

BOARD WORKSHOP

October 24, 2019 – 7:00 p.m.

AGENDA

I. CALL TO ORDER

- a. Pledge of Allegiance
- b. Roll Call

II. APPROVAL OF MINUTES

- a. Motion to approve the September 26, 2019 Board Workshop Minutes (Attachment A)

III. PUBLIC COMMENTS ON AGENDA ITEMS

IV. PERSONNEL

a. **RESIGNATIONS**

i. **SUPPORT STAFF**

- 1. **DEB BENJAMIN**, Part Time Food Service Worker resigned her employment with the district, effective October 9, 2019.
- 2. **CHRISTIAN FOWKES**, resigned as Sight, Sound and Stage Advisor at Upper Perkiomen Middle School, effective October 1, 2019.

b. **APPOINTMENTS**

i. **PROFESSIONAL STAFF**

- 1. **HEATHER SHELLY**, Autistic Support Teacher at the Upper Perkiomen 4th & 5th Grade Center, to be hired subject to required employment history review, effective date to be determined at Masters Step 4, for the 2019/2020 school year (prorated). Ms. Shelly will be replacing Covington Smith who resigned from the district.

ii. **SUPPORT STAFF**

- 1. **CORRINE CARL**, Reading Paraprofessional at the Upper Perkiomen 4th and 5th Grade Center, to be hired subject to required employment history review, effective date to be determined at \$11.75/hour for the 2019/2020 school year.
- 2. **CATHERINE LEJMAN**, Playground and Cafeteria Aide at Marlborough Elementary, to be hired subject to required employment history review, effective date to be determined at \$10.50/ hour for the 2019/2020 school year.
- 3. **EUGENE MARKLE**, Part-Time Custodian at 4th & 5th Grade Center, to be hired subject to required employment history review, effective date to be determined at \$11.90/hour.

UPPER PERKIOMEN SCHOOL DISTRICT

iii. **SUPPLEMENTAL POSITIONS** for the 2019-2020 school year:

Area	Position	Name	Salary	Schedule
Middle School	Sight, Sound and Stage Advisor	Jodie Sell	\$588.00	B
4th & 5th Grade Center	Reading Olympics	Chrissy Rice	\$734.50 (50%)	A
4th & 5th Grade Center	Reading Olympics	Bonnie Scott	\$734.50 (50%)	A
4th & 5th Grade Center	Reading Olympics	Brigid McGovern	\$734.50 (50%)	A
4th & 5th Grade Center	Reading Olympics	Beth Avanzato	\$734.50 (50%)	A

iv. **ATHLETIC SUPPLEMENTAL POSITION NAME CORRECTION** for the 2019-2020 school year:

Area	Position	Name	Salary	Schedule
High School	HS Boys Assistant Basketball Coach	Jeff Koch	\$4047.00	B

V. ACTION ITEMS

VI. COMMITTEE REPORTS

- a. Special Education & Pupil Services Committee – Judy Maginnis
- b. Curriculum & Instruction Committee – Dr. Kerry Drake
- c. Facilities Committee – Melanie Cunningham
- d. Finance Committee – Melanie Cunningham
- e. Policy Committee – Raeann Hofkin
- f. Board Communication Line/Communication Committee – Mike Elliott
- g. Western Montgomery Career & Technology Center
- h. Montgomery County Intermediate Unit – Judy Maginnis
- i. Legislative Liaison Report – Judy Maginnis
- j. Upper Perkiomen Education Foundation – Mike Elliott
- k. Regional Planning Commission Representative – Melanie Cunningham

VII. SCHOOL BOARD VACANCY PROCESS/INTERVIEWS/APPOINTMENT

VIII. PUBLIC COMMENTS

IX. ADJOURNMENT

UPPER PERKIOMEN SCHOOL DISTRICT
2229 East Buck Road
Pennsburg PA 18073

BOARD WORKSHOP
September 26, 2019

CALL TO ORDER

The Board Workshop of the Board of School Directors of the Upper Perkiomen School District was held in the Upper Perkiomen School District Education Center with the following members attending: Joan T. Smith, James C. Glackin, Dr. Kerry A. Drake, Mike W. Elliott, Stephen L. Cunningham, Dr. John L. Farris and Melanie R. Cunningham. Excused absent members were Judy Maginnis, Raeann B. Hofkin and Board Secretary Sandra M. Kassel. Others in attendance were: Allyn J. Roche, EdD., Andrea Farina, EdD., Georgiann Fisher, Kyle Somers, Hunter Robinson, Lisa Lacy, Collen Daley, Mary Canon-Orehowsky, Liz Dejesus, Emily Rowland, Labrea Huff, and Kim Gery.

APPROVAL OF MINUTES

Motion by Stephen L. Cunningham, seconded by Melanie R. Cunningham, to approve the **August 22, 2019, Board Workshop Minutes** (Attachment A). Motion carried; all voted aye.

