



BOARD OF SCHOOL DIRECTORS MONTHLY ACTION MEETING MINUTES

Thursday, November 17, 2022

Generated by Renai Cardillo on Friday, November 18, 2022

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

Members absent: Janet Flisak and Andrew Landis

Others present: Henry Franz, John Franzen, Frank T. Gallagher, Katie Kennedy-Reilly, Michael Taylor, Megan Zweiback

1. Welcome

1.1 Call to Order - Board President

Meeting called to order at 7:02 P.M.

1.2 Meeting Protocol

Welcome to a regular public meeting of the Souderton Area School District Board of School Directors. The Board encourages and allows citizens of the District to speak at a public meeting by following the procedures listed below:

- Persons wishing to address the Board about an item(s) listed on the agenda must sign in on the **blue** sign-in sheet with name address, municipality, and item(s) that they wish to address. They will be called to the podium by the President.
- Persons wishing to address the Board on a matter(s) not listed on the agenda must sign in on the **yellow** sign-in sheet with name, address, municipality, and a brief description of the matter(s) that they wish to address. They will be called to the podium by the President.
- All statements are to be directed to the Board President; no participant may address or question Board members individually, unless directed by the presiding officer.

1.3 Pledge of Allegiance

Mr. Keith led the Pledge of Allegiance.

1.4 Roll Call - Board Secretary

Mr. Taylor called the roll. Seven board members were present.

Mr. Keith stated that the Solicitor's Report would be moved next on the agenda.

9. Report of the Solicitor

9.1 Report of the Solicitor

Mr. Berman read from a prepared statement stating that the Board had asked him to comment on a number of related issues.

Mr. Berman stated that the Board is required to conduct business during its meetings and that residents and taxpayers have the privilege of addressing the board on matters of public concern that might reasonably come before the board. He also noted guardrails of those privileges; there are two periods for public comment during the meeting. Comments are only permitted during those times, from the podium, one person at a time. Each speaker will be given 3 minutes in which to speak and the public should listen respectfully. If the speaker exceeds 3 minutes, the person should immediately end their comments. If someone does not abide by the requirements, the speaker may be asked to leave. If order is unable to be maintained, the Board may choose to recess or adjourn the meeting.

Mr. Berman also stated that there are topics that the school district administration is investigating. At previous meetings, members of the public have made allegations that the District steadfastly believes are untrue. Nevertheless, the Administration will continue to investigate all claims that individuals are acting inappropriately with the District's children. Mr. Berman asked to be mindful that the District is required to ensure an environment free from harassment, so the U.S. Department of Education's Office of Civil Rights has determined best practices that includes a parallel duty to instruct about differences and acceptance of such differences.

Mr. Berman stated that in response to the ongoing investigations, the District has not found any support for the notion that any teachers attempted to convince any student to claim a different gender. Mr. Berman urged anyone with specific information to contact the Administration privately.

Mr. Berman also stated that in response to allegations that pornography exists in the District's libraries, it is untrue. He indicated that if people have concerns about a particular book or books, the Administration wants to hear those concerns.

Mr. Berman stated that there seem to be misplaced concerns about Opt-outs. Regardless of what some may believe, the law requires the District to cover certain topics in its curriculum. Pennsylvania Law does give path for parents to opt-out of particular instructional items, however that opt-out exists through a structured process. The District does allow for opt-outs, but also requires that individuals follow the mandated process for doing so.

Mr. Berman also gave warning about invasion of privacy on non-public matters. Whether parents of adult or minor children have the right to discuss their children's private concerns, the District strongly frowns on doing so as it is still an intrusion and does not belong as part of public discussion.

Mr. Berman also spoke to various untruths being raised on social media and some that have been raised at public meetings. Mr. Berman stated that the Board listens to all statements and while they may contain untruths, the Board always has the ability to correct those untruths with its own statements.

2. Report of the Student Representatives to the Board

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

Aiden Kearns spoke about recent events at the high school including *Red Zone*, a scheduled time of the day allowing students to seek additional help or complete assignments. Aiden mentioned that the Fall Play had 3 well attended performances, and that over 45 veterans attended the Veteran's Day Luncheon hosted at the high school. He also noted that the winter sports and winter concerts have begun. Aiden also noted that the National Honor Society would be holding its annual food drive in December.

3. Public Comments on Agenda Items

3.1 Public Comment

There were no public comments on agenda items.

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 prior to tonight's Board Meeting to discuss legal matters and it lasted approximately 30 minutes.

