

VIRTUAL LEGISLATIVE BOARD MEETING

The Legislative Meeting of the Board of School Directors of the Cheltenham School District was held on Tuesday, September 8, 2020, at 7:00 p.m. via Zoom meeting. The meeting was called to order by President: Ms. Haywood. Those present were: Mr. Cohen, Ms. Haywood, Mr. England, Mr. Schultz, Ms. Henry, Mr. Burdell-Williams, Ms. Lowman, Mr. Fishbein, Mr. Pender, Dr. Smith – Assistant Superintendent, Dr. Marseille – Superintendent, Mr. Roos - Solicitor, Ms. Michaels - Business Manager, and Mrs. Mance - Secretary.

The following members of the staff were present:

- Mr. Barone, Director of Technology
- Ms. Collins, Director of Secondary Education
- Mr. Kaufman, Director of Communications
- Ms. Tolbert- Jackson, Director of Human Resources
- Dr. Gallagher, Director of Special Education
- Dr. Cheryl Horsey, Director of Student Services
- Mr. Teasdale, Director of Facilities

32 attendees were online for the virtual board meeting.

PLEDGE OF ALLEGIANCE

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

SUPERINTENDENT’S REPORT

Dr. Marseille shared the following with the Board and community:

- He thanked the students, staff, and families for a successful first week of school.
- He spoke briefly about the motions to reduce hours and furloughs that are listed on the agenda.
- He will allow the continuation of voluntary practices for student athletes for fall outdoor sports. The continuation means there will be no contact or indoor sports at this time.
- He informed the community the lunch distribution will resume on Wednesday, September 9, 2020 at Cedarbrook Middle School.
- He reminded the community that the schools are closed on Monday, September 28, 2020 in observance of Yom Kippur.
- His final comment was a reminder about the upcoming community meetings; Educational Affairs, Tuesday, September 15, Policy Committee Meeting, Wednesday, September 23, 2020, and Communications Committee, Thursday, September 24, 2020.

SOLICITOR’S REPORT

Mr. Roos announced there were three Executive Sessions since the last board meeting. The District did complete its Title IX training.

SUNSHINE ANNOUNCEMENTS

- Saturday, August 15, 2020**
- Board Retreat
- Executive Session – Personnel and Labor Relations
- Wednesday, August 19, 2020**
- Executive Session - Labor Relations
- Thursday, August 20, 2020**
- Executive Session - Labor Relations
- Special Board Meeting
- Wednesday, August 26, 2020**
- Policy Committee Meeting
- Tuesday, September 1, 2020**
- Agenda Build
- Facilities/Financial Affairs Committee Meetings
- Wednesday, September 2, 2020**
- Executive Session - Personnel
- Board Informational Session

**Tuesday, September 8, 2020**

Agenda Review

- PUBLIC COMMENTS ON AGENDA ITEMS ONLY** Sherry Hazlewood, Glenside, Regarding the furloughs and reduction in hours, I believe the community should know: 1. How much will the district save per month or overall with this action? 2. How will this money be allocated? It is my belief that now is the time to put as many adults as possible in front of our kids to improve their social, emotional well-being. Also, I believe that our teachers could use all of the help we can give them to help navigate through the first few weeks of school and beyond.
- Matt Moore, Glenside, If the staff cuts are/have been approved, what will be done with the money that's been earmarked for those salaries? Will it be set aside for if and when Covid-19 ends and they are rehired?
- Ms. Michaels and Dr. Marseille responded to the questions.
- APPROVAL OF MINUTES** Upon motion by Mr. England, seconded by Mr. Fishbein, the minutes from the August 11, 2020 Regular Legislative and June 30, July 8, July 14 and August 20, 2020 Special Board Meetings were unanimously approved.
- APPROVAL OF SUPERINTENDENT'S 2019-2020 ANNUAL ASSESSMENT** Upon motion by Mr. England, seconded by Ms. Henry, the following resolution was adopted:
- RESOLVED, Pursuant to Act 82 of 2012, the Board approves that, as part of his annual assessment, Dr. Marseille met or exceeded his objective performance standards for the 2019-2020 school year.
- On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell-Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Mr. Pender, and Mr. England. Absent: None. Abstain: Ms. Lowman. Negative: None. Motion adopted.
- APPROVAL OF TREASURERS** Upon motion of Mr. Burdell-Williams, seconded by Mr. Fishbein, the Treasurer's Report for the period ending July and August 2020, as presented in the financial statements to the Board and as attached to the original minutes, was unanimously approved.
- MCIU REPORT** Mr. England reported that the Montgomery County Intermediate Unit Committee discussed the following agenda items at the August 26, 2020 virtual meeting: Approval of minutes, Opening day for Teachers, 15 million was received for special needs funding, a rapid response phone line was set up on Monday, August 31, 2020 during the pandemic, a report was shared from Tina Viletto and there was discussion about the PSBA delegate. Mr. England announced the next meeting is scheduled for Wednesday, September 23, 2020.
- EASTERN REPORT** Mr. Burdell-Williams reported that the Eastern Center for Arts and Technology discussed the following agenda items at the August 13, 2020 virtual meeting: Student of the month Emma Massenger from Hatboro Horsham, the Joint Operating Committee approved the Fall Fundraisers, Health and Safety Plan, and the virtual start of school until after the first marking period. Mr. Burdell-Williams announced the next virtual meeting is scheduled for Wednesday, September 9, 2020 at 8:00 p.m.
- APPROVAL OF ELECTION OF 2021 PSBA CANDIDATES** Upon a motion by Mr. Schultz, seconded by Mr. Cohen, the following resolution was adopted:
- RESOLVED, upon recommendation of the Administration the Boards approves, by a majority vote, the election of candidates from PSBA for office of President Elect and Vice President.
- a. President Elect – One Year Team**
- David Hein\*, Parkland School District (Lehigh Valley County)
- b. Vice President – One Year Team**
- Sabrina Backer\*, Franklin Area School District (Venango County)
- c. Treasurer**