PUBLIC COMMENTS ON PERSONNEL AGENDA ITEMS

None

PERSONNEL

Motion by Stephen L. Cunningham, seconded by James C. Glackin, to approve the **Personnel Report** as presented:

a. **RESIGNATIONS**

i. **SUPPORT STAFF**

1. **Kelly Walls**, Playground/Cafeteria Assistant at Marlborough Elementary School, effective August 27, 2019.

b. **APPOINTMENTS**

i. **PROFESSIONAL STAFF**

1. **Rashida Larkin**, Professional Employee, Emotional Support Teacher for the Upper Perkiomen High School, to be hired subject to employment history review, effective date to be determined, at Masters +30, Step 1 (prorated) for the 2019-2020 school year.
2. **Mary Kate Raytek**, Professional Employee, Grade 5 Teacher for the Upper Perkiomen 4th & 5th Grade Center, to be hired subject to required employment history review, at Masters+30, Step 5 (prorated) for the 2019-2020 school year. Ms. Raytek will take the place of Nicole Peart, who resigned from the district.
3. **Kelly Rorvik**, Temporary Professional Employee, Long Term Substitute for the Upper Perkiomen 4th & 5th Grade Center, to be hired subject to required employment history review at Bachelors, Step 1 (prorated) for the 2019-2020 school year. Ms. Rorvik will be a Long Term Substitute Teacher for Angela Fluck who is on approved leave.

ii. **SUPPORT STAFF**

1. **Stephen Gale**, Technology Assistant at Hereford Elementary to be hired subject to required employment history review, effective Monday, September 23, 2019 earning \$16.80/hour for 5.75 hr/day for 210 days.
2. **Charlene Heinrichs**, Full-time Custodian at Upper Perkiomen Middle School, to be hired subject to required employment history review, effective date to be determined, at \$11.90/hour, twelve (12) months per year.

3. **April Maurer**, Part-time Food Service Worker at the Upper Perkiomen Middle School, to be hired subject to required employment history review at \$9.50/ hour, effective September 23, 2019 for 4.5 hours/day, for 2019-2020 school year.
4. **Krista Shoener**, Assistant Manager at Upper Perkiomen Middle School Food Service Department, effective September 23, 2019, to be hired subject to required employment history review at \$10.00/hour, 6.5 hours/day, for 2019-2020 school year.
5. **Diana Smith**, Playground and Cafeteria Aide for the Upper Perkiomen 4th & 5th Grade Center, to be hired subject to employment history review, effective September 23, 2019, at \$10.50/hour for the 2019-2020 school year.

iii. **SUPPLEMENTAL POSITIONS** for the 2019-2020 School Year:

Area	Position	Name	Salary	
Music	HS Assistant Band Instructor	Thomas Mitchell	\$1,330.00	A
Athletics	HS Assistant Girls Basketball Coach	Eric Bowe	\$5,059.00	A

iv. **SUPPLEMENTAL POSITIONS** for the 2019-2020 school year:

Area	Position	Name	Salary	
Hereford- Mathematics	Curriculum Assistant	Stephanie Diehl	\$1,275	A
Marlborough- ELA	Curriculum Assistant	Erica Fitzgerald	\$1,275	A
Marlborough- Mathematics	Curriculum Assistant	Dana Rosenberger	\$1,275	A
4 th & 5 th Grade Center - ELA	Curriculum Assistant	Lisa Burdick	\$1,020	B
4 th & 5 th Grade Center - Mathematics	Curriculum Assistant	Beth Bianco	\$1,275	A

Motion carried; all voted aye.

COMMITTEE PRESENTATIONS/DISCUSSIONS

a. Trauma Informed Schools – Dr. Andrea Farina

Dr. Farina explained how she felt this presentation was important for the community, the school board and the staff to know what is happening in our schools. Dr. Farina explained the many levels of trauma and the impact trauma has. She said that trauma informed works to disrupt the impact of trauma on all of us. Dr. Farina talked about the essential elements of trauma informed schools, the district steps toward trauma informed schools, and the many tiers of intervention.

b. School Board President Letter to Families

Dr. Drake read a President's letter that was sent out to families. Dr. Drake announced that the Board has created an Ad Hoc committee about Suicide Prevention, the committee members will be Mike Elliott, Judy Maginnis and Dr. Drake.

Dr. Roche spoke about suicide prevention and awareness. Dr. Roche is a member of the Montgomery County Suicide Prevention Task Force. He spoke about how it is important for everyone to be aware of signs and referenced the district website contents on suicide prevention. He shared that resources on many topics are available in several places for someone to get the support they need, and said that there are different programs available.