5. Report of the Superintendent

5.1 The Superintendent will report on school district items

Superintendent Gallagher stated that the Administrative team recently met with the local police chief's to reinforce collective security efforts in all of the schools. He said the team held its Parent Advisory Council meeting. Dr. Gallagher noted that Chartwell's is hosting its Discovery Kitchens in the elementary schools; it is a collaborative experience for students to learn about healthy eating habits. He noted that the construction projects at Franconia Elementary and Indian Valley Middle School are progressing without any significant delays. Dr. Gallagher thanked Home & School for the meaningful events they plan for students and thanked faculty and staff for their continued commitment to the students.

Superintendent Gallagher made a statement about recent social media posts making false statements about the bathrooms at the high school. Dr. Gallagher acknowledged that there have been some issues resulting in the closure of some of the bathrooms. However he noted that it is simply irresponsible for any one to repeat falsehoods on issues of which they are not familiar.

6. Consent/Action Agenda

6.1 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 are invited to remove items from the Consent/Action agenda if further discussion is needed.

6.2 Approve School Board Meeting Minutes from October 2022

Resolution: MOTION TO APPROVE THE OCTOBER 2022 SCHOOL BOARD MEETING MINUTES AS PRESENTED.

6.3 Approve Financial Statements and Check Listings

Resolution: MOTION TO APPROVE THE FINANCIAL STATEMENTS AND CHECK LISTINGS FOR PERIOD ENDING OCTOBER 31, 2022.

6.4 Ratify Request to Attend Conference/Workshop

The Administration is seeking to ratify the following request to attend a workshop/conference:

Constance Witthoeft
 Literacy Specialist
 Indian Valley Middle School
 (SAP) Student Assistance K-12 Training
 Montgomery County Intermediate Unit
 Norristown, PA
 November 2,7,17, 2022
 \$376.32
 Funding: Curriculum Budget

Resolution: MOTION TO RATIFY REQUEST TO ATTEND CONFERENCE/WORKSHOP

6.5 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 Ski/Snowboarding Club
 Smuggler's Notch
 Smuggler's Notch, VT
 February 16-19, 2023
 Advisor: Matt Haines
 40 students / 7 teachers
 Funding: Student

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

6.6 Approve Personnel Items - Professional Staff

RESIGNATION	
YOUNG, CHRISTEN	Art Teacher, EMC Elementary School Effective: End of first semester 2022-2023
NEW HIRES	
D'ANNUNZIO, ALEXANDRA Replacement for Kelsey Johnson (Childrearing)	First Grade Teacher, West Broad Street Elementary School LONG-TERM SUBSTITUTE Effective: Second semester of 2022-2023 School Year Education: West Chester (BS) 2021 Experience: Aug. 2022-present - Souderton Area School District, LTS First Grade Teacher, West Broad Street Elementary School; Sept. 2021-June 2022 - Souderton Area School District, Building Substitute, West Broad Street Elementary School Recommended Salary: \$24,977 - B (1)
GIZA, GAVYN Replacement for Casey Bishop (Childrearing)	Special Education Teacher, West Broad Street Elementary School LONG-TERM SUBSTITUTE Effective: November 10, 2022 through end of 2022-2023 School Year Education: West Chester (BS) 2021 Experience: Aug. 2022-present - Souderton Area School District, Building Substitute, Salford Hills Elementary School; Sept. 2021-June 2022 - Souderton Area School District, Special Education Instructional Assistant, Salford Hills Elementary School Recommended Salary: \$49,954 (pro-rated) - B (1)
JAWOROWSKI, JENNA Replacement for Alexandra Aiken (Resigned)	Art Teacher, Vernfield Elementary School TEMPORARY PROFESSIONAL Effective: To Be Determined Education: Kutztown (BS) 2020 Experience: Aug. 2022-present - Pennridge School District, LTS Art Teacher, North Middle School; 2021-2022 - Lower Merion School District, LTS Art Teacher, Welsh Valley Middle School; Feb-June 2021 - Methacton School District, LTS Art Teacher Recommended Salary: \$51,694 (pro-rated) - B (2)
MCGINLEY, EMILY Replacement for Kimberly DiPietro (Retired)	Second Grade Teacher, Vernfield Elementary School TEMPORARY PROFESSIONAL Effective: October 13, 2022 Education: East Stroudsburg (BS) 2008 Experience: Sept. 2021-present - Souderton Area School District, Building Substitute, Vernfield Elementary School; Aug.

