



## BOARD OF SCHOOL DIRECTORS MONTHLY ACTION MEETING MINUTES Thursday, January 23, 2020

Generated by Renai Cardillo on Tuesday, January 28, 2020

**Members present:** Nicholas Braccio, William Brong, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

**Members absent:** Janet Flisak

**Others present:** Lisa Ball, Henry Franz, Frank Gallagher, Christopher Hey, Katie Kennedy-Reilly, and Megan Zweiback

### 1. Welcome

#### 1.1 Call to Order - Board President

Mr. Keith called the meeting to order at 7:12 P.M.

#### 1.2 Meeting Protocol

Mr. Keith announced meeting protocol for public comment.

#### 1.3 Pledge of Allegiance

Mr. Keith led the meeting in the Pledge of Allegiance

#### 1.4 Roll Call - Board Secretary

Dr. Hey called the roll. There were eight Board members present.

### 2. Report of the Student Representatives to the Board

#### 2.1 Student Representatives Update on Activities and Events at Souderton Area High School

Senior Elliot Majka and Junior Anthony Palonis reported on recent events occurring at the high school including the start of the Unified Bocce season, course scheduling, Keystone exams, and the Coaches vs. Cancer Basketball fundraiser. They also shared that the Art for Social Change Club recently visited the Telford Lutheran Community and participated in an art project with the residents. They also spoke about upcoming high school events that included the Winter Ball, 5th Grade Career Day, finals, and the end of the first semester.

### 3. Public Comments on Agenda Items

#### 3.1 Public Comment

Mr. Keith read a statement concerning the Souderton Charter School Collaborative. The statement reads:

"As the issue between SCSC and Souderton Area School District has evolved into a legal matter and in fairness to all parties, we will not be responding to public comments on this issue this evening. I thank you for your cooperation as we let this matter work itself properly through legal channels.

In the interest of full transparency, we want to notify our community about the lawsuit the Souderton Charter School Collaborative (SCSC) has just filed against the Souderton Area School District (SASD) in Montgomery County Common Pleas Court. In December, 2019, SASD granted SCSC conditional renewal of its charter, contingent upon the charter school complying with two reasonable conditions set forth in charter school law. SCSC is fighting these conditions, appealing them in county court and also to the state's Charter Appeals Board.

Souderton Area School District asked that by September 2020, SCSC provide the same health benefits coverage that our District provides to its employees. We also asked that SCSC bring at least 75% of its teaching staff up to the same certification standards applicable to all public schools. Currently, fewer than 50% of SCSC's teachers are

appropriately certified in accordance with standards established for PA schools. (We are proud that 100% of Souderton teachers are fully certified.) The District firmly believes that these conditions are not burdensome and are mandated by state education law. We have always maintained that we support a parent's right for school choice, but that we feel we should have the right to compete on a level playing field with a charter that is almost exclusively funded by our taxpayers. Our Board has no operating oversight of SCSC, yet we are obligated by law to send tuition payments to SCSC – this year, in excess of \$2.5 million.

SCSC also appealed our decision to Pennsylvania's Charter Appeals Board (CAB), which is filled predominantly by people who have connections and ties to charter schools, including a teacher currently employed by SCSC, or who are very sympathetic to charter schools (including the spouse of a former charter school executive who was fired from her position.) Since its inception, the decisions of CAB have been largely in favor of charter schools. We welcome the opportunity to seek a common pleas court ruling on state education law, as we believe we will not receive an unbiased interpretation or ruling from CAB, which we do not believe has any legal jurisdiction over the imposition of charter school conditions.

SCSC has stated that providing its employees with the same health benefits as SASD would be an "undue burden," yet the law clearly states that charter school employees shall be offered the same health care benefits as if they were employed in the local school district. The District also feels it is SCSC's duty to ensure that 75% of its teachers are appropriately certified. This should not be a difficult task for these educators.

