Crest/Indian Valley Middle Schools Recommended Salary: \$11,742 - M (2)
HOSTETTER, NOVA	.4 Gifted Teacher, Elementary Schools Recommended Salary: \$16,907.20 - M (12)
MASSEY, NICOLE	Third Grade Teacher, Salford Hills Elementary School Recommended Salary: \$24,239.50 - B (1)
MCCAULEY, BRITTANY	Science Teacher, Indian Valley Middle School Recommended Salary: \$24,239.50 - B (1)
PISTORIA, SABRINA	.4 Art Teacher, Souderton Area High School Recommended Salary: \$9,695.80 - B (1)
RADCLIFF, MELANIE	.5 Kindergarten Teacher, West Broad Street Elementary School Recommended Salary: \$15,581.50 - B24 (6)
RETTSTADT, RYAN	Elementary Technology Education Teacher, Franconia Elementary School Recommended Salary: \$24,239.50 - B (1)
SHAFFER, KATELYN	Third Grade Teacher, E. Merton Crouthamel Elementary School Recommended Salary: \$24,239.50 - B (1)
SHOLLY, CORRINE	ELA/Social Studies Teacher, Indian Crest Middle School Recommended Salary: \$24,239.50 - B (1)
SINGLETARY, CAITLYN	.3 Spanish Teacher, Indian Crest & Indian Valley Middle Schools Recommended Salary: \$8,806.50 - M (2)
SMITH, SHERYL	.4 Spanish Teacher, Indian Crest & Indian Valley Middle Schools Recommended Salary: \$10,043.80 - B (2)
STANKUS, CARRIE	Fourth Grade Teacher, Salford Hills Elementary School Recommended Salary: \$28,321 - M (1)
TAVERNA, DEANA	Third Grade Teacher, Franconia Elementary School Recommended Salary: \$24,239.50 - B (1)
VEVERKA, TRICIA	Fourth Grade Teacher, Oak Ridge Elementary School Recommended Salary: \$25,146 - B12 (1)
WILLIAMS, HEATHER	.2 Gifted Support Teacher, Elementary Schools Recommended Salary: \$10,185.40 - M (15)
WILLIAMS, KELLI	First Grade Teacher, Oak Ridge Elementary School Recommended Salary: \$24,239.50 - B (1)

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - PROFESSIONAL STAFF

4.5 Approve Personnel Items - Support Staff

RETIREMENTS	
LORAH, ANN	Food Service Manager, Indian Valley Middle School Effective: September 11, 2020

