

LEGISLATIVE BOARD MEETING

The Legislative Meeting of the Board of School Directors of the Cheltenham School District was held on Tuesday, April 28, 2020, at 7:04 p.m. virtually 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, Mr. Scott, Mr. Pender, Mr. Fishbein, Dr. Smith – Assistant Superintendent, Dr. Marseille – Superintendent, Mr. Roos -Solicitor, Ms. Michaels, Business Manager, and Mrs. Mance - Secretary.

None were absent.

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

There 36 attendees were online for the virtual board meeting.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Cheltenham by Mr. Fishbein.

RECOGNITIONS

Various staff members were recognized for 25 years of service in the Cheltenham School District.

SUPERINTENDENT’S REPORT

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

- Teacher checks will begin on April 29
- Weekly food distribution
- 2020 Commencement
- Teacher Appreciation week
- Opposing School Property Tax Freeze – HB 1776 and HB 241
- National Decision Day May 1, 2020
- Upcoming Committee meetings

SOLICITOR’S REPORT

Mr. Roos announced there were three Executive Sessions since the last board meeting:

SUNSHINE ANNOUNCEMENTS

- Tuesday, April 14, 2020**
- Executive Session - Labor Relations
- Immediately followed by Facilities Affairs Committee Meeting
- Immediately followed by Financial Affairs Committee Meeting
- Tuesday, April 21, 2020**
- Agenda Build
- Immediately followed by Educational Affairs Committee Meeting
- Wednesday, April 22, 2020**
- Policy Committee Meeting
- Thursday, April 23, 2020**
- Communications Committee Meeting
- Tuesday, April 28, 2020**
- Executive Session - Personnel
- Agenda Review

PUBLIC COMMENTS ON AGENDA ITEMS ONLY

There were no public comments on agenda items.

APPROVAL OF MINUTES	Upon motion by Mr. Fishbein, seconded by Mr. Pender, the minutes from the March 31, 2020 Legislative Board Meeting minutes were unanimously approved.
TREASURER’S REPORT	Upon motion of Ms. Henry, seconded by Mr. Fishbein, the Treasurer’s Report for the period ending March 2020, as presented in the financial statements to the board and as attached to the original minutes, was unanimously approved.
APPOINTMENT OF MCIU REPRESENTATIVE	<p>Upon motion by Mr. Burdell - Williams, seconded by Mr. Schultz, the following resolution was adopted:</p> <p>RESOLVED, the Board of School Directors approved the appointment of William England to serve as the Cheltenham School Districts representative on the MCIU #23 Board of Directors, for a three-year term beginning July 1, 2020 through June 30, 2023.</p> <p>On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell -Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Mr. Pender, Mr. Scott, and Mr. England. Absent: None. Negative: None. Motion adopted.</p> <p>Mr. Pender left the meeting at 8:00 p.m. and didn’t return.</p>
MCIU REPORT	Mr. England reported the Montgomery County Intermediate Unit Committee discussed the following agenda items at the April 22, 2020 meeting: Approval of minutes, Head start program and acknowledgement grants for the program, approved the budget, and new hires.
EASTERN REPORT	Mr. Burdell – Williams reported for the Eastern Center for Arts and Technology met on February 12, March 11, and April 15, and discussed the following agenda items. At the February meeting they discussed: Approval of minutes, Approved Dr. Marseille as Superintendent of Record and Dr. Jill Takacs (Jenkintown) as Principal Liaison and two student of the month awards were distributed. At the March meeting they discussed the following: Approval of minutes, Approved 2020-2021 Budget, and Advisory Appreciation Brunch and Open house were held. At the May meeting the discussed the Continuity of Education Plan went into effect on March 30 <sup>th</sup> . The next meeting is scheduled for Wednesday, May 13, 2020.
FINANCIAL AFFAIRS COMMITTEE	Mr. Fishbein reported the Financial Affairs Committee discussed the following agenda items at the April 14, 2020, meeting: Approval of Minutes, COVID-19 Impact; 2019-20 Budget Status and 2020-21 Budget Update. Mr. Fishbein announced the next meeting is scheduled for Tuesday, May 5, 2020, at 7:00 p.m. via zoom virtual meeting.
EDUCATIONAL AFFAIRS COMMITTEE	Ms. Henry reported the Educational Affairs Committee discussed the following agenda items at the April 21, 2020, meeting: Approval of Minutes, and Special Education. Ms. Henry announced the next meeting is scheduled for Tuesday, May 19, 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 April 14, 2020, meeting: Approval of Minutes, COVID-19 Facilities and Maintenance Update, School District Building Maintenance Updates, Facilities Capital Improvement Plan Update, and Facilities Project Updates. Mr. Burdell -Williams announced the next meeting is scheduled for Tuesday, May 5, 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 April 22, 2020, meeting: Approval of Minutes, <b>Old Business</b> Policy and AR 229 Student Fundraising (1998), Policy 115 Vocational Education (1999), change to “to Career and Technical Education”, Policy 213.1 Academic Failures and Make Up (1997) for Repeal, Policy and AR 215 Promotion and Retention (2013), Policy and

