

**Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 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, January 12, 2021 at 7:03 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 56 attendees who joined online for the virtual meeting.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Cheltenham School Board member, Ms. Jennifer Lowman.

**RECOGNITION
ELKINS PARK SCHOOL
AND EASTERN CENTER
FOR ARTS AND
TECHNOLOGY**

Mr. Brian Wallace, Principal recognized Elkins Park School with a PowerPoint presentation highlighting its successes and points of pride.

Dr. Cathleen Plesnarski, Executive Director of Eastern Center for Arts and Technology presented a slide show highlighting the school's points of pride. This year Eastern has launched a new program – Robotics and Automated Technology.

SOLICITOR'S REPORT

Mr. Roos reported there were no sunshine announcements and no executive sessions since the last legislative meeting. The EEOC has issued regulations regarding vaccinations of employees which will be followed and advice will be provided to the district when the issue becomes relevant.

SUPERINTENDENT'S REPORT

Dr. Marseille shared information regarding the events of January 6, 2021, student/staff return to building on January 11, 2021, community town hall meetings, MLK Day of Service, updates on vaccine phases and winter sports practices.

PUBLIC COMMENTS ON AGENDA ITEMS ONLY

There were four (4) comments from the public. Public comments received are transcribed verbatim for the meeting minutes.

**Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021**

Karen Shaffran, Wyncote

Please help me understand why the school board is unwilling to delay reopening a bit longer so that staff can receive covid vaccines. The covid numbers in Montco have never been higher, and educators are in the next priority group to be vaccinated. After all that this community has sacrificed throughout the pandemic to keep each other safe, why throw caution to the wind at the 11th hour? Please delay reopening until we have an opportunity to receive vaccines.

Lisa Beitman and Michael DeRidder, Glenside

We are parents of a kindergartener and 3rd grader at Glenside elementary. I am writing to ask for consideration for some flexibility in our school's return to school plan. We were surprised and pleased to learn of a 4 day return to school option after it appeared that 50% of the kids at Glenside decided to do the virtual option. I am not pleased to learn that this does not actually pertain to Glenside elementary and that the classes are closer to 12, 13 and up to 15 kids per class.

Given that closer to 2/3rds of Glenside's kids decided to be roomies, I am suggesting parents should now be given the choice for the 2 or 4 day option. Logistically, this may allow for class sizes closer to 10 students or less and give the kids a bit more wiggle room around their desks. I also believe this is in the best interest of the teachers who most likely did not expect to manage a class size up to 15 kids when returning to school. The small cohort of students who are virtual now appear to be at a disadvantage with the end of the synchronous day being 12:30 pm vs. 1:20 and will have less access to their teachers for the asynchronous time at the end of the day. Having a smaller class size may allow better access to teachers for all of the kids, but especially the kids at home during the last part of the day.

I am also asking for consideration for flexibility for the kindergarteners to leave at 1:40 vs. 3:40 if they do not need extra assistance during the asynchronous time and do not require taking the bus home. The explanation was given at the town hall that "there would be a full school day" without a true rationale given as to why that needs to happen for kindergarteners developmentally and during this pandemic year. Given the transition from virtual to school for potentially for 4 longer days, that no new instructional material will be taught during the asynchronous time, and that the day itself is not "normal" with 5 and 6 year olds having to sit at their desks for most of it, I don't see the harm in allowing for this option. It may allow the teachers to give attention to where it is needed most and help with managing a huge transition for the youngest students having to sit for so much of the day.

Becca & Josh Kohn, Glenside

We hope that you are doing well, and we want to start off by saying thank you for all that you are doing for our students. We have been so grateful to Cheltenham this year in their measured and responsible approach to this unusual year. We have two children in the district, a 1st and 3rd grader at Glenside Elementary. As we approach the start of the Hybrid model starting on Feb 1, we have been engaged with our school and district updates as to what that will look like. We are sure that you are fielding many questions as we get closer to Feb 1, and we appreciate your time in responding to our email. I have also sent this email to Dr. Marseille & Dr. Smith, and am currently listening to tonight's Legislative Board Meeting and plan to bring this up there as well.