MOYER, BRENDA	Special Education Instructional Assistant, E. Merton Crouthamel Elementary School Effective: End of 2019-2020 School Year
RAIFSNIDER, MARIANNE	Special Education Instructional Assistant, Oak Ridge Elementary School Effective: August 31, 2020
RUDNER, VIRGINIA	Food Service Manager, West Broad Street Elementary School Effective: August 2, 2020
RESIGNATIONS	
BORNANCINI, MICHELLE	ESL Intervention Teaching Assistant, West Broad Street Elementary School Effective: August 6, 2020
BRENEMAN, KYLIE	Part-Time Custodian, Indian Crest Middle School Effective: August 7, 2020
CROISSETTE, TERRY	Part-Time Custodial Substitute Effective: October 11, 2019
CASSEL, KIMBERLY	Food Service Assistant, E. Merton Crouthamel Elementary School Effective: July 13, 2020
CUCCIARRE, JESSIE	Special Education Instructional Assistant, E. Merton Crouthamel Elementary School Effective: July 30, 2020
DELAWARE, BRITTANY	ESL Classroom Assistant, Souderton Area High School Effective: August 3, 2020
DELP, MADELINE	Special Education Instructional Assistant, Oak Ridge Elementary School Effective: August 20, 2020
DRUMMOND, EMILY	ESL Intervention Teaching Assistant, Indian Crest Middle School Effective: August 18, 2020
EDINGER, MICHELLE	Special Education Instructional Assistant, E. Merton Crouthamel Elementary School Effective: August 12, 2020
GAERTHE, ROCHELLE	Special Education Instructional Assistant, West Broad Street Elementary School Effective: August 17, 2020
GEIGER, CORRINE	Intervention Teaching Assistant, Oak Ridge Elementary School Effective: August 20, 2020
JALBOOT, MONICA	Special Education Instructional Assistant, Souderton Area High School Effective: August 17, 2020
KEMBLE, AMANDA	Special Education Instructional Assistant, Souderton Area High School Effective: August 12, 2020
MASSEY, NICOLE	Intervention Teaching Assistant, Salford Hills Elementary School Effective: August 20, 2020
MAZZA, ALEXANDRA	Title I Intervention Teaching Assistant, Franconia Elementary School Effective: August 14, 2020
MCGANN, CARLA	ESL Intervention Teaching Assistant, Indian Crest Middle School Effective: August 5, 2020
MCGEE, MARY	Special Education Instructional Assistant, Indian Valley Middle School Effective: August 14, 2020
MSCICHOWSKI, SHANNON	Cafeteria/Playground Aide, E. Merton Crouthamel Elementary School Effective: July 23, 2020
OSCAR, LYNDSAY	Cafeteria/Playground Aide, E. Merton Crouthamel Elementary School Effective: August 3, 2020
RADCLIFF, MELANIE	.5 Intervention Teaching Assistant, West Broad Street Elementary School Effective: August 20, 2020
SHAFFER, KATELYN	Intervention Teaching Assistant, E. Merton Crouthamel Elementary School Effective: August 19, 2020
SMITH, COVINGTON	Special Education Instructional Assistant, West Broad Street Elementary School Effective: July 27, 2020
STANKUS, CARRIE	Intervention Teaching Assistant, Salford Hills Elementary School Effective: August 21, 2020
WHITE, PAMELA	Attendance Secretary, Oak Ridge Elementary School Effective: August 13, 2020
WILLIAMS, KELLI	Intervention Teaching Assistant, Oak Ridge Elementary School Effective: August 21, 2020
NEW HIRES	
GARDNER, KENDA Replacement for Mary Ann Cover (Retired)	Attendance Secretary, Vernfield Elementary School Effective: August 24, 2020 Wage: \$14.66 per hour Hours: 6 per day - 190 days per year
HILLEGAS, EMILY	Nursing Secretary, Souderton Area High School

Replacement for Gail Griffo (Retired)	Effective: September 1, 2020 Wage: \$14.42 per hour Hours: 7.5 per day, 185 days per year
MAST, CHRISTINE	Food Service Substitute Effective: Start of 2020-2021 School Year Wage: \$10.37 per hour Hours: As Needed
SAVIGNANO, CRYSTAL Replacement for Bernadette Muhlberger (Retired)	Special Education Instructional Assistant, Franconia Elementary School Effective: Start of 2020-2021 School Year Wage: \$14.80 per hour - Hours: 7 per day
ZANIAS-ANDERSON, NINA Replacement for Alexandra Mazza (Resignation)	Title I Intervention Teaching Assistant, Franconia Elementary School Effective: September 1, 2020 Wage: \$16.10 per hour - Hours: 5.5 per day
TRANSFERS	
ALLEN, LAURA	From: Food Service Assistant, Souderton Area High School To: Food Service Substitute Effective: Start of 2020-2021 School Year Wage: \$10.52 per hour - Hours: As Needed
DINLOCKER, RYAN Replacement for Robert White (Retired)	From: District Grounds II To: Building Facilities Manager, West Broad Street Elementary School Effective: August 3, 2020 Wage: \$27.37 per hour - Hours: 8 per day
MOORE, ELIZABETH Replacement for Virginia Rudner (Retired)	From: Food Service Assistant, West Broad Street Elementary School To: Food Service Manager, West Broad Street Elementary School Effective: August 17, 2020 Wage: \$15.36 per hour Hours: 7.5 per day, 193 days per year
ORTEGA, BENJAMIN Replacement for Christopher Gerhart (Transfer)	From: Part-Time Custodian, Souderton Area High School To: Custodian, Vernfield Elementary School Effective: July 27, 2020 Wage: \$20.47 per hour - Hours: 8 per day
WALDON, LLOYD	From: Security Guard, Indian Valley Middle School To: Substitute Security Guard Effective: August 6, 2020 Wage: \$18.00 per hour - Hours: As Needed
WEISS, CAROL	From: Food Service Assistant, Oak Ridge Elementary School To: Food Service Substitute Effective: Start of 2020-2021 School Year Wage: \$10.67 per hour - Hours: As Needed
ZUK, COLTON Replacement for Jeremiah Lewandowski (Transfer)	From: Part-Time Custodian, Indian Valley Middle School To: Custodian, Indian Valley Middle School Effective: July 27, 2020 Wage: \$20.47 per hour - Hours: 8 per day

