

UPPER PERKIOMEN SCHOOL DISTRICT
2229 East Buck Road
Pennsburg PA 18073

January 12, 2017

CALL TO ORDER

The regular meeting of the Board of School Directors of the Upper Perkiomen School District was called to order by President Dr. John L. Farris, at 7:00 p.m. in the Upper Perkiomen School District Education Center.

The following Board members attended: Mike W. Elliott, Raeann B. Hofkin, Wilfred E. Pike, Joan T. Smith, Dr. John L. Farris, John L. Gehman, Jonathan A. Warren, Kimberly A. Baccari, and Dr. Kerry A. Drake. Administration in attendance were: Alexis McGloin, EdD, Ashley Kitten, and Sandra M. Kassel. Others in attendance were: Ken Roos, Edward Diasio, Steven Cunningham, Mark Mancini, Donna Steinhauer, Melanie Cunningham, Michelle Shive, Burt Shive, Keith McCarick, Susan Miller, J R Renna, Steve Stracka, Matt Malhulm, Eli Barker, Abigail Clifford, Taylor Kearney, Mike Freed, coaches and members of the HS Girls Soccer Team.

SUPERINTENDENT'S REPORT

Dr. McGloin reported that the Marlborough Elementary School PTFS applied for a grant through Fuel Up to Play 60 (NFL and Dairy Assoc. partnership) to purchase a Gaga Pit for our physical education classes. The grant was for a maximum of \$4,000, and we were granted the maximum amount. The grant focused on two areas – eating healthy and staying active.

Pennsylvania public schools educate nearly 2 million students and 3,345 are in the Upper Perkiomen School District. The roads to success are as varied as the students. Parents, teachers, administrators, school bus drivers, and cafeteria all play a vital role in their success. In January we saluted another group of nine people who spend countless hours each month voluntarily leading our schools and making difficult decisions -- the School Directors. Each one was presented with a certificate, and a mug was created for them and was presented to each Director by members of the National Honor Society.

The District also honored the UPHS Girls Soccer Team, who were among 251 girls soccer teams throughout the country to earn the National Soccer Coaches Association of America's National Team Academic Award. The award was given for exemplary performance in the classroom, as a team, during the 2015-16 school year. The team earned this distinction for the fourth straight year with the students earning a 3.58 cumulative GPA this past year.

PRESENTATIONS/DISCUSSION

A. School Board Director Appreciation Month Presentations

High School National Honor Society members Eli Barker, Abigail Clifford, and Taylor Kearney presented the Board with mugs created by the HS Art Department.

B. Upper Perkiomen High School Girls Soccer Team NSCAA Team Academic Award

Mr. Mike Freed presented the girls with the National Team Academic award. He also mentioned that they were recognized on the Sportsmanship side for two of the four years. They received gold certification from the National Soccer Association for not having a single yellow or red card during two seasons.

C. STEB Calculation by Ken Roos and Edward Diasio

Mr. Ken Roos presented a power point on the options provided to multi-county school districts regarding the calculation and equalization of computing taxes under 24PS6-672.1 of the Public School Code. The presentation also included the rationale of why Upper Perkiomen is using their current method.

SOLICITOR'S REPORT

Mr. Ken Roos reported that executive sessions took place on January 5th regarding a collective bargaining matter and on January 13th regarding a confidential student matter and a confidential employee matter. He also reported that in November of 2016 anti-truancy legislation was voted into law.

PUBLIC COMMENTS ON AGENDA ITEMS

Dr. John Farris read a statement regarding public comments.

Melanie Cunningham, Upper Hanover Township asked about the approval of bidding on athletic supplies and why we did not bid for an architect. She also asked about the total amount that would have to be paid back to Quad Graphics and what were the outside costs to the District to fight the appeal. Mrs. Cunningham also asked about the effect of the settlement on the tax base now and for years to come. Mrs. Cunningham noted that the salary for Sandy Kassel is not listed in the proposed contract and questioned voting on it without the salary. She also addressed the retirement benefits in the contract. Responses were provided to Mrs. Cunningham.

Michelle Shive, Pennsburg stated that she didn't understand the tax presentation given by Attorney Roos. She wanted an example for a \$150,000 assessment and what the taxes would cost for years 2017 through 2020. She was directed to the UPSD website calculator. She asked that the Board explain exactly how much the taxes are going to affect the property owners.