Dr. Roche introduced Hunter Robinson, Community Liaison Trainer for the Montgomery County Mobile Crisis. Mr. Robinson talked about how prevention is so important and that resources and help is available. He asked everyone to pick up a card he had that gave five simple steps you could use to help someone in need.

PUBLIC COMMENTS ON COMMITTEE PRESENTATIONS/DISCUSSION

Kyle Somers announced that an Executive Session was held on September 12, 2019 to discuss Collective Bargaining and prior to this evening's meeting to discuss a matter of personnel and to receive information but not deliberate on.

Mr. Somers provided guidelines for public comments on this particular section.

Lisa Lacy, Red Hill asked how members of the community will be chosen for the committee and also commented on bullying and racism amongst students.

Colleen Daley, Pennsburg, thanked everyone for addressing this situation and said how bullying does also need to be addressed.

Mary Canon-Orehowsky, Hereford Township, said she appreciated the steps being taken but said they could be better.

COMMITTEE REPORTS

a. **Special Education & Pupil Services Committee** – Judy Maginnis

There was no report.

b. **Curriculum & Instruction Committee** – James Glackin

Mr. Glackin said there will be a full-day kindergarten discussion at the next meeting.

c. **Facilities Committee** – Melanie Cunningham

Mrs. Cunningham reported that a meeting was held on September 10 and they discussed the updates on the buildings, the Marlborough Elementary secure entrance and the Hereford Quilters needing some space.

d. **Policy Committee** – Raeann Hofkin

There was no report.

e. **Board Communication Line/Communication Committee** – Mike Elliott

Mr. Elliott reminded everyone the Board Communication line is open and the next meeting is on October 17 at 6:00 pm.

f. **Western Montgomery Career & Technology Center** – James Glackin

Mr. Glackin reported that November 4th is the next JOC meeting and the dinner theme will be a Thanksgiving dinner. November 14th is the Girls Night Out which gives female students the opportunity to visit all the classes. Mr. Glackin talked about getting a spray on bed liner for pick-up trucks, done at the Western Center and to contact him for more information.

g. **Montgomery County Intermediate Unit** – Judy Maginnis

There was no report

h. **Legislative Liaison Report** – Judy Maginnis

There was no report

i. **Upper Perkiomen Education Foundation** – Mike Elliott

Mr. Elliott reported that they will be meeting with other Education Foundations.

j. **Regional Planning Commission Representative** – Melanie Cunningham

Mrs. Cunningham said there was no report.

PUBLIC COMMENTS ON AGENDA ITEMS

None

BOARD COMMENTS

Mike Elliott talked about the crossing guard situation at the schools.

Motion by Mike W. Elliott, seconded by Kerry A. Drake to authorize administration to work on obtaining a temporary crossing guard until further details regarding arrangements can be made with the municipalities.

An extensive discussion occurred with many questions about the placement of crossing guards and Mr. Somers explaining the situation.

Motion by Kerry A. Drake, seconded by Mike W. Elliott to revise the motion to read, to authorize for temporary employment to the full staffing levels that were specified in the district plan for crossing guards on a temporary basis until matters are resolved with the municipalities in terms of cost sharing and any other negotiations until concluded or 90 days, whichever is shorter.

PUBLIC COMMENTS

Liz Dejesus, Red Hill, from Red Hill Borough Council, said she was here in complete support of paying 50% regardless of what the other municipalities decide.

Emily Rowland, Pennsburg, asked how the decisions were made on the placement of the crossing guards.

Colleen Daley, Pennsburg, was in support in hiring crossing guards. She said that someone needs to monitor the streets by the schools.

Labrea Huff, Upper Hanover Township, asked where the motion was placing the crossing guard.

Kim Gery, Red Hill, said that students crossing Main St. do not have a target place of where to walk and suggested that everyone work together on showing the students where to walk.

Dr. Drake asked for a follow-up that a letter be sent to the municipalities.

Motion by Kerry A. Drake, seconded by Mike W. Elliott to revise the motion to read, to authorize administration to work on obtaining a total of three temporary crossing guards, two additional from the one in place currently, until further details regarding arrangements can be made with the municipalities to permanently address the issue, the two new locations will be at the discretion of administration.

Stephen Cunningham called for the vote.

Motion by Kerry A. Drake, seconded by Mike W. Elliott to revise the motion to read, to authorize administration to utilize temporary crossing guards at whatever locations administration deems necessary for a limited time until final arrangements can be made with the municipalities for permanent crossing guards can be arranged. VOTE: Smith – yes, Glackin – yes, **Maginnis – absent, Hofkin – absent**, Drake – yes, Elliott – yes, S. Cunningham – yes, Farris – yes, **M. Cunningham – no**. Motion carried.

ADJOURNMENT

Motion by Mike W. Elliott, seconded by Stephen L. Cunningham, to **adjourn the meeting at 8:50 pm**. Motion carried; all voted aye.

Sandra M. Kassel, Board Secretary