	2019-Sept. 2021 - MaST Community Charter School, First Grade Teacher; Aug. 2009-June 2019 - West Oak Lane Charter School, First & Second Grade Teacher; 2008-2009 - Pocono Mountain Charter School, First Grade Teacher <u>Recommended Salary:</u> \$53,506 (pro-rated) - B (3)
TRAVIS, EMMA Replacement for Allison Mensch (Childrearing)	Third Grade Teacher, Vernfield Elementary School LONG-TERM SUBSTITUTE <u>Effective:</u> Second semester of 2022-2023 School Year <u>Education:</u> West Chester (BS) 2020 <u>Experience:</u> March 2021-present - Souderton Area School District, LTS Elementary Teacher/Building Substitute/Extended Per-Diem Substitute/Intervention Teaching Assistant, Vernfield Elementary School <u>Recommended Salary:</u> \$24,977 - B (1)
REQUEST FOR EXTENSION OF CHILDREARING LEAVE	
JOHNSON, KELSEY	First Grade Teacher, West Broad Street Elementary School Request to extend childrearing leave through the second semester of the 2022-2023 school year. Mrs. Johnson plans to return at the start of the 2023-2024 school year.
REQUEST FOR CHILDREARING LEAVE	
SEAMAN, ALEXIS	School Counselor, Salford Hills Elementary School Request for childrearing leave following 12-weeks of FMLA through the end of the 2022-2023 school year.

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - PROFESSIONAL STAFF

6.7 Approve Personnel Items - Support Staff

RESIGNATION	
SIPES, SALEE	Cafeteria/Playground Aide, West Broad Street Elementary School Effective: October 28, 2022
NEW HIRES	
GRESH, RACHEL New Position due to Enrollment Numbers	Classroom Assistant, Salford Hills Elementary School Effective: November 9, 2022 through end of 2022-2023 School Year Wage: \$14.07 per hour - Hours: 3 per day
KOVACH, ASHTON Replacement for Connor Magee (Resigned)	Part-Time Custodian, Vernfield Elementary School Effective: November 14, 2022 Wage: \$13.25 per hour - Hours: 4 per day
MOTTO, JANE Replacement for Stacie Didier (Transfer)	Special Education Instructional Assistant, Vernfield Elementary School Effective: November 7, 2022 Wage: \$16.31 per hour - Hours: 6.75 per day
SABO, TAYLRE Replacement for Salee Sipes (Resigned)	Cafeteria/Playground Aide, West Broad Street Elementary School Effective: November 10, 2022 Wage: \$11.19 per hour - Hours: 3 per day
SEBASTIAN, LEANNE Replacement for Adrianna Natale (Resigned)	Title I Intervention Teaching Assistant, EMC Elementary School Effective: November 1, 2022 Wage: \$17.40 per hour - Hours: 5.5 per day
STAMPER, ZACHARY Replacement for David Valadez (Resigned)	Part-Time Custodian, Salford Hills Elementary School Effective: November 14, 2022 Wage: \$13.25 per hour - Hours: 4 per day

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - SUPPORT STAFF

6.8 Approve Personnel Items - Additions to Substitute Teacher List

Jennifer Dittrich
 F. Neil Lindenfelser
 Christine Mast
 Angelica Rampogu
 Deborah Schultz
 Leanne Sebastian
 Andrea Walsh
 Sara White

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - ADDITIONS TO SUBSTITUTE TEACHER LIST

6.9 Approve Personnel Items - Mentors & Peer Coaches

Name	Position	School	Term	Salary
Heather Jacobus	Mentor for Gavyn Giza	West Broad Street Elementary School	Remainder of School Year	\$436.08
Katelyn Shaffer	Peer Coach for Emma Travis	Vernfield Elementary School	Second Semester	\$150
Angela Moore	Peer Coach for Emily McGinley	Vernfield Elementary School	Remainder of School Year	\$250
Jill Funk	Mentor for Alexandra D'Annunzio	West Broad Street Elementary School	Second Semester	\$300

