

**Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
February 9, 2021**

CALL TO ORDER

In accordance with Sections 402 and 404 of the Pennsylvania School Code, the Board of School Directors of Cheltenham School District met virtually on Tuesday, February 9, 2021 at 7:00 p.m. via Zoom to hold a regular legislative board meeting. The meeting was called to order by President, Mr. Fishbein. Attendance was as follows:

CHELtenham SCHOOL BOARD OF DIRECTORS

Mr. Charles Burdell-Williams, Mr. David L. Cohen, Mr. William England, Mr. Joel Fishbein, Ms. Julie Haywood, Ms. Pamela Henry, Ms. Jennifer Lowman, Mr. Christopher Pender, Sr., Mr. Daniel Schultz.

CHELtenham SCHOOL DISTRICT ADMINISTRATION

Mr. Chris Barone, Director of Information Technology; Ms. Charlene Collins, Director of Secondary Education; Mr. Kevin Kaufman, Director of Communications; Dr. Beverly Gallagher, Director of Special Education; Dr. Cheryl Horsey, Director of Student Services; Ms. Cara Michaels, Business Manager; Mr. David Teasdale, Director of Facilities and Maintenance; Dr. Tamara Thomas Smith, Assistant Superintendent; Mrs. Adrienne Tolbert-Jackson, Director of Human Services; and Dr. Wagner Marseille, Superintendent.

SOLICITOR

Mr. Kenneth Roos, Esq.

BOARD SECRETARY

Ms. Debra Harding

ATTENDEES

There were 302 attendees who joined online for the virtual meeting.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Cheltenham School Board member, Mr. Christopher Pender, Sr.

**RECOGNITION
CHELtenham HIGH
SCHOOL**

Dr. Lajara, Principal, recognized Cheltenham High School with a PowerPoint presentation highlighting its successes and points of pride.

SOLICITOR'S REPORT

Mr. Roos reported there were no sunshine announcements and one (1) executive session on February 4, 2021 regarding personnel since the last legislative meeting.

**STUDENT
REPRESENTATIVES
REPORT**

The Cheltenham High School Student Representatives, Quincy Rhoades and Lisa Lam, presented the following information on the following topics:

- Environmental and Sustainability
- Civics and Community Engagements
- Student Representation on Board
- Jeopardy Night
- Reusable Mask Drive
- Student Concerns regarding Teachers on Leave

PRESIDENT'S REPORT

Mr. Fishbein shared information regarding police in the school district and the recent meetings with Police Free CSD.

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APPROVAL OF
TREASURER'S REPORT

Upon motion by Mr. England, seconded by Mr. Burdell-Williams, the Treasurer's report for the period ending January 31, 2021, as presented in financial statements to the Board and as attached to the original minutes, was unanimously approved.

MONTGOMERY COUNTY
INTERMEDIATE UNIT
(MCIU) REPORT

Mr. England, reporting for the Montgomery County Intermediate Unit Committee, shared highlights from the meeting on January 27, 2021:

- 2019-2020 Audit Report Presented by Eric D. Gooding CPA, Partner - Maillie LLC

Mr. England announced the next meeting will be on February 24, 2021.

EASTERN CENTER FOR
ARTS AND
TECHNOLOGY REPORT

Mr. Burdell-Williams, reporting for the Eastern Center for Arts and Technology, shared highlights from the Joint Operating Committee meeting held on January 13, 2021:

- Holiday Card Design
- EASTERN Foundation
- Construction Program Honored by Upper Moreland Police K9 Training Facility
- CARES Grants – Practical Nursing

The Eastern Center for Arts and Technology JOC Meeting minutes can be accessed via the [Eastern Center for Arts and Technology – Joint Operating Committee website](#).

Mr. Burdell-Williams announced the next JOC meeting will be held on February 10, 2021.

SUPERINTENDENT'S
REPORT

Dr. Marseille shared information regarding:

- Recognition and Celebration of Black History Month
- In-Person Instruction Update
- Future Legislative Board Meetings

Upon motion by Mr. England, seconded by Ms. Lowman, the following action was approved: As soon as technically practical, Board members will have the option to participate in-person or via teleconferencing in regular and special public legislative meetings. Pending further changes to state-mandated COVID-19 restrictions on public meetings, there will be limited or no public in-person attendance and the meeting room will be set up to accommodate social distancing guidelines.

PUBLIC COMMENTS ON
AGENDA ITEMS ONLY

There were twenty-nine (29) comments on agenda items from the public.

*****Public comments heard during the meeting are summarized for the meeting minutes.***

Amy Quigley, NO RESIDENTIAL INFO: Why was there no teacher or adult supervision in her son's AP Calculus, Microbiology and Sports Leadership Google Meet classrooms during the functional closure of high school? What is the plan for my son and his classmates to not miss another day of synchronous learning? Also, why are teachers that are on leave still sending, posting and grading work but they are not providing synchronous learning? Why did parents find out so late that teachers were going on medical leave?

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Bennett Craigo, CHS and Wyncote parent: What was the level of confidence in deciding to engage in a hybrid model in terms of adequate staffing? Is there a way to create a cohort of teachers, who are committed to being there, to provide an experience for the students that want or need to receive in-person instruction?

Rob Greenbaum, Elkins Park: What requirements, if any, or certifications are mandated for an adult to monitor the classroom to allow a teacher to teach remotely?

