

**INTERBORO SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
MINUTES OF PUBLIC MEETING – NOVEMBER 20, 2019**

There was a regular public meeting of the Board of School Directors of the Interboro School District on Wednesday, November 20, 2019 at 7:00P.M. at the Administration Building, 900 Washington Avenue, Prospect Park, Pennsylvania.

The meeting was called to order by Mr. William Phelps, President and roll call was taken. The following members were present:

Ms. Danielle Fagan
Mr. Edward Harris
Mr. Glenn Goldsborough
Ms. Jennifer Varricchio
Ms. Kelly Joseph
Ms. Christine Alonso
Mr. Jack Evans
Mr. Justin Shivone
Mr. William Phelps

Also present were Mrs. Bernadette C. Reiley, Superintendent; Mr. Michael Puppio, Solicitor; Mr. David Criscuolo, Director of Human Resources; Mr. William Galloway, Director of Facilities, Ms. Rachel Lambert, Supervisor of Special Education; Dr. Valerie Eckman, Director of Curriculum & Instruction; Assistant Principal, Ms. Stephanie Farmer. Delco Times Reporter, Kevin Tustin. Approximately 5 staff members and 10 community members.

STUDENT REPORTS – Zachary Keeney and Francesca Parker

RECOGNITION – PAWS to Learn Therapy Dog Graduation

30 Years of Service
Wendy King, Linda Mullin, Kirk McGrotty, Stephanie Martin

Board Comments

COMMENTS FROM PERSONS IN ATTENDANCE – None

MOTION

Public Minutes

Motion by Mr. Evans, seconded by Mr. Shivone, *that the Minutes of the Interboro Board of School Directors' regular public meeting held on October 16, 2019 be approved.*

VOTE

*All members present voted 'aye' - motion carried 8-0
(Agenda Item 5.1 – 11/20/2019)*

SOLICITOR'S REPORT

1) Policy review 2) Litigation matters 2) Contract review

MOTION

Treasurer's Report

Motion by Mr. Evans, seconded by Mr. Shivone, *that the Treasurer's Report for the month ending October 31, 2019, be approved.*

VOTE

*All members present voted 'aye' – motion carried 8-0.
(Agenda Item 7.1 – 11/20/2019)*

MOTION

Funds Disbursement

Motion by Mr. Evans, seconded by Mr. Shivone, *to ratify and approve All Fund Disbursements in the amount of \$3,957,007.65.*

VOTE

*All members present voted 'aye' - motion carried 8-0
(Agenda Item 7.2 – 11/20/2019)*

COMMITTEE UPDATE

Finance Committee – Mr. Justin Shivone – Monday, November 4, 2019

- A representative from **Fraser** presented his proposal for the renewal of our Copier/Printer contract. Mr. Heiskell and the central administration recommended continuing our relationship with Frazier because all stakeholders are satisfied with the company.
- Some highlights of the new proposal included:
 - 3-year contract
 - 2% increase in cost from 77,940 to 82K but will see savings from paper management software → This will allow more oversight
 - They will replace equipment with new equipment
 - Add additional devices
 - Consolidate to create efficiencies
 - Update software - Training is included
- **Substitute Teacher Service** conversation. Mr. Criscuolo explained to the board that country wide teacher shortage is impacting the pool of substitute teachers as well. We currently hire our own substitutes and pay \$100 a day but it is really \$142 a day with retirement, social security, unemployment, and workers comp. If we go to a substitute teacher service, we would only be pay \$131 a day because we wouldn't be responsible for the other benefits. This would save the district \$11.66 per sub per day. Mr. Criscuolo also explained the potential of going to a building substitute model which would pay more \$150 a day. No decision was made. The committee asked Mr. Criscuolo to put together information on the substitute services that are available, so the board can make an informed decision.
- Mr. Heiskell also shared an update on **state and independent audit timeline**.
 - The **State auditors** have been coming the last couple of weeks and are reviewing our PIM data, financial statements and transportation. There is no date for the audit to be submitted to the board as of right now.
 - The **independent auditors** are done the field work. The draft of the audit will be reviewed by the Audit committee in December and will be on the board agenda next month.
- All board members had the opportunity to ask questions about the **preliminary financial statements**.
- There will not be a Finance meeting in the month of December.