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - SUPPORT STAFF

4.6 Approve Personnel Items - Coaching Contracts

Name	Position	Sport	School	Salary
Edward Gallagher	Head Coach	Football	Souderton Area High School	\$9,019
Michael Class	Assistant Coach	Football	Souderton Area High School	\$4,033
Michael Heath	Assistant Coach	Football	Souderton Area High School	\$5,952
John Dubyk	Assistant Coach	Football	Souderton Area High School	\$4,279
Paul Fargo	Assistant Coach	Football	Souderton Area High School	\$5,608
Dana Bergey	Assistant Coach	Football	Souderton Area High School	\$5,155
Elijah White	Assistant Coach	Football	Souderton Area High School	\$4,493
Craig Alan Worman	Assistant Coach	Football	Souderton Area High School	\$4,154
Rachel Renner	Head Coach	Cheerleading	Souderton Area High School	\$8,350
Jillian Moyer	Assistant Coach	Cheerleading	Souderton Area High School	\$4,527
David Klein	Head Coach (G)	Cross Country	Souderton Area High School	\$3,258
John Donahue	Head Coach (B)	Cross Country	Souderton Area High School	\$4,489
Susan Casciato	Head Coach	Field Hockey	Souderton Area High School	\$4,709
Melanie Humphrey	Assistant Coach	Field Hockey	Souderton Area High School	\$2,529
Tara Maloney	JV Coach	Field Hockey	Souderton Area High School	\$2,455
Kim Dudek	Freshman Coach	Field Hockey	Souderton Area High School	\$3,586
Scott Giuliano	Head Coach	Golf	Souderton Area High School	\$2,658
Steven Nogami	JV Coach	Golf	Souderton Area High School	\$2,073
Matthew Benner	Head Coach	Soccer (B)	Souderton Area High School	\$5,057
Jeffrey Walker	Assistant Coach	Soccer (B)	Souderton Area High School	\$4,087
William Cush	JV Coach	Soccer (B)	Souderton Area High School	\$2,853
Ian Smith	Head Coach	Soccer (G)	Souderton Area High School	\$3,841
Melissa Lollar	Assistant Coach	Soccer (G)	Souderton Area High School	\$2,689
David McDonough	JV Coach	Soccer (G)	Souderton Area High School	\$2,853
Joshua Myers	Head Coach	Tennis	Souderton Area High School	\$2,756
Corrine Watson	Head Coach	Volleyball (G)	Souderton Area High School	\$3,785
Ryan Stinson	JV Coach	Volleyball (G)	Souderton Area High School	\$2,572
Joseph Hay	Head Coach	Water Polo (B)	Souderton Area High School	\$3,842
Crystal Armstrong	Head Coach	Water Polo (G)	Souderton Area High School	\$3,006
Joseph Michael Hay	Assistant Coach	Water Polo	Souderton Area High School	\$2,168
Richard Freda	Director	Marching Band	Souderton Area High School	\$6,018

Allyson Williams	Assistant Director	Marching Band	Souderton Area High School	\$3,325
Heather Fisher	Head Guard Instructor	Marching Band	Souderton Area High School	\$2,619
Kaitlyn Kratz	Assistant Guard Instructor	Marching Band	Souderton Area High School	\$1,663
Timothy Wilson	Head Percussion Instructor	Marching Band	Souderton Area High School	\$3,315
Lisa Platow	Assistant Percussion Instructor	Marching Band	Souderton Area High School	\$1,713
Fannin Musical Productions LLC	Music Arranger	Marching Band	Souderton Area High School	\$1,500 to be paid via Purchase Order
Dr. Chris Campbell	Drill Design	Marching Band	Souderton Area High School	\$3,000 to be paid via Purchase Order
Ja'quill St. Valle	Assistant Instructor	Marching Band	Souderton Area High School	\$1,200 to be paid via Purchase Order from Big Red Band Boosters
Alyssa Ascher	Assistant Instructor	Marching Band	Souderton Area High School	\$1,200 to be paid via Purchase Order from Big Red Band Boosters