Marissa Bluestine, CHS and CBK parent: What are requirements for monitoring a class to allow a teacher to teach remotely? Are the teachers who have taken leave allowed to change their minds if we go back to a remote model?

Mike Gatling, LAVEROCK: I would also love to see the financial overview of the district. Is there something I can pick up for the fiscal year of 2021?

Paige Kazetiz, NO RESIDENTIAL INFO: Voiced support for Police Free CSD and specific comments regarding weapons of mass destruction.

Liza Meiris, WYNCOTE: What role do police play in your vision?

Laura Darling, 2020 Graduate: Voiced support for Police Free CSD.

Marion Biglan, GLENSIDE: In favor of keeping some sort of remote board meeting. Voiced support of Police Free CSD.

Novice Ezell, GLENSIDE: Since Cohort A hasn't had a chance to actually be in person due to weather and functional closures, would it be possible to allow this cohort to be in-person at least once before they graduate in June?

Autumn Angeletti, ELKINS PARK: Members of Police Free CSD report seeing law enforcement vehicles at Cheltenham High School, Cedarbrook Middle School, Elkins Park School, and Wyncote Elementary. Why?

Isabella Dolan, CHELTENHAM VILLAGE: Voiced support of Police Free CSD citing ethnic intimidation incident at the high school last year.

Justin Silverman, GLENSIDE: Do you think that August is a realistic opening date? Is it a budgeting issue to hire teachers or bring teachers in from private schools?

Theresa Sweet, WYNCOTE: I want to make sure that the teachers who aren't able to come into the building because of health issues are not potentially seen as being selfish.

Keyshia Hudson, WYNCOTE: Voiced support of Police Free CSD.

River Somerville, GLENSIDE: Voiced support of Police Free CSD.

COMMENTS/QUESTIONS RECEIVED VIA EMAIL

*****Public comments received via csdboardmeetingcomments@cheltenham.org are transcribed verbatim for the meeting minutes.***

Atara Saunders, ELKINS PARK - Hello Cheltenham School Board, my name is Atara Saunders and I am a 2020 Alumni of Cheltenham High School, and Resident of Elkins

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Park. I am here today to vocalize my support for Police Free CSD and their goal to create a police free environment within the schools of our district. I find it now more imperative than ever that we take actions to remove ourselves from systemic forms of oppression such as school policing. We have the opportunity to work as a community to rebuild and transform our current systems that make the community safe, for all our members. Police Free CSD has drafted potential changes to our current legislation and I wholeheartedly agree with them. I believe in the revision to **Remove two optional sections from the District MOU: the Notification to law enforcement of Recommended Incidents (II A-3) and Discretionary Incidents (II B)**. As well as to **Remove "Referral to Law Enforcement" from its Disciplinary Code 218**. In an email sent by Board President Joel Fishbein yesterday, he wrote **"The 'recommended' category of offenses is not one that is listed in the Safe Schools Act... and it is our intention to seek the removal of this category when we negotiate the renewal of the MOU in the coming months."** Thank you for committing to the removal of the **Recommended Incidents** section. The next step the Board must take is committing to ALSO removing the **Discretionary Incidents** section. President Fishbein also wrote **"The board knows it must help dismantle the school-to-prison pipeline in this country, and is committed to adopting policies and practices to eliminate its impact on Cheltenham students."** This promise is incredibly important but would be meaningless without a commitment to removing **"Referral to Law Enforcement"** from its Discipline Code. Referrals to law enforcement are the exact types of actions that feed the school-to-prison pipeline. Thank you for your time and please consider this meeting while you enter the process of revising our current legislation.

Luis Reyes, GLENSIDE - I have a few questions and comments in regards to the Health and Safety Plan. 1) Why were students, parents, and staff not included as vital stakeholders on the Pandemic Team and in developing the Health and Safety Plan? Students and staff are the most directly impacted by the plan. Why were they not included? Perhaps if they were, the district would not be in this position in regards to the high school now. I feel that these stakeholders can offer invaluable perspectives that should be included in planning and generating solutions moving forward. 2) Page 45 of the Health and Safety Plan contains a bullet point that reads "Strategic deployment of staff." It states that the district administration will "Create a flexible staffing plan that can adjust to the needs of face to face instruction and remote learning via the CSD Virtual Academy." From what I can see, the district administration has taken an extremely rigid approach to staffing up until this point. By not being "flexible" as the plan states and allowing some staff to work remotely, they have forced many teachers to take paid and unpaid leave and left many students with no teacher or instruction. I am happy to hear the board is now stating that they need to "get creative" in planning a hybrid model that will safely and effectively work for both staff and students. 3) Lastly, an editorial note, Page 18 and Page 19 are the same in the Health and Safety Plan. I would also like to address another very important issue in our community. Mr. Fishbein, thank you for bringing up Police Free CSD at tonight's meeting. I would like to voice my support for Police Free CSD and amplify their message. The coalition was created on the basis of creating a more equitable space in the schools of our diverse community, something that the board states is "in their DNA." It is time to put those commitments to equity into action. Simply put, police presence at our schools does not ensure the safety of all of our students. I want our schools to ACTUALLY implement restorative practices which will benefit ALL students. The coalition Police Free CSD has done extensive research as well as sought out legal counsel in order to create a list of potential changes to our current legislation. I support their mission to Remove two optional sections from the District MOU: the Notification to law enforcement of Recommended Incidents (II A-3) and Discretionary Incidents (II B). As well as to, Remove "Referral to Law Enforcement"