GBO Committee – Mr. Glenn Goldsborough - Monday, November 4, 2019

- Comprehensive Plan review presented by Dr. Eckman. PDE has created a new process based on Future Ready practices. Interboro is in phase 1 with some updating required before November 30th. Reviewed the timeline for full plan submission.
- Future Ready Index presented by Mark Avitabile and School Administrators. Reviewed strengths and weaknesses in Math, English and Science portions and effects of student attendance. Math is an area that needs to be looked at.
- There will not be a GBO meeting in the month of December.

Legislative Update – Ms. Jennifer Varricchio – Meeting Cancelled

- House Bill 1800 advanced out of the House Education Committee on November 18th. a voucher bill that Turzai introduced in September, which would create what he called a “pilot program” in Harrisburg, giving city students \$8,200 scholarships to attend private schools. Under his proposal, the Harrisburg School District and state would each pay half the costs. Students presently in private and religious schools who have never attended Harrisburg public schools would also be eligible for vouchers under the program, draining even more sorely needed funding from the district.
As written, this Bill would only apply to Harrisburg, but it could potentially apply to other school districts in Pennsylvania if they enter receivership.
Although HB 1800 does not directly affect Delaware County or Interboro School District, the Superintendents of all the Delaware County school districts have joined forces to voice their opinion with a joint letter to Representatives in opposition to HB 1800. Mrs. Reiley has signed off on this letter.

- Governor Wolf signed HB 265 on October 30th, which makes the governor's PAsmart website part of the law and establishes provisions that support career and technical education, and workforce development in Pennsylvania.
The PAsmart website provides easy access to information and links regarding apprenticeships, career and technical education, resources for individuals with disabilities and more, opening up a wide range of possibilities for just any young professional. It includes opportunities for those interested in becoming electricians and plumbers and some 21st – century careers, like those in computer science and health care.
The whole focus on career and technical education is to try to get rid on the stigma of going to a career and technical school. You can get into a trade through a union that pays for you to go to an apprenticeship school to learn more without any debt.
The governor has secured \$70 million in funding for the workforce development initiative, with \$30 million being invested in job training. Streamlining efforts and promotional campaigns such as these could prove to stimulate enrollment at career and technical institutes throughout the state, and show young students that there is no shame in the trades – there are plenty of lucrative advantages.
- Next meeting, Wednesday, December 11, 2019

Delaware County Community College – Mr. Glenn Goldsborough – Wednesday, October 30, 2019

- Annual School Board Appreciation dinner for School Board members and Superintendents
- Presentation was made on the Prendergast building and the purchase of the property
- Liaison meeting followed and items discussed were:
 - 2020-2021 budget – sponsorships with a 1% increase. 2019-2020 amount is \$448,515, whereas in the 2020-2021 budget the amount will be \$460,722
 - No meeting in January, any updates will be received via email. Next meeting will be in April and budget information will be received then. Requested budget information earlier.
- Requested enrollment numbers for Interboro
 - 560 students/residents
 - 32 Dual Enrollment
 - \$125 non sponsoring district credit cost
 - \$63 sponsoring district

Delaware County Intermediate Unit – Mr. Edward Harris – Wednesday, November 6, 2019

- Contract with Western Psychological Services to provide a two-day clinical training
- Contract with Chester Scholars Academy Charter School for the DCIU to provide English Language Development services for the 2019-2020 school year
- Appointed Dr. Stephen Butz as the new Director of Career and Technical Education
- Approved the Employment contract for Dr. Shellie Feola as the Assistant Executive Director from November 7, 2019 to November 6, 2023
- Approved the Delaware County Technical high School Comprehensive Plan
- Contracted with Franklin Mint Federal Credit Union to be the Delco Hi-Q Quizmaster for the 2019-2020 and 2020-2021 seasons.
- Awarded contract to Keen Compressed Gas Co., lowest responsible bidder for the welding equipment
- The next Directors meetings will be held on December 4, 2019
- For more information please visit: www.dciu.org.