COMMITTEE REPORTS

A. Facilities Committee – Will Pike

Mr. Pike reported that the January 26th workshop meeting will include a presentation on the geothermal study and the traffic study.

B. Special Education Committee – Dr. Kerry Drake

Mr. Drake stated there was no formal meeting, but there is a sub-committee comprised of a number of dedicated teachers and administrators working on the comprehensive plan on how to move the District forward.

C. Policy Committee – Joan Smith

Mrs. Smith indicated there are policies on the agenda for approval tonight under the Action Items.

D. Board Communication Line – Mike Elliott

Mr. Elliott reported that many comments have come through and thanked everyone who has used it and will use it in the future.

E. Western Montgomery Career & Technology Center – John Gehman

Mr. Gehman reported on a new program on Sports Medicine. A short video was shown.

F. Montgomery County Intermediate Unit – Dr. Kerry Drake

No meeting was held in December.

G. Legislative Liaison – Kimberly Baccari

No meeting was held in December; however, legislative committees have been set.

H. Upper Perkiomen Regional Planning Commission – Kimberly Baccari

No meeting was held in December but there will be a meeting on January 25, 2017.

I. Upper Perkiomen Education Foundation – Mike Elliott

No report.

MINUTES

A. Motion by Mike Elliott, seconded by Jonathan Warren, to approve the **Reorganization School Board Meeting Minutes of December 5, 2016** (Attachment A) and the **Regular School Board Meeting Minutes of December 5, 2016** (Attachment B). Motion carried; all voted aye.

PERSONNEL REPORT

Motion by Jonathan A. Warren, seconded by Mike W. Elliott, to approve the **Personnel Report as presented:**

A. RESIGNATIONS

1. SUPPORT STAFF

- a. **Kierstin S. Nuding**, Cafeteria and Playground Assistant, at Hereford Elementary School, effective January 5, 2017.
- b. **Jared D. Nyce**, Part-Time Custodian, at the High School, effective January 6, 2017.

B. APPOINTMENTS

1. PROFESSIONAL STAFF

- a. **Regina M. Lundquist**, Certified School Nurse as a Professional Employee, at the High School, effective upon release date, to be hired subject to required employment history review at Masters, Step 4, \$58,827/year (prorated). Regina will be replacing Victoria Lelli, who resigned.

2. SUPPORT STAFF

- a. **Monica T. Oswald**, Non-Instructional Paraprofessional at Hereford Elementary School, effective January 11, 2017, to be hired subject to required employment history review, at \$10.00/hour, Step 1, per the Agreement for Part-Time Support Staff. Monica will be replacing Kierstin Nuding, who resigned.
- b. **Gail L. Stevens**, Temporary Administrative Support at the Education Center, effective January 9, 2017, through approximately January 20, 2017, at \$14.00/hour. Gail will be replacing Diane Hipszer, who will be on a leave.

3. SATURDAY DETENTION/SUSPENSION PROCTORS for the 2016-17 school year (4 hours/day, as needed) at the hourly rate per the professional agreement:

- a. High School
 - 1) **Tara Purcel**

4. PROFESSIONAL STAFF, curriculum writing for the 2016-2017 school year at the hourly rate per the professional agreement not to exceed 12 hours:

- a. **Daniel J. Hawthorne**
- b. **John R. Williamson**

5. SUPPLEMENTAL SALARY POSITIONS for the 2016-2017 school year:

<u>Area</u>	<u>Position</u>	<u>Name</u>	<u>Schedule</u>	<u>Salary</u>
Wrestling	Assistant HS Coach	Jacob P. Engle	A	\$4,960 (prorated to \$4,180.65)
Performance	Drama Director-MS Asst.	Mary Wietecha	A	\$1,175
Performance	Drama Director-MS Asst.	Marty O'Connor	A	\$1,175
Music	Chorus, MS	Katie A. Pelletier*	A	\$1,588 (prorated to \$1,191)

* to be hired subject to required employment history review

6. ATHLETIC DEPARTMENT WORKERS for the 2016-2017 school year. Worker positions include announcers, scorers, ticket sellers, timers, and starters. *(to be hired subject to required employment history review)

- a. **Cindy L. Cairns**
- b. **Diane M. Grandizio**
- c. **Nancy L. Haff**
- d. **Lynn S. Krum***
- e. **Mike R. Svanson**
- f. **Erin M. Yanus**

C. CHANGE OF STATUS

1. SUPPORT STAFF

- a. **Shannon M. Noska**, Extended Per Diem to Long-Term Substitute Special Education Teacher through the end of 2016-2017 school year. Shannon is Replacing Lauren Anderson, who is on leave.
- b. **Lillian H. Tice**, approve temporary additional hours not to exceed 2 per day, effective December 9, 2016, to help fill the vacancy of Cafeteria Assistant until a replacement is found.