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from its Disciplinary Code 218. In an email sent by Mr. Fishbein yesterday, he wrote "The 'recommended' category of offenses is not one that is listed in the Safe Schools Act... and it is our intention to seek the removal of this category when we negotiate the renewal of the MOU in the coming months." While removing the Recommended Incidents section is a step in the right direction, the Board must also commit to removing the Discretionary Incidents section. President Fishbein also wrote "The board knows it must help dismantle the school-to-prison pipeline in this country, and is committed to adopting policies and practices to eliminate its impact on Cheltenham students." The board's engagement with these issues is vital, but means nothing unless they also commit to changing policy. They can start by removing "Referral to Law Enforcement" from the CSD Discipline Code. The school-to-prison pipeline will continue as long as these policies are in place. Mr. Fishbein stated tonight that, in policy, the district uses restorative justice practices. Obviously, policy supporting equity is important, many of Police Free CSD's demands relate to changing policy. But I also encourage the board to investigate if restorative practices are ACTUALLY being implemented on the school level in practice. I find it confusing that Mr. Fishbein claims that the district is using restorative practices, but then lists off the steps of progressive discipline that are employed in various situations. I am curious about the opinions of the other board members on this topic. Have administrators and staff received training in how to lead restorative conversations and circles? When and where are we implementing restorative practices in CSD? How can we expand those and do away with more punitive approaches? Amplify RJ is an organization that I would like to recommend as a resource to the district because of the way that they tie together racial justice and restorative justice. True restorative practices require time, commitment, and development. I hope that the board will strongly consider this and the suggested policy changes. These few concerns are just the tip of the iceberg in terms of what Police Free CSD and I believe needs to shift in our district in regard to policing and discipline. Thank you for your time, consideration, and continued work on some of the most important issues of our time.

Arin Edelstein, ELKINS PARK - Hello Cheltenham School Board, my name is Arin Edelstein and I am a proud ALUM OF CSD, class of 2016, and I am a RESIDENT OF ELKINS PARK. I am here today as a member of Police Free CSD who focuses on parent and community engagement. As you know, our goal is to create an environment free of policing within the schools of our district, as policing is a known systemic form of oppression and thus greatly endangers our students. I appreciate the statements of commitment to equity by the School Board, however, I must push back on some of the claims you've made. In an email sent by Board President Joel Fishbein yesterday, he wrote "**The board knows it must help dismantle the school-to-prison pipeline in this country, and is committed to adopting policies and practices to eliminate its impact on Cheltenham students.**" This promise is incredibly important, but it is meaningless without a commitment to removing discretionary "**Referral to Law Enforcement**" from the Discipline Code. Referrals to law enforcement are the EXACT types of actions that feed the school-to-prison pipeline. For example, our partners at the ACLU-PA have told us that the parking-ticket violation for students can add up to an adult record, which feeds the school-to-prison pipeline. The Board has made accomplishments in the pursuit of equity, as many of the Board Members often mention, but it must not dwell on these and become complacent. If equity is truly "in the DNA" of this School Board (as Board President Fishbein stated during his report earlier this evening), the Board will recognize this and act accordingly. Thank you for your time, and I urge you to consider this meeting while you enter the process of revising our current legislation. The very well-being of marginalized CSD students depends on it.

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Paula Glazier, MELROSE PARK - Hello Cheltenham School Board, my name is Paula Glazier and I am a resident of Melrose Park and a parent of CHS alumni. I am here today to vocalize my support for Police Free CSD and their goal to create a police free environment within the schools of our district. I find it now more than ever imperative that we take actions to remove ourselves from systemic forms of oppression such as school policing. We have the opportunity to work as a community to rebuild and transform our current systems that make the community safe, for all our members. Police Free CSD has drafted potential changes to our current legislation and I wholeheartedly agree with them. I believe in the revision to **Remove two optional sections from the District MOU: the Notification to law enforcement of Recommended Incidents (II A-3) and Discretionary Incidents (II B)**. As well as to **Remove “Referral to Law Enforcement” from its Disciplinary Code 218**. In an email sent by Board President Joel Fishbein yesterday, he wrote **“The ‘recommended’ category of offenses is not one that is listed in the Safe Schools Act... and it is our intention to seek the removal of this category when we negotiate the renewal of the MOU in the coming months.”** Thank you for committing to the removal of the **Recommended Incidents** section. The next step the Board must take is committing to ALSO removing the **Discretionary Incidents** section. President Fishbein also wrote **“The board knows it must help dismantle the school-to-prison pipeline in this country, and is committed to adopting policies and practices to eliminate its impact on Cheltenham students.”** This promise is incredibly important but would be meaningless without a commitment to removing **“Referral to Law Enforcement”** from its Discipline Code. Referrals to law enforcement are the exact types of actions that feed the school-to-prison pipeline. Thank you for your time and please consider this meeting while you enter the process of revising our current legislation.

Arthur Stamoulis, NO RESIDENCE GIVEN - I want to thank the teachers and staff for all their efforts to help our children during difficult time. I also appreciate the board’s interest in trying to get high schoolers back into in-person learning this year. But, as a parent of a high schooler, I urge you not to discount the importance of some clarity about the schedule moving forward and getting our kids educated in a consistent way. **If the hybrid system for the high school is too heavy a lift to achieve this year, please just rip off the bandaid and go back to all virtual.** There’s real damage to our kids and community in pretending the hybrid system is going to work when it is not working. Thank you. In addition to my earlier comment, I want to state how appreciative I am of the CHS students and alum in Police Free CSD. As the parent of a high schooler, I fully support their recommendations. Thank you.