We have 3 issues we want to discuss:

**Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021**

Office Hours:

We did not see on the schedule where remote scholars will be given the same daily access to teacher office-hours in the asynchronous afternoons Mon/Tu & Th/Fr. We think this needs to be addressed, as this has been a keystone in the success of the remote model, making sure that questions are answered as-needed on a daily basis so that they don't fall behind.

4-day vs. 2-day:

Glenside has the highest number of students returning in-person (higher than the 50% threshold the district proposed to disqualify for 4-day hybrid), leading to a large imbalance for the students at home, as well as more crowded classrooms compared to the other elementary schools. We would like to suggest that Glenside families be given the flexibility to choose between a 4-day and a 2-day model. As the school has already prepared for all students in a 4-day model there would be no increase in supplies or transportation needs – and as long as the families stayed with the same two days (similar to what the survey had indicated would be the case from the beginning) – the teachers would be able to plan accordingly and know what and who to expect.

Hybrid later:

As it stands, based on the reply to the survey, if a family made the decision to go virtual they were locked into the decision for the remainder of the year. If a family selected the hybrid model, they have the option to revert to virtual at any time if they feel unsafe or uncomfortable, but are then held to that for the remainder of the year. If they have already selected an interest in Hybrid and the school has already prepared for them to return in regards to transportation, food, and space – it is not clear why that family would not be allowed to opt-back into the hybrid model when they felt more comfortable.

Thank you again. We appreciate all the moving pieces that this involves, but also feel very strongly that we need to advocate for our students when we see gaps that need to be filled.

Debra Gibbs, Elkins Park

Hello, I attempted to submit my questions via email. I live in Elkins Park. My questions pertain to the High School. What is the protocol for communicating covid stats to the broader community? What is the plan for social distancing protocols in the hallways and common areas? Are there enough teachers to support the hybrid plan at the high school? Will the classrooms be cleaned and sanitized between classes?

- | | |
|--------------------------------|---|
| APPROVAL OF MINUTES | Upon motion by Mr. Burdell-Williams, seconded by Mr. Cohen, the minutes from the November 16, 2020 and November 23, 2020 Special Board Meetings and December 8, 2020 Legislative Board Meeting were unanimously approved. |
| | |
| PRESIDENTS' REPORT | |
| | |
| Approval of Treasurer's Report | Upon motion by Ms. Haywood, seconded by Ms. Lowman, the Treasurer's report for the period ending December 31, 2020, as presented in financial statements to the Board and as attached to the original minutes, were unanimously approved. |
| | |
| Student Representatives | The Cheltenham High School Student Representatives, Quincy Rhoades and Lisa Lam, presented the following information on the following topics: |

Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021

- Home Room Reps
- BeyondCHS
- Environmental & Sustainability
- Civics and Engagement
- Jeopardy Night

**MONTGOMERY COUNTY
INTERMEDIATE UNIT
(MCIU) REPORT**

Mr. England, reporting for the Montgomery County Intermediate Unit Committee, shared that the committee had not met since the last legislative meeting. The next meeting will be on January 27, 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 December 9, 2020:

- JOC Reorganization
- Approval of Eastern's website as official repository for all operating policies
- Presidential Scholar – Greg Destefano
- December Student of the Month – Greg Destefano
- Elementary and Middle School Tours Reimagined
- Allied Health Program Expansion
- EASTERN Foundation
- ATC Articulation Agreement
- Virtual SkillsUSA Leadership Conference
- PDE Grants Awarded
- 2021 – 2022 Preliminary Calendar Approved
- School Directory and Room Signage
- Capital Plan Renovation

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 January 13, 2021.

**FINANCIAL AFFAIRS
COMMITTEE**

Mr. Schultz, reporting for the Financial Affairs committee, shared highlights from the Financial Affairs Committee meeting held on January 5, 2021.

- 2020-2021 Budget Status
- 2021-2022 Preliminary Budget

Mr. Schultz announced the next Financial Affairs Committee Meeting is scheduled for February 4, 2021.

**APPROVAL TO
ADVERTISE THE
PRELIMINARY BUDGET
FOR 2021-2022**

Upon motion by Mr. England, seconded by Mr. Fishbein, the recommendation that the administration be authorized to approve the advertisement for the preliminary budget showing estimated expenditures for the school year beginning July 1, 2021 was unanimously approved. The motion passed.

