

SPECIAL BOARD MEETING

In accordance with Sections 402 and 404 of the Pennsylvania School Code, the Board of School Directors of Cheltenham Township met on Tuesday, July 21, 2015 at 7:49 p.m. in the Administration Building, 2000 Ashbourne Road, Elkins Park, PA to hold its emergency special board meeting. The meeting was called to order by the President: Mr. Nelson. Those present were: Mr. Delgado, Mr. England, Mrs. Gray, Mrs. Hawkins, Ms. Haywood, Mr. Malloy, Mr. Nelson, Mr. Rackow, Ms. Russell. Dr. Marseille - Superintendent, Ms. Michaels-Director of Financial Services, Mr. Roos-Solicitor, Crystal Mance -Secretary.

No one was absent.

The following members of the staff were present:  
Beverly Gallagher, Director of Special Education  
Lynn David, Director of Human Resources  
Dwight Nolt, Director of Education  
Ray Bavi, Director of Support Services  
Susan O'Grady, Director of Communications  
Cheryl Horsey, Director of Pupil Services

There were two signatures in the guest register.

The Pledge of Allegiance was led by Mr. Nelson.

PUBLIC COMMENT ON  
AGENDA ITEMS ONLY

Fred Milbert, a member of the audience, from Elkins Park, commented on item 15 under Personnel and asked for additional information regarding Dr. Kiefer's contract and more detail on the contract, as it relates to real estate. Napoleon replied by informing Mr. Mildford more information will be provided and the contract will be made public once adopted by the Board while maintaining the appropriate level of confidentiality. Dr. Marseille commented that he asked the board if Dr. Kiefer could be contracted for a number of hours to assist with the real estate conversations. He further stated, Dr. Kiefer has led conversations in the past several months and has been extremely instrumental in facilitating conversations regarding real estate. Mr. Nelson also commented by stating Dr. Kiefer's contract has ended and this is not an extension to his original contract. Fred Milford further thanked the board and Superintendent for the clarification, as there were concerns about real estate transactions due to the current budget.

Sherry Hazlewood from Glenside, commented by stating she had 3 issues; would there be a recap of the EP principal process, has the Cedarbrook principal position been filled, and she is excited about the strategic plan design team noting that Bloom will be voted on by the Board for approval as a consultant for the strategic planning process at tonight's board meeting. Dr. Marseille commented on the process as it relates to Personnel. Dr. Marseille thanked the 23 people who participated in the interview process for selection of the Cedarbrook principal position. Candidates were selected for interviews and they were screened by the first panel. The first panel made recommendations and forwarded candidates' for a second round of interviews. The second panel interviewed the candidates and forwarded names along with a list of skill sets to the Superintendent's office to be interviewed. After the final round of interviews, the Superintendent engaged in a final round of conversations and then will decide if the candidates' fit and fill the needs of the position. He further stated, that with his transition as Superintendent this has lengthened the process as he has been brought into the hiring process at the tail end. Dr. Marseille wants to ensure that we have the right fit for our District, considering the direction in which we are headed and the vision we have for Cheltenham, which is for us to be recognized as one of the premier school districts not only in the Commonwealth, but also in the country. Further analysis led to the recommendation tonight for Elkins Park principal. He further commented on the importance of the synergy between Elkins Park and Cedarbrook. Dr. Marseille looks at the Cedarbrook role as a 5 -8 continuum and

commented that there needs to be tremendous synergy between both candidates for principals at Cedarbrook and Elkins Park and how they see the process. He further stated they are in the final stages of selecting a principal for Cedarbrook, but they are not ready to present the candidate tonight. Dr. Marseille shared that administration is moving forward with the recommendation for the Elkins Park principal and will schedule another special board meeting very soon, to recommend the Cedarbrook principal.

APPROVAL OF MINUTES

Upon motion by Mr. Rackow, seconded by Ms. Haywood, the minutes of June 9, 2015 Legislative Board Meeting were unanimously approved.

PRESIDENTS REPORT

Upon motion by Ms. Haywood, seconded by Mr. Malloy, the following resolution was adopted:

RESOLVED, The Board of School Directors recommends the approval of the collective bargaining agreement between the School District of Cheltenham Township and Business Employees Council, effective July 1, 2015 - June 30, 2018.

On roll call the following voted in the affirmative: Mrs. Hawkins, Mrs. Gray, Mr. England, Mr. Delgado, Ms. Haywood, Mr. Malloy, Ms. Russell, Mr. Rackow, Mr. Nelson. Negative: None. Motion adopted.