Leah Mulhearn, ELKINS PARK, Wyncote & EP parent - Thank you to all staff, administration, faculty & board members for their work in the reopening plan. My kids are very happy to be back and we are all grateful for their amazing teachers. I hope that administration is able to find a way for our CHS students to have some kind of in person experience, too. I fully support the work and goals of the amazing students and alumni in Police Free CSD. I appreciate the work that the board has begun in this vein and I hope that they will be open to listening and learning from this group going forward. If we want to truly put our Equity Policy into action, we need to take the steps that will protect all students.

Reem Tarazi, ELKINS PARK - Hello, my name is Reem Tarazi (Elkins Park) and I am the parent of 3 CSD students. THANK YOU to administration and teachers for working so hard and diligently and thoughtfully to open our schools safely. I have 3 children across 3 schools in the district and have rarely seen them so thrilled and excited to be in

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school and they all said how much more engaged they are when learning in the live classroom. We feel hopeful and confident that you will continue to educate our kids safely and in person. The benefits of in person instruction truly outweigh the risks at this time, and I hope our high school students and teachers will be able to have this kind of success. I also want to take the opportunity to amplify the voices of Police Free CSD. The coalition was created on the basis of creating a more equitable space in the schools of our diverse community. Police presence at our schools does NOT ensure the safety of all of our students. I want our schools to have more restorative justice based disciplinary structures that are self-sustaining and that do not rely on the presence of police. The coalition Police Free CSD has done extensive research as well as sought out legal counsel in order to create a list of potential changes to our current legislation. I support their mission to **Remove two optional sections from the District MOU: the Notification to law enforcement of Recommended Incidents (II A-3) and Discretionary Incidents (II B).** As well as to, **Remove “Referral to Law Enforcement” from its Disciplinary Code 218.** The board’s engagement with these issues is vital, but will fall short unless they also commit to changing policy and removing **“Referral to Law Enforcement”** from its Discipline Code. Thank you for your time and your continued commitment to our students and community.

Isabelle Beatus, ELKINS PARK - Hello, my name is Isabelle Beatus, and I am an alumni of CHS and current resident of Elkins Park. I am here voicing my support for Police Free CSD as an active member of the policy and internal logistics committees. Police Free CSD has drafted potential changes to our current legislation and I wholeheartedly agree with them. I believe in the revision to Remove two optional sections from the District MOU: the Notification to law enforcement of Recommended Incidents (II A-3) and Discretionary Incidents (II B). As well as to Remove “Referral to Law Enforcement” from its Disciplinary Code 218. I additionally would like to ask if the school district and the board would look at alternatives to calling the police in their various hypothetical examples. If a student was parked in the bus loop and their car needed towing, why are the police the ones called to tow it instead of a tow truck? Why if a student is caught vandalizing, loitering, or littering, are they not offered time to talk to a guidance counselor and reflect on their actions, instead of the police being called? These instances are a few of many that have simple solutions where the police DO NOT need to be called, and therefore the risk of students being arrested and thrown into the criminal justice system is drastically decreased. If you wish to truly act in the most equitable fashion, it is imperative you implement the recommended changes by Police Free CSD and consider truly restorative practices.

Jack Kelly, CEA PRESIDENT - Greetings, As the President of the Cheltenham Educators’ Association, I would like to express CEA Leadership’s support for Dr. Lajara’s statement earlier this evening. The Administration, faculty, and staff have worked hard to reopen the high school to students. We remain committed to providing the best and safest educational environment for everyone involved during these unprecedented times.

Betsy McKinstry, ELKINS PARK - My name is Betsy McKinstry, I live in Elkins Park, and I am a community member. I was glad to hear Mr. Fishbein’s report, specifically his support of Police Free CSD, and the goal to eliminate all except mandatory reasons to involve police in school life. What I would also like to see is a timeline for implementing the supports that need to be in place to insure that restorative practices can be effectively utilized. This timeline will help us constituents keep the School Board accountable to follow through on their stated goals. I am here today to voice my support for Police Free CSD and their goal to create a police free environment within the

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schools of our district. I find it now more than ever imperative that we take actions to remove ourselves from systemic forms of oppression such as school policing. We have the opportunity to work as a community to rebuild and transform our current systems that make the community safe, for all our members. Police Free CSD has drafted potential changes to our current legislation and I wholeheartedly agree with them. I believe in the revision to **Remove two optional sections from the District MOU: the Notification to law enforcement of Recommended Incidents (II A-3) and Discretionary Incidents (II B)**. As well as to **Remove “Referral to Law Enforcement” from its Disciplinary Code 218**. In an email sent by Board President Joel Fishbein yesterday, he wrote **“The ‘recommended’ category of offenses is not one that is listed in the Safe Schools Act... and it is our intention to seek the removal of this category when we negotiate the renewal of the MOU in the coming months.”** Thank you for committing to the removal of the **Recommended Incidents** section. The next step the Board must take is committing to ALSO removing the **Discretionary Incidents** section. President Fishbein also wrote **“The board knows it must help dismantle the school-to-prison pipeline in this country, and is committed to adopting policies and practices to eliminate its impact on Cheltenham students.”** This promise is incredibly important but would be meaningless without a commitment to removing **“Referral to Law Enforcement”** from its Discipline Code. Referrals to law enforcement are the exact types of actions that feed the school-to-prison pipeline. Thank you for your time.