Again, we simply seek to compete on the same equal playing field with this charter school. As it stands, charter schools are only required to have 75% of teaching staff appropriately certified. They do not have to follow many of the rules that public school districts do, and they do not have the same financial obligations. Charters insist they are public schools, but they simply don't play by the same rules, nor do they have the same level of accountability. Charter school tuition rates in Souderton have more than doubled over the last decade, and have far outpaced increases in funding from the state. This means that charter school costs increasingly burden the local taxpayer. This Board has worked very hard to maintain the lowest annual tax increases in the county and has raised taxes an average of only 1% over the past five years.

We are very proud of our school district and our families. We offer dynamic programs, a very caring and talented (and fully certified) staff, and a high-quality, student-centered education that challenges our students to achieve at high levels.

Thank you for your continued support for our schools."

Ms. Maryann Wright of Franconia Township spoke to the Board about the traffic flow on Lower Road adjacent to the high school. Ms. Wright requested that the back gate located on Halteman Road entrance of the high school be opened for high school traffic in an effort to alleviate the turnarounds in her driveway.

Ms. Charl Wellner of Souderton inquired about whether a School Board member may run for a State Representative position. Ms. Wellner also commented on Charter Schools stating that there is room for more than one type of school in this school district.

Dr. Gallagher introduced Ms. Carmina Taylor, President of the Ambler Branch of the NAACP. Ms. Taylor spoke about the vision of the NAACP and noted that she had visited several other neighboring school districts to share the vision. Ms. Taylor introduced Mr. Jeffrey White, as a parent representative. Ms. Taylor also distributed her statement in paper format to Board members.

#### 4. Report of the President

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

Mr. Keith reported that an Executive Session was held on January 8, 2020 to discuss potential legal matters and lasted approximately 45 minutes.

Mr. Keith also reported that an Executive Session was held prior to tonight's meeting to discuss the conditional renewal of the charter for the Souderton Charter School Collaborative as well as a legal matter and personnel issues including a new professional hire. The session lasted approximately 30 minutes.

#### 5. Consent/Action Agenda

##### 5.1 Consent/Action Agenda Protocol

The Superintendent made a recommendation to the Board for a motion to approve the Consent/Action Item(s) listed. Board members were invited to remove items from the Consent/Action agenda if further discussion is needed.

## 5.2 Approve School Board Meeting Minutes from December 4, December 11, and December 19, 2019

Resolution: MOTION TO APPROVE THE DECEMBER 4, DECEMBER 11, AND DECEMBER 19, 2019 SCHOOL BOARD MEETING MINUTES AS PRESENTED.

## 5.3 Approve Financial Statements and Check Listings - December 2019

Resolution: MOTION TO APPROVE THE FINANCIAL STATEMENTS AND CHECK LISTINGS FOR DECEMBER 2019.

## 5.4 Approve Request(s) to Attend Conferences/Workshops

The Administration is seeking Board approval of conference/workshop requests as listed below:

Andrew Hudak  
Professional Coach  
Visible Learning  
Montgomery County Intermediate Unit  
Norristown, PA  
January 28, 2020  
April 1-2, 2020  
\$600.00  
Funding: Curriculum Budget (Title II Funds)

Resolution: MOTION TO APPROVE REQUEST(S) TO ATTEND CONFERENCES/WORKSHOPS AS LISTED.

## 5.5 Approve Mentors and Peer Coaches

Administration will be seeking approval for the following mentors:

Daniel Stover	Mentor to Andrew Yanan (second semester)	\$300
Kate Pecharo	Mentor to Karen Sheldon (second semester)	\$300
Alison Kircher	Mentor to Claudia LaMarca (second semester)	\$300

Brendan Stanton	Peer Coach to Kelly O'Shura (second semester)	\$150
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Resolution: MOTION TO APPROVE MENTORS AND PEER COACHES FOR THE 2019-2020 SCHOOL YEAR

## 5.6 Approve Request(s) for Out-of-State/Overnight Field Trips

The Administration is seeking approval for a request for an out-of-state/overnight field trip:

SAHS FBLA students  
FBLA State Leadership Conference  
Hershey Lodge & Conference Center  
Hershey, PA  
April 5-8, 2020  
18 students / 3 adults  
Funding: Student