PERSONNEL

Upon motion by Mr. Rackow, seconded by Ms. Russell, the following resolution was adopted:

Acceptance of Resignations  
Acceptance of Retirements  
Approval of Leaves of Absences

RESOLVED, upon recommendation of the administration, the Board accepts the resignation of Angelica Adams, Special Education Teacher at Cheltenham High School, effective July 06, 2015.

Approval of Changes in Assignment  
Creation of Position

RESOLVED, upon recommendation of the administration, the Board accepts resignation of Bernadette McDade, Grade 3 Teacher at Cheltenham Elementary School, effective July 24, 2015.

Approval Long Term Substitute Teacher  
Approval of Secondary Summer School and ESY Personnel

RESOLVED, upon recommendation of the administration, the Board accepts the resignation of Lenobia Rodgers, part-time C.L.A.S.P. Aide at Myers Elementary School, effective August 7, 2015 end of workday.

Approval of homebound Instructor  
Approval of Professional Employees

RESOLVED, upon recommendation of the administration, the Board accepts the retirement Andrew Taylor, Warehouse Shipping and Receiving Clerk at the Administration Building, effective June 30, 2015 end of workday. Mr. Taylor has been a district employee for 25 years.

Approval of Temporary Professional Employees  
Approval of Temporary Registrar Staff

RESOLVED, upon recommendation of the administration, the Board accepts the retirement of Sharon Pepper, Spanish Teacher at Cedarbrook Middle School, effective October 12, 2015 end of workday. Ms. Pepper has been a district employee for 17 years.

Approval of District Tutors  
Approval of Leadership Stipend

RESOLVED, upon recommendation of the administration, the Board grants Loren Hackney, English Teacher at Cheltenham High School, a sabbatical leave of absence for the first semester of the 2015-2016 school year for Health Restoration, and that she be paid one-half salary for the period as provided by Section 1169, Act 190 of the Pennsylvania School Code. Ms. Hackney's return to work date is the first teacher day of the Second Semester for the 2015-2016 school year.

Approval to Engage Consultant

Approval of Changes in Position

Approval of Service Agreement

RESOLVED, upon recommendation of the administration, the Board approves of a change in assignment and classification for Dana Brown from: Long Term Substitute Teacher, Spanish Teacher at Cheltenham High School; to: Professional Employee, Spanish Teacher at Cedarbrook Middle School, effective September 01, 2015 at a salary of \$59,113 (Step 8/Masters).

PERSONNEL (continued)

Approval of Extra Duty/Extra Pay

RESOLVED, upon recommendation of the administration, the Board approves of a change in

PERSONNEL (continued)

classification for Eric Painter from: Long Term Substitute Teacher, Grade 5 Teacher at Elkins Park School; to: Temporary Professional Employee, Grade 5 Teacher at Elkins Park School, effective September 01, 2015 at a salary of \$43,499 (Step 2/Bachelor's).

RESOLVED, upon recommendation of the administration, the Board approves of a change in assignment and classification for Andrew Altman from: Long Term Substitute Teacher, Grade 5 Teacher at Elkins Park School; to: Temporary Professional Employee, Grade 6 Teacher at Elkins Park School, effective September 01, 2015 at a salary of \$48,168 (Step 3/Masters).

RESOLVED, upon recommendation of the administration, the Board approves of a change in assignment and classification for Kaitlyn Holt from: Long Term Substitute Teacher, Reading Specialist at Elkins Park School; to: Temporary Professional Employee, Grade 5 Teacher at Elkins Park School, effective September 01, 2015 at a salary of \$46,707 (Step 2/Masters).

RESOLVED, upon recommendation of the administration, the Board approves of a change in classification for Jenna Jarrett from: Long Term Substitute Teacher, Grade 6 Teacher at Elkins Park School; to: Temporary Professional Employee, Grade 6 Teacher at Elkins Park School, effective September 01, 2015 at a salary of \$46,707 (Step 2/Masters).

RESOLVED, upon recommendation of the administration, the Board approves of a change in assignment for Patricia Graber from: .6 Spanish Teacher at Elkins Park School; to: 1.0 Spanish Teacher at Elkins Park School, effective September 01, 2015 at a salary of \$70,165 (Step 12/Masters).