POLICY COMMITTEE  
(continued)

AR 230 Student Competitions and Festivals (1997) - change to "Public Performances by Students", Policy and AR 245 Student Identification Cards (2008), Policy 706 Property Records (1998), Policy 706.1 Disposal of District-Owned Books and Supplies (1999) - change to "Disposal of District-Owned Equipment", Policy 706.2 Disposal of District-Owned Equipment (1999) for Repeal and **New Business** Policy 235 Student Rights and Responsibilities (1999), Policy and AR 105.1 Curriculum Review by Parents and Students (1999), Policy and AR 105.2 Exemption from Instruction (1999), Policy and AR 108 Adoption of Textbooks (1998), Policy 108.1 Adoption of Supplemental Textbooks for Repeal (1998), Policy and AR 319 Outside Activities (1992), Policy 419/519 Outside Activities for Repeal (1992), Policy 906 Public Complaints (1999), Policy 712 Service Animals (1995), and Policy 133 Curriculum Materials Review for Repeal (1998). Mr. Schultz announced the next Policy committee meeting is scheduled for Wednesday, May 27, 2020, at 8:00 a.m. via zoom virtual meeting.

**1. First Read Policies**

- a. #235 Student Rights and Responsibilities (1999) for Repeal
- b. #105.1 Curriculum Review by Parents and Students (1999), changed to "Review of Curriculum and Instructional Materials by Parents/Guardians and Students"
- c. #105.2 Exemption from Instruction (1999), change to "Exemption from Specific Instruction and/or State Assessment"
- d. #108 Adoption of Textbooks (1998)
- e. #108.1 Adoption of Supplemental Textbooks (1998) for Repeal
- f. #319 Outside Activities (1992)
- g. #419/519 Outside Activities (1992) for Repeal
- h. #906 Public Complaints (1999), change to "Formal Complaints"

**2. New First Read**

- a. #215 Promotion and Retention (2013)
- b. #230 Student Competitions and Festivals (1997) - change to "Public Performances by Students"

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

- a. AR 229 Student Fundraising (1998)
- b. AR 215 Promotion and Retention (2013)
- c. AR 230 Public Performances by Students
- d. AR 245 Student Identification Cards (2008)
- e. AR 105.1 Curriculum Review by Parents and Students (1999), changed to "Review of Curriculum and Instructional Materials by Parents/Guardians and Students"
- f. AR 105.2 Exemption from Instruction (1999), change to "Exemption from Specific Instruction and/or State Assessment"
- g. AR 108 Adoption of Textbooks (1998)
- h. AR 319 Outside Activities (1992)
- i. AR 906 Public Complaints (1999), change to "Formal Complaints"

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

**4. Policies for Adoption**

- a. #229 Student Fundraising (1998)
- b. #115 Vocational Education (1999), change to "to Career and Technical Education"
- c. #213.1 Academic Failures and Make Up (1997) for Repeal
- d. #245 Student Identification Cards (2008)
- e. #706 Property Records (1998)
- f. #706.1 Disposal of District-Owned Books and Supplies (1999) - change to "Disposal of District-Owned Property"
- g. #706.2 Disposal of District-Owned Equipment (1999) for Repeal

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

Motion adopted.