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - COACHING CONTRACTS

4.7 Approve Personnel Items - Substitute Teachers for the 2020-2021 School Year

Kelli Adams
 Kelly Alderfer
 Rae Alderfer
 Amber Allebach
 Marie Allen
 Amy Anderson
 Linda Augustine
 Melanie Baker
 Emma Barnard
 Donna Barndt
 Bunny Barnes
 Robin Barnett
 Cristie Bearn
 Arlene Bender
 Emily Benner
 Ronald Benner
 Austin Berbaum
 Allison Beresovoy
 Gretchen Berry
 Russell Biegalski
 Michelle Billy
 Elissa Bishop
 Katie Boland
 Megan Bolton
 Kaylee Braithwaite
 Sabrina Bratcher
 Penelope Breen
 Jennifer Brown
 Dawn Burke
 Sheryl Burke
 Katherine Carter
 Shannon Chase
 Richard Cheiffo
 Kristen Chynoweth
 Karlee Clemens
 Madeline Clemens
 Jill Coleman
 Diane Constabel
 Alex Copenhaver
 Sara Corchiolo
 Stephanie Cross
 April Crozier
 Jessie Cucciarre
 Sandra Curry
 Joseph Cusate
 Brandi Daly
 Megan David
 Meg Davidson
 Lynn DeSordo
 Jennifer Depew
 Rachel Derr
 Kelsey Derro
 Jacqueline DiCandilo
 Megan Dick
 Jason Dietrich
 Christina Diltz
 Thomas DiMarco
 Tara Dominguez
 Jamie Dorfman
 Katherine Edwards
 Jennifer Everhardt
 Michele Farrand
 Penni Farrell
 Christine Farren
 Jennifer Ferrara
 Heather Fisher
 Morgen Foley
 John Frost

Sarah Fry
Noelle Gaburon
Amy Gahman
Yuliya Gandy
Tina Garbacz
Denise Garrigus
Monica Gehman
Elaine Gerhart
Julie Glass
Sabrina Godshall
Brooke Gonzales
Lisa Gribbin
Joseph Guerra III
Cheryl Hall
Abigail Halteman
Philip Halteman
Jennifer Halverson
Joanne Harker
Ami Hays
Melissa Herd
Angela Hillier
Tiffany Hopkins
Sarah Hower
John Hulik
Lisa Kehrle
Alisa Kelly
Stephanie Kenah
Hillary Kessler
Kelly Kingsbury
Laura Kline
Alexander Koehler
Susan Kriebel
Stephanie Kull
Jennifer Laincz
Christian Laird
Jennifer Landis
Linda Landis
Michelle Lanzillotti
Joanna Leatherman
Regan Lias
Melissa Long
Amanda Lorenc
Carrie Lutz
Carolyn Lyons
Norman MacMullen
Taylor Magee
Lindsay Mahon
Colleen Maksin
Kimberly Malmquist
Cinthya Marquez-Lobos
Pamela Martino
Nicole Massey
Stephanie Maurer
Jill McDowell
Mary Pat McGinn-Holewinski
Alison McGovern
Mary McNamara
Micah McQuarrie
Lindsey Mentzer
Tracy Meyers
Rebecca Michalak
Carol Mikesic
Nicole Miles
Celeste Molyneux
Rebeca Morganheira
Colin Moyer
Danielle Moyer
Logan Moyer
Barrie-John Murphy
Rachelle Nderitu
Nicole Noll
Karen Nugent
Andrew O'Brien
Kelly O'Shura
Dona Palonis
Debra Papciak
Stephanie Parente
Sean Pelosi
Kristen Pendergraft
Alicia Pereira
Patricia Pfeil
David Pinsky
Lisa Platow
Moni Pradhan
Brandon Pyser
Olivia Quatrao
Melanie Radcliff
Dorothy Ramsey
Alicia Ranberg
Denise Randolph
Meredith Reed
Rachael Renner