Community Outreach- Ms. Christine Alonso

- Patriot Pen and Voice of Democracy Essay Scholarship saw about 190 entries. Patriot Pen with 150 submissions and Voice of Democracy with 40.
 - Patriot Pen had 12 overall winners from the community buildings.
 - From the District winners two went to the state level.
- Numerous entries for the Smart/Maher VFW National Citizenship Education Teacher Award. Three Interboro teachers will be moving onto state.
- All names will be announced shortly.

MOTION
Personnel

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School approve the following personnel actions:

Appointments

Name: Samantha Markun
Position: LTS Kindergarten Teacher
Location: Kindergarten
Rate of pay: \$200.00 daily
Effective: October 8, 2019
Replacing: Laura Blocksom(Leave)

Name: Michelle Beck
Position: LTS Second Grade Teacher
Location: Glenolden
Rate of pay: \$200.00 daily
Effective: October 28, 2019
Replacing: Michelle Borcky (Leave)

Name: Rosemary Loran
Position: Part Time RN/LPN
Location: Districtwide
Rate of pay: \$17.85 per hour
Effective: December 2, 2019
Replacing: Jolie Golata (Resigned)

Name: Judith Brown
Position: Health Office Assistant
Location: Glenolden
Rate of pay: \$10.05 per hour
Effective: October 21, 2019
Replacing: Ann Everett (Resigned)

Name: Sally Gnoza
Position: Instructional Assistant, Special Education
Location: Glenolden
Rate of pay: \$10.84 per hour
Effective: November 11, 2019
Replacing: Jaclyn Norbeck (Resigned)

Name: Katie Ciavarelli
Position: Instructional Assistant, Special Education
Location: Kindergarten
Rate of pay: \$10.84 per hour
Effective: October 28, 2019
Replacing: Bridget Zito (promotion)

Name: Latanya Combs
Position: Personal Care Assistant
Location: High School
Rate of pay: \$11.95 per hour
Effective: October 22, 2019
Replacing: Frank LaPenta

Name: Lori Friel
Position: Personal Care Assistant
Location: Districtwide
Rate of pay: \$11.95 per hour
Effective: November 4, 2019
Replacing: Amy Hamilton (resigned)

Name: Ashley Gilchrist
Position: Personal Care Assistant
Location: Prospect Park
Rate of pay: \$11.95 per hour
Effective: November 4, 2019
Replacing: Kathryn Brennan

Name: Deanna Tomassin
Position: Personal Care Assistant
Location: Norwood
Rate of pay: \$11.95 per hour
Effective: November 4, 2019
Replacing: New

Name: Kyra Harris
Position: Bus Monitor/Van Driver
Location: Transportation
Rate of pay: \$14.47/\$18.06 per hour
Effective: November 14, 2019
Replacing: Amy Hamilton (resigned)

Name: Deborah Rich
Position: Bus Monitor/Van Driver
Location: Transportation
Rate of pay: \$14.47/\$18.06 per hour
Effective: October 21, 2019
Replacing: New

Name: Carolyn Cianci
Position: Bus Monitor
Location: Transportation
Rate of pay: \$14.47 per hour
Effective: October 17, 2019
Replacing: New

Name: Polly Castagliuolo
Position: Clerical/Classified Substitute
Location: Districtwide
Rate of pay: \$11.00/\$9.00 per hour
Effective: November 14, 2019
Replacing: New

Name: Amanda Butler
Position: Professional/Homebound Substitute
Location: Districtwide
Rate of pay: \$100.00 daily/\$37.00 per hour
Effective: November 14, 2019
Replacing: As needed

Please approve the following Supplementals:

Nullify:

Name: Qwyn Durrett
Position: Assistant Coach Girls Basketball
Location: High School
Effective: Fall 2019

Supplemental Appointments

Name: Michelle Goodman
Position: Assistant Coach Girls Basketball
Location: High School
Rate of pay: \$3,600.00 (Level 1, 1 years of service, 10 pts)
Effective: Fall 2019

Name: Robin Berkheimer
Position: Reading Olympics Middle School
Location: Tinicum
Rate of pay: \$540.00 (Level 1, 1 years of service, 1.5 pts)
Effective: September 1, 2019