RESOLVED, upon recommendation of the administration, the Board approves of a change in assignment for Christina Bennett from: .8 Business Teacher at Cheltenham High School; to: 1.0 Business Teacher at Cheltenham High School, effective September 01, 2015 at a salary of \$48,363 (Step 5/Bachelor's).

RESOLVED, pursuant to Board Policy #401, Creating a Position, upon recommendation of the administration, the Board approves the new professional employee position: STEM Teacher 5-6.

This position is budgeted for the 2015-2016 fiscal year replacing a foreign language position vacancy due to a retirement.

RESOLVED, upon recommendation of the administration, the Board appoints Jennifer Pollack as Long Term Substitute Teacher, English Teacher at Cheltenham High School, at a salary of \$61,093 prorated (Step 4/Masters +24) to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, through January 29, 2016.

RESOLVED, upon recommendation of the administration, the Board appoints Dawn Marinello as Long Term Substitute Teacher, English Teacher at Cheltenham High School, at a salary of \$54,090 prorated (Step 6/Masters) to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, through the end of the 2015-2016 school year.

RESOLVED, upon recommendation of the administration, the Board approves the extension of the appointment of Lori Schleinkofer as Long Term Substitute Teacher, Mathematics Teacher at Cheltenham High School, at a salary of \$45,265 prorated (Step 1/Masters) to be hired conditioned upon meeting pre-employment requirements, effective December 15, 2014 through January 29, 2016.

RESOLVED, upon recommendation of the administration, the Board approves the ratification of the appointment of Gustave Ekhardt for ESY teaching staff, Lead Teacher, at an approved rate

PERSONNEL (continued)

of \$36.90 per hour for up to 42 hours during the summer 2015.

RESOLVED, upon recommendation of the administration, the Board approves of the personnel listed, per attachment entitled "2015 Mentoring Initiative Development Team", to serve as leaders in a district wide mentoring initiative from July 15, 2015 through July 29, 2015, at the curriculum rate of \$42.00 per hour for up to 56 hours each.

RESOLVED, upon recommendation of the administration, the Board appoints personnel as listed, to be homebound instructors, for the 2015-2016 school year, at a rate of \$43.00 per hour.

Ms. Dawn Marinello  
Mr. Philip Cohen  
Mr. Jedediah Smith  
Mr. Donald Freeman  
Ms. Samantha Long  
Mr. Ryan Wilcox  
Mr. Ryan Smith  
Ms. Elaine Meyers  
Ms. Bonnie Klein  
Ms. Jillian Terry  
Mr. Michael Ferris  
Ms. Karine Koloski

RESOLVED, upon recommendation of the administration, the Board appoints Kristyn Sanborn, English Teacher at Cedarbrook Middle School, to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, at a salary of \$71,492 (Step 6/Masters +36).

RESOLVED, upon recommendation of the administration, the Board appoints Megan Haycock, Speech and Language Teacher at location to be determined, to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, at a salary of \$54,090(Step 6/Masters).

RESOLVED, upon recommendation of the administration, the Board appoints Andrew Vassall, Grade 6 Teacher at Elkins Park School, to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, at a salary of \$54,090(Step 6/Masters).

RESOLVED, upon recommendation of the administration, the Board appoints Jennifer Hall, Itinerant K-4 Elementary Art Teacher, to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, at a salary of \$42,122 (Step 1/Bachelor's).

RESOLVED, upon recommendation of the administration, the Board appoints Fanny Tan, Grade 1 Teacher at Cheltenham Elementary School, to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, at a salary of \$48,168 (Step 3/Masters).

RESOLVED, upon recommendation of the administration, the Board appoints Antonia Jones, Kindergarten Teacher at Wyncote Elementary School, to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, at a salary of \$42,122 (Step 1/Bachelor's).

PERSONNEL (continued)

RESOLVED, upon recommendation of the administration, the Board appoints Mercedes Walton-Mason, Spanish Teacher at Cedarbrook Middle School, to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, at a salary of \$54,090 (Step 6/Masters).

RESOLVED, upon recommendation of the administration, the Board appoints Christine Willames, Librarian at Glenside Elementary School, to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, at a salary of \$48,934 (Step 1/Masters +12).

RESOLVED, upon recommendation of the administration, the Board appoints Gary Ross, Special Education Teacher at Cheltenham High School, to be hired conditioned upon meeting pre-employment requirements, effective August 24, 2015, at a salary of \$71,492 (Step 6/Masters +36).