COMMUNICATIONS  
COMMITTEE

Mr. Burdell - Williams reported the Communications Committee discussed the following agenda items at the April 23, 2020, meeting: Approval of Minutes, Communication Analytics and Coronavirus Communications. Mr. Burdell - Williams announced the next meeting is scheduled for Thursday, May 28, 2020, at 7:00 p.m. via zoom virtual meeting.

LEGISLATIVE REPORT

Ms. Haywood reported the Montgomery County Legislative Committee discussed the following items at their last meeting: The Food and Nutrition Services department has submitted a request to the Food and Drug Administration to support the students who qualify for free and reduced lunch. If approved, those students will receive lunch and a snack.

PERSONNEL

Renewal of  
Employment and  
Reappointment of  
Assistant  
Superintendent  
Approval of Changes in  
Assignment  
Extra Duty/Extra Pay

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 renewal of the Employment Agreement between the District and Dr. Tamara Thomas Smith, Assistant Superintendent, for a term to commence July 1, 2020 and end June 30, 2024. It is further recommended that the Board of School Directors approve the Employment Agreement in the form presented.

RESOLVED, upon recommendation of the Administration the Board approves the ratification of a change in position and classification for Stephen Chinta, from: Computer Technician at Cheltenham High School, to: Assistant Director of Facilities and Maintenance at the Administration Building, CASSA classification, at a salary of \$98,000, 2019-2020 salary schedule, effective May 04, 2020.

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

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

**Information Items:**

**1. Retirements**

a. Lisa Mohl, Grade 3 Teacher at Wyncote Elementary School, effective June 17, 2020, end of workday. Ms. Mohl has been a district employee for 20 years.

b. Robert Graham, STEM Teacher at Cedarbrook Middle School, effective June 17, 2020, end of workday. Mr. Graham has been a district employee for 34 years.

c. Helen Ward, Grade 2 Teacher at Glenside Elementary School, effective June 17, 2020, end of workday. Ms. Ward has been a district employee for 33 years.

d. Linda Jephson, Mathematics Teacher at Elkins Park School, effective June 17, 2020, end of workday. Ms. Jephson has been a district employee for 26 years.

e. Michelle Fella-Przybylowski, Music Teacher at Cheltenham Elementary School, effective September 30, 2020, end of workday. Ms. Fella-Przybylowski has been a district employee for 28 years.

f. Wanda Roberts, Grade 5 Teacher at Elkins Park School, effective June 17, 2020, end of workday. Ms. Roberts has been a district employee for 16 years.

PERSONNEL  
(continued)

g. Brenda Ruttenberg, Grade 4 Teacher at Wyncote Elementary School, effective June 17, 2020, end of workday. Ms. Ruttenberg has been a district employee for 21 years.

h. David Wisch, Mathematics Teacher at Cheltenham High School, effective June 18, 2020, end of workday. Mr. Wisch has been a district employee for 22 years.

## **2. Resignations**

**The Superintendent accepted the following resignations:**

a. Katherine Barberides, Special Education Teacher at Myers Elementary School, effective June 17, 2020, end of workday.

b. Holly Murdock, 1:1 Paraeducator at Glenside Elementary School, effective June 16, 2020, end of workday.