- Michael Gossert\*, Cumberland Valley School District (Cumberland County)

**d. Western at Large**

- Marsha Pleta\*, Washington School District (Washington County)

**e. Sectional Advisors**

**1. Section 2**

- Aimee Kemick, Ridgway School District (Venango County)

**2. Section 4**

- Brian Petula, Lackawanna Trail School District (Lackawanna County)

**3. Section 6**

- Andrea Christoff\*, Mount Union Area School District (Huntingdon County)

**f. Trustee (Term ends Dec 31, 2023)**

- Michael Faccinetto, Bethlehem Area School District
- Marianne Neel, PSBA Past President\*

**g. Form Steering Committee (term ends Dec. 31, 2022)**

- Stephen Skrocki, North Penn School District
- Tracy Long, Keystone Central School District

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell-Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Mr. Pender, Ms. Lowman, and Mr. England. Absent: None. Negative: None. Motion adopted.

FINANCIAL AFFAIRS  
COMMITTEE

Mr. Schultz reported the Financial Affairs Committee discussed the following agenda items at the September 1, 2020, virtual meeting: Approval of Minutes, 2019/20 Budget Update, Overview of "What's Ahead for the 2021-22 Budget Process?", and 2020-21 Budget Status. Mr. Schultz announced the next meeting is scheduled for Tuesday, October 6, 2020, at 7:00 p.m. via Zoom virtual meeting.

EDUCATIONAL AFFAIRS  
COMMITTEE

Ms. Henry reporting for the Educational Affairs Committee stated she did not have a report as the committee has not met since June. Ms. Henry announced the next meeting is scheduled for Tuesday, September 15, 2020, at 6:30 p.m. via Zoom virtual meeting.

FACILITIES COMMITTEE

Mr. Burdell-Williams reported the Facilities Committee discussed the following agenda items at the September 1, 2020, virtual meeting: Approval of minutes, COVID-19 Facilities and Maintenance Update, School District Building Maintenance Updates, and School Dude Update. Mr. Burdell-Williams announced the next meeting is scheduled for Tuesday, October 6, 2020, at 7:00 p.m. via Zoom virtual meeting.

LIAISON GROUP

Mr. Cohen stated the Liaison Group has not met since the last board meeting and they have no current or future meetings scheduled at this time.

POLICY COMMITTEE

Mr. Schultz reported the Policy Committee discussed the following agenda items at the August 26, 2020, meeting: Approval of minutes, **Old Business** Policy 829 Equity, Policy and AR 712 Service Animals (2015), Policy 133 Curriculum Materials Review (1998) for Repeal, Policy 328 Wage and Salary Determination (1993) changed to "Compensation Plans / Salary Schedules.", Policy 429/529 Substitute Compensation (1993) for Repeal, Policy 102 Academic Standards (1999), Policy 251 Provision of FAPE to Age 21 (2001) for Repeal, Policy 302 Employment of Superintendent (1993) and **New Business** Policy and AR 814 Copyright Material (2015), Policy 913 Relations with Special Interest Groups (1999), Policy 920 Distribution of Promotional Information (2001) changes to "Non-school Organizations/ Groups/Individuals", Policy 222 Use of Motor Vehicles (1998) change to "Use of Bicycles and Motor Vehicles". Mr. Schultz announced the next Virtual Policy Committee is scheduled for Wednesday, September 23, 2020 at 8:00 a.m.

Upon a motion by Ms. Lowman, seconded by Mr. England, the following resolution was adopted:

POLICY COMMITTEE  
(continued)**1. Policy for Adoption**

## a. #829 Equity

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell -Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Mr. Pender, Ms. Lowman, and Mr. England. Absent: None. Negative: None. Motion adopted.

