*INTERBORO SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS MINUTES OF PUBLIC MEETING – NOVEMBER 14, 2018

There was a regular public meeting of the Board of School Directors of the Interboro School District on Wednesday, November 14, 2018, in the Administration Building Board Room, 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. Christine Alonso
Mr. Glenn Goldsborough
Ms. Jennifer Varricchio
Ms. Kelly Joseph
Mr. Edward Harris
Mr. Jack Evans
Mr. Justin Shivone
Mr. William Phelps

Also present were Mrs. Bernadette C. Reiley, Superintendent; Ms. Gaby Goham, Solicitor; Mr. Martin Heiskell, Director of Finance; Mr. David Criscuolo, Director of Human Resources; Mr. William Galloway, Director of Operations; Ms. Barbara Hagerty, Director of Technology; Ms. Rachel Lambert, Supervisor of Special Education; Principals, Mr. Ryan Johnston, Mr. Daniel Mills, Mr. Timothy Fanning, Mr. Robert Kelly and Assistant Principal, Ms. Miesja Cubito; Approximately 15 community members, 10 staff members.

STUDENT REPORTS given by Samantha Shemeluk and Zachary Keeney

RECOGNITION -

30 Years of Service

Kathleen Bakey, Barbara McNamara, Patricia O'Brien, Richard Houghton

Board Comment

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 17, 2018, be approved.

VOTE

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

(Agenda Item 5.1 – 11/14/2018)

SOLICITOR'S REPORT

1) In Service To Spec Ed on IEP Writing, 2) Policy Review, 3)

Professional Development with the IEA on Special Education, Litigation

and consultation, 4) Right to Know Requests

MOTION

Treasurer's Report

Motion by Mr. Evans, seconded by Mr. Shivone, that the Treasurer's

Report for the month ending October 31, 2018, be approved.

VOTE

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

(Agenda Item 7.1 – 11/14/2018)

MOTION

Funds Disbursement

Motion by Mr. Evans, seconded by Mr. Shivone, to ratify and approve

All Fund Disbursements in the amount of \$3.519, 207.97

VOTE

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

(Agenda Item 7.2 - 11/14/2018)

CORRESPONDENCE -

None

COMMITTEE REPORTS

Finance Committee - Mr. Justin Shivone - Monday, November 5, 2018

- The first item discussed was the 2019-2020 Budget Timeline.
 - o Mr. Heiskell provided the board with important budgetary dates and actions that will be taken regarding department budget meetings, preliminary budget votes, requirements for PDE and a final budget vote. We are looking at either voting on a preliminary budget or passing a resolution not to exceed the adjusted index in January and a Final budget vote in June. This document will ensure that we are doing our due diligence developing the 2019-2020 district budget.
- The second item on the agenda was the tax index for the 2019-2020 budget.
 - The Base tax index for 2019-2020 is 2.3%. The adjusted tax index is 3.1%. The base tax index for 2018-2019 was 2.4% and the adjusted tax index was 3.2%. Historically the board has never gone above the adjusted tax index. It is my impression based on discussions at the finance meeting we will continue that trend this year as well.
- The third item on the agenda was the Food Service Equipment Replacement.
 - o Mr. Heiskell notified the board that there are two pieces of equipment that need to be replaced. First the Dishwasher at the Kindergarten Academy which would cost \$16,783. This would be under a state contract. The second item is the Walk-in freezer at the Tinicum School which would cost approximately \$35,000-\$40,000. This item would need to go out for bid. These items would be paid for out of the Food Service Fund, which currently has \$291,319 to be used for these types of purchases. This money will not come from the general fund. The committee stressed the need to purchase these items sooner rather than later due to the importance to the overall operation of the kitchens.
- We also discussed the status of the audited financial statements. Majors and Mastro, the District's
 independent auditors, have been reviewing the districts documents and are preparing a draft report.
 We will hold an audit committee meeting in December prior the monthly board meeting to review the
 audit and ask questions. This meeting will be open to the public. Mr. Phelps asked members of the
 Board to be part of the audit committee. Mr. Goldsborough, Mr. Evans, and I volunteered.
- Finally, the <u>Preliminary Financial statements</u> were discussed. All board directors had the opportunity to read the monthly department spending, year to date revenues, and year to date expenditures and ask questions.
- The committee adjourned. There will be no Finance Committee Meeting in December. We will pick back up in January. During the month of December. Mr. Heiskell and Mrs. Reiley will begin to meet with the various departments.

GBO Committee - Mr. Jack Evans - Monday, November 5, 2018

Meeting was convened at 7:30 immediately following the Finance Meeting.