Laurie Reynolds
 Victor Riccobono
 Sara Riemer
 Tricia Ripka
 Amber Roatche
 Kimberly Roberts
 Pollie Rodrique
 Sue Roncoroni
 Amber Rose
 Lori Rostron
 Colleen Ryan
 Julie Sabokbar
 Gina Sanfratello
 Rebecca Sauerwald
 Becky Schaefer
 Sharon Schaeffer
 Monica Schroeder
 Lisa Schulingkamp
 Wanda Schwandt
 James Seaton
 Kelli Shimer
 Tracey Sieving
 Caitlyn Singletary
 Lauren E. Smith
 Lauren M. Smith
 Sheryl Smith
 Stephanie Smith
 Ann Sorensen
 Monica Staehle
 Carrie Stankus
 Christine Stauffer
 James Stegmann
 Jennifer Stewart
 Fred Tarsitano
 Amy Thompson
 Heather Thomsen
 Jennifer Tisoskey
 Barbara Tomlinson
 Tara Turner
 Sara Walker
 Georgette Washel
 Rebecca Weida
 Diane Weissman
 Cassandra West
 Kimberly Wheeler
 Alesha Whitaker
 Kelli Williams
 Andrew Yanan
 Becky Yousaitis
 Nina Zantias-Anderson
 Deborah Zimmerman

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - SUBSTITUTE TEACHERS FOR THE 2020-2021 SCHOOL YEAR

4.8 Approve Personnel Items - Supplemental Contracts

<u>First Name</u>	<u>Last Name</u>	<u>Activity</u>	<u>School</u>	<u>Term</u>	<u>Amount</u>
Bonnie	Miller	K-12 Nurse Coordinator	District	2020-2021 School Year	\$ 3,500.00
Joseph	Gunn	K-12 Gifted Coordinator	District	2020-2021 School Year	\$ 2,750.00
Christine	Green	Fourth Grade Curriculum Coordinator *Replacing Brooke Rogers	District	2020-2021 School Year	\$ 1,750.00
Courtney	Lepping	6-8 Math Coordinator	District	2020-2021 School Year	\$ 3,500.00
Stuart	Marjoram	Health & Human Services Pathway Coordinator	District	2020-2021 School Year	\$ 1,500.00

Resolution: APPROVE PERSONNEL ITEMS - SUPPLEMENTAL CONTRACTS

4.9 Approve Medical Director, Physicians and Dentists for the 2020-2021 School Year

Medical Director

Dr. Heather Hart - Tri Valley \$2,500.00

Physicians (\$13.00 per physical)

Trivalley Primary Care (Lower Salford Office)
 EMC
 Salford Hills
 West Broad Street
 High School

Trivalley Primary Care (Souderton Office)
 Franconia
 Oak Ridge

Vernfield
 Indian Valley
 Indian Crest

Dental (\$5.00 per exam)

Weaver, Rechner, & Reinhart Dental Associates
 West Broad Street
 EMC

Indian Valley Dental Associates
 Oak Ridge
 Salford Hills
 Vernfield

Dr. John Nase
 Indian Valley Middle School

Family Smile Care, PC
 Franconia
 Indian Crest

Resolution: APPROVE MEDICAL DIRECTOR, PHYSICIANS AND DENTISTS FOR THE 2020-2021 SCHOOL YEAR

4.10 First Reading of Policy No. 103 - Discrimination/Title IX Sexual Harassment Affecting Students

Resolution: MOTION TO APPROVE FIRST READING OF POLICY NO. 103 - DISCRIMINATION/TITLE IX SEXUAL HARASSMENT AFFECTING STUDENTS

4.11 First Reading of Policy No. 104 - Discrimination/Title IX Sexual Harassment Affecting Staff

Resolution: MOTION TO APPROVE FIRST READING OF POLICY NO. 104 - DISCRIMINATION/TITLE IX SEXUAL HARASSMENT AFFECTING STAFF