Christa Sywulak-Herr, ELKINS PARK - Not a question, just a comment on the "SB going live or remaining virtual" discussion. Hope the Board sees it (but I won't hold my breath that they do since no emails are ever answered). COVID: there is a risk for all... yet our K-8 schools are IN HYBRID SESSION, all day long, inside - so why would the School Board not meet in person as well? And for worries of low attendance... ABSOLUTELY allow parents and community members to view virtually and engage through Zoom! This opens up a whole new world for our transparency in improving the Board experience for all! As an active PTO member for over 13 years, and an extremely involved parent of two children in the CSD, I usually had 3-4 meetings PER WEEK that I would want/need to be at. I chose to be exceptionally involved in the rearing of my children at their school district, as do all the School Board members who decided to run and be sworn in. It's a commitment. The gift of being able to attend from the confines of my lovely home, WITHOUT the need of childcare, while being able to contribute actively, thoughtfully, and honorably? STREAM the SB meetings – that the SB attends in person, every single one and INVITE the public to engage that way.

Neal and Ann Beatus, CHELTENHAM TOWNSHIP - To The School Board: We are writing in support of Police Free CSD. We are Cheltenham Township residents and currently have a child in Cheltenham High School. We believe in the goals of Police Free CSD. We are deeply concerned that police involvement in our schools is harmful to the minority student body. We are pleased that President Joel Fishbein wrote in a recent email that the Board is committed to making changes, but we hope that the Board will listen fully to the requests of Police Free CSD. We are pleased that when the Board negotiates the renewal of the MOU with the police in the coming months, that they advocate removing the Recommended Incidents section, but we also would like the Board to remove the Discretionary Incidents section too. Thank you for studying and addressing this issue. We appreciate you listening and giving time to Police Free CSD.

Grace Schleck, NO RESIDENCE GIVEN - Dear Cheltenham School District School Board and Superintendent, I support Police Free CSD's mission to achieve the following

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changes: Remove two optional sections from the District MOU: the Notification to law enforcement of Recommended Incidents (II A-3) and Discretionary Incidents (II B).

APPROVAL OF MINUTES Upon motion by Mr. Cohen, seconded by Mr. England, the minutes from the January 4, 2021 Special Board Meeting were unanimously approved.

FINANCIAL AFFAIRS COMMITTEE Mr. Fishbein, reporting for the Financial Affairs committee, shared highlights from the Financial Affairs Committee meeting held on February 4, 2021.

- 2020-2021 Budget Updates
- Contract Update - Transportation
- Contract Update - Chartwells
- 2020-2021 Charter School Cost Analysis
- 2021-2022 Budget Considerations
- ESSER 2.0 Funds - Preliminary Discussion
- February Finance - Related Legislative Agenda Review

EDUCATIONAL AFFAIRS COMMITTEE Mr. Fishbein announced the next Financial Affairs Committee Meeting is scheduled for March 2, 2021.

Ms. Lowman, reporting for the Educational Affairs Committee, shared highlights from the Educational Affairs Committee meeting held on January 19, 2021:

- CHS Course Proposals
- School Reopening: Hybrid Instructional Model

Ms. Lowman announced that the next meeting will be held on February 16, 2021.

FACILITIES COMMITTEE Mr. England, reporting for the Facilities Committee, shared highlights from the Facilities Committee meeting held on February 2, 2021:

- Covid-19 Facilities and Maintenance Updates
- School District Building and Maintenance Updates
- SchoolDude Updates

Mr. England announced that the next meeting will be held on March 2, 2021.

LIAISON GROUP Mr. Cohen, reporting for the Liaison Group, shared highlights from the Liaison Group meeting held on January 25, 2021:

- Tyler property sale.
- Montco 2040 Implementation Grant Program.
- Township's proposed storm water fee.
- Tax abatement information session.
- Traffic safety around the school buildings.
- Shared administrative space.
- Hybrid Reopening.
- Land Development Updates.
- Cheltenham Communities That Care

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- Contract Negotiations
- Decertification of the Ogontz Fire Company
- Springfield Township's request for a traffic signal

Mr. Cohen announced the next Liaison Group meeting will be held on February 22, 2021.

POLICY COMMITTEE

Mr. Schultz, reporting for the Policy Committee, discussed the following agenda items at the January 25, 2021 meeting: **Old Business:** Policy and AR 226 Student Searches (2017); Policy 006 Meetings (2016); Policy 007 Remote Attendance and Participation at Board Meetings (NEW); Policies and AR 354/454 Sabbatical Leave (2005) (Consolidation - 454 for Repeal; 354 to Remain); Policy 253 Requests for Evaluations for College (2005) for Repeal; Policies 334/434/534 Sick Leave (2009) (Consolidation and consistency with CBA -434/534 for Repeal; 334 to Remain); Policies and AR 311/411/511 Suspension and Furloughs/Layoffs (1992/1998) Change to "Reduction in Staff" (Rename and consolidation - 411/511 for Repeal; 311 to remain); Policy 310/410 Abolishing a Position (1992) for Repeal (Content is Addressed in Policy 311 Reduction in Staff); Policy 418/518 Penalties for Tardiness (1992)

(This Policy will be re-numbered and re-titled. The new number will be **318** and the new title will be "Attendance Expectations"); Policy 518 Penalties for Tardiness (1992) for Repeal (Consolidation – content in Policy 318); Policies 317/417/517 Disciplinary Procedures (2015/1993) (Consolidation 417/517 for Repeal; 317 to Remain).