D. LEAVE OF ABSENCE

1. **Lauren Anderson**, approve an UNPAID LEAVE of absence through the end of the 2016-2017 school year.
2. **Tonya L. Boorse**, approve a FAMILY MEDICAL LEAVE of absence from December 16, 2016, through January 2, 2017.
3. **Lori M. Cascioli.**, approve a FAMILY MEDICAL LEAVE of absence from approximately March 27, 2017, through approximately May 22, 2017.
4. **Dawn M. Csisek**, approve a FAMILY MEDICAL LEAVE of absence from December 6, 2016, through January 6, 2017.
5. **Barbara Harding**, approve an EXTENSION to her FAMILY MEDICAL LEAVE of absence to continue from October 31, 2016, through January 6, 2017.
6. **Victoria R. Lelli**, approve a FAMILY MEDICAL LEAVE of absence from December 14, 2016, through December 21, 2016.
7. **Robin P. Lerro**, approve an EXTENSION to her FAMILY MEDICAL LEAVE of absence to continue through approximately January 30, 2017.
8. **Norma P. Reichenbach-Nichols**, approve an EXTENSION to her FAMILY MEDICAL LEAVE of absence to continue through April 4, 2017.
9. **Kyra G. Wadsworth**, approve a FAMILY MEDICAL LEAVE of absence from December 22, 2016, through January 2, 2017.

E. OTHER

1. Grant **TENURE STATUS** to the following Temporary Professional Employee, effective August 20, 2016:
 - a. **Theresa M. Schlatterer**

Motion carried; all voted aye.

ACTION ITEMS

A. Motion by Jonathan A. Warren, seconded by Joan T. Smith, to approve **the following Board Policies and Administrative Regulations** (Attachment C)

1. Policy #200 & AR – Enrollment of Students
2. Policy #201 – Admission of Beginners
3. Policy #355, #455, #555, & AR – Conflict of Interest
4. Policy #707 – Use of School Facilities

VOTE: Elliott – yes, Hofkin – yes, Pike – yes, Smith – yes, Farris – yes, Gehman – yes, Warren - yes, **Baccari – no**, Drake – yes. Motion carried.

B. Motion by Jonathan A. Warren, seconded by Wilfred E. Pike, to approve **the retirement of the following Board Policy** (Attachment D)

1. Policy #322 - Gifts

Motion carried; all voted aye.

C. Motion by Mike W. Elliott, seconded by Raeann B. Hofkin to **grant permission to bid for Athletic and Physical Education supplies for the 2017-2018 school year.**

Motion carried; all voted aye.

D. Motion by Jonathan A. Warren, seconded by Wilfred E. Pike, to approve **Memorandum of Understanding with the Upper Perkiomen Education Association regarding the definition of Bargaining Unit Member** (Attachment E) **and the payment of Extra Pay Positions to Part-time Professional Staff** (Attachment F)

Motion carried; all voted aye.

E. Motion by Jonathan A. Warren, seconded by Wilfred E. Pike, to approve the **Stipulation to settle between Gruner Jahr Printing & Publishing Co. and the Upper Perkiomen School District on parcel #57-00-01429-50-3** (Attachment G)

Motion carried; all voted aye.

F. Motion by Wilfred E. Pike, seconded by Jonathan A. Warren, to approve the **employment agreement of Sandra M. Kassel, Business Administrator, effective July 1, 2017, through June 30, 2022** (Attachment H)

Motion by John L. Gehman, seconded by Wilfred E. Pike, to **call for the vote and end debate.**

ROLL CALL VOTE: Elliott - yes, **Hofkin – no**, Pike – yes, Smith – yes, Farris – yes, Gehman – yes, Warren – yes, **Baccari – no**, **Drake – no**. Motion carried.