Name: Susan Price
Position: STEM Club
Location: Prospect Park
Rate of pay: \$720.00 (Level 1, 1 years of service, 2 pts)
Effective: September 1, 2019

Name: Chris Goldberg
Position: STEM Club
Location: Norwood
Rate of pay: \$720.00 (Level 1, 1 years of service, 2 pts)
Effective: September 1, 2019

Please reclassify the following people:

Sharon Longale
From: Title I Instructional Assistant – Norwood
Rate of Pay: \$12.45 per hour
To: Temporary Title I Reading Paraprofessional - Norwood
Rate of Pay: \$14.14 per hour
Effective Date: October 15, 2019
Replacing: Patricia Fairman (Leave)

Amber Hudson
From: Personal Care Assistant – Kindergarten
Rate of Pay: \$12.68 per hour
To: Instructional Assistant, Special Education – High School
Rate of Pay: \$11.65 per hour
Effective Date: October 22, 2019
Replacing: New

William Conner
From: Bus monitor/Van Driver - Transportation
Rate of Pay: \$14.47/\$18.06 per hour
To: Bus Driver - Transportation
Rate of Pay: \$22.24 per hour
Effective Date: October 25, 2019
Replacing: New

Robert Mobley
From: Technology Technician – Administration
Rate of Pay: \$39,874.00 annually
To: Acting Supervisor System Coordinator – Administration
Rate of Pay: \$60,000.00 annually
Effective Date: November 21, 2019
Replacing: Robert Sonet (promotion)

Please approve the following person as a Cyber School Case Manager at their contractual extra rate of pay:

Name: Kimberly Barnhart
Rate of Pay: \$38.00 per hour

Please approve the following people at their hourly rate of pay for covering Spanish classes effective September 1, 2019:

Jessica Vasquez, Gabrielle Capuano, William Soroka, Liliana Ruiz, Nicole Werner

Please approve the following person for a Leave of Absence:

Joseph Sirianni, Teacher at Glenolden School, be approved for an Intermittent FMLA Leave of Absence effective November 11, 2019 through June 12, 2020. This leave is to be granted under the guidelines and regulations of FMLA for a maximum period of twelve (12) weeks per year.

William Pullin, Tech Web Technician at Administration, be approved for a Medical Leave of Absence effective November 11, 2019 through November 11, 2020.

William Royal, Custodian at Prospect Park School, be approved for a Medical Leave of Absence effective November 22, 2019 through January 13, 2020. This leave is to be granted under the guidelines and regulations of FMLA for a maximum period of twelve (12) weeks per year.

Brian Eppright, Custodian at Prospect Park School, be approved for a Medical Leave of Absence effective December 20, 2019 through January 20, 2020. This leave is to be granted under the guidelines and regulations of FMLA for a maximum period of twelve (12) weeks per year.

Janet Loftus, Bus Driver with Transportation, be approved for an Unpaid Leave of Absence effective October 16, 2019 through October 28, 2019.

David Fortney, Bus Driver with Transportation, be approved for an Unpaid Medical Leave of Absence effective October 21, 2019 through January 2, 2020.

Bonnie Jorgensen, Bus Monitor with Transportation, be approved for an Unpaid Medical Leave of Absence effective October 29, 2019 through November 18, 2019.

Linda Loder, Personal Care Assistant at Tinicum School be approved for an Unpaid Medical Leave of Absence effective January 14, 2020 through February 24, 2020.

Cheryl Boyd, Bus Driver for Transportation, be approved to extend her Unpaid Medical Leave of Absence through November 17, 2019.

Laura Blocksom, Kindergarten Teacher, be approved to extend her Medical Leave of Absence through January 4, 2020. This leave is to be granted under the guidelines and regulations of FMLA for a maximum period of twelve (12) weeks per year.