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

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

a. Joanne Caldwell, School Counselor at Cheltenham High School, be granted a sabbatical leave of absence from April 16, 2020 through April 16, 2021 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. Caldwell's return to work date is April 19, 2021.

b. Claire Ercolono, C.L.A.S.P. Secretary at the Administration Building, granted an unpaid leave of absence from March 30, 2020 until June 08, 2020, under the provisions of the Family & Medical Leave policy. Ms. Ercolono's return to work date is June 9, 2020.

c. Brittney McKenna, Special Education Teacher at Cheltenham High School, be granted a sabbatical leave of absence for the first semester of the 2020-2021 school year for Professional Development, and that she be paid one-half salary for the period as provided by Section 1169, Act 190 of the Pennsylvania School Code. Ms. McKenna's return to work date is January 25, 2020.

d. Erin Gilbert, Special Education Teacher at Cedarbrook Middle School, granted an unpaid leave of absence from May 01, 2020 until the end of the 2019-2020 school year, under the provisions of the Family & Medical Leave policy. Ms. Gilbert's return to work date is the first teacher day of the 2020-2021 school year.

EDUCATION AFFAIRS  
Approval of Revision to  
2019-2020 Academic  
School Year Calendar  
Approval of  
Conferences  
Approval of Educational  
Waiver Agreement  
Approval of Educational  
Settlement Agreement  
Acceptance of  
Donations

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

RESOLVED, upon recommendation of the Administration the Board approves the following revision to the 2019-2020 academic school year calendar: the final school day for students in the 2019-2020 school year will now be Monday, June 15, 2020, and the final day for staff will be Wednesday, June 17, 2020.

RESOLVED, upon recommendation of the Administration the Board approves the ratification and approval of the attendance and payment of expenses for the following teachers, to attend the Visible Learning: going Deeper in Norristown, PA on 1/28/2020 and 1/29/2020 with an estimated cost of \$314.75 each to be paid from the general fund account.

- Andrea Clipsham, Teacher - Myers Elementary School
- Lisa Garrison, Teacher – Elkins Park School
- Andrew Smith, Teacher – Elkins Park School
- Tracey Oliver – Davis, Teacher – Cedarbrook Middle School

EDUCATION AFFAIRS  
(continued)

RESOLVED, upon recommendation of the Administration the Board approves the educational waiver agreement between the District and parents of the student identified below by confidential student number in the form presented to the Board

- Student #: 402461

RESOLVED, upon recommendation of the Administration the Board approves the educational service agreement between the District and parents of the student identified below by confidential student number in the form presented to the Board

- Student #: 408225

RESOLVED, upon recommendation of the Administration the Board accepts the donation of raised flower beds from Primex Centers, Inc. for Cheltenham Elementary School.

RESOLVED, upon recommendation of the Administration the Board accepts the donation of \$1,500.00 from David and Drusilla Buscemi to support the Cheltenham High Schools boys track and field team.

RESOLVED, upon recommendation of the Administration the Board accepts the donation of \$1,000.00 from Athletes Helping Athletes, Inc. to support the Unified Track and Field team.

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

FINANCIAL AFFAIRS  
Approval of Lenovo  
Chromebooks for Elkins  
Park Lease Agreement  
Approval of 2019-2020  
Budget Transfers  
Approval of Payments

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

RESOLVED, upon recommendation of the administration the Board approves the ratification of the Lenovo Chromebooks for the Elkins Park Lease agreement as reviewed and approved by general and bond counsel. The agreement is a three-year term for 900 Chromebooks at an annual cost of \$110,957 and a total cost of \$332,871.

Resolved, upon recommendation of the administration, the Board gives authorization to make budget transfers and assignments for the 2019-2020 fiscal year as required by state and mandated auditing procedures.

RESOLVED, upon recommendation of the administration the Board approves the bills for payment for the period March 12, 2020, through March 30, 2020, in the following amounts in accordance with the list submitted to the board.

<u>FUND</u>	<u>Check Numbers</u>	<u>Amount</u>
General Fund	156142-156355	\$1,809,686.31
Payroll Fund	12371 - 12400	\$25,791.94
Student Activity	--	\$0.00
Food Service Fund	2517-2520	\$348,397.70
Capital Reserve Fund	100028-100029	\$64,922.50

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

RESPONSE TO PRIOR  
QUESTIONS

There were no prior questions.