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - MENTORS & PEER COACHES

6.10 Approve Personnel Items - Winter Coaching Staff

Name	Position	School	Salary
Brian Bisacquino	Boys Basketball Coach	Indian Crest Middle School	\$3,117
Richard Hess	Girls Basketball Coach	Indian Crest Middle School	\$4,143
Clint Passarella	Boys Basketball Coach	Indian Valley Middle School	\$3,026
Patrick Diehl	Girls Basketball Coach	Indian Valley Middle School	\$3,371
William Mapes	Head Wrestling Coach	Indian Crest & Indian Valley Middle Schools	\$5,118
Okoteh Sackitey	Head Boys Basketball Coach	Souderton Area High School	\$6,127
Matthew Reichwein	Assistant Boys Basketball Coach	Souderton Area High School	\$3,942
Carter Knight	JV Boys Basketball Coach	Souderton Area High School	\$4,263
Azariah Parmer	Freshman Boys Basketball Coach	Souderton Area High School	\$4,263
Lynn Carroll	Head Girls Basketball Coach	Souderton Area High School	\$7,311
Edgar Holzer	Assistant Girls Basketball Coach	Souderton Area High School	\$5,240
Tyler Bui	JV Girls Basketball Coach	Souderton Area High School	\$3,942
Louis Williams	Head Swimming Coach	Souderton Area High School	\$8,414
Daniel Fleck	Assistant Swimming Coach	Souderton Area High School	\$3,942
Megan Malmquist	Assistant Swimming Coach	Souderton Area High School	\$3,942
Patricia Burns	Assistant Swimming Coach	Souderton Area High School	\$2,195.50 (1/2 position)
Michael Melissen	Assistant Swimming Coach	Souderton Area High School	\$2,131.50 (1/2 position)
Susan McDonald	Diving Coach	Souderton Area High School	\$3,144 (60% position)
William	Head Wrestling Coach	Souderton Area High School	\$5,500

McGinley			
Jeffrey Kwortnik	Assistant Wrestling Coach	Souderton Area High School	\$2,620 (1/2 position)
Gregory Nolte	Assistant Wrestling Coach	Souderton Area High School	\$2,445.50 (1/2 position)
James Stevenson	Head Boys Winter Track Coach	Souderton Area High School	\$4,595
Anthony Pace	Head Girls Winter Track Coach	Souderton Area High School	\$4,249
David Klein	Assistant Girls Winter Track Coach	Souderton Area High School	\$3,313
Elijah White	Assistant Boys Winter Track Coach	Souderton Area High School	\$3,155

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - WINTER COACHING STAFF

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

The Administration recommends approving the disposal of unusable/unrepairable items and equipment as per Policy # 706.1.

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

6.12 Approve School Clubs for the 2022-2023 School Year

The Administration recommends the approval of (1) student club at the Souderton Area High School for the 2022-2023 school year.

- Fishing Club - mission to "discuss fishing methods, watch fishing videos and enter club exclusive and local fishing tournaments".

Resolution: MOTION TO APPROVE SCHOOL CLUB FOR THE 2022-2023 SCHOOL YEAR

6.13 Approve 2023 Bond Issue Parameters Resolution

The administration recommends approval of the 2023 bond issue parameters resolution to proceed with sale of bonds.

Resolution: MOTION TO APPROVE 2023 BOND ISSUE PARAMETERS RESOLUTION

6.14 Approve Memoranda of Agreement with Souderton Area Educational Support Personnel Association, Souderton Area Education Association, and Souderton Area Administrative Assistants' Association

The Administration recommends approval of three Memoranda of Agreement with Souderton Area Educational Support Personnel Association, Souderton Area Education Association, and Souderton Area Administrative Assistants' Association permitting signing-on and referral bonus payments for bargaining unit members effective November 18, 2022

Resolution: MOTION TO APPROVE MEMORANDA OF AGREEMENT WITH SOUDERTON AREA EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION, SOUDERTON AREA EDUCATION ASSOCIATION, AND SOUDERTON AREA ADMINISTRATIVE ASSISTANTS' ASSOCIATION PERMITTING SIGNING-ON AND REFERRAL BONUS PAYMENTS FOR BARGAINING UNIT MEMBERS EFFECTIVE NOVEMBER 18, 2022

6.15 Retire current Policy No. 816 - Weapons

This action will update our current policy and align our policies with the recommended numbering system from the Pennsylvania School Boards' Association.

Resolution: MOTION TO RETIRE CURRENT POLICY NO. 816 - WEAPONS

6.16 Third Reading and Final Adoption of Policy 218.1 Weapons

Administration is seeking a Third Reading and Final Adoption to revise Policy 218.1 - Weapons. The revision will replace the current policy with the recommendations for Pennsylvania School Board Association for legal liability purposes.

Resolution: MOTION TO APPROVE THE THIRD READING AND FINAL ADOPTION OF REVISION TO POLICY 218.1 - WEAPONS

6.17 Second Reading of Policy 810.2 Transportation - Video / Audio Recording

Administration is seeking a Second Reading to replace Policy 810.1 Transportation Video Monitoring with Policy 810.2 Transportation - Video / Audio Recording to include recommendations from the Pennsylvania School Board Association.

Resolution: MOTION TO APPROVE THE SECOND READING OF POLICY 810.2 TRANSPORTATION - VIDEO / AUDIO RECORDING

6.18 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 Thomas Kwiatkowski, second by Donna Scheuren.

Final Resolution: Motion Carries

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

7. Discussion/Action Agenda

There were no Discussion/Action items.