4.12 First Reading of Revised Policy No. 204 - Attendance

Resolution: MOTION TO APPROVE FIRST READING OF POLICY NO. 204 - ATTENDANCE

4.13 Approve Confidential Release and Settlement Agreement

Resolution: MOTION TO APPROVE CONFIDENTIAL RELEASE AND SETTLEMENT AGREEMENT

4.14 Approve Emergency Resolution to Provide for Continuity of Education

Resolution: MOTION TO APPROVE EMERGENCY RESOLUTION TO PROVIDE FOR THE CONTINUITY OF EDUCATION

4.15 Approve 2020-2021 Agreement with Lakeside Youth Services and Covid-19 Agreement Addendum

Resolution: MOTION TO APPROVE ADDENDUM TO AGREEMENT WITH LAKESIDE YOUTH SERVICES AND COVID-19 AGREEMENT ADDENDUM

4.16 Approve the Disposal of Excess, Obsolete and Non-Repairable Equipment

Resolution: MOTION TO APPROVE THE DISPOSAL OF EXCESS, OBSOLETE AND NON-REPAIRABLE EQUIPMENT

4.17 Approve the Joint Purchasing Agreement with the Montgomery County Intermediate Unit

Resolution: Approve the Joint Purchasing Agreement with the Montgomery County Intermediate Unit

4.18 Approve the Release and Settlement Agreement with Souderton Charter School Collaborative for 2019-2020 tuition payments

Resolution: Approve the Release and Settlement Agreement with Souderton Charter School Collaborative for 2019-2020 tuition payments

4.19 APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED

Resolution: MOTION TO APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED.

MOTION TO APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED.

Motion by Donna Scheuren, second by Matt Holliday.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

5. Discussion/Action Agenda

Dr. Hey shared his screen to review the School Reopening Plan. He reviewed the major considerations which included:

- Delay the first day of school, revise school calendar
- Provide blended/hybrid option
- SAOA and associated staffing
- Guidance from PA Departments of Education and Health

District-wide enrollment data was reviewed; reflecting that 74% of student population would be receiving in-person instruction and 26% would be learning virtually with SAOA. Dr. Gallagher reviewed the Hybrid Ramp-Up Plan which explained the orientation week and the cohort attendance model. All students receiving in-person instruction are scheduled to be in class on Tuesday, September 29th. The First Weeks' Schedule was detailed by Mrs. Zweiback for both regular and special education students.

Specifics were outlined for the SAOA students, including device distribution, synchronous and asynchronous instruction, teaming for middle school students, and first week expectations and orientation. Updates were also given on the Home Access Center, busing, device distribution and the athletic program. Mrs. Zweiback previewed a COVID-19 Early Warning Monitoring Dashboard slide and discussed district protocols including cleaning and sanitizing, social distancing, monitoring of student and staff, mask requirements and communication. Mrs. Zweiback noted the Athletic Health & Safety Plan noting the inclusion of PIAA Return to Competition guidelines. Mrs. Zweiback also noted that initially there would not be spectators at athletic events, and this decision would be reviewed weekly.

Dr. Gallagher thanked the Board and the Administration for their work and preparation on the Reopening Plan. He expressed pride in all employee groups for their dedication and commitment to return all students to a safe and equitable learning environment. Dr. Gallagher also thanked the community for their support and asked for patience and understanding as the organization moves forward with its plan.

Mr. Keith thanked the Administration for their work on the Reopening Plan, noting the volume of information in its contents. He encouraged the community to continue to check the school district website and to continue to reach out with questions and concerns. Mr. Keith asked for questions and comments from the Board and upon receiving none, held motion for the following items.

5.1 Approve Revision to 2020 - 2021 School Calendar

Resolution: MOTION TO APPROVE REVISION TO THE 2020-2021 SCHOOL YEAR CALENDAR

MOTION TO APPROVE DISCUSSION/ACTION AGENDA ITEM AS PRESENTED.

