



BOARD OF SCHOOL DIRECTORS MONTHLY ACTION MEETING MINUTES

Thursday, May 28, 2020

Generated by Renai Cardillo on Friday, May 29, 2020

Members present: Nicholas Braccio, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

Members absent: Bill Brong

Others present: Henry Franz, Frank T. Gallagher, Christopher D. Hey, Katie Kennedy-Reilly, Brian Pawling, Ginny Perry, Adam Tucker, Sam Varano, Teresa Washam, Karen Wolfe, and Megan Zweiback

1. Welcome

1.1 Call to Order - Board President

Mr. Keith called the meeting to order at 7:02 P.M.

1.2 Meeting Protocol

Mr. Keith announced the meeting protocol for public comment.

1.3 Pledge of Allegiance

Mr. Keith led the Pledge of Allegiance

1.4 Roll Call - Board Secretary

Mr. Pawling called the roll. Eight board members were present.

2. Student Recognition

Dr. Gallagher announced the recognition of several high school student groups. He introduced high school principal, Dr. Varano.

Dr. Varano introduced high school Science teacher Mrs. Karen Wolfe. Mrs. Wolfe thanked the Board for recognizing these students and elaborated on the unusual circumstances of the science fair competitions this year, noting the challenges of participating virtually.

2.1 Recognition of Students - Souderton Area High School - Science Fair Winners

The Administration recognized the following student achievements:

Student Name	Grade	PA Junior Academy of Science 2/22/2020	Montgomery County Science Research Competition Virtual in March	Delaware Valley Science Fair Virtual in April	Project Title
Christopher Gerhart	12		1st	1st and Bronze medal	Fueling the Future
Katelyn Schuchardt	11	1st	1st		The Effect of Insecticides on Lettuce
Rohan Mehta	11	1st	1st		Application of Blockchain in Healthcare
Magen Swartley	11		1st		Identifying Ragweed Pollen in Honey
Erin Gavin	11		1st		A Comparison of Hubble Constant Indicators
Hagar	11	1st			Memorization vs.

Eldeeb				Comprehension
Bridget Magee	10	1st		Light Pollution Effect on Drosophilas' Mating Behaviors
Skye Scarlett	10	1st		Snips, Snails, Sugar and Spice; Gender in Greeting Cards
Carter Hancock	10	1st		Neural Networks and Genetic Algorithms
Rahela Dolha	9	1st		Effectiveness of the Influenza Vaccine on Asthma Patients
Mira Patel	10	1st		Artificial Light vs. Plant Growth
Kaitlyn Knopka	9	1st		Fishy Business
Nathan Fickert	9	1st		Using Recycled Materials to Grow Kale Microgreens
Madhura Dahale	9	1st		The Effect of Sugar Substitutes on Respiration in Yeast
Aditya Bhandari	9	1st		Effect of Water Deprivation on Grass Seed Growth

Dr. Gallagher and Mr. Keith praised the students and thanked Mrs. Wolfe.

MOTION TO RECOGNIZE STUDENTS FOR SCIENCE FAIR ACHIEVEMENTS

Motion by Donna Scheuren, second by Thomas Kwiatkowski.

Final Resolution: Motion Carries

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

2.2 Recognize Student Excellence in Chorus, Orchestra and Band

Dr. Varano introduced Vocal and Choir teacher, Mrs. Washam. Dr. Varano also congratulated Mrs. Washam on her upcoming retirement.

Mrs. Washam announced the accomplishments of the choral students and their participation in the PEMA Musical Festivals:

James Baker	District 11 Chorus and Region VI Chorus
Nolan Berry	District 11 Chorus and Region VI Chorus
Kelly Hogan	District 11 Chorus and Region VI Chorus
Owen Hersberger	District 11 Chorus, Region VI Chorus, ad All-State Chorus
Connor Stanford	District 11 Chorus
Gabe Thompson	District 11 Chorus and Region VI
Kaileigh Tuttle	District 11 Chorus and Region VI
Kacie Watkins	District 11 Chorus, Region VI and All-State Chorus
Jessica Wimmenauer	District 11 Chorus and Region VI Chorus
Victoria Lewis	All National Chorus

Dr. Gallagher praised the students and congratulated Mrs. Washam on her retirement. He reiterated the musical contribution that Mrs. Washam has made not only to the Souderton Area School District students, but to the community as well.