**2. First Read**

- a. #712 Service Animals (2015)
- b. #133 Curriculum Materials Review (1998) for Repeal
- c. # 328 Wage and Salary Determination (1993) changed to "Compensation Plans/Salary Schedules."
- d. #429/529 Substitute Compensation (1993) for Repeal
- e. #102 Academic Standards (1999)
- f. #251 Provision of FAPE to Age 21 (2001) for Repeal
- g. #302 Employment of Superintendent/Assistant Superintendent (1993)
- h. #814 Copyright Material (2015)
- i. # 913 Relations with Special Interest Groups (1999) for Repeal
- j. #920 Distribution of Promotional Information (2001) change to "Non-school Organizations/Groups/Individuals"
- k. #222 Use of Motor Vehicles (1998) change to "Use of Bicycles and Motor Vehicles"

**3. The following AR's are for review only:**

- a. AR 712 Service Animals
- b. AR 920 "Non-school Organizations/Groups/Individuals"
- c. AR 222 "Use of Bicycles and Motor Vehicles"
- d. AR 814 Copyright Material

COMMUNICATIONS  
COMMITTEE

Mr. Fishbein reporting for the Communications Committee stated they have not met since the last Board meeting. Mr. Fishbein announced the next virtual meeting is scheduled for Thursday, September 24, 2020, at 7:00 p.m. via Zoom.

## LEGISLATIVE REPORT

Mr. England reporting on behalf of Ms. Haywood for the Montgomery County Legislative Committee stated the State Assembly is out of session until September 15, 2020. House Bill 2788 (Special needs students enrollment) passed, House bill 1288 (Child repeat), House Bill 2781 (School Districts have the authority to determine if they will have sports in the 2020-2021 school year), House bill 2787 (person who tested positive cannot participate in sports or activities), and House Bills 2788 and 2787 are headed to the Senate for consideration.

## PERSONNEL

Appointment of  
Professional Employees  
Appointment of  
Temporary Professional  
Employees  
Appointment of Long-  
Term Substitute  
Teachers  
Approval of Leadership  
Stipend Positions  
Approval of Furlough  
Approval to Reduce  
Hours

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

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the appointment of Shannon McNeill, Special Education Teacher at Myers Elementary School, to be hired provisionally pending statutory requirements, effective date to be determined, at a salary of \$60,566 (Step 8/Masters).

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the appointment of Marina Schreiner, Mathematics Teacher at Cheltenham High School, to be hired provisionally pending statutory requirements, effective August 25, 2020, at a salary of \$49,490 (Step 5/Bachelor's) prorated.

\*Start date has been revised from the original motion approved.

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the appointment of Sara Chernov as Long Term Substitute Teacher, Mental Health and Wellness Counselor at Cedarbrook Middle School and Elkins Park School, at a salary of \$49,290 (Step 3/Masters), to be hired

PERSONNEL  
(continued)

provisionally pending statutory requirements, effective August 25, 2020, through the end of the 2020-2021 school year.

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.

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell-Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Mr. Pender, Ms. Lowman, and Mr. England. Absent: None. Negative: None. Motion adopted.

Upon motion by Mr. Fishbein, seconded by Mr. Schultz, the following resolution was adopted:

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the persons listed in Attachment A be furloughed for reasons of economy as the result of the District's decision in the midst of a pandemic to deliver the educational program virtually and the lack of need for the positions in question. The furloughs are effective September 14, 2020 and will remain in effect until further action by the Board. Any full-time employee who is being furloughed will continue to receive benefits for the employee only at the same employee contribution level on which they were prior to this furlough until further action by the Board.

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell-Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Mr. Pender, Ms. Lowman, and Mr. England. Absent: None. Negative: None. Motion adopted.

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

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the persons listed in Attachment B be reduced for reasons of economy as the result of the District's decision in the midst of a pandemic to deliver the educational program virtually and the lack of need for the positions in question. The reductions are effective September 14, 2020 and will remain in effect until further action by the Board. All affected employees will remain on District benefits at the same employee contribution level on which they were prior to this reduction until further action by the Board.

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell-Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Mr. Pender, Ms. Lowman, and Mr. England. Absent: None. Negative: None. Motion adopted.

**Information Items:**

**1. Retirements**

**The Superintendent accepted the following retirements:**

a. Willie Mims, Lead Custodian at Cedarbrook Middle School, effective December 10, 2020, end of workday. Mr. Mims has been a district employee for 27.5 years.

**2. Resignations**

**The Superintendent accepted the following resignations:**

a. Annaluz Fox, part-time C.L.A.S.P. Aide at Glenside Elementary School, effective August 18, 2020.

b. Tisheba McCall-Dixon, part-time Lunch Aide at Elkins Park School, effective August 18, 2020.

c. Unika Murphy, Custodian at Cheltenham High School, effective August 21, 2020, end of the workday.

PERSONNEL  
(continued)

- d. Allie Pribula, Long Term Substitute Teacher, Grade 3 Teacher at Cheltenham Elementary School, effective August 26, 2020, end of the workday.
- e. Jeffrey Charney, 1:1 Paraeducator at Cedarbrook Middle School, effective August 24, 2020.
- f. Lauren Keiter, part-time CLASP Aide at Glenside Elementary School, effective September 07, 2020.
- g. Crystal Mance, Executive Administrative Assistant to the Superintendent and Board Secretary at the Administrative Building, effective October 2, 2020, end of the workday.