Please remove the following person from the 2019-2020 RN/LPN Substitute List:

Dyana Cannon

Please remove the following people from the 2019-2020 Professional/Homebound Substitute List:

Angela Iannello, Brittany Franchetti

Please accept the following Resignations:

*Jaclyn Norbeck – Instructional Assistant, Special Ed – Glenolden
Effective Date – November 1, 2019*

*Jolie Golato – Part Time RN/LPN – Districtwide
Effective Date – November 1, 2019*

*Anita Johns - Instructional Assistant, Special Ed – Glenolden
Effective Date – November 15, 2019*

*Donna Sweeney – Personal Care Assistant – Norwood
Effective Date – November 22, 2019*

VOTE

*All members present voted 'aye' – motion carried 8-0
(Agenda Item #10 – 11/20/2019)*

MOTION

Retirements

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School Directors approve the following:

With regret, that the following Retirement be accepted:

Marguerite Brown, Teacher at Tinicum School with Twenty-two (22) years of service to the District be approved for Retirement effective January 3, 2020.

Joan Webb, Personal Care Assistant at Norwood School with Thirteen (13) years of service to the District be approved for Retirement effective January 31, 2020.

Board Comment

VOTE

*All members present voted 'aye' – motion carried 8-0
(Agenda Item #11 – 11/20/2019)*

MOTION

Office of Curriculum & Instruction

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School Directors approve the following:

That the Board of School Directors approve the District's Comprehensive Plan requirements set forth in Chapter 4 (Professional Education Plan, Induction Plan, Safe and Supportive Schools, and Chapter 12 and 14 assurances) pending the conclusion of a 28-day review period to be submitted to the Pennsylvania Department of Education on November 30, 2019.

That the Board of School Directors approve additional licenses for Study Island (grades 6-8) for Mathematics according to the attached proposal, at a cost not to exceed \$2,060.16 to be paid from District Funds.

That the Board of School Directors approve the professional development proposal from Edmentum to facilitate full-day comprehensive training on Study Island resources and teacher tools, at a cost not to exceed \$1,750.00 to be paid from District Funds.

That the Board of School Directors approve the NEWSELA Customer Agreement between NEWSELA and Interboro School District for a prorated subscription for the 2019-2020 school year for middle school subject areas at a cost not to exceed \$1,800.00 to be paid from District funds.

That the Board of School Directors approve the 2019 – 2020 Letter of Agreement between the Interboro School District and the Delaware County Intermediate Unit (DCIU) for the DCIU to provide nonpublic remedial student services and family engagement workshops in an amount not to exceed \$1,624.00 to be paid from Title I nonpublic funds.

That the Board of School Directors approve Valerie Eckman to complete the Frontline Professional Learning Management Facilitated Online Certification Course from January 23, 2020 - February 27, 2020 at a cost not to exceed \$695.00 to be paid from District funds.

That the Board of School Directors approve the Independent Contractor Agreement with Janet Hamm to provide CPR and AED training for students at the Interboro High School during the 2019-2020 school year at a cost not to exceed \$7,000.00 to be paid from Title IV Grant funds.

That the Board of School Directors approve Sheila Bliss and Cara Murray to attend the "Handwriting without Tears" Conference on November 22, 2019 to be held in Philadelphia/King of Prussia, PA at a cost not to exceed \$800.00 to be paid from PreK Grant.

That the Board of School Directors approve an Overnight/Foreign Travel Field Trip to Spain, France, and Italy from July 12, 2021 – July 21, 2021 for 25 students and four chaperones (group leader Mirna Metyas and Gabrielle Capuano, Georgeanna Dortone, and Brittany Hume). Total cost per pupil of \$4,199.00 to be paid by students.

That the Board of School Directors approve an Overnight Field Trip request for the Interboro Marching Band to Orlando, FL from February 6, 2020 to February 11, 2020, at a cost of \$625.00 per student to be paid by the Music Boosters and students. The Band will be performing in the Magic Kingdom's Festival of Fantasy Parade on Main Street.

VOTE

*All members present voted 'aye' – motion carried 8-0
(Agenda Item #12 – 11/20/2019)*

MOTION

Office of Special Education/
Pupil Services

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School Directors approve the following:

That the Board of School Directors approve the agreement with Northwest Passage, Ltd. for Student F to receive a 30-day assessment and treatment services during the 2019-2020 school year at a cost not to exceed \$16,800.00 to be paid from District funds.

That the Board of School Directors approve the Service Agreement for Student U to attend the Bridge Way School for the 2019-2020 school year at a cost not to exceed \$8,000.00 to be paid from District funds.