RESOLVED, upon recommendation of the administration, the Board approves the personnel listed as Temporary Registrars for the summer of the 2015-2016 School year, effective July 13, 2015 through August 28, 2015. Staff will be paid at the same rates as their regular BEC positions.

Ms. Christine O'Connor  
Ms. Ana Ramirez  
Ms. Kathy Roux  
Ms. Cynthia Mayes  
Ms. Dominique Peters

RESOLVED, upon recommendation of the administration, the Board approves the Daniel Blitstein to provide individualized tutoring in mathematics to student J.N. during summer 2015, not to exceed a total of fifty (50) hours, at a rate of \$36.90/hour.

RESOLVED, upon recommendation of the administration, the Board approves a per diem leadership stipend of \$30 for the period July 1, 2015 through September 4, 2015 for Christine Zubairu, Vice-Principal of Elkins Park School.

RESOLVED, upon recommendation of the administration, the Board approves a per diem leadership stipend of \$519.23 for work relating to Cedarbrook Middle School for Russ Bender during the period July 1, 2015 through August 28, 2015.

RESOLVED, upon recommendation of the administration, the Board approves the engagement of Dr. William Kiefer as a consultant for real estate matters as delineated in the General Contracted Consultant Agreement provided to the Board.

RESOLVED, upon recommendation of the administration, the Board approves a change in position for Monica Saracco, from: full-time Special Education Aide, Inclusion, Tier IIA, at Elkins Park School, to: full-time General Office Secretary, Grade 3, at Elkins Park School, 7.5 hours per day for 260 days at an annual rate of \$43,596 prorated effective August 1, 2015. (Salary based on the July 1, 2012 – June 30, 2015 BEC Collective Bargaining Agreement)

RESOLVED, upon recommendation of the administration, the Board approves a service agreement between the Board of School Directors and General Healthcare Services Inc. (GHR) for supplemental substitute staff services, as submitted to the Board, effective July 21, 2015, subject to review and approval of the Solicitor.

RESOLVED, upon recommendation of the administration, the Board approves the following

Extra Duty/Extra Pay assignments, per the attachment, at a rate of \$220 per unit, as listed.

APPROVAL OF  
ADMINISTRATOR

On roll call the following voted in the affirmative: Mrs. Hawkins, Mrs. Gray, Mr. England, Mr. Malloy, Ms. Russell, Mr. Rackow, Mr. Nelson.

Agreed: Seven, Abstain: One, Ms. Haywood, Negative: One, Mr. Delgado. Motion adopted.

Upon motion by Mr. Rackow, seconded by Mr. Delgado, the following resolution was adopted:

RESOLVED, upon recommendation of the administration, the Board appoints Dr. Geraldine Fitzpatrick-Doria as Principal, Elkins Park School, CASSA classification, at an annual 2015-2016 salary of \$149,862 prorated, effective date to be determined, conditioned upon meeting pre-employment requirements.

EDUCATION AFFAIRS

On roll call the following voted in the affirmative: Ms. Hawkins, Ms. Gray, Ms. Haywood, Mr. Delgado, Ms. Russell, Mr. Rackow, Mr. Malloy, Mr. Nelson. Agreed: Eight, Negative: One, Mr. England. Motion adopted.

Upon motion by Mr. Rackow, seconded by Mr. Delgado, the following resolution was adopted:

RESOLVED, upon recommendation of the administration, the Board approves the continuation of educational services agreements for the student numbers listed below in 1 to 3, and approval of agreement for student numbers listed below in 4 to 6, between the District and the parents of the students identified below by confidential student numbers:

1. Student # 404344
2. Student # 222157
3. Student # 402731
4. Student # 401724
5. Student # 225708
6. Student # 228553

RESOLVED, upon recommendation of the administration, the Board approves the E-Grant resolution authorizing the Superintendent to sign any and all contracts, agreements, grants and/or licenses with the Pennsylvania Department of Education by means of electronic signature.