**3. Non-discretionary Leaves of Absence**

**The following non-discretionary Leaves of Absence were granted:**

- a. Jennifer Leffler, Grade 3 Teacher at Cheltenham Elementary School, granted an unpaid leave of absence from October 16, 2020, until January 22, 2021, under the provisions of the Family & Medical Leave policy and an unpaid childrearing leave from January 25, 2021, until February 05, 2021. Ms. Leffler’s return to work date is February 08, 2021.
- b. Elisabeth Hurley, Grade 4 Teacher at Cheltenham Elementary School, granted an unpaid leave of absence from October 23, 2020, until January 28, 2021, under the provisions of the Family & Medical Leave policy. Ms. Hurley’s return to work date is January 29, 2021.

- EDUCATION AFFAIRS
- Approval of Purchase Agreement for Professional Development Services
- Approval of Agreement for Instructional Materials Purchase/License from SAVAAS Learning
- Approval of Continuation of Contract for 2020-2021 Year
- Approval of Educational Service Agreement
- Approval for Agreement for Approved School Private Licensed Schools
- Approval of Private Schools (APS) and Private Licensed School

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

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the purchase agreement with Solution Tree, as presented, for professional development services related to flexible scheduling at Cedarbrook Middle School and Cheltenham High School.

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the attached Cost Proposal with Houghton Mifflin Harcourt for the purchase of reading intervention products and services in an amount totaling \$20,858.00.

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the attached Agreement for Services and Products with Corwin Press, Inc. for professional learning products and services in an amount totaling \$24,894.92.

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the attached two quotes with SAVVAS Learning Company, LLC, as attached, in the amounts of \$20,649.20 and \$72,990.50. These purchases are for a multi-year license for digital science textbooks and related professional development services.

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the continuation award of a contract with Moss Rehab/Einstein at Elkins Park to provide athletic trainers’ services at Cheltenham High School and Cedarbrook Middle School, with services for 1,870 hours at a cost of \$66,155 for the 2020-2021 school year and additional services available at a per diem cost of \$35 per hour covered.

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 # 407702
- Student # 407696

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the Approved Private School and Private License School Agreements. These agreements govern the

contractual terms and conditions for placement of students when a non-traditional placement is required in order to provide the student with an appropriate program:

- Student #: 231363
- Student #: 404933
- Student #: 403380
- Student #: 408439
- Student #: 410594

RESOLVED, upon recommendation of the Administration the Board of School Directors approves a student attending an Approved Private School, (APS) and Private Licensed School as placed by the students Individualized Education Program (IEP) team.

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell-Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Ms. Lowman, Mr. Pender, and Mr. England. Absent: None. Negative: None. Motion adopted.

FINANCIAL AFFAIRS  
Approval of 2019-2020  
Budget Transfers  
Approval of Payments  
Approval to Dispose  
Books – Elementary  
Reading Program

Upon motion by Mr. Schultz, seconded by Ms. Lowman, the following resolution was adopted:

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the attached budget transfers and assignments for the 2019-20 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 of August 1, 2020, through August 31, 2020, in the following amounts in accordance with the list submitted to the board.

<b>FUND</b>	<b>Check Numbers</b>	<b>Amount</b>
<b>General Fund</b>	156845 - 157136	\$3,292,348.97
<b>Payroll Fund</b>	12525 - 12568	\$28,872.25
<b>Food Service Fund</b>	2584 - 2593	\$17,544.94
<b>Capital Reserve Fund</b>	100032 - 100036	\$498,128.88

RESOLVED, upon recommendation of the Administration the Board of School Directors approves the disposal of the Storytown K-6 reading materials in accordance with Board policy No. 706.1.

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell-Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Ms. Lowman, Mr. Pender, and Mr. England. Absent: None. Negative: None. Motion adopted.

RESPONSE TO PRIOR  
QUESTIONS

There were no prior questions.

PUBLIC COMMENTS

A total of fifteen public comments were received on non- agenda items and were read by Mr. Roos and will be attached to these minutes and entered into public record.

Dr. Marseille responded to the twelve comments regarding Police Free CSD. Ms. Haywood, Mr. Fishbein, Mr. Burdell-Williams, Mr. Pender, Ms. Lowman, Mr. Schultz, and Mr. England commented on the emails regarding Police Free CSD.

Dr. Marseille responded to the four additional comments regarding fall sports and the furloughs.

MEETING ADJOURNED

Upon motion by Mr. Fishbein, seconded by Ms. Lowman was unanimously approved, the meeting was adjourned at 10:30 p.m.

DocuSigned by:  
*Dominique Peters*  
CC4A5E5A6C794BE...  
Secretary

DocuSigned by:  
*Julie Haywood*  
BFAAF443633C443...  
President



**Public Comments On Agenda Items September 8, 2020 Virtual Board Meeting**

Matt Moore, Glenside

If the staff cuts are/have been approved, what will be done with the money that's been earmarked for those salaries? Will it be set aside for if and when Covid-19 ends and they are rehired?