Resolution: MOTION TO APPROVE OUT-OF-STATE/OVERNIGHT FIELD TRIP REQUEST(S) AS LISTED:

## 5.7 Approve Personnel Items - Professional Contract for Teacher Who Earned Tenure

Name	Subject/School
Kelsey Suder	Fifth Grade Teacher, Oak Ridge Elementary School

Resolution: APPROVE PERSONNEL ITEMS - PROFESSIONAL CONTRACT FOR TEACHER WHO EARNED TENURE

## 5.8 Approve Personnel Items - Professional Staff

<b>RETIREMENTS</b>	
KIRSTEIER, DENISE	Second Grade Teacher, West Broad Street Elementary School Effective: End of 2019-2020 School Year
WASHAM, TERESA	Music Teacher, Souderton Area High School Effective: End of 2019-2020 School Year
<b>NEW HIRES</b>	
LAMARCA, CLAUDIA Replacement for Kate Hardgrove (Childrearing)	School Counselor, Souderton Area High School LONG-TERM SUBSTITUTE Effective: Second semester of 2019-2020 School Year Education: Monmouth University (BA) 2017 Monmouth University (MEd) 2019 Experience: Aug. 2019-present – Souderton Area School District, School Counseling Intern, Souderton Area High School; Jan.-May 2019 – St. Rose High School, NJ, Counseling Intern; Sept.-Dec. 20198 – Joseph C. Caruso Elementary School, NJ, Counseling Intern Recommended Salary: \$27,896 – M (1)
YOUNG, CHRISTEN Replacement for Mary Mangum (Resigned)	Art Teacher, E. Merton Crouthamel Elementary School PROFESSIONAL EMPLOYEE Effective: On or about March 23, 2020 Education: Temple (BS) 2010 Cabrini (MEd) 2016 Experience: Aug. 2017-present – Philadelphia School District, Art Teacher; Aug. 2013-present – Mastery Charter School, Art Teacher; Aug. 2010-2013 – Mastery Charter School, Associate Art Instructor; Nov. 2009-May 2010 – Greene Street Friends School, Student Teacher Recommended Salary: \$ 57,860 (pro-rated based on start date) - M (2)
<b>REQUEST FOR CHILDREARING LEAVE</b>	
ANDRYC, MALGORZATA	.5 School Psychologist, Salford Hills Elementary School Request for childrearing leave beginning on approximately April 15, 2020 and extending through the end of the 2019-2020 school year. Mrs. Andryc plans to return at the start of the 2020-2021 school year.

## Resolution: MOTION TO PROVE PERSONNEL ITEMS - PROFESSIONAL STAFF

## 5.9 Approve Personnel Items - Support Staff

<b>NEW HIRES</b>	
DELO, LORI Replacement for Lauren Ehring (Resigned)	Special Education Instructional Assistant, Indian Valley Middle School Effective: January 6, 2020 Wage: \$14.95 per hour - Hours: 6.5 per day
GARDNER, KENDA	Substitute Secretary Effective: December 18, 2019 Wage: \$12.43 per hour - Hours: As needed
MASSEY, NICOLE Replacement for Melissa Long (Resigned)	Intervention Teaching Assistant, Salford Hills Elementary School Effective: January 9, 2020 Wage: \$15.65 per hour - Hours: 5.5 per day
MELRATH, KIRSTEN Replacement for Anne Plante (Resigned)	Cafeteria/Playground Assistant, Vernfield Elementary School Effective: December 16, 2019 Wage: \$10.59 per hour - Hours: 2 per day
MELRATH, KIRSTEN	Substitute Secretary Effective: December 18, 2019 Wage: \$12.43 per hour - Hours: As needed
POND, DEBRA	Food Service Substitute Effective: January 2, 2020 Wage: \$10.17 per hour - Hours: As needed
RANDOLPH, DENISE Replacement for Jocelyn Moye (Resigned)	Intervention Teaching Assistant, Indian Valley Middle School Effective: January 2, 2020 Wage: \$15.65 per hour - Hours: 5.5 per day
RIOS (HANGEY), KELLY	Food Service Substitute Effective: December 17, 2019 Wage: \$10.17 per hour - Hours: As needed
SODA, LAURA	Substitute Secretary Effective: December 18, 2019 Wage: \$12.43 per hour - Hours: As needed