New Business: Policy and AR 217 Graduation Requirements (2019); Policy 111 Curriculum and Instructional Management (1999); Policies 356/456/556 Weapons (2012); Policies 315/415/515 Disqualification by Reason of Health (1993/2009) for Repeal; Policies and AR 335/435/535 Family and Medical Leave Act (2009); Policy 141 Alternative Education for Disruptive Youth (2001) for Repeal; Policy and AR 820 Integrated Pest Management (2003); Policy and AR 806 Child Abuse (2014).

Mr. Schultz announced the next Policy Committee Meeting is scheduled for February 18, 2021.

Upon motion by Ms. Haywood, seconded by Mr. Burdell-Williams, the following policies were unanimously adopted or repealed:

Adoptions

- a. #226 Student Searches (2017)
- b. #006 Meetings (2016)
- c. #007 Remote Attendance and Participation at Board Meetings (NEW)
- d. #354 Sabbatical Leave (2005)
- e. #454 Sabbatical Leave (2005) for Repeal due to renumbering and consolidation of policies
- f. #253 Requests for Evaluations for College (2005) for Repeal (Evaluation procedures are captured in Special Ed. Policies)
- g. #334 Sick Leave (2009)
- h. #434/534 Sick Leave (2009) for Repeal due to renumbering and consolidation of policies
- i. #311 Suspension and Furloughs/Layoffs (1992/1998) Change to "Reduction in Staff"
- j. #411/511 Suspension and Furloughs/Layoffs (1992/1998) for Repeal due to renumbering, renaming, and consolidation of policies
- k. #310/410 Abolishing a Position (1992) for Repeal (Content is Addressed in Policy 311)
- l. #318 Attendance Expectations

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- m. #418/518 Penalties for Tardiness (1992) for Repeal due to renumbering, renaming, and consolidation of policies
- n. #317 Disciplinary Procedures (2015/1993)
- p. #417/517 Disciplinary Procedures (2015/1993) for Repeal due to renumbering and consolidation of policies

First Read

- a. #217 Graduation Requirements (2019)
- b. #111 Curriculum and Instructional Management (1999) change title to Planning and Preparation of Professional Staff
- c. #356 Weapons (2012)
- d. #456/556 Weapons (2012) for Repeal due to renumbering and consolidation of policies
- e. #315/415/515 Disqualification by Reason of Health (1993/2009) for Repeal - Content addressed in Policy 314 Medical Examination
- f. #335 Family and Medical Leave Act (2009)
- g. #435/535 Family and Medical Leave Act (2009) for Repeal due to renumbering and consolidation of policies
- h. #141 Alternative Education for Disruptive Youth (2001) for Repeal - policy no longer required
- i. #820 Integrated Pest Management (2003)
- j. #806 Child Abuse (2014)

The following AR's are for review only:

- AR 226 Student Searches (2017)
- AR 354 Sabbatical Leave (2005)
- AR 311 Suspension and Furloughs/Layoffs (1992/1998) Change to "Reduction in Staff"
- AR 217 Graduation Requirements (2019)
- AR 111 Curriculum and Instructional Management (1999) Change to Planning and Preparation of Professional Staff
- AR 335 Family and Medical Leave Act (2009)
- AR 820 Integrated Pest Management (2003)
- AR 806 Child Abuse (2014)

**COMMUNICATIONS
COMMITTEE**

Mr. Fishbein, reporting for the Communications Committee, shared highlights from the Communications Committee Meeting held on January 28, 2021:

- Reopening / COVID-19 Communications
- Future Legislative Board Meetings

Mr. Fishbein announced the next Communications Committee Meeting is scheduled for February 25, 2021.

LEGISLATIVE REPORT

Ms. Haywood, reporting for the Montgomery County School Directors Legislative Committee (MCSDLC), shared highlights from the MCSDLC meeting held on January 27, 2021. The next Montgomery County School Directors Legislative Committee meeting is scheduled to be held on February 24, 2021.

PERSONNEL

Upon motion by Ms. Haywood, seconded by Mr. Schultz, the following resolutions were adopted:

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Virtual Legislative Board Meeting of the Board of School Directors
February 9, 2021**

Appointment of
Administrators

1. Appointment of Administrators

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification appointment of Michael Nickson as a Custodial Supervisor at the Administration Building, to be hired provisionally pending statutory requirements, at an annual 2020-2021 salary of \$70,000 prorated, effective February 1, 2021.

Appointment of
Professional Employees

2. Appointment of Professional Employees

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification appointment of Elizabeth Wolford, Special Education Teacher at Cheltenham Elementary School, to be hired provisionally pending statutory requirements, effective January 25, 2021, at a salary of \$64,294 (Step 8/Masters+12) prorated.