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Sherry Hazlewood, Glenside

Regarding the furloughs and reduction in hours, I believe the community should know:

- 1 How much will the district save per month or overall with this action?
- 2 How will this money be allocated?

It is my belief that now is the time to put as many adults as possible in front of our kids to improve their social, emotional well-being. Also, I believe that our teachers could use all of the help we can give them to help navigate through the first few weeks of school and beyond

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**Public Comments On Non- Agenda Items September 8, 2020**  
**Virtual Board Meeting**

To whom it may concern,

I am a current student of Cheltenham High School and reside in Cheltenham. I am a member of Police Free CSD. A few months ago, I joined a group of likeminded young people with the goal of dismantling the power of police within the local level. That is why we are joining you tonight. We've spent countless hours researching current policies and other schools nationwide to see that it is 100% possible to have a police free school environment.

Thank you for your time,

Lisa Lam  
Class of 2021

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Since the district is furloughing the support staff, what happens to administrators who supervise the staff being furloughed. Are they receiving a reduction as well?

Earl Stamm

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Hello, Will furloughed full-time employees keep their individual health insurance coverage?

Thank you,  
Lesley Katz

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I am a current student Cheltenham High School. I am also a member of Police Free CSD. As a member of the BIPOC community here at Cheltenham, I am embarrassed. For a place like Cheltenham, that prides itself on diversity, it's sad to see the school district stay radio silent on issues that affect the very students that make our community so diverse.

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Colin Polisano  
Resides in Glenside

I am an alumni of Cheltenham High School. I am a member of Police Free CSD. As an ally of the BIPOC community here at Cheltenham, I am embarrassed. For a place like Cheltenham, that prides itself on diversity, it's sad to see the school district stay radio silent on issues that affect the students that make our community so diverse. Our community is part of a larger epidemic of systemic racism that exists in police presence in our schools. It is a system that cannot be reformed, but removed all together. But we can be a catalyst for the solution, together.

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My name is Eve Glazier. I am a resident of Elkins Park and an alum of Cheltenham High School.

I am writing today as part of the Police Free CSD coalition because it is critical that Cheltenham School District takes a hard examination at its relationship with the Cheltenham police and with institutions of policing and law enforcement in general. 700 Cheltenham community members have signed our petition in agreement

By cooperating with the police department, not just by having them in the buildings, but also through information-sharing agreements, we are unnecessarily exposing students, especially the most marginalized, to systems of law enforcement that generate trauma, perpetuate violence and racism, and ultimately fuel the school-to-prison pipeline.

Here are our demands:

1. Remove all physical police presence from Cheltenham schools.

Police presence poses a direct and immediate danger to Black and Brown students, who comprise the demographic majority in the district, and who are disproportionately targeted by racist and traumatic systems of policing and incarceration. Immigrants, students with disabilities, queer and trans students, and students of other marginalized identities also face the disproportionate risk for violence and discriminatory action. We demand that Cheltenham removes all forms of physical police presence from educational spaces.

This removal constitutes:

- Eliminating the School Liaison Program that allows CTPD Officers into buildings.

- Ending police walk-throughs in all Cheltenham schools
- Permanently ending all contractual agreements that hire officers for after-school activities such as dances, sporting events, and Blue and Gold.

2. Re-craft the Memorandum of Understanding to minimize information-sharing with the Cheltenham Township Police Department.

It must be CSD's job to protect its students from the harm of police involvement—not further subject them to it. Pennsylvania law requires public schools to sign a Memorandum of Understanding which regulates the school district's cooperation with law enforcement. It also grants Cheltenham School District discretionary power to notify CTPD of designated non-mandatory incidents. We demand that the district uses this discretionary power to prohibit information-sharing with CTPD to the greatest extent possible within Pennsylvania law. We are crafting a detailed proposal outlining our recommendations for the upcoming review of the MOU in 2021.

3. End punitive disciplinary protocol and expand restorative justice practices. Traditional practices of detention, suspension, and expulsion resemble harmful systems of policing and fuel the school to prison pipeline. Instead, we must implement restorative practices that emphasize true communal healing and accountability.

This constitutes:

- Committing to end detention, suspension, and expulsion as catch-all solutions to harm.
- Ending the late room, hall sweeps, and similar practices, all of which disproportionately target Black and Brown students.
- Designating and training numerous faculty and staff in each school as restorative justice facilitators.
- Establishing restorative conferences as a commonplace practice for conflict resolution.

4. Add and expand mental health resources.

Many of the conflicts currently addressed by policing and security would be better resolved by mental health practitioners. Instead of bolstering security, we must create conditions under which such criminalization is not necessary for our school community.

This constitutes:

- Reallocating funds and resources from security into hiring more mental health counselors, social workers, and school psychologists.
- Committing to bolstering support for students with disabilities, who are disproportionately targeted by policing and security.
- Training all safety officers in a comprehensive, community-developed program of de-escalation and trauma-informed practices.