That the Board of School Directors approve the services agreement with Nyman Associates, Inc. to provide Speech Therapy during the 2019-2020 school year at a rate of \$70 per hour to be paid from District funds.

That the Board of School Directors approve the agreement to provide Specialized Education Services with Foundations Behavioral Health and Lifeworks School and the attached Appendix A daily rates for the 2019-2020 school year to be paid from District funds.

That the Board of School Directors approve Lisa Emery to be paid her contractual extra rate of pay not to exceed seven (7) hours for Special Education Program Overview Creation to be paid from District funds.

That the Board of School Directors approve Natalie Tozer to attend the DCSPATF16th Annual Regional Symposium- "What About Tomorrow? An Integrated Approach to Preventing Suicide" on November 21, 2019 at cost of \$110.00 to be paid from District funds.

That the Board of School Directors approve the following staff members to write IEP's for special education students at the Kindergarten Academy. To be paid at their contractual extra rate of pay not to exceed \$1,800.00 to be paid from District funds.

Jennifer Govannicci, Victoria Domingo, Gretchen Hazard, Marguerite MacManus, Meghan Richardson

VOTE

*All members present voted 'aye' – motion carried 8-0
(Agenda Item #13 – 11/20/2019)*

MOTION

Office of Technology

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School Directors approve the following:

That the Board of School Directors approve the Fraser MFP and Print Management contracts. Total cost not to exceed \$312,546.00 over a 36-month period to be paid from District funds.

That the Board of School Directors approve the Square 9 Software Assurance Renewal for the 2019-2020 school year. Total cost is \$1,521.06 to be paid from District funds.

That the Board of School Directors approve the Powerschool Special Programs for the 2019-2020 school year. Total cost is \$10,268.00 to be paid from District funds.

That the Board of School Directors approve the Powerschool Remark Bubble Reader for the 2019-2020 school year. Total cost is \$1,355.08 to be paid from District funds.

That the Board of School Directors approve the Frontline Professional Learning Management Facilitated Online Certification Course for Robert Sonet from January 23, 2020 - February 27, 2020. Total cost not to exceed \$695.00 to be paid from District funds.

VOTE

*All members present voted 'aye' – motion carried 8-0.
(Agenda Item #14 – 11/20/2019)*

MOTION

Office of Facilities

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School Directors approve the following:

*That the Board of School Directors approve the Contract and License Agreement with Transfinder (Transportation Software) at a cost not to exceed \$20,000.00 to be paid from District funds.
agreement.*

VOTE

*All members present voted 'aye' – motion carried 8-0.
(Agenda Item #15 – 11/20/2019)*

MOTION

Data Summit

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School Directors approve Bernadette Reiley, Valerie Eckman and Mark Avitabile to attend the 2020 PDE Data Summit in Hershey PA from March 16, 2020 - March 18, 2020 at a cost not to exceed \$1,875.00 to be paid from District funds.

VOTE

*All members present voted 'aye' – motion carried 8-0.
(Agenda Item #16 – 11/20/2019)*

MOTION

IEA - MOU

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School Directors approve the following Memorandum of Understanding between the Interboro School District and the Interboro Education Association (7/1/2017 - 6/30/2020) under the terms and conditions of the Collective Bargaining Agreements:

- *Differentiated Supervision*

Board Comment

Roll Call

VOTE

*All members present voted 'aye' – motion carried 8-0.
(Agenda Item #17 – 11/20/2019)*

OLD BUSINESS –

None

NEW BUSINESS –

None

Superintendent Comments

Board Comments

On Tuesday, December 3, 2019, a Board Reorganization Meeting will be held at 7:00 P.M. in the Board Room of the Administration Building.

The next Work Session of the Interboro Board of School Directors will be convened in the Board Room of the Administration Building on Monday, December 16, 2019 at 7:00 P.M.

The next regular monthly public meeting of the Interboro Board of School Directors will be convened in the Board Room of the Administration Building on Wednesday, December 18, 2019 at 7:00 P.M.

MOTION

Adjournment

Mr. Phelps *called for the meeting to adjourn at 8:00 P.M.*

VOTE

All members present voted 'aye' - motion carried 8-0.



Mr. Jack Evans, Board Secretary