**APPROVAL OF
SETTLEMENT
AGREEMENT AND
MUTUAL RELEASE**

A motion by Mr. Fishbein, seconded by Ms. Haywood, to approve the settlement agreement and mutual release, as attached, in the Diplomat Construction and Demolition Inc. litigation was tabled by a motion from Mr. Fishbein, seconded by Mr. Cohen, pending further clarification of the agreement requested by Mr. Cohen. The

**Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021**

clarification was provided by Mr. Roos and a new motion by Ms. Lowman, seconded by Mr. Pender, was unanimously approved. The motion passed.

**EDUCATIONAL AFFAIRS
COMMITTEE**

Ms. Henry, reporting for the Educational Affairs Committee, shared highlights from the Educational Affairs Committee meeting held on December 15, 2020:

- Distance Learning: Remote and Hybrid Solutions using Instructional Technology
- Learning Management
- Instructional Technology Tools
- Continuous Improvement

Ms. Henry announced that the next meeting will be held on January 19, 2021.

FACILITIES COMMITTEE

Mr. Burdell-Williams, reporting for the Facilities Committee, shared highlights from the Facilities Committee meeting held on January 5, 2021:

- Covid-19 Facilities and Maintenance Updates
- School District Building Maintenance Updates
- Capital Improvement Plan Update
- School Dude Updates

Mr. Burdell-Williams announced that the next meeting will be held on February 4, 2021.

LIAISON GROUP

Mr. Cohen, reporting for the Liaison Group, stated the Liaison Group has not met since the last legislative board meeting. The next meeting is scheduled to be held on January 25, 2021.

POLICY COMMITTEE

Ms. Haywood, reporting for the Policy Committee, discussed the following agenda items at the December 10, 2020 meeting: Approval of minutes; **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) (454 for Repeal; 354 to Remain), **New Business:** Policy 253 Requests for Evaluations for College (2005) for Repeal; Policies 334/434/534 Sick Leave (2009) (434/534 for Repeal; 334 to Remain); Policy 434/534 Sick Leave (2009) for Repeal; Policies and AR 311/411/511 Suspension and Furloughs/Layoffs (1992/1998) Change to "Reduction in Staff" (411/511 for Repeal; 311 to remain); Policies 411/511 Suspension and Furloughs/Layoffs (1992/1998) for Repeal; Policy 310/410 Abolishing a Position (1992) for Repeal; Policy 418/518 Penalties for Tardiness (1992); 518 Penalties for Tardiness (1992) for Repeal; Policies 317/417/517 Disciplinary Procedures (2015/1993) (417/517 for Repeal; 317 to Remain); Policies 417/517 Disciplinary Procedures (2015/1993) for Repeal

1. First Read (Ms. Haywood clarified that there were no action items as all policies presented were first read, not adoption as erroneously indicated in the agenda)

- 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

**Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021**

- 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
- m. #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

2. 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 317 Disciplinary Procedures (2015/1993)

Ms. Haywood announced the next Policy Committee Meeting is scheduled for January 27, 2021.

**COMMUNICATIONS
COMMITTEE**

Mr. Burdell-Williams, reporting for the Communications Committee, shared highlights from the Communications Committee Meeting held on December 17, 2020:

- School Transition Update
- Reopening / COVID-19 Communications
- Communications analytics
- BeyondCHS.com
- Discussion: What is the impact to the manner in which the board is facilitating public meetings as a result of the district's decision to move into a hybrid model? (In-Person v. Video Conferencing)

Mr. Burdell-Williams announced the next Communications Committee Meeting is scheduled for January 28, 2021.

LEGISLATIVE REPORT

Ms. Haywood, reporting for the Montgomery County School Directors Legislative Committee (MCS DLC), shared highlights from the MCS DLC meeting held on November 18, 2020.

PERSONNEL

Upon motion by Mr. Fishbein, seconded by Mr. England, the following resolutions were adopted:

**Appointment of
Professional Employees**

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the appointment of Mary Sawyer, Family and Consumer Science Teacher at

**Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021**

Cheltenham High School, to be hired provisionally pending statutory requirements, effective February 22, 2021, at a salary of \$72,922 (Step 8/Masters+24) prorated.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the appointment of Maria Gartland, Grade 6 Teacher at Elkins Park School, to be hired provisionally pending statutory requirements, effective February 10, 2021, at a salary of \$72,922 (Step 8/Masters+24) prorated.