In the absence of Orchestra teacher, Mr. Kujala, Dr. Varano announced the recognition of the following student for instrumental achievement:

Aiden Bolding	cello - District 11 Honors Orchestra
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Dr. Varano introduced high school Band teacher, Mr. Tucker. Mr. Tucker spoke about the following students and their musical accomplishments:

Marco Clark	trumpet - District 11 Band
Anna Leshner	trumpet - District 11 Band and Region VI Band
Caitlin Brush	trumpet - District 11 Band and Region VI Band
Ian Martin	french horn - District 11 Band and Region VI Band

Mr. Keith and Dr. Gallagher praised Mr. Tucker and his students for the level of challenge and competency that these students have achieved.

MOTION TO RECOGNIZE STUDENT EXCELLENCE IN CHORUS, ORCHESTRA AND BAND

Motion by Matt Holliday, second by Thomas Kwiatkowski.

Final Resolution: Motion Carries

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

2.3 Recognition of Award-Winning High School Art Students

Dr. Varano introduced High School Art teacher, Mrs. Perry. She spoke of the outstanding creativity displayed by the following students at the recent 33rd Annual PSEA "Touch the Future" Art Competition, sponsored by the Mideastern Region of the PSEA. Mrs. Perry noted that this particular event is one of the most competitive in Bucks and Montgomery counties.

Gavin Entenmann	Best in 2D Design for Assemblage Portrait
Frankie Ferlick	Best in 2D Mixed Media for Assemblage Portrait

Photos of the student artwork were displayed and Mr. Keith praised the students for their achievement. Dr. Gallagher commended Mrs. Perry for her art program and mentioned the loss of end of year activities which includes the art hallway filled with student work.

MOTION TO RECOGNIZE AWARD-WINNING HIGH SCHOOL ART STUDENTS

Motion by Matt Holliday, second by Thomas Kwiatkowski.

Final Resolution: Motion Carries

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

3. Public Comments on Agenda Items

3.1 Public Comment

There were no public comments.

4. Report of the President

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

Mr. Keith reported that the following Executive Sessions occurred:

1. An Executive Session was held on May 19th to discuss the 2020-21 budget, employee compensation, and potential impacts of COVID-19 on the 2020-21 school year. The session lasted approximately one hour.
2. An Executive Session was held prior to tonight's meeting to discuss personnel items including staff retirements and appointments. Also discussed were the upcoming Class of 2020 Farewell Tour, 2020-21 school year planning, and 2020-21 budgetary items. The session lasted approximately 30 minutes.

5. Consent/Action Agenda

5.1 Consent/Action Agenda Protocol

The Superintendent made a recommendation to the Board to approve the Consent/Action agenda items as 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 April 15 and April 30, 2020

Resolution: MOTION TO APPROVE THE APRIL 15 AND APRIL 30, 2020 SCHOOL BOARD MEETING MINUTES AS PRESENTED.

5.3 Approve Financial Statements and Check Listings

Resolution: MOTION TO APPROVE THE FINANCIAL STATEMENTS AND CHECK LISTINGS FOR APRIL 30, 2020

5.4 Approve Personnel Items - Professional Staff

<u>RETIREMENTS</u>	
EDGAR, CYNTHIA	Third Grade Teacher, Vernfield Elementary School Effective: End of 2019-2020 School Year
FEIGHAN, LYNNE	Third Grade Teacher, Vernfield Elementary School Effective: End of 2019-2020 School Year
WRIGHT, SUZANNE	Art Teacher, Souderton Area High School Effective: End of 2019-2020 School Year
ZAISS, DENISE	Special Education Teacher, Oak Ridge Elementary School Effective: End of 2019-2020 School Year
<u>RESIGNATIONS</u>	
CHAIKOWSKY, STEPHANIE	Special Education Teacher, Indian Crest Middle School Effective: End of 2019-2020 School Year
DERRO, ANTHONY	Autistic Support Teacher, Souderton Area High School