Thank you,  
Eve Glazier, Class of 2019

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Hi! I am a senior at Cheltenham High School and also a part of the Police Free CSD Coalition. As a black student at Cheltenham, I am embarrassed. Cheltenham presents itself as a diverse

community that praises inclusivity, yet the school district has stayed radio silent on issues that affect the students that make our community so diverse. I love this school district and want to be prideful when I say I go to Cheltenham which is why I need us to do better. Police Free CSD demands that Cheltenham: remove all physical police presence from Cheltenham schools, re-craft the Memorandum of Understanding to minimize information sharing with the Cheltenham Township Police Department, end punitive disciplinary protocol and expand restorative justice practices, and add and expand mental health resources.

Xose Venus Agbadan, Elkins Park

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Hi, I am a current student of Cheltenham High School. I am a member of Police Free CSD. A few months ago, I joined a group of likeminded young people with the goal of dismantling the power of police within the local level. That is why we are joining you tonight. We've spent countless hours researching current policies and other schools nationwide to see that it is 100% possible to have a police free school environment.

Thanks,  
Alec Lempert

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From Autumn Angelettie, residing in Elkins Park.

As a Black alumna of Cheltenham High School (c/o 2017), and a member of Police Free CSD, I'd like to request a response from the School Board to the demands for a Cheltenham School District free of police presence and punitive justice. The students of Cheltenham School District have yet to receive a response to the urging for these named anti-racist policies, which are to:

1. Remove all physical police presence from Cheltenham schools by permanently eliminating the School Liaison Program and ending all contracting agreements that hire officers for after school activities;
2. Re-craft the Memorandum of Understanding to minimize information sharing with the Cheltenham Township Police Department;
3. End punitive disciplinary protocols like the late room, detention, and suspension and instead expand restorative justice practices; and,
4. Add and expand mental health resources for students, including hiring more counselors with the explicit purpose of emotional care.

Removing police presence from Cheltenham schools will remove a burden disproportionately weighing on Black students' chests. This relief *will* lead to higher academic performance, and better behavioral practices long term. In the best interest of our students, take a stand with us, for us. Thank you for your consideration.

Warmly,  
Autumn Angelettie (she/her)

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Good afternoon School Board Members,

I am a current student attending Cheltenham High School. I am a member of Police Free CSD. Actions speak louder than words. You haven't spoken out on the racism affecting our students but you can take action to diminish the racism students face. Removing police from schools can remove a huge weight off of BIPOC students' chests. This relief can then lead to higher academic performance. We know you want what's best for our students, that is why we are asking you to take a stand with us, for us.

Best regards,  
Quincy Rhoades

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I am a proud alumna of Cheltenham High School, class of 2016. I am also a proud member of the coalition for a Police-Free CSD. Our coalition is made up of current students as well as alumni and staff, and our goal is to remove all police presence in Cheltenham schools. Over the summer we dedicated countless hours to researching and organizing, and we have created a platform for the school board to adopt in relation to disciplinary policy. Our demands are as follows:

- 1. Remove all physical police presence from Cheltenham schools.**
- 2. Re-craft the Memorandum of Understanding to minimize information sharing with the Cheltenham Township Police Department.**
- 3. End punitive disciplinary protocol and expand restorative justice practices.**
- 4. Add and expand mental health resources.**

Police presence poses a direct and immediate danger to Black and Brown students, who comprise the demographic majority in the district, and who are disproportionately targeted by racist and traumatic systems of policing and incarceration. Immigrants, students with disabilities, queer and trans students, and students of other marginalized identities also face a disproportionate risk for violence and discriminatory action. Dangerous police presence should have no place in educational spaces. In my years in Cheltenham schools, I saw too many of my peers' educational trajectories become derailed because of harmful and punitive disciplinary action that involved the police.

I urge you, the school board, to consider our demands when rewriting the Memorandum of Understanding (MOU) between CSD and local law enforcement.

I urge the public to stand with us.

**ARIN EDELSTEIN**

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Karen Cipparone special education paraprofessional in the CSD since 2004. I have worked with children to support their growth and education. It has been a privilege to watch the children grow academically and move on to be productive adults

It is a sad day that our hours of working with children have been decreased at this time.

I feel that we could be used more effectively to support the children academically, and emotionally during this pandemic. Especially to give the extra help that the children need during this transition to virtual learning.

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Hi, I live in Wyncote.

For those who came late to the meeting, could Dr Marseille please repeat his recommendation about athletic practices, and state (again) what the next steps are

Thank you.

Sara Vernon Sterman

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## Fall Competition

1 message

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**Nase, Ryan** <rnase@cheltenham.org>  
To: csdboardmeetingcomments@cheltenham.org

Tue, Sep 8, 2020 at 9:08 PM

Dear Dr. Marseille & School Board Members,

I am writing you today in one final attempt to ask you to reconsider the district's stance on Fall Sports and football in particular. I will do my best to keep the comments under 5 minutes so it can be read at the next board meeting, but I must admit it will be difficult because there is so much I'd like to say. I understand the need and desire to keep each of our student's safe and the impossible challenge of bringing all 1,400 Cheltenham student's back in the building. While that task seems impossible, I don't think bringing a select group, such as athletes back on campus is. We have already made a decision as a district to possibly bring some student's back into the building and I would love for athletes to potentially have that same opportunity.