RESOLVED, upon recommendation of the administration, the Board approves the ratification and continuation award of a contract with Renaissance Learning to assess students' independent reading levels and support PA core standards in non-fiction, in an amount not to exceed \$24,407.94 for the 2015-2016 school year. (Curriculum budget)

RESOLVED, upon recommendation of the administration, the Board approves the ratification and continuation award of a contract with Study Island to provide benchmark assessments in reading and math and related online learning modules, in an amount not to exceed \$21,754.50 for the 2015-2016 school year. (Curriculum budget)

RESOLVED, upon recommendation of the administration, the Board approves the ratification and continuation award of a contract with Learning A – Z to provide support PA core standards and professional development, in an amount not to exceed \$26,389.16 for the 2015-2016 school year. (Curriculum budget)

RESOLVED, upon recommendation of the administration, the Board approves the ratification and continuation award of a contract with Achieve 3000 to provide core program assessment readiness at CHS and will also be used for ELL support, in an amount not to exceed \$80,967.75

EDUCATION AFFAIRS  
(continued)

for the 2015-2016 school year. (Curriculum budget)

RESOLVED, upon recommendation of the administration, the Board approves the ratification and continuation award of a contract with Edmentum to provide benchmark assessments in Literature, Biology, Algebra,1 and related online learning modules, which includes professional development in an amount not to exceed \$62,750.00 for the 2015-2016 school year.  
(Curriculum budget)

RESOLVED, upon recommendation of the administration, the Board approves The CHS Music Department Performance Trip to Puerto Rico planned for February 25-29, 2016. The CHS Music department has requested and received Cabinet level approval and the detailed information is enclosed. The administration believes it prudent to apply Board Policy 121.1 Student Trips Outside the United States to this case.

RESOLVED, upon recommendation of the administration, the Board approves the following changes to the 2015-16 School Calendar: November 25, 2015 has been changed from a No Classes K-8 Day to a Non-Student Day K-12. As discussed, this allows for additional time for CHS parent conferences. Please see attached revised calendar.

RESOLVED, upon recommendation of the administration, the Board approves the volunteers pursuant to Policy 916, as per the attachment.

FINANCIAL AFFAIRS

RESOLVED, upon recommendation of the administration, the Board approves Bloom as the Strategic Plan Process consultant entity at a cost not to exceed \$59,631.

On roll call the following voted in the affirmative: Ms. Hawkins, Ms. Gray, Mr. England, Ms. Haywood, Mr. Delgado, Ms. Russell, Mr. Rackow, Mr. Malloy, Mr. Nelson. Negative: None. Motion adopted.

Upon motion by Mr. Rackow, seconded by Ms. Russell, the following resolution was adopted:

RESOLVED, upon recommendation of the administration, the Board approves the school lunch prices/food prices for the 2015-2016 school year be approved as follows, with no increase from 2014-2015:

|                    | 2014-2015   | 2015-2016   |
|--------------------|-------------|-------------|
| Elementary Schools | \$2.75      | \$2.75      |
| Middle School      | \$2.95/3.25 | \$2.95/3.25 |
| High School        | \$3.25      | \$3.25      |

RESOLVED, upon recommendation of the administration, the Board approves the ala carte lunch prices for the 2015-2016 school year be approved as per the list included in the approved contract, with no increase from 2014-2015.

RESOLVED, upon recommendation of the administration, the Board authorizes the District's Solicitor's office to enter into the settlement agreement as provided to the Board regarding the assessment appeal for the Cheltenham Main Mall and Chick-Fil-A parcels.

On roll call the following voted in the affirmative: Ms. Hawkins, Ms. Gray, Mr. England, Ms. Haywood, Mr. Delgado, Ms. Russell, Mr. Rackow, Mr. Malloy, Mr. Nelson. Negative: None. Motion adopted.

PUBLIC COMMENT

Myron Goldman, a member of the audience, from Elkins Park, asked if the schools would be open on the second day of Rosh Hashanah, which is Tuesday, September 15. He commented there appears to be a change in the 2015 – 2016 calendar from last years calendar and wanted to confirm if September 15 would be acknowledged. Mr. Goldman stated the Superintendent should've received many letters from the Rabi's in the area requesting the second day in observance of the holiday. Dr. Marseille responded we have not received letters from any of the Rabi's.

Mr. Nelson responded by stating we will review this information and advise of our findings.

Mr. Goldman also stated he was glad the Superintendent was here and hopes the board and Superintendent will develop a focused and well thought out plan to target the achievement gap within our school district. Mr. Goldman stated the plan would require a focused and well thought out approach that he hope the Board and Superintendent will make a top priority as they move forward.

MEETING ADJOURNED

Upon motion by Mr. Rackow seconded by Mr. Delgado, and unanimously approved, the meeting was adjourned at 8:44 p.m.

  
Secretary

  
President