PUBLIC COMMENTS

Seventeen public comments on non-agenda items were emailed to the Board. Those comments were entered into public record and can be found in the enclosed document.

MEETING ADJOURNED

Upon motion by Mr. Fishbein, seconded by Mr. Burdell - Williams and unanimously approved, the meeting was adjourned at 10:22 p.m.

DocuSigned by:  
*Crystal Mance*  
4148215FC7954FA...

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Secretary

DocuSigned by:  
*Julie Haywood*  
BFAAFA43633C443...

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President

## **Non-Agenda Question from April 28, 2020 Virtual Legislative Board Meeting**

What plans are being considered should school not be allowed to reopen normally in the fall? For example, is the district considering smaller class sizes and staggered schedules with stepped up cleaning and hygiene measures?

Thank you,  
Alison Baer  
Parent of a CHS student

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As a resident, and treasurer of the BEC I am writing on behalf of the second shift custodians and Clasp. Each classification has made numerous contributions to the well-being of our students. These employees take pride in the work they do. They are vested in the Cheltenham School Community. Please reconsider the outsourcing of their positions.

Respectfully,  
Geraldine Flynn Austin

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I am writing this letter in support of the custodial staff and CLASP employees of Glenside Elementary School. This is my ninth year with the district and my eight year as a third-grade teacher at Glenside Elementary School. In my time as a teacher with the district, I have witnessed the custodians and CLASP employees regularly go above and beyond their duties to help create a healthy, safe, and fun environment for our students. These employees are integral to the day to day operations of Glenside and are the backbone of the school community.

CLASP provides comfort and care for the students they serve. Many of my students over the years have relied on the employees at CLASP for everything from help with math homework to a sympathetic ear or a shoulder to cry on when they need it.

Our custodial staff strive to support the teachers and students in every aspect of their jobs. Tonya, Bruce, Dale, and Will keep the building going through their help cleaning classrooms, setting up assemblies, and helping with the countless odds and ends that come up in everyday life in an elementary building. They also provide a personal touch, taking an interest in the students and making connections with them. The custodians know the kids and the kids know the custodians. These employees are part of the Glenside family and the school would not be the same without them.

In my time in education, I don't believe I've seen a person with a stronger work ethic than Tonya Hatchett. She holds herself to such a high standard of professionalism and it shows in her work. She is always looking for new ways to support the teachers and students and is always checking to make sure that all needs are being met. It's hard to articulate just how important she is to the community of our school.



Thank you for your time and consideration.

Sincerely,  
Ryan Morrison

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I am writing this letter in support of the custodial staff and CLASP employees of Glenside Elementary School. This is my seventh year as a first-grade teacher at Glenside Elementary School. In my time as a teacher with the district, I have witnessed the custodians and CLASP employees regularly go above and beyond their duties to help create a healthy, safe, and fun environment for our students. These employees are integral to the day to day operations of Glenside and are the backbone of the school community.

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Thank you for your time and consideration.

Sincerely,  
Sarah DeMaria  
First Grade Teacher  
Glenside Elementary

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Please see the attached letters from our family (Kristine, Matthew, Isabel and Avery). Thank you for your consideration.

Sincerely,  
Kristine Alvarez

It has come to our attention that the board will be discussing on April 28th the possibility of outsourcing CSD custodian and CLASP staff. We are writing to express our deep concerns about any outsourcing of these district staff members:

Our daughters attend district schools and have participated in the CLASP program since 2014 (5th grade at Elkins Park Middle School and 1<sup>st</sup> grade at Glenside Elementary School). Our key concerns in outsourcing custodian and CLASP staff are clear: equity, safety, and continuity/quality care among students. Based on our personal and professional experiences in the early childhood education field, we feel strongly that outsourcing would produce marginal, short-term benefits to the district-while resulting in long-term harm to students.