While August 20<sup>th</sup> does not seem too long ago, as we have seen with many parts of Covid-19 many things have changed. The governor's office decided not to mandate the shutdown of sports, the PIAA supported the start of fall sports, the Montgomery County Health department also made recommendations to allow for fall sports, the Suburban One Conference voted nearly unanimously (Cheltenham was the only no) to pursue fall sports, and many other state's athletic associations' have already begun the process of not only practicing but playing interscholastic games with no outbreaks. In addition, many youth sports have been taking place across Montgomery County including Cheltenham Township (Cheltenham Little League is playing baseball and Cheltenham Township Soccer is underway) in which many of your own children have, or are planning on participating in.

What really prompted me to write this letter was I spoke with a number of our football alums the past week as they were beginning their college semesters. These alums range from freshman, including an emotional support student who attempted to drop out before getting eligible for football beginning his college experience to a 5<sup>th</sup> year senior who is almost a guaranteed NFL draft pick in April. What many of them said was "coach there's no chance I would have went to college if it wasn't for football and I certainly would not have had the chance if I didn't have my senior year." Throughout this decision many of you mentioned you were either athletes or parents of athletes so you "understand" or you "sympathize" with our athletes, but I'm not sure you do. Many of you had much different experiences and opportunities than our players. Football isn't just something they do or play it truly is their life. For them it's more important than school, their household, and even their friends. The truth of the matter is we are going to lose students and families to other districts and even other states, we have players who aren't going to school because they think there's no point, and a number of them will not go to college without the opportunity to play this fall. One of my players told me he didn't cry when he watched his dad going to jail but he cried when he found out the season was canceled. This is that real to me and my players. Just like this virus is impacting the future of many families so is this decision. The difference is we have a choice about sports we didn't have a choice about the virus.

When we first asked to resume voluntary offseason workouts, the board was not in favor and voted no, but we made necessary changes, voted yes, and went on without incident. We are asking for that same opportunity now. Many districts both locally and statewide have reversed their initial decisions after seeing and hearing the impact on the social and emotional well-being of students as well as their municipalities easing restrictions. I also think it's important to acknowledge that every other school in suburban one may possibly be participating in sports except Cheltenham. The Abington school board specifically mentioned multiple times the important of having football because of equity and the much larger percentage of black students in that program. The word equity is one constantly discussed in CSD but I feel like we're not acknowledging the greater impact this will have on students of color. My team is approximately 85% black. That number is much greater than the overall district and by far the highest percentage in Suburban One. We are making a self-inflicted decision that will disproportionately affect black and brown students.

I apologize for being long winded and I hope you understand I'm not trying to be insubordinate but I wouldn't be able to look my players in the face if I didn't continue advocating for them until the last minute. I'm begging you to reconsider this decision. I don't use that term lightly. I honestly can't remember begging for anything in my life other than one more day with my dad before he died. This is honestly a similar feeling. I feel like I lost a family member and let down 81 kids I made a promise to. Please help me fulfill that promise by reconsidering. Please listen to the voices of our students and parents also begging for this opportunity.

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Ryan Nase M.Ed, CAA  
Head Football Coach &  
In-School Suspension Coordinator  
Cheltenham High School  
500 Rices Mill Road  
Wyncote, PA 19095  
(215) 517- 3700 x 5359  
rnase@cheltenham.org  
"Team Tempo Title"





Mance, Crystal &lt;cmance@cheltenham.org&gt;

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## Football Coaches Letter/Comment to Board

2 messages

Kyle Yeiter &lt;yeiter1116@hotmail.com&gt;

Tue, Sep 8, 2020 at 7:36 PM

To: "csdboardmeetingcomments@cheltenham.org" &lt;csdboardmeetingcomments@cheltenham.org&gt;

I was not sure whether or not to send to this portion of public comment or the later one... I will send to later portion if needed. Thank You.

Sent from Outlook

From Members of Cheltenham Football Staff:

Kyle Yeiter  
Paul I Bryant III  
Mu'Min F. Islam, esq.  
Nii Kotei Nikoi  
Shawn Green  
Ibrahim Fletcher  
Jim Fitzgerald

Dear Dr. Marseille and School Board members,

We understand that Coach Nase wrote an impassioned email regarding re-evaluating the decision to not play fall sports. We, other members of the Football Coaching Staff, also wanted to reach out in support of re-evaluating the decision on fall sports, similar to the many other districts/areas around us who have done so very recently.