	Effective: End of 2019-2020 School Year
IEZZI, KAITLIN	Sixth Grade Teacher, Indian Valley Middle School Effective: End of 2019-2020 School Year
NEW HIRE	
TIMMONS, JON Replacement for Teresa Washam (Retired)	Vocal Music Teacher, Souderton Area High School PROFESSIONAL EMPLOYEE Effective: Start of 2020-2021 School Year Education: York College of PA (BA) 2007 University of Delaware (MA) 2009 Experience: 2016-present - Hatboro-Horsham School District, Choral Music Teacher, Hatboro-Horsham High School; 2015-2016 Brandywine Heights School District, Director of Choral Music; 2010-2012, Choral and Vocal Music Instructor Recommended Salary: \$56,642 - M(1)
REQUEST FOR COMPENSATED PROFESSIONAL LEAVE	
RUTH, ALLISON	6th Grade ELA/Social Studies Teacher, Indian Crest Middle School Request for compensated professional leave for the first semester of both the 2020-2021 and 2021-2022 school years

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - PROFESSIONAL STAFF

5.5 Approve Personnel Items - Support Staff

RETIREMENT	
BEER, DENNIS	Building Facility Manager, Vernfield Elementary School Effective: June 30, 2020
MUHLBERGER, BERNADETTE	Special Education Instructional Assistant, Franconia Elementary School Effective: End of 2019-2020 School Year
RESIGNATION	
BENNETT, AMANDA	Food Service Assistant, Indian Crest Middle School Effective: End of 2019-2020 School Year
POND, DEBRA	Food Service Substitute Effective: End of 2019-2020 School Year

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - SUPPORT STAFF

5.6 Approve Personnel Items - ESY 2020 Staff

TEACHERS	\$41 per hour	ASSISTANTS	\$13.80 per hour
Allen	David	Braeunig	Sydney
Aquilante	Laura	Brown	Jennifer
Aubertin	Christopher	Capaldi	Amanda
Bartnikowska	Magdalena	Carter	Katherine
Beldham	Danielle	Claus	Susan
Bender	Arlene	Cole	Amanda
Benner	Vanessa	Conard	Natalie
Billy	Michelle	Delo	Lori
Boland	Katie	Ellis	Dana
Crawford	Tina	King	Erika
Cucciare	Jessie	Kramer	Emily
Engler	Amy	Magee	Cheryl
Espersen	Nicole	Pfister	Amanda
Fagan	Bryan	Rawa	Andrea
Flynn	Carly	Shaffer	Katelyn
Gallagher	Patty	Turtu	Katrina
Gluck	Victoria		
Golden	Sarah		
Horn	Katelin	TUTORS	\$41 per hour
Laird	Christian	Benner	Vanessa
Lambert	Carlie	Golden	Sarah
Maran	Megan	Morris	Emily
Morris	Emily	Sebra	Valerie
Myers	Constance	Bernardo	Rebecca
Pelosi	Sean		
Pritchard	Jenny	JOB COACH	\$15.65 per hour
Radcliff	Melanie	Alderfer	Koleen
Reed	Meredith	Luchansky	Laurelee
Reitz	Robert		
Sheldon	Karen	COUNSELOR	\$41 per hour

Smith	Covington	O'Shura	Kelly
Smith	Lauren E.		
Wilkinson	Andrew	NURSE	\$23 per hour
Zimmerman	Mary Beth	Gower	Dee
SUBS	\$41 per hour	PHYSICAL THERAPIST	\$41/hour
Swartley	Kaela	Gidaro	Pat

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - ESY 2020 STAFF ESY will be offered in a virtual format during the summer of 2020