Appointment of Support Staff

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification of the appointment of Devon Mays as a Maintenance Mechanic, Grade 13 at the Administration Building, 8 hours per day for 260 days, at an annual rate of \$58,477 prorated, to be hired provisionally pending statutory requirements, effective January 04, 2021. A 90-day probation period is required.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the appointment of Brian Williams as a Custodian, Grade 18 at Elkins Park School, 8 hours per day for 260 days, at an annual rate of \$41,380 prorated, to be hired provisionally pending statutory requirements, effective date to be determined. A 90-day probation period is required.

Approval of Changes in Assignment

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification of a change in position and classification for Lesley Katz from: C.L.A.S.P. Site Director at Glenside Elementary School to: Long Term Substitute Teacher, Grade 2 Teacher at Glenside Elementary School, at a salary of \$60,566 (Step 8/Masters), effective December 14, 2020 through the end of the 2020-2021 school year.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the change in position and classification for William Higgins from: Groundskeeper at the Administration Building to: Maintenance Mechanic, Grade 13, at the Administration Building, 8 hours per day for 260 days, at an annual rate of \$65,238 prorated, effective January 04, 2021.

RESOLVED, upon recommendation of the Administration, the Board of School Directors approved the ratification of a change in position and classification for Quiana Dayle from: Inclusion Paraeducator at the Elkins Park School to: Kindergarten Assistant, Tier 1A, at Cheltenham Elementary School, 7 hours per day for 182 days, at an hourly rate of \$16.21, effective January 11, 2021.

Approval of a Position

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves, pursuant to Board Policy #301, Creating a Position, a new administrative employee position, Custodial Supervisor, per the position description submitted to the Board.

Approval of Agreement

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the settlement agreement with former employee #10216 in the form presented to the Board.

Approval of Leadership Stipend Positions

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

**Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021**

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the ratification of professional personnel per the attachment for leadership positions for the 2020-2021 school year, at the rates listed.

Termination of Classified Employees

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the termination of employment of classified employee #10701 pursuant to Section 5-514 of the Pennsylvania School Code and information provided to the Board of School Directors, effective January 12, 2021.

Extra Duty/Extra Pay

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

Information Items:

RETIREMENTS

1. Retirements

The Superintendent accepted the following retirements:

- a. Kathryn Klukiewicz, Kindergarten Teacher at Myers Elementary School, effective February 5, 2021, end of workday. Ms. Klukiewicz has been a district employee for 28.5 years.
- b. Edward McMahon, Maintenance Mechanic at the Administration Building, effective March 19, 2021, end of workday. Mr. McMahon has been a district employee for 30.5 years.

RESIGNATIONS

2. Resignations

The Superintendent accepted the following resignations:

- a. Kamisha Wilson, Inclusion Paraeducator at Glenside Elementary School, effective January 03, 2021.
- b. Bonita Shelton, C.L.A.S.P. Site Director at Cheltenham Elementary School, effective January 1, 2021.
- c. Angela Singleton, part-time C.L.A.S.P. Aide at Glenside Elementary School, effective January 6, 2021.
- d. Rose Streets, part-time Lunch Aide at Myers Elementary School, effective January 6, 2021.
- e. Rafeeq Fitzgerald, part-time Building Aide at Cedarbrook Middle School, effective January 8, 2021.
- f. Beth Beggs, part-time Library Aide at Cedarbrook Middle School, effective January 11, 2021.

3. Non-discretionary Leaves of Absence

**Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021**

**NON-DISCRETIONARY
LEAVES OF ABSENCE**

The following non-discretionary Leaves of Absence were granted:

a. Kristina Midzak, Mathematics Teacher at Cedarbrook Middle School, granted an unpaid leave of absence from February 01, 2021 until May 03, 2021, under the provisions of the Family & Medical Leave policy. Ms. Midzak's return to work date is May 04, 2021.