- Mr. Avitabile gave a presentation on the newest set of metrics being used by the State known as
 "Future Ready" which is a slight departure from Standardized Testing with an emphasis on
 preparing students to enter the world after high school with college career and community
 readiness
- The Operations Department, more precisely Mr. Galloway, provided information regarding the Safe Drinking Water Act testing and results
- Mr. Galloway also spoke about the condition of some of the school roofs, pointing out that all were within spec but starting to show age and deterioration.
- Mr. Galloway made a recommendation that the District consider purchasing an additional plow truck
 to supplement the two that we currently have citing the fact that previous years we had 4 available
 to plow the various properties last year.
- Superintendent Reiley talked about the 1st Reading of an updated policy regarding Educational Stability and Students in Foster Care
- The GBO meeting was adjourned at 8:25PM

Legislative Update - Ms. Jennifer Varricchio - Wednesday, November 7, 2018

- The House and Senate stand in recess
- School Bus Cameras: SB 1098; now Act 159 of 2018. The bill would amend the Vehicle Code
 to allow for the installation of automated side stop signal arm enforcement systems (that include
 cameras) on school buses to capture information on vehicles that fail to stop. Information
 recorded by the systems will be sent to the police and citations will be issues.
- Graduation Requirements: SB 1095; now Act 158 of 2018. The bill creates alternative
 pathways to high school graduation other than the Keystone Exams and requires the Department
 of Education to establish guidance related to those alternatives for schools, teachers and
 students.
- Test scores are not always a measure of students' success, and this law intends to end the singular approach to graduation requirements.
 - The alternative options for students that do not meet the Keystone exam requirement would involve consideration of the student as a whole. This includes interests, strengths, and career objectives. Students will still need to meet locally-established grade standards and demonstrate proficiency and readiness through other measurements.
 - Show proficiency on the SAT, PSAT or ACT;
 - Pass an Advanced Placement or International Baccalaureate exam:
 - Complete a dual-enrollment program;
 - · Complete an apprenticeship program;
 - Get accepted to an accredited four-year nonprofit institution of higher education;
 - Complete a service-learning project;
 - Secure a letter of full-time employment;
 - Achieve an acceptable score on a WorkKeys assessment

Delaware County Community College - Mr. Glenn Goldsborough - Wednesday, October 24, 2018

- On October 24, 2018, annual appreciation dinner recognizing School Board Members.
- Presentation provided by Dr. Paula Pitcher, VP of Enrollment about overall enrollment and Dual enrollment.
 - o Approx. 55% enrollment at DCCC comes from sponsoring school districts.
 - Using Data from the IHS graduating Class of 2013, within 5 years approx. 1/3 of students end of enrolling in at least one class at the college.
 - Success rate (C or better): 86% Dual enrollment vs. 75% General Population.
 - o Information provided by Mr. Brian Hines, guidance Counselor for Dual Enrollment:

	Fall 2014	5 students	15 Credits
	Fall 2015	11 students	53 credits
	Fall 2016	40 students	141 credits
	Fall 2017	46 students	180 credits
M	Fall 2018	35 students	132 credits
	Spring 2019	42 students	130 credits

- Some of the course offerings include: Intro to world Religion, Public Speaking, Interpersonal Communications, Intro to Sociology, Astronomy, Intro to Business. Intro to Computer Science.
- Cost is 70% discount off the traditional tuition cost
- Cost is reimbursed if student earns a "C" or better
- Students can enroll as long as they meet the application requirements and Interboro does not offer an AP course.
- Presentation on the Economic Impact of DCCC by Mr. Craig Fritz (Assistant to the president for Planning)
- As a sponsoring school, Interboro's Sponsor Appropriation for 2018/2019 FY will be \$450,298.00
 - As a taxpayer, based on an economic study, for every \$1.00 in added state revenue and public sector savings our return investment is \$5.20. Student's investment is \$3.50. Total annual impact in Delaware County.
 - The College's total Annual Impact \$610 million in added income or 8,619 jobs supported.
- After the dinner, there was a Liaison Meeting with President Dr. Joy Gates Black
- Enrollment is trending back upwards after a low point last academic year
- For the 9th year in a row DCCC has been chosen as a Great College to Work For.
- West Chester University & DCCC are offering Bachelor of Science in Business Management Minor in Business Law for DCCC Associate Degree Graduates

- New Alert System campus wide
- Next meeting is scheduled for Wednesday, January 16, 2019.