Motion by Nicholas Braccio, second by Courtney Barbieri

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

5.2 Approve the SASD Revised Reopening Health & Safety Plan

Resolution: MOTION TO APPROVE THE SOUDERTON AREA SD REVISED REOPENING HEALTH & SAFETY PLAN

MOTION TO APPROVE DISCUSSION/ACTION AGENDA ITEM AS PRESENTED.

Motion by William Brong, second by Matt Holliday

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

5.3 Approve the SASD Revised Athletic Plan

Resolution: MOTION TO APPROVE THE SOUDERTON AREA SD REVISED ATHLETIC PLAN

MOTION TO APPROVE DISCUSSION/ACTION AGENDA ITEM AS PRESENTED.

Motion by Donna Scheuren, second by Courtney Barbieri

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

6. Future Meetings

6.1 Future Meetings

DATE	ORGANIZATION	TIME	LOCATION
Wednesday September 9 2020	SASD Board Committee Meetings	6:30 PM	TBD
Monday September 21 2020	NMTCC Joint Operating Committee	7:00 PM	North Montco Technical Career Center 1265 Sumneytown Pike Lansdale
Tuesday September 22 2020	Indian Valley Regional Planning Commission	7:00 PM	Franconia Township Building 671 Allentown Road Telford
Wednesday September 23 2020	MCIU Board of Directors Meeting	6:45 PM	Montgomery County Intermediate Unit 2 West Lafayette Street Norristown
Thursday September 24	SASD Board Action Meeting	7:00 PM	TBD

7. Report of the Solicitor

7.1 Report of the Solicitor

There was no report.

8. Unfinished/New Business of the Board

8.1 Unfinished/New Business from the Board

Dr. Gallagher announced the Back to School video and it was shown on the screen in the Boardroom and virtually.

9. Public Comments

9.1 Public Comments

Dr. Hey noted that one public comment on non agenda items, had been received from Veronica Moeller. Dr. Hey read the comment:

I have approached this board in June after the senseless killings of Ahmaud Arbery, Breonna Taylor and George Floyd to start the discussion about race and equity in SASD. Due to the ongoing pandemic and the enormous tasks of trying to open the schools I was told to wait until August, which I found very offensive by the way. In light of another senseless shooting of a black man in Wisconsin, and major sports leagues protesting their games, I am once again asking SASD to engage in conversation about race and equity within this district. I would like an update on the work the equity committee has completed, the community members that are actively participating on the committee and the district's stance on implementing an anti-racist curriculum. Also, I've been "sitting tight" for that equity FAQ tab on the district site. It is now August 27, and it is still not up, shame on you for the lack of urgency on what your community has begged you for. I'd like to leave you with one final thought, a quote from Dr. Martin Luther King.

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy"

I look forward to hearing your response.

Dr. Gallagher responded by stating that equity is the reason that the school district has chosen to reopen its schools; giving each child an equal chance to be educated. He also commented that all district resources have been focused on safely reopening schools during the COVID pandemic. He noted that a follow up of the district Equity Committee would be given at the next Board meeting.

Mr. Keith read from a prepared statement reiterating the Board's commitment to reopening its schools and giving parents a choice of a learning environment. He acknowledged that while some may be disappointed about the initial hybrid approach, the goal for in-person instruction remains firm. Mr. Keith commented that the Board spent many hours exploring and preparing its safety protocols in order to preserve education for the whole child. Mr. Keith cautioned the community against politicizing the virus and reinforced the Board of School Directors goal to provide a safe and affordable education for its students.

Board Vice President Mrs. Scheuren also read from a prepared statement thanking Dr. Gallagher for his comments. Mrs. Scheuren noted that while the current social environment has been challenging to everyone personally and professionally, this Board remained resolute in their desire to put forth options for parents. Mrs. Scheuren reflected on the parent surveys and many comments of support received from the community. She noted that no decision was made lightly and that the School Board oath of office to serve faithfully and with fidelity, had been executed in this process.

10. Adjournment

10.1 Adjournment of the Meeting

The meeting was adjourned at 8:17 P.M.

MOTION TO ADJOURN THE BOARD OF SCHOOL DIRECTORS' MEETING.

Motion by William Brong, second by Courtney Barbieri.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

Respectfully Submitted,



Brian R. Pawling
Board Secretary/Director of Business Affairs