Our coaching staff is made up of full-time district employees, district residents, district parents and others who care deeply about our student-athletes. We completely understand the need to protect our players, ourselves, our district and quite frankly EVERYONE from the dangers of Covid-19. We do not want that fact to be overlooked or understated. With that being said, we feel Coach Nase and Mr. Sunni Blackwell, similar to surrounding districts' coaches and Athletic Directors, are more than capable of putting together a plan that allows our scholars to be safe and participate in inter-scholastic athletics. We were able to successfully conduct about a month of socially distanced workouts by following state, local, and school district guidelines, and know we would be able to do it now.

In addition, we feel it necessary to discuss the idea of equity when it comes to this decision. Coach Nase is and has always been adamant about providing opportunities to our players that may not exist in other districts. He goes above and beyond to ensure that our athletes are physically ready, but more importantly, academically eligible and mentally/emotionally prepared to be successful not only at Cheltenham, but in their lives beyond our high school. He passionately fights for equal opportunities for our young men and not allowing them to play this fall, when the rest of our Suburban One League, most of the state, and multiple other states are, undoes a lot of the strides we have made in the past few years. To us, there seems nothing more inequitable than not allowing our players to participate in something every other district around us will be taking part in.

We completely understand the need for scientific research, county information, specific data, as well as precedent set by other municipalities. We truly understand that. Our confusion is what research is different for "us" when compared to the research "other districts within Montgomery county" are using that has pushed them to allow for sports to possibly happen this fall. Why is the vast amount of data from other states who have been allowing fall athletics, including football, not being used in the research dictating the

policy regarding the decision at Cheltenham? Why have many other districts in our immediate surroundings made the decision to revisit the sports question, and we have not?

Finally, we understand the challenges certain students face and find it commendable that select groups of students, teachers, and administrators are being allowed in the building to meet those needs. This fact also seems to allow for the ability of student-athletes to participate in controlled sports that follow strict safety protocols. By no means would this be the only sport taking part within the district. Many of our own board members and school administrators have had their own children provided with the opportunity to participate in sports. We would just like that opportunity for our players. We would like to keep as many scholars and families as possible dedicated to the success of inter-scholastic sports at Cheltenham. We want to keep all of our amazing young student-athletes within our district before they leave for other opportunities.

We would like to say thank you for all that you do for our students in the district. Truly, Thank You. We appreciate the countless hours you have put forward over the Spring and Summer to make so many tough decisions... Impossible decisions if we are being honest. We thank you for your consideration and hope that the re-evaluation of Fall Sports Season is something that is seriously considered and discussed as soon as possible.

From members of the Football Coaching Staff:

Kyle Yeiter  
Paul I Bryant III  
Mu'Min F. Islam, esq.  
Nii Kotei Nikoi  
Shawn Green  
Ibrahim Fletcher  
Jim Fitzgerald

Sent from Outlook

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**Kyle Yeiter** <yeiter1116@hotmail.com>

Tue, Sep 8, 2020 at 9:08 PM

To: "csdboardmeetingcomments@cheltenham.org" <csdboardmeetingcomments@cheltenham.org>

Sent from Outlook

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**From:** Kyle Yeiter <yeiter1116@hotmail.com>

**Sent:** Tuesday, September 8, 2020 7:36 PM

**To:** csdboardmeetingcomments@cheltenham.org <csdboardmeetingcomments@cheltenham.org>

**Subject:** Football Coaches Letter/Comment to Board

[Quoted text hidden]



Mance, Crystal <cmance@cheltenham.org>

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## Police out of our Schools!

1 message

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**csd students** <policefreecsd@gmail.com>  
To: csdboardmeetingcomments@cheltenham.org

Tue, Sep 8, 2020 at 9:07 PM

Good evening members of the School Board,

I hope this email finds you well. I am a current student of Cheltenham High School. I am a member of Police Free CSD.

I am a believer that actions speak louder than words.

I would like to bring to your attention that I do not believe the district has adequately spoken out on the racism affecting our students currently and historically. As part of the youth growing up in America, I know there is beyond substantial action that can be taken to dismantle the interpersonal, systemic, and institutional (including schooling) racism students face.

Removing police from schools can remove a huge weight off of BIPOC students' chest. First and foremost, we need nurturing, not to feel we are doing something wrong, even when we aren't. As a member of the BIPOC community, I can attest to this feeling. I have felt this weight. Our schools have eerily similar features of that of the American Prison Industrial Complex. The constant surveillance in the hallways makes me uncomfortable and other Black students feel heavily surveilled.

We are only students with malleable intellect and potential. The police presence feels automatically criminalizing, especially given that there are more security guards than guidance counselors in the building.

I beg of you to be a part of the positive change America seeks right now. We need efficient, lasting restorative justice -- more counselors, more care. We can no longer partake in perpetuating the school-to-prison pipeline.

We are worthy. We deserve to come to school without the fear of a system that is known to lock us up and throw away the key -- that has roots in slavery and corruption.

This relief and sense of worthiness can then lead to higher academic performance. We know you want what's best for our students; that is why we are asking you to take a stand with us, for us.

We appreciate all you do; we can be part of that positive change. I know it.

Most sincerely,  
River, Cheltenham resident