From an equity standpoint, we would like to point out that students of working parents (who are enrolled in CLASP) would be disproportionately affected by outsourcing. CLASP-enrolled students easily spend over 10 hours within school district facilities-and their interactions with CLASP and custodial staff (Lesley Katz, Ms. Dupree, Ms. Angie, Ms. Colleen, Tonya Hatchett, and others) are as important and should be valued as much as their interactions with salaried teachers during regular school hours. During this particular time, when the sanitary conditions of our school facilities are paramount, it seems particularly shortsighted to replace our trusted custodial staff.

We understand the important financial considerations-however if this is about saving money, custodial and CLASP staff is not the place to do it. We ask that the CSD board maintain our current CLASP and custodial staff as district employees.

Our daughters Isabel and Avery share in our request. Please see their letters enclosed\_

Kristine Alvarez & Matthew

Parents of CSD students: Avery Areman (1st Grade) and Isabel Areman (5th Grade)

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Please keep Ms. Katz and CLASP teachers, and Ms. Hatchett in school.  
I love them.

Avery Areman

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A Tuesday greeting to everyone. Hope this note finds you well. In a brief sentence or two I want to recommend to you the person and work of Tonya Hatchett. Tonya is on the custodial staff at Glenside elementary school. I have known Tonya for almost 20 years. Her 6 children and my 3 have grown up together at New Life Glenside Church on Easton Road. I have always known Tonya to be a thorough and conscientious worker at her job. She is also a committed member of her community in Cheltenham Township. I believe that the children in our schools are served best, by those who live in the community.

Alan Smith - Cheltenham Twp.

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I wanted to write to urge you, as a long time Cheltenham resident, to not outsource or lay off custodial duties for Glenside Elementary. I didn't really get the full scoop on what's going on, but Tonya Hatchett has expressed that she's in fear for her job. She's a loving, hardworking mother and grandmother from our own community and the loss of her job would be devastating to her, as well as anyone else in the same boat. She's also a long time Cheltenham resident, has worked for the township for many years, and at the end of the day our community is made up of human beings like her and others who need good work to provide for our families. Thank you for taking the time to read this and please take the lives of our residents into consideration when making decisions.

Sincerely,  
Calvin Seu

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My name is Hannah Venit and I am a parent of 2 children in the district, 1st grade at CES and 6th grade at EP. I wrote last month to voice my concern about the outsourcing of staff positions and I would like to restate my concerns. I do not feel it has been made clear what the advantages would be to the community (if any) of outsourcing these positions but I do see what the disadvantages would be as far as losing trusted individuals who make our time at school better. I personally do not have kids using CLASP but many of our friends do and they do not want to lose that resource as it is now. In addition the evening janitorial staff are always there to help out with school events that take place in the evenings and losing them would do a disservice to all the students who participate in those important events. Please keep the families in mind as you make these decisions that should include more than just the dollars and cents. Thank you

Hannah Venit  
Cheltenham

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I am an alumna of Glenside Elementary, Elkins Park, Cedarbrook Middle School, and Cheltenham High School. I have heard that the board is trying to come up with a decision whether we should keep the night custodial staff or not. I understand that they are considered "night". However, we the students actually get about 30 minutes to see them so with that being said, we know them. I truly believe that the custodians have an impact on the school and students in many ways. I also believe they have one of the most important jobs. They have to clean behind children and adults, which cannot always be easy. Some of the custodians live or are from Cheltenham township; and it would be a shame to get rid of our own neighbors. One custodian in particular by the name of Tanya Hatchett is just one of the custodians who I have created a lifelong relationship with. Since then I can call her for help or just to talk. Every place of business needs a custodial team. Considering how large these establishments are they need multiple teams. One team will not be able to do it all on their own. Please reconsider and let's take care of our own.