5.7 Ratify Personnel Items - Supplemental Contracts

NAME	POSITION	SCHOOL	SALARY
Jeffrey Blue	JV Boys Lacrosse Coach	Souderton Area High School	\$2,338
Douglas K. Souder	JV Softball Coach	Souderton Area High School	\$2,683

Resolution: MOTION TO RATIFY PERSONNEL ITEMS - Supplemental Contracts

5.8 Approve Second Reading of Revised Policy No. 233 - Suspension and Expulsion

Resolution: MOTION TO APPROVE SECOND READING OF REVISED POLICY NO. 233 - SUSPENSION AND EXPULSION

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

5.9 Approve Third Reading & Final Adoption of Revised Policy No. 208 - Withdrawal From School

Resolution: MOTION TO APPROVE A THIRD READING & FINAL ADOPTION OF REVISED POLICY NO. 805 - WITHDRAWAL FROM SCHOOL

5.10 Approve Third Reading & Final Adoption of Revised Policy No. 805 - Emergency Preparedness and Response

Resolution: MOTION TO APPROVE A THIRD READING AND FINAL ADOPTION OF REVISED POLICY NO. 805 - EMERGENCY PREPAREDNESS AND RESPONSE

5.11 Approve Third Reading & Final Adoption of New Policy No. 805.1 - Relations with Law Enforcement Agencies

Resolution: MOTION TO APPROVE THIRD READING & FINAL ADOPTION OF NEW POLICY NO 805.1 - RELATIONS WITH LAW ENFORCEMENT AGENCIES

5.12 Approve Third Reading & Final Adoption of New Policy 805.2 - School Security Personnel

Resolution: MOTION TO APPROVE THE THIRD READING AND FINAL ADOPTION OF NEW POLICY NO. 805.2 - SCHOOL SECURITY PERSONNEL

5.13 Approve Board of School Directors 2020-2021 Meeting Calendar

Resolution: MOTION TO APPROVE BOARD OF SCHOOL DIRECTORS 2020-2021 MEETING CALENDAR

5.14 Ratify Addendum to Transportation Contract with TSI for the 2019-20 School Year

Resolution: Ratify Addendum to Transportation Contract with TSI for the 2019-20 School Year

5.15 Approve the Resolution to Adjust Real Estate Tax Payment Schedule for the 2020-21 School Year

Resolution: Approve the Resolution to Adjust Real Estate Tax Payment Schedule for the 2020-21 School Year

5.16 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 Matt Holliday, second by Thomas Kwiatkowski.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, Janet Flisak, 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

DATE	ORGANIZATION	TIME	LOCATION
Wednesday June 3, 2020	Board of School Directors Committee Meetings	6:30 PM	Virtual
Thursday June 18, 2020	Board of School Directors Board Action Meeting	7:00 PM	Virtual
Wednesday July 8, 2020	Board of School Directors Committee Meetings	6:30 PM	To Be Determined
Thursday July 23, 2020	Board of School Directors Board Action Meeting	7:00 PM	TO Be Determined

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

Dr. Gallagher announced that it is the desire of the school district to open school as normal, for the 2020-2021 school year. He stated that the school district would be utilizing directives from different government agencies as guidelines on how best to open schools. He also stated that discussions have already begun and communication to the community will continue throughout the summer on the district website.

Dr. Gallagher noted that tomorrow, May 29 is the last day for new instruction, for students. Remaining days will include activity-based learning. Teachers will be in workshops for learning and preparation for the 2020-2021 school year.

Dr. Gallagher also commented on the High School Graduate Farewell Tour. This car parade is scheduled for Saturday, on the high school campus. In addition to the opportunity for graduates to be recognized, a professional photo opportunity will occur.

Dr. Gallagher also mentioned the Indian Valley Education Foundation "Soudy Strong" fundraiser.

Mr. Keith reiterated the desire to return to school as normal as well as wishing graduates and students a successful end of an unusual school year.