<b>TRANSFERS</b>	
CASSEL, KIMBERLY Replacement for Theresa Straub (Transfer)	From: Food Service Substitute To: Food Service Assistant, E. Merton Crouthamel Elementary School Effective: January 20, 2020 Wage: \$10.75 per hour - Hours: 3.75 per day
DAVIS, JEZREEL Replacement for Jayne Spencer (Resigned)	From: Food Service Substitute To: Food Service Assistant, Indian Crest Middle School Effective: January 20, 2020 Wage: \$10.75 per hour - Hours: 4 per day
JOHNSON, ZACHARY	From: Summer Custodial Substitute To: Part-Time Custodial Substitute Effective: December 23, 2019 Wage: \$12.65 per hour - Hours: As needed
NELSON, ASHLEY Replacement for Deborah Zimmerman (Resigned)	From: Special Education Instructional Assistant, Indian Crest Middle School To: Intervention Teaching Assistant, Indian Crest Middle School Effective: TBD Wage: \$15.65 per hour - Hours: 5 per day
RIOS (HANGEY), KELLY Replacement for Carmen Schreffler (Resigned)	From: Food Service Substitute To: Food Service Assistant, Indian Valley Middle School Effective: January 21, 2020 Wage: \$10.75 per hour - Hours: 4.25 per day
STRAUB, THERESA Replacement for Faith Nelson (Transfer)	From: Part-Time Food Service Assistant, E. Merton Crouthamel Elementary School To: Full-Time Food Service Assistant, E. Merton Crouthamel Elementary School Effective: January 1, 2020 Wage: \$10.75 per hour - Hours: 6 per day
YERGER, CHAYCE	From: Summer Custodial Substitute To: Part-Time Custodial Substitute Effective: December 23, 2019 Wage: \$12.65 per hour - Hours: As needed

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - SUPPORT STAFF

5.10 Approve Personnel Items - Supplemental Contracts

Name	Position	School	Salary
Lori Maxwell	School Musical - Producer	Souderton Area High School	\$2,525
Patrick Diehl (Replacement for Doug Henning (leave))	Interim Boys Basketball Coach	Indian Valley Middle School	\$1,709.75 (pro-rated amount)
Scott Wolfinger	Assistant Instructor - Indoor Drumline	Souderton Area High School	\$1,200 to be paid via Purchase Order by Band Boosters

The following is a change to a previously approved supplemental contract on the November 21, 2019 board agenda:

Name	Position	School	Salary
Doug Henning	Boys Basketball Coach	Indian Valley Middle School	\$340.38 (pro-rated amount)

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - SUPPLEMENTAL CONTRACTS

5.11 Approve Personnel Items - Additions to Winter/Spring 2020 Community Education Instructors

Name	Course	Rate	Salary
Thomas Welsh	Pickle Ball Orientation	\$40 per student	-
Thomas Welsh	Pickle Ball Play	8 hours/\$20 per hour	\$160

The following is a change to a previously approved instructor on the December 19, 2019 board agenda:

Name	Course	Rate	Salary
Mark Cashatt Studio	Tai Chi	\$48 per student Paid to Cashatt Studio (previously submitted at \$30 per student)	-

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - ADDITIONS TO WINTER/SPRING 2020 COMMUNITY EDUCATION INSTRUCTORS

## 5.12 Approve Personnel Items - Additions to Substitute Teachers

Cristie Bearn  
Erika King  
Ashley Nelson  
Nicole Massey  
Carol Mikesic  
Denise Randolph

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - ADDITIONS TO SUBSTITUTE TEACHERS

## 5.13 Approve Third Reading and Final Adoption of Revised Policy No. 611 - Purchases Budgeted

The Administration is recommending that the Board approve a third reading and final adoption of revised Policy No. 611. It is the policy of the Board that when funds are available all purchases contemplated within the current budget and not subject to bid or quotation, as outlined in Policy 610, be made in a manner that insures the best interests of the district.