Sincerely,  
Alexandria Johnson

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I recently became aware that the school board was considering relieving staff in favor of outsourcing the janitorial maintenance employees to outside sources. I want to express my concern for the hard-working employees who have been dedicated to their community and the schools they work in. I personally am neighbors with Tonya Hatchett and have known her for many years. She worked at Glenside Elementary. My daughter went to all Cheltenham schools from kindergarten to high school and was friends with some of her children. I would like to ask that more consideration be given to the staff that performs this duty so that we can keep our community one that is served by our community and continue the pride that we take in acknowledging those that help our schools stay safe and clean. Thank you.

Mary Ellen Estock  
Glenside, PA 19038

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Please do not outsource nightshifts jobs to a third party. It would require the school district to put out more money than just keeping on the associates that you pay already like Miss Tonya Hatchett, who has worked in our school district for plenty of years. I attended Cheltenham high school in 2001, the overnight crew was amazing and truly cared about us and really looked out for everyone. There is no need to outsource jobs, just keep the same associates that already live and work in the district. They are already trained and know how things need to run under the guidance of the school board!!!

Sincerely,  
Jaime L. Daley  
Class of 2001

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I have heard that there may be a chance that the Night Custodian will lose their jobs during this trying time amidst a pandemic. I just wanted to say, as a Cheltenham High School alumni, that the custodians really keep the school going. They, of course, clean and fix things around the school but going to school in this district, I've made friends with some custodians and some were well known amongst the students as they would make our days and some could even give us advice or inspiration when we're getting down on ourselves. While I understand there may need to be cuts to spending during this pandemic and school not being in, the custodians are not the place to go. People may think that custodians are replaceable but they are real people with families to provide for that do way more than just clean up. They help the students here at Cheltenham School District by making them feel less alone or that there is someone looking out for them. They mean a lot to the students and are important to the community.

Thank you for reading my message,  
Taylor Laing

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Hello if you can't tell my name I am Sarai Hatchett. I understand that recently there have been discussions of outsourcing jobs such as custodians. I also know that the night custodians are the one being especially targeted. I understand that it is thought that we don't know them and that they are not needed. I know I speak for myself and many others when I say that can not be farther than the truth. For one many night staff arrive before we leave the school and if any student has stayed after school, whether that be for clubs, sports, and many other activities than they knew the night crew. In fact I dare say I knew them better than the morning crew though they are also very much needed. I can not tell you how many friendships I've seen between students and custodians, especially the night crew for me since I was in every club I could be in and how helpful and pleasant they were. And I since I lived in Glenside my whole life I can't tell you how many Glenside elementary school kids I talk to at the bus stop tell about how they can't wait to talk to all their custodian friends though they have trouble saying so. I know about all the presents they make especially for the night crew that they love hanging out with before going home, and how they know everyone by name. I understand that this is a hard and confusing time but to risk the lives of many people and during a pandemic by discussing if they are needed is disrespectful and wrong. And as a graduate of Cheltenham High School, I am ashamed of these actions. When deciding your next course of action I ask you to remember the sanitary workers, the supermarket employees, and the custodians. These are all jobs that nobody talks about that nobody appreciates until times like these when they are the only ones brave enough to keep us safe. I hope you remember the people who nobody notices and how they support us and the community and dispel any action to take them away from the school of now and later thank you for your time and I hope to also thank you for your consideration.

Sarai Hatchett  
Glenside

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As a previous student in Cheltenham Township, the (night) custodians, among many of the other helpers around the township, do not deserve to be fired because of the situation we are all in right now. They are some of the greatest people here in the township and I believe no one can do a better job like them; no one will be able to have relationships with students like them. Please consider keeping their jobs because as of now, it is rough being out of a job and many people are feeling this. Firing them to outsource jobs will make their situation infinitely worse. Please reconsider.

Thank you,  
Elijah C.

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Please do not change how we do our janitors in the district. My grandson attends Glenside Elementary and he knows the names of the people who help make the school shine. This is not the place for cuts.

Best wishes!  
David Keller Trevaskis, Esquire

Will school open in the Fall?

Francis Brown, Elkins Park

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Will school open in September?

Meredith Boyd, Glenside