EDUCATIONAL AFFAIRS

Upon motion by Mr. England, seconded by Ms. Lowman, the following resolutions were adopted:

**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 # 406387

Approval of Volunteers

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the attached list of long-term and overnight volunteers pursuant to Policy 916, per attachment.

FINANCIAL AFFAIRS

Upon motion by Mr. Schultz, seconded by Mr. Burdell-Williams, the following resolutions were adopted:

**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.

Approval of Payments

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves the bills for payment for the period December 1, 2020 through December 31, 2020, in the following amounts in accordance with the list submitted to the board.

FUND	CHECK NUMBERS	AMOUNT
General Fund	157682 - 157849	\$1,048,218.11
Payroll	12646 - 12668	\$29,007.48
Food Service	2608 - 2609	\$24,711.75
Student Activity	2913 - 2919	\$5,677.45

**Approval of Eastern
Center for Arts and
Technology 2021-22
Operating Budget**

Upon motion by Mr. Burdell-Williams, seconded by Ms. Haywood, the following resolution was adopted:

RESOLVED, upon recommendation of the Administration, the Board of School Directors approves adoption of the 2021-2022 operating budget for the Eastern Center for Arts and Technology as approved by their Board of Directors in the amount of \$10,811,300 and a capital assessment of \$550,000 with the Cheltenham School District secondary contribution of \$1,280,076 which is a decrease of \$77,353 or 5.7% from 2020-2021 and a capital assessment contribution of \$50,063.

**RESPONSE TO PRIOR
QUESTIONS**

There were no prior questions.

**PUBLIC COMMENTS ON
NON-AGENDA ITEMS**

A total of one (1) public comment was received on non-agenda items and was read by Mr. Roos. The comment is as follows:

Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021

Luis Reyes, Glenside

I have many concerns about the board's decision to move to a hybrid model on February 1st and am left with many questions that I would appreciate the board answering. My concerns can be summarized in these 10 comments and questions.

1) Montgomery County's new cases fluctuate but are still extremely high. There is a new, more contagious variant of COVID 19 that has reached Pennsylvania. We seem to be increasingly close to more people getting vaccinated. It does not make sense to me why the board has chosen this moment to move to hybrid. We have waited this long. Why now is there a sudden push to go to hybrid? Per Dr. Levine's update last week, the Pennsylvania Department of Health is advising that middle and high school stay remote.

2) Why does the board continue to meet virtually while they have decided to send hundreds of students and staff back into the district's buildings? Thank you Mr. England for raising this question earlier in tonight's meeting.

3) What threshold is the board operating off of that determined that it was time to move to a hybrid model?

4) What metric or threshold has been established for determining if/when it is too unsafe to remain hybrid and the district should move back to a fully virtual model? What is the plan if that occurs?

5) According to Mr. Fishbein's comment earlier this evening, it seems that the board felt pressure to move to hybrid based on other district's decisions to do so. Why is the board using neighboring districts to make decisions for OUR district? Cheltenham has many differences to other districts in the county. The population of our district is majority black. We have seen how COVID 19 has disproportionately impacted black and brown communities across the nation. I moved to Cheltenham because it is a district that stands out in many positive ways in comparison to others in Montgomery County. Why is the board using its neighbors to influence what is best for Cheltenham School District?

6) Mr. Schultz referenced the "benefits" of a hybrid model. What known "benefits" of a hybrid model can the board speak to? Many teachers who are currently in a hybrid model report that it is extremely difficult to meet the needs of the in person and virtual students simultaneously.

7) Is the board at all concerned about the new variant of COVID 19, that is now in Pennsylvania, that has been reported as more contagious and affects children more than the original virus?

8) Will students be required to complete age appropriate training about COVID 19 (similar to what the student athletes and teachers were required to do) prior to being allowed to participate in the hybrid model?

9) Is the board aware that many teachers will need to share classrooms and space? This doesn't seem to be the case in other districts that have safely moved to hybrid.

Final question:

Cheltenham School District
Virtual Legislative Board Meeting of the Board of School Directors
January 12, 2021

10) What mental health resources have been or will be offered to staff who feel anxious and stressed about being forced to return to their school buildings against their personal will?

MEETING ADJOURNED The Meeting adjourned at 10:45 p.m.

Secretary

President