Original motion to approve the **employment agreement of Sandra M. Kassel, Business Administrator, effective July 1, 2017, through June 30, 2022** (Attachment H). ROLL CALL VOTE: Elliott - yes, **Hofkin – no**, Pike – yes, Smith – yes, Farris – yes, Gehman – yes, Warren – yes, **Baccari – no**, **Drake – no**. Motion carried.

BUSINESS REPORTS

Motion by Jonathan A. Warren, seconded by John L. Gehman, to approve the **payment of bills, in the amount of \$1,401,613.63 from the General Fund.** Motion carried; all voted aye.

Motion by Jonathan A. Warren, seconded by John L. Farris, to approve **the payment of expenditures from the Capital Reserve in the amount of \$33,137.30.** Motion carried; all voted aye.

Motion by Jonathan A. Warren, seconded by John L. Farris, to approve **the payment of Expenditures from the Capital Projects Account in the amount of \$319,549.23.** Motion carried; all voted aye.

PUBLIC COMMENTS

Keith McCarick, Pennsburg. Mr. McCarick felt the STEB presentation was confusing and learned that when the STEB drops the taxes increase. He stated that there is still time to postpone the project and asked the Board to reconsider until all concerns are addressed.

Mark Mancini, Hereford Township. Mr. Mancini questioned the Feasibility Study's reference to the entire building of the Middle School being renovated. He also questioned why someone was unable to speak a second time at the Act 34 hearing.

Susan Miller, Marlborough Township. Mrs. Miller was on the Board when the Middle School was proposed approximately 15 years ago. She believes we should not put more money into the current building and supports the construction of the new school.

Melanie Cunningham, Upper Hanover Township and business owner in East Greenville. Mrs. Cunningham asked what kind of funding is provided to the musical production. She also asked about what we are going to do to alleviate the current overcrowding conditions while the building is being constructed.

J. R. Renna, Pennsburg. Mr. Renna spoke about what is needed in a 21st century learning environment and felt that this can be achieved without the need for a new building. He asked the Board to reconsider the plan to build a new middle school and instead consider a committee to include stakeholders from interested parties to look at all possible options.

Steve Stracka, Marlborough Township felt his questions to the communication line have not been answered. He felt the current building can be renovated and asked for the Board to put the new building up for a vote so taxpayers can vote on it.

Steven Cunningham, Hereford Township spoke on possible tax reform legislation and asked how long the taxpayers would have to pay if tax reform is enacted.

Matt Malhulm, Upper Hanover Township stated he has been in the construction business for over 31 years and has been involved with 43 school projects. He asked everyone to look at both sides. He supports the building of the new Middle School.

Burt Shive, Marlborough Township does not agree with the building of the new Middle School, the cost, the financing, etc. He saw the need for space as short term. He asked the Board to revisit the current facts and figures and to take a vote at the next meeting to take the time to educate everyone and put the decision on the ballot in May.

Donna Steinhauer, East Greenville asked the Board members where their thoughts were after seeing the community saying they can't afford the new Middle School and to look at other options. She also reported that the Concerned Citizens group has over 250 signatures.

Ken Miller, Upper Hanover Township expressed concern over the cost of the new building.

Dr. McGloin, Mrs. Kassel, and the Board responded to a number of the questions.

BOARD COMMENTS

Will Pike spoke about his experience as a 35-year middle school teacher and the needs of the middle school student. During his career he was exposed to renovations and additions. Based on his passion, experience, beliefs, and cost-wise he believes we need to build the building now.

Jon Warren confirmed his decision on the building of a new Middle School. He felt that based on the information, we are making the right decision.

Kimberly Baccari felt we are making the right decision. She is not looking at today but is looking at tomorrow. This is the right choice.

Mike Elliott stated there is a lot of passion on this issue. Everyone wants to do the right thing. We need to continue to have conversations. He also asked for an explanation on how transportation delays are decided.

Raeann Hofkin agreed partially with Mr. Elliott in that we should listen, but felt people in the community felt like they have something to say and we were not listening. Everyone agrees that something needs to be done. She would like to delay further action until everyone was heard.

Kerry Drake was concerned with the time we are spending on the Middle School versus time spent on our test scores and how our District is doing as a school district. All our time seems to be focused on the new project, and he was concerned that we will have less to spend on curriculum.

ADJOURNMENT

Motion by Jonathan A. Warren, seconded by Joan T. Smith that **the meeting be adjourned at 9:28 p.m.** Motion carried; all voted aye.

Sandra M. Kassel, Board Secretary