Delaware County Intermediate Unit - Mr. Edward Harris - Wednesday, November 7, 2018

- Approved Haverford Township School District for DCIU to provide training to ELA and Social Studies Teachers to enhance teaching skills and respond to varied learning needs.
- Approved a contract with the Wilson Fundations to provide training to help teachers provide interventions for elementary grades.
- Approved a contract with Chester Upland School District for DCIU to provide introductory Google G Suite Training.
- Approved the appointment of Mr. Daniel Palmer as the new Principal of the Delaware County Technical School Folcroft Campus.
- Approved five adults and 72 students to attend the Automotive Training Center in Warminster, PA.
- Approved three adults and 32 students to attend the Greater New York Dental Conference.
- Approved the Welding Technology Program for the 2019-2020 school year.
- Approved to contract with DCCC to provide dual enrollment in the Auto Tech Program.
- Approved eight students and two advisors to attend Skills USA Fall Leadership Conference.
- For more information please visit: www.dciu.org.

MOTION Personnel

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

Appointments

Name: Lauren Weed Position: Accounting St

Position: Accounting Supervisor
Location: Administration Building
Rate of pay: \$65,000.00 annually
Effective: To Be Determined

Replacing: Rita Murphy (resigned)

Name: Christine Van Wyk
Position: LTS Fifth Grade Teacher

Location: Norwood
Rate of pay: \$200.00 daily
Effective: December 3, 2018

Replacing: Jennifer Sylvester (Maternity)

Name: Patricia Walker

Position: Instructional Assistant Special Education

Location: Prospect Park
Rate of pay: \$9.84 per hour
Effective: October 22, 2018

Replacing: Darleen Pappas (Position transfer)

Name: Victoria Stackhouse

Position: Instructional Assistant Special Education

Location: Tinicum
Rate of pay: \$9.84 per hour
Effective: November 26, 2018

Replacing: New

Name: Kathryn Brennan
Position: Personal Care Assistant

Location: Kindergarten
Rate of pay: \$10.89 per hour
Effective: November 12, 2018

Replacing: New

Name: Position:

Location: Rate of pay: School Assistant Pre K/High School \$9.18 per hour November 13, 2018

Margaret McGroarty

Effective: Replacing:

Name: Position: Location: Yasmin Dixon School Assistant Kindergarten \$9.18 per hour November 1, 2018

New

Effective: Replacing:

Rate of pay:

Chrissy Shelley (Position transfer)

Name:
Position:
Location:
Rate of pay:
Effective:

Theresa Impriano Bus Monitor Transportation \$14.11 per hour November 7, 2018

Replacing:

As needed

Name:

Erin Leuthold

Position: Location: Professional/Homebound Substitute

Districtwide

Rate of pay:

\$100.00 daily/\$37.00 hourly November 15, 2018

Effective: Replacing:

As needed

Name: Position: Michael Yarabinee Clerical Substitute Districtwide

Location: Rate of pay: Effective:

\$11.00 per hour November 15, 2018

Replacing:

As needed

Please approve the following Supplementals:

Nullify:

Shelley Campbell – Teacher Mentor – Glenolden Effective Date – September 2018/June 2019

Brittany Franchetti – Asst. Coach 7th Gr. Girls Basketball – Districtwide Effective Date – Winter 2018/2019

Murray Schiff – Head Coach MS Girls Basketball – Districtwide Effective Date – November 2018

Reclassification:

Rachel Flicker

From: Full Safety Patrol Sponsor - Norwood

Rate of Pay: \$900.00 (level 1, 2 Years of service, 2.5 points)

To: .5 Safety Patrol Sponsor - Norwood

Rate of Pay: \$450.00 (Level 1, 2 years of service, 1.25 points)

Effective Date - September 2018/June 2019

Supplemental Appointments

Name: William Friel

Position: Head Coach 8th Grade Girls Basketball

Location: Districtwide

Rate of pay: \$2,160.00 (Level 1, 1 years of service, 6 pts)

Effective: Winter 2018/2019
Replacing: Katherine Curry

Name: Leon Michael

Position: Assistant Coach 7th Grade Boys Basketball

Location: Districtwide

Rate of pay: \$2,160.00 (Level 1, 1 years of service, 6 pts)

Effective: Winter 2018/2019
Replacing: Dennis Bakey

Name: Kyleigh D'Agostino

Position: Assistant Coach Middle School Wrestling

Location: Districtwide

Rate of pay: \$1,800.00 (Level 1, 1 years of service, 5 pts)

Effective: Winter 2018
Replacing: Marc St. Clair

Name: Thomas Barnett

Position: Assistant Coach 7th Grade Baseball

Location: Districtwide

Rate of pay: \$2,160.00 (Level 1, 1 years of service, 6 pts)