10. Public Comments

10.1 Public Comments

Assistant Superintendent, Dr. Hey read the following public comment from Mr. Jeffrey Zweiback of Lower Salford Township:

We often hear the comment, "Why aren't schools run more like a business?" The core function of any business large or small is to drive profit and/or growth. Driving profit and growth is what sustains a business, enriches its owners and employees, and creates a lasting legacy for continuity. So, how do you drive profit and growth? You create a product or service that is either exemplary and stands out in the marketplace, or you create a solid dependable product that through a small margin of profit can be replicated successfully in almost any market environment and thus it's growth results in recurring success. Essentially, you either have the best or most unique widget or you have a widget that is good enough and can be created cheaply enough that by selling enough of them over the long haul your business can be sustained and ultimately thrive.

I ask this question? Where do the Souderton schools fit in this business analogy? Do we have an exceptional / exemplary product – perhaps? State and National rankings would say we are certainly above average. Or, are we more akin to the sustainability / growth model, one that replicates success on thin financial margins – one that year after year sustains a measured level of growth which ultimately results in a measure of success? This too, is a maybe.

Successful businesses have consumers that are willing to pay for their products in difficult times. Sustainable businesses have employees that are committed to them because they believe that those organizations are committed to their growth and

prosperity. If schools are a business, then successful ones need to operate like one. If we are an exemplar, can we continue to be one with 100,000's of thousands of dollars cut from the enterprise. A 0% tax increase would certainly do this – a decline in mercantile tax, transfer tax, potential defaults on property taxes will already provide enough challenges. Most of the top-rated schools in PA, the academic exemplars, spend more money and generate more revenue every year in order to maintain their success no matter what the circumstance – they have built their rainy day funds to levels that can sustain them through difficult times. On the other hand, if we are the budget minded district that has experienced success on a thin financial margin district, how thin can we become before the product becomes inferior – before we trade on our good name to be shadow of what we know we can be.

Successful businesses invest in themselves in good times and bad. They invest in their employees during these times as well. Perhaps hindsight is 2020, but in the actual 2020 we can't be the district that loses sight of who and what we are. We have to continue to invest in ourselves and in our students. The pandemic is a lesson for all of us, when the economy booms, invest in yourselves, remain strong, build up your reserves, prepare for difficult times. That way, when the economy contracts – as it always seems to do, the resources are there to weather the storm. The economic story of America is told by not only what we do during the boom times, but how we work to maintain what we have during the tough ones as well. Decisions made this year will be your legacy and the legacy of every child in this district.

I have two questions; when designing the budget, in general, what do you calculate for potential defaults on property tax collections and has that changed? What is the projected shortfall on mercantile tax collections and is that considered in the proposed budgets?

Dr. Hey stated that Mr. Zweiback concluded his comment by thanking the Board for the opportunity to make public comment.

Mr. Keith acknowledged the public comment and asked Director of Business Affairs, Mr. Pawling to respond.

Mr. Pawling responded by answering the first question regarding potential defaults on property tax collection stating that the school district had estimated a reduction in current collections by 1% which is an \$820,000 decrease in current real estate tax collections.

In response to the second question regarding mercantile tax collections, Mr. Pawling stated that the school district does not collect a mercantile tax. However, the district has reduced its projected total local revenue collections by about \$2.5 million which includes current tax collections, real estate transfer tax, earned income tax, interim taxes, delinquent taxes, and interest earnings. These reductions were discussed at the April committee meeting and is on the website under the budget presentations section.

Mr. Keith thanked Mr. Zweiback for his questions and stated that additional questions or concerns may be directed to Drs. Gallagher, Hey or Mr. Pawling.

Mr. Keith stated that it is the desire for this school board to provide high quality education within the constraints of the public school system, while balancing the needs of the community and its taxpayers.

11. Adjournment

11.1 Adjournment of the Meeting

Mr. Keith adjourned the meeting at 7:45 P.M.

MOTION TO ADJOURN THE BOARD OF SCHOOL DIRECTORS' MEETING.

Motion by Matt Holliday, second by Thomas Kwiatkowski.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, 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