Resolution: MOTION TO APPROVE A THIRD READING AND FINAL ADOPTION OF REVISED POLICY NO. 611 - PURCHASES BUDGETED

## 5.14 Approve Third Reading and Final Adoption of Revised Policy No. 612 - Purchases Not Budgeted

The Administration is recommending the Board approve a third reading and final adoption of revised Policy No. 612. The laws of the Commonwealth and the interests of the community require fiscal responsibility by the Board in the operation of the school district. Appropriate fiscal controls are hereby adopted to ensure that public funds are not disbursed in amounts, in excess of the appropriations provided this district.

Resolution: MOTION TO APPROVE THIRD READING AND FINAL ADOPTION OF REVISED POLICY NO. 612 - PURCHASES NOT BUDGETED

## 5.15 Approve Third Reading and Final Adoption of Revised Policy No. 620 - Fund Balance

The Administration is recommending that the Board approve a third reading and final adoption of the revision to Policy No. 620. The Board recognizes the importance of sound fiscal management and has developed this policy with the objective of establishing long-range fiscal stability. This policy establishes fund balance definitions and provides guidance concerning the desired level of year-end fund balance to be maintained by the District.

Resolution: MOTION TO APPROVE THIRD READING AND FINAL ADOPTION OF REVISED POLICY NO. 620 - FUND BALANCE

## 5.16 Approve Third Reading and Final Adoption of Policy No. 625 - Procurement Cards

The Administration is recommending the Board approve a third reading and final adoption of new Policy No. 625. The Board approves the use of procurement cards for permissible purchases by designated employees to enhance revenue through card rebates, improve the efficiency of purchasing activities, reduce processing expenses, improve controls for small-dollar purchases, and streamline vendor payment. The Board directs the administration to establish safeguards to prevent misuse of such cards.

Resolution: MOTION TO APPROVE THIRD READING AND FINAL ADOPTION OF POLICY NO. 625 - PROCUREMENT CARDS

## 5.17 Repeal Policy No. 823 - Smoking

Policies prohibiting use of tobacco for students, staff and parents are now included in recently updated Policy Nos. 222, 323, 423, 523, and 904, rendering Policy No. 823 unnecessary.

Resolution: MOTION TO REPEAL POLICY NO. 823 - SMOKING

## 5.18 Approve Third Reading and Final Adoption of New Policy No. 824 - Maintaining Professional Adult/Student Boundaries

**Resolution: APPROVE THIRD READING AND FINAL ADOPTION OF NEW POLICY NO. 824 - MAINTAINING PROFESSIONAL ADULT/STUDENT BOUNDARIES**

**5.19 Renumber current Policy No. 824 - Standing Order of Naloxone in Schools, to become Policy No. 823**

This renumbering will align our policies with the recommended numbering system from the Pennsylvania School Boards' Association.

**Resolution: MOTION TO RENUMBER CURRENT POLICY NO. 824 - STANDING ORDER OF NALOXONE IN SCHOOLS, TO BECOME POLICY NO. 823**

**5.20 Approve School Clubs for 2019-2020 School Year**

The Administration recommends this approval of two (2) student clubs for the 2019-2020 school year.

**Resolution: MOTION TO APPROVE SCHOOL CLUBS FOR THE 2019-2020 SCHOOL YEAR**

**5.21 Accept the Single Audit Report for 2018-2019**

The Administration recommends acceptance of the Single Audit Report from Gorman & Associates, P. C. for the year ended June 30, 2019.

**Resolution: MOTION TO ACCEPT THE SINGLE AUDIT REPORT FOR THE YEAR ENDED JUNE 30, 2019**

**5.22 ITEM REMOVED FROM AGENDA**

**5.23 APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED**

Mrs. Scheuren requested clarification for the public, on agenda item 5.17 regarding a repeal of Policy No. 823 - Smoking.

Dr. Hey responded that the No Smoking policy for students, staff and the public are now covered in a number of other policies, they had been previously updated to include vaping devices, rendering the others obsolete. Dr. Hey reiterated that smoking is prohibited on all campus properties.