Appointment of Long-Term
Substitute Teachers

3. Appointment of Long-Term Substitute Teachers

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification appointment of Patrice Carter as a Long Term Substitute Teacher, Kindergarten Teacher at Myers Elementary School, at a salary of \$55,834 (Step 8/Bachelor's), to be hired provisionally pending statutory requirements, effective February 01, 2021, through the end of the 2020-2021 school year.

Appointment of Support
Staff

4. Appointment of Support Staff

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification of the appointment of Vernordo McCoy as a School Safety Officer at Cheltenham High School, 8 hours per day for 200 days, at an annual rate of \$31,153 prorated, to be hired provisionally pending statutory requirements, effective January 25, 2021. A 90-day probation period is required.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification appointment of Victoria Edwards as an Inclusion Paraeducator, Tier IIA, at Elkins Park School, 7 hours per day for 184 days, at an hourly rate of \$15.60, to be hired provisionally pending statutory requirements, effective January 25, 2021. A 90-day probation period is required.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification appointment of Felicia Stridiron as a Learning Support Paraeducator, Tier IIA, at Elkins Park School, 7 hours per day for 184 days, at an hourly rate of \$15.60, to be hired provisionally pending statutory requirements, effective January 11, 2021. A 90-day probation period is required.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification of the appointment of David Stearns as a Computer Technician at Cheltenham High School, 8 hours per day for 260 days, at an annual rate of \$58,477 prorated, to be hired provisionally pending statutory requirements, effective February 08, 2021. A 90-day probation period is required.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the appointment of Tria Jones as a Staff Nurse, Tier IV, at Wyncote

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Elementary School, 7 hours per day for 182 days, at an hourly rate of \$20.36, to be hired provisionally pending statutory requirements, effective February 10, 2021. A 90-day probation period is required.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification appointment of Casey Leven as an Inclusion Paraeducator, Tier IIA, at Cheltenham Elementary School, 7 hours per day for 184 days, at an hourly rate of \$15.60, to be hired provisionally pending statutory requirements, effective January 11, 2021. A 90-day probation period is required.

5. Approval of Leadership Stipend Positions

Approval of Leadership
Stipend Positions

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification of the approval of the professional personnel per the attachment for mentor positions for the 2020-2021 school year, at an annual rate of \$300 each.

6. Extra Duty/Extra Pay

Extra Duty/Extra Pay

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the following Extra Duty/Extra Pay assignments, per the attachment, at a rate of \$227.50 per unit, as listed.

Information Items:

1. Retirements

RETIREMENTS

The Superintendent accepted the following retirements:

Jeanne Rauch, Reading Specialist at Elkins Park School, effective the last teacher day of the 2020-2021 school year. Ms. Rauch has been a district employee for 23 years.

Nasser Hosseini, Maintenance Mechanic at the Administration Building School, effective February 20, 2021. Mr. Hosseini has been a district employee for 13 years.

2. Resignations

RESIGNATIONS

The Superintendent accepted the following resignations:

Vivian Jarvis, part-time C.L.A.S.P Aide at Myers Elementary School, effective January 10, 2021.

Linda Morales, part-time Library Aide at Cheltenham High School, effective January 08, 2021.

Debra Klein, full-time C.L.A.S.P. Site Director at Myers Elementary School, effective January 08, 2021.

Michelle Smith-Morman, part-time C.L.A.S.P Aide at Myers Elementary School, effective January 08, 2021.

Jennifer Scarpitti, part-time Lunch Aide at Glenside School, effective January 06, 2021.

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Kutia Reid, part-time C.L.A.S.P. Aide at Myers Elementary School, effective January 29, 2021, end of work day.

Tommie Jane Dupree, part-time C.L.A.S.P. Aide at Glenside Elementary School, effective January 14, 2021, end of work day.

Shannon Hurley, part-time C.L.A.S.P. Aide at Cheltenham Elementary School, effective January 19, 2021.

Cara Montgomery, part-time C.L.A.S.P. Aide at Wyncote Elementary School, effective January 19, 2021.

Davonyaa Christy, Secretary to the Vice Principal at Cheltenham High School, effective January 24, 2021.

Eliza Welfare-Brown, part-time C.L.A.S.P. Aide at Cheltenham Elementary School, effective January 25, 2021.

Rachel Flood, School Psychologist at Cheltenham Elementary School and Myers Elementary School, effective March 29, 2021, end of workday.

Darius Major, part-time C.L.A.S.P. Aide at Cheltenham Elementary School, effective February 03, 2021.

3. Non-discretionary Leaves of Absence

**NON-DISCRETIONARY
LEAVES OF ABSENCE**

The following non-discretionary Leaves of Absence were granted:

Marni Berkowitz, Music Teacher at Glenside Elementary School, be granted a sabbatical leave of absence from February 01, 2021 through the end of the 2020-2021 school year for the restoration of Health, and that she be paid one-half salary for the period as provided by Section 1169, Act 190 of the Pennsylvania School Code. Ms. Berkowitz's return to work date is the first teacher day of the 2021-2022 school year.

Alicia Mayes-Moore, part-time Library Assistant at Glenside Elementary School, be granted an unpaid leave of absence from February 1, 2021 until the end of the 2020-2021 school year, pursuant to ARTICLE IX. C. of the collective bargaining agreement with the Business Employees' Council (BEC). Ms. Mayes-Moore's return to work date is the first student day of the 2021-2022 school year.