Effective: Winter 2018
Replacing: William Friel

Name: Christiana Laky

Position: Assistant Coach 7th Grade Girls Lacrosse

Location: Districtwide

Rate of pay: \$2,160.00 (Level 1, 1 years of service, 6 pts)

Effective: Spring 2019
Replacing: Rebecca Slate

Name: Kathryn Bakev

Position: .5 Safety Patrol Sponsor

Location: Norwood

Rate of pay: \$450.00 (Level 1, 1 years of service, 1.25 pts)

Effective: September 2018/June 2019

Name: John Bradley
Position: 5 Swimming Coach

Location: High School

Rate of pay: \$1,350.00 (Level 1, 1 years of service, 3.75 pts)

Effective: Winter 2018
Replacing: James Jackson

Name: Kayla McAteer
Position: 5 Swimming Coach

Location: High School

Rate of pay: \$1,350.00 (Level 1, 1 years of service, 3.75 pts)

Effective: Winter 2018
Replacing: James Jackson

Name:

Samantha Markun

Position:

Assistant Coach 7th Grade Basketball

Location:

Districtwide

Rate of pay:

\$2,160.00 (Level 1, 1 years of service, 6 pts)

Effective: Replacing: Winter 2018

Brittany Franchetti

Name:

Gabrielle Capuano

Position:

Head Coach 8th Grade Basketball

Location:

Districtwide

Rate of pay:

\$2,700.00 (Level 1, 1 years of service, 7.5 pts)

Effective: Replacing: Winter 2018 Murray Schiff

Name:

Megan Cassidy

Position:

.5 New Teacher Induction Mentor

Location: Rate of pay:

Tinicum \$540.00

Effective:

September 2018/June 2019

Name:

Shelley Campbell

Position:

.5 New Teacher Induction Mentor

Location: Rate of pay:

Tinicum \$540.00

Effective:

September 2018/June 2019

Please reclassify the following people:

Janet Loftus

From - Bus Monitor/Van Driver - Transportation

Rate of Pay - \$14.11/\$18.06 per hour

To - Bus Driver - Transportation

Rate of Pay - \$21.69 per hour

Effective Date - October 23, 2018

Beth Huggins

From - Personal Care Assistant - Glenolden

Rate of Pay - \$11.11 per hour

To - Instructional Assistant Special Education - Glenolden

Rate of Pay - \$10.06 per hour

Effective Date - November 5, 2018

Catherine Powers

From - School Office Secretary - High School

Rate of Pay - \$32,844.00 annually

To - Administrative Assistant/Director of Curriculum & Instruction -

Administration

Rate of Pay - \$32,844.00 annually

Effective Date - January 7, 2019

Please approve the following people for a Leave of Absence:

Megan Lesky, Teacher at the High School, be approved for a Childbearing/Rearing Leave of Absence effective February 22, 2019 through May 24, 2019. The first twelve (12) weeks of this leave are granted under the guidelines and regulations of FMLA.

Jessica Lennox, Kindergarten Teacher, be approved for a Childbearing/Rearing Leave of Absence effective April 10, 2019 through June 14, 2019. The first twelve (12) weeks of this leave are granted under the guidelines and regulations of FMLA.

Kaitlyn Godfrey, Third Grade Teacher at Glenolden School, be approved for a Childbearing/Rearing Leave of Absence effective April 13, 2019 through June 14, 2019. The first twelve (12) weeks of this leave are granted under the guidelines and regulations of FMLA.

Please add the following person to the 2018-2019 Classified Substitute List:

Diane White

Please add the following person to the 2018-2019 Clerical Substitute List:

Christine Lusch

Please accept the following Resignation:

Julie Farrelly – Instructional Assistant, Special Education – Kindergarten Effective Date – November 9, 2018

Ann Miller – Classified Substitute/Bus Monitor Effective Date – November 9, 2018

Robin Rhoads – Personal Care Assistant – Prospect Park Effective Date – November 12, 2018

Motion, to suspend without pay on November 16, 2018 the following employee:

Employee B

All members present voted 'aye' - motion carried 8-0. (Agenda Item 10 – 11/14/2018)

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

MOTION, with regret, that the following Retirements be accepted:

Dennis Morley, Bus Monitor with Eight (8) years of service to the District, be approved for Retirement effective October 29, 2018.

Antoinette Petrone, School Assistant at Norwood School with Twelve (12) years of service to the District, be approved for Retirement effective November 1, 2018.

Susan Hunt, Special Education Teacher at the High School with Eighteen (18) years of service to the District, be approved for Retirement effective January 1, 2019 under the terms and conditions set forth in the current agreement with the Interboro Education Association.