**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 William Brong.

Final Resolution: Motion Carries

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

## 6. Discussion/Action Agenda

There were no Discussion/Action agenda items.

## 7. Future Meetings

### 7.1 Future Meetings

Mr. Keith announced the following public meetings:

DATE	ORGANIZATION	TIME	LOCATION
Tuesday January 28, 2020	Indian Valley Regional Planning Commission	7:00 PM	Franconia Township Building 671 Allentown Road Telford
Wednesday February 12, 2020	SASD Board of School Directors Committee Meetings	6:30 PM	District Administrative Office 760 Lower Road Souderton

Wednesday February 19, 2020	NMTCC Joint Operating Committee Meeting	7:00 PM	North Montco Technical Career Center 1265 Sumeytown Pike Lansdale
Wednesday February 26, 2020	Montgomery County Intermediate Unit Board of School Directors Meeting	6:45 PM	Montgomery County Intermediate Unit 2 West Lafayette Street Norristown
Thursday February 27, 2020	SASD Board of School Directors Board Action Meeting	7:00 PM	District Administrative Office 760 Lower Road Souderton

## 8. Report of the Solicitor

### 8.1 Report of the Solicitor

There was no report.

## 9. Unfinished/New Business of the Board

### 9.1 Unfinished/New Business from the Board

Mr. Brong reported that at the January 22nd Joint Operating Committee meeting of the North Montco Technical Career Center Board the following officers were elected; Andrea Rees Vice Chairperson, Tim MacBain, Secretary, and Ken Keith Treasurer. Mr. Brong also stated that he had been reelected as Chairperson.

Mr. Brong also mentioned that the Pennsylvania Secretary of Labor would be visiting the North Montco Technical Career Center tomorrow, to learn about the programs.

## 10. Public Comments

### 10.1 Public Comments

There were no public comments.

## 11. Adjournment

### 11.1 Adjournment of the Meeting

Mr. Keith adjourned the meeting at 7:50 P.M.

**MOTION TO ADJOURN THE BOARD OF SCHOOL DIRECTORS' MEETING.**

Motion by Donna Scheuren, second by William Brong.

Final Resolution: Motion Carries

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

Respectfully Submitted,



Brian R. Pawling  
Director of Business Affairs/Board Secretary



Mr. Pawling

## **Ambler Branch Statement to the Souderton School Board 1.23.20**

Dear School Board Members:

In accepting the mantle of leadership bestowed by virtue of our 'Charter', the NAACP Ambler Branch is required to pursue the vision and mission of the "Association". As such, the vision of the NAACP is to ensure a society in which all individuals have equal rights and there is no racial hatred or racial discrimination. The mission of the NAACP is to ensure the political, educational, social and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.

Good evening, my name is Carmina Taylor, I am the President of the NAACP Ambler Branch. Tonight, I am here to introduce my Education Chair, Mr. Jeff White. He will be the representative from our Branch to your school district. I am so pleased that he is a Souderton parent! He is vested in our work related to the vision and mission of the Education Committee. Therefore, I am entrusting all of you to give him your unparalleled support.

On October 27th of last year, our Branch hosted a school board forum with your Democratic candidates, some of your Souderton students and community members centered around all facets of Educational Equity. What gleaned from that experience is that all candidates agreed, if elected or not, they would work with our Branch in various forms of community engagement in the best interest of the Souderton school community. Community members reached out to us for advocacy and we have responded.

Therefore, I am pleased to announce that we are near the full completion process of establishing a Souderton School Community Coalition. The group will be focusing its efforts on active engagement and dialogue with your board as it relates to transparency, access to relevant and pertinent issue based topics and accountability.

As it relates to any potential of disparities in discipline, we are proactively submitting a Right to Know request, tonight, as we have with all the rest of our school districts.

Thank you for giving us an opportunity to share our interest in becoming an active and committed community partner. Mr. White and I look forward to meeting with Dr. Gallagher next week!

Lastly, I would like included this statement in the record tonight. Thank you.

Carmina Taylor