Tina Pennington, part-time Lunch Aide at Wyncote Elementary School, granted an unpaid leave of absence from February 03, 2021 until the end of the 2020-2021 school year, pursuant to ARTICLE VIII. C. of the collective bargaining agreement with the Business Employees' Council (BEC). Ms. Pennington's return to work date is August 24, 2021.

Elisabeth Hurley, Grade 4 Teacher at Cheltenham Elementary School, granted an unpaid childrearing leave from January 29, 2021 until February 26, 2021. Ms. Hurley's return to work date is March 01, 2021.

Porsche Johnson, 1:1 Paraeducator at Wyncote Elementary School, granted an unpaid leave of absence from February 02, 2021 until May 2, 2021, under the provisions of the Family & Medical Leave policy. Ms. Johnson's return to work date is May 03, 2021.

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Kezia Grant, Paraeducator, Learning Support at Wyncote Elementary School, be granted an unpaid leave of absence from February 03, 2021 until the end of the 2020-2021 school year, pursuant to ARTICLE VIII. C. of the collective bargaining agreement with the Business Employees' Council (BEC). Ms. Grant's return to work date will be the first work day of the 2021-2022 school year.

Mary Windish, part-time C.L.A.S.P. Aide at Cheltenham Elementary School, granted an unpaid leave of absence from May 14, 2021 until May 28, 2021, pursuant to ARTICLE VIII. C. of the collective bargaining agreement with the Business Employees' Council (BEC). Ms. Windish's return to work date is June 01, 2021.

Sandra Schurr, Paraeducator, Learning Support at Cedarbrook Middle School, granted an unpaid leave of absence from February 18, 2021 until the end of the 2020-2021 school year, under the provisions of the Family & Medical Leave policy. Ms. Schurr's return to work date is the first work day of the 2021-2022 school year.

Antonia Jones, Kindergarten Teacher at Wyncote Elementary School, granted an unpaid leave of absence from April 20, 2021 until the end of the 2020-2021 school year, under the provisions of the Family & Medical Leave policy. Ms. Jones' return to work date is the first Teacher day of the 2021-2022 school year.

4. Award of Tenure

The following awards of tenure are granted:

Award of Tenure

Angel Galindo, who has served a three-year probationary period in the public schools of Pennsylvania, and has had a satisfactory physical examination, receive written notification of his current status and that this change in status be recorded in the minutes.

EDUCATIONAL AFFAIRS

Approval of Educational Service Agreement

1. Approval of Educational Service Agreement

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the educational service agreement between the District and the parent/guardian of the student identified below by a confidential student number in the form presented to the Board:

Student #: 405708

Upon motion by Mr. England, seconded by Ms. Lowman, the resolution was unanimously adopted.

FINANCIAL AFFAIRS

Approval of 2020-2021 Budget Transfers

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the attached budget transfers and assignments for the 2020-2021 fiscal year as required by state and mandated auditing procedures.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the bills for payment for the period January 1, 2021 through January 31, 2021, in the following amounts in accordance with the list submitted to the board.

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FUND	CHECK NUMBERS	AMOUNT
General Fund	157850 - 158049	\$2,097,590.71
Payroll	12669 - 12682	\$17,369.17
Food Service	2609 - 2610	\$36,095.39
Student Activity	2920 - 2921	\$249.00

Approval of Apple Lease Agreement

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves Apple Lease Agreement, as attached. The Agreement is a four-year lease for 500 MacBook Airs and Docking Stations for staff, with a total cost of \$643,477.50. Annual payments will total \$160,869.38

Approval of the Montgomery County Intermediate Unit #23's General Operating Budget

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves adoption of the 2021-22 Membership Services budget for the Montgomery County Intermediate Unit #23 as approved by their Board of Directors in the amount of \$1,835,855. Cheltenham School District's contribution of \$52,750 reflects a \$107 or 0.20% increase.

Approval of the 2021-2022 Preliminary Budget and Authorization to Submit Exceptions

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the 2021-2022 preliminary budget and requests authorization to submit budget exceptions in accordance with the guidelines from the PA Department of Education.

Upon motion by Ms. Haywood, seconded by Mr. Schultz, the resolutions were unanimously adopted.

RESPONSE TO PRIOR QUESTIONS

There were no prior questions.

PUBLIC COMMENTS ON NON-AGENDA ITEMS

A total of four (4) public comments were received on non-agenda items.
****Public comments heard during the meeting are summarized for the meeting minutes.**

Justin Silverman, NO RESIDENTIAL INFO: How can I see the budget? Can I actually view the budget? Is there a link where I could actually get my hands on it as a local citizen?

Ms. Ezell, NO RESIDENTIAL INFO: What are the qualifications for a person to be able to come in and sit with the students?

****Public comments (below) received via csdboardmeetingcomments@cheltenham.org are transcribed verbatim for the meeting minutes.**

Cherie Leather, ELKINS PARK - Hello, Please tell me how our students compare to students in other districts that are in class full time, ie. Souderton. Thank you,

Sandra Robinson, NO RESIDENCE GIVEN - Please provide what guidance the township is providing for the teachers along with staff? Is there a push by the township to work with the county to prioritize vaccines for the school employees so that we can reopen safely? There appears to be very little guidance from the township and its leadership across the board and little transparency. Thank you.

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MEETING ADJOURNED

Upon motion by Mr. Burdell-Williams, seconded by Ms. Henry, the meeting adjourned at 11:55 p.m.

Secretary

President