8. Future Meetings

8.1 Future Meetings

DATE	ORGANIZATION	TIME	LOCATION
November 21 2022	North Montco Technical Career Center Joint Operating Committee Meeting	7:00 PM	North Montco Technical Career Center 1265 Sumneytown Pike Lansdale
December 5 2022	SASD Annual Board Re Organization Meeting	6:30 PM	District Administrative Office 760 Lower Road Souderton
December 7 2022	SASD Board Committee Meeting	6:30 PM	District Administrative Office 760 Lower Road Souderton
December 15 2022	SASD Board Action Meeting	7:00 PM	District Administrative Office 760 Lower Road Souderton

The Solicitor's Report was moved to occur earlier in the meeting.

10. Unfinished/New Business of the Board

10.1 Unfinished/New Business from the Board

There was no unfinished or new business from the Board.

11. Public Comments

11.1 Public Comments

Paul DeGeiso of Telford thanked Superintendent for the statement made at the October meeting, declaring the SASD as a No Place For Hate. He also acknowledged his appreciation of Mr. Berman's statement earlier this evening. Mr. DeGeiso expressed his desire for a safe environment for all students and requested that extremism be avoided. He expressed his trust in the teachers and administrators to do what is best for the students.

Kaitlin Derstine of Telford spoke with a request to the Board to adopt a neutral school environment. Ms. Derstine requested that the Board enact four policies; requiring parental consent for a student to change their name or pronouns, removal of all sexually explicit books from the library, remove of any and all advocacy symbols from schools, and establish consequences to teachers who are teaching sexual or political indoctrination. Ms. Derstine indicated that she possessed signatures from the community in support of the policies and would provide them to the administration shortly.

Josh Perry of Souderton expressed appreciation for Mr. Berman's statement and encouraged the Board to reject the four policies mentioned previously. Mr. Perry stated that he and his family had made the decision to send their children to public school for a well-rounded education and that censorship is not the solution.

Barb Moyer of Souderton expressed concerns about worldviews being taught during the school day and those views should be relegated to after-school activities only, requiring parent permission. Ms. Moyer stated that discussions about sexuality belong in the

home.

Jon Simpson of Harleysville asked the administration for left-handed desks for his student at Indian Valley Middle School. Mr. Simpson also cited dangerous statistics related to transgender youth and stated that having a safe space in education is critical.

Helen Spigel of Harleysville acknowledged appreciation for the statistics reported by the previous speaker. Ms. Spigel stated that teaching equity and acceptance is what keeps kids from killing themselves. It's not indoctrination, its societal education. Ms. Spigel requested that the Board deny the requested policies.

John Ross of Telford stated that his student is non-binary and that the proposed policies put forth are determined to harm historically marginalized students. Mr. Ross stated that cooperative learning cannot occur unless a student feels accepted and safe.

Lisa Lafredo of Harleysville stated that she was disturbed by the comments presented at last months' meeting. Ms. Lafredo stated that the LGBTQ youth need to feel safe and she is grateful for a district that provides for all of its students.

Dan DeMeno of Telford stated that parental rights extend to the parents that have chosen to place their students in public school and that parents who feel differently, may be better served by selecting a school that better aligns with their beliefs.

Zoe Bass of Harleysville stated that she was speaking on behalf of students and thanked the Board for the open discussion and well-rounded curriculum that were being taught in school. Ms. Bass noted that she has taken AP and Honors courses and they have all been open and unbiased. Ms. Bass stated that everyone is entitled to their beliefs, their personal beliefs need to be kept separate when they impact marginalized groups of people. Ms. Bass stated that she is being educated, not indoctrinated.

Sophia Kratz of Telford expressed concerns that the Board does not have the best interest of the students should they remove the teaching of sexuality from schools. Ms. Kratz stated that she does not understand the Board listening to a group that is not actually enrolled in school, noting the absence of students in the audience. Ms. Kratz stated that the students want to be taught CRT and sexuality and asked the Board to reject the four proposed policies.

Mr. Keith thanked everyone for their comments.

Mrs. Scheuren mentioned the North Montco Technical Career Center holiday Cookie Sale, reminding those who may be interested in purchasing cookies prepared by the culinary students to contact North Montco.

12. Adjournment

12.1 Adjournment of the Meeting

Mr. Keith adjourned the meeting at 7:52 P.M.

MOTION TO ADJOURN THE BOARD OF SCHOOL DIRECTORS' MEETING.

Motion by Stephen Nelson, second by Donna Scheuren.

Final Resolution: Motion Carries

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

Respectfully Submitted,



Michael Taylor, C.P.A.

Board Secretary / Director of Business Affairs