VOTE

MOTION Retirements Roseann Lenza, Library Assistant at Norwood School, with Twenty (20) years of service to the District, be approved for Retirement effective January 4, 2019.

Board Comment

VOTE

MOTION
Office of Curriculum &
Instruction

All members present voted 'aye' - motion carried 8-0. (Agenda Item 11 – 11/14/2018)

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 2018-2019 Contract Agreements for Title I Remedial and Title I Parent Involvement Services for nonpublic schools, between the DCIU and Interboro School District.

That the Board of School Directors approve Christina King to attend the IMSE Comprehensive Orton-Gillingham Training from December 10 – 14, 2018, at a cost not to exceed \$1,275.00 to be paid from Ready to Learn Grant funds.

That the Board of School Directors approve the Memorandum of Understanding between the Today's Child Learning Center and the Interboro School District to establish a partnership. Today's Child Learning Center's newly hired Pre-K Counts teachers will participate in the District's New Teacher Induction and Mentoring Program for the 2018 – 2019 school year.

That the Board of School Directors approve the following teachers as New Teacher Induction Mentors under the Memorandum of Understanding (MOU) between the Today's Child Learning Center and Interboro School District:

Joanne Mullen, Joyce Faragasso and Tracy Costa

That the Board of School Directors approve as New Teacher Induction Coordinators Meghan Magee and Crystal Wilchensky to receive a stipend of \$150.00 each according to the terms and conditions of the MOU with Today's Child Learning Center and the Interboro School District.

All members present voted 'aye' – motion carried 8-0. (Agenda Item #12 – 11/14/2018)

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 for Student K to receive One on One services for the 2018-2019 school year at George Crothers Memorial School (CADES) at a cost of \$198.57 per day, not to exceed \$35,800.00 per year to be paid from District Funds.

That the Board of School Directors approve the Settlement Agreement and Release for Student S for the 2018-2019 school year. Total cost not to exceed \$97,000.00 which includes Solicitor Fees to be paid from District Funds.

VOTE

MOTION
Office of Special Education/
Pupil Services

Board Comment

VOTE

MOTION Office of Technology

VOTE

MOTION Nurse MOU

VOTE

MOTION IESP CBA

VOTE

MOTION Board Member Resignation

VOTE

All members present voted 'aye' - motion carried 8-0 (Agenda Item #13 - 11/14/2018)

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 eSchoolPLUS 4.1 Upgrade (Discipline, Scheduling and Regulatory Reporting Upgrades). Cost not to exceed \$4,170.00 to be paid from District Funds.

That the Board of School Directors approve Marguerite Brown, Chris Goldberg and Gina Santini to attend Pete & C (Pennsylvania Educational Technology Expo & Conference) In Hershey, PA on February 10 – 13, 2019. Cost not to exceed \$2,304.47 to be paid from District funds.

All members present voted 'aye' - motion carried 8-0 (Agenda Item #14 – 11/14/2018)

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, the Interboro Education Support Professionals (CBA 7/1/2013 - 6/30/2018) and the Interboro Education Association (7/1/2017 - 6/30/2020) under the terms and conditions of the Collective Bargaining Agreements:

Nurse MOU

Roll Call

Ms. Alonso, Mr. Goldsborough, Ms. Varricchio, Ms. Joseph, Mr. Harris, Mr. Evans, Mr. Shivone, Mr. Phelps voted 'ave' - motion carried 8-0 (Agenda Item #15 – 11/14/2018)

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School Directors approve the Collective Bargaining Agreement between the Interboro School District and the Interboro Education Support Professionals effective July 1, 2018 through June 30, 2023.

Board Comments

Exception allowed - Public Comment by Robin Berkheimer

Roll Call

Ms. Alonso, Mr. Goldsborough, Ms. Varricchio, Ms. Joseph, Mr. Harris, Mr. Evans, Mr. Shivone, Mr. Phelps voted 'aye' - motion carried 8-0 (Agenda Item #16 – 11/14/2018)

Motion by Mr. Evans, seconded by Mr. Shivone that the Board of School Directors accept the resignation of School Board Director, Bridget Bernauer representative of Tinicum Township - Region 9, Ward 2, and 5 effective November 5, 2018.

Board Comment

All members present voted 'aye' - motion carried 8-0 (Agenda Item #17 - 11/14/2018)

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MOTION First Reading Motion by Mr. Evans, seconded by Mr. Shivone approve the First

Reading of the following policy in the category of Pupils:

200 Pupils

255 Educational Stability for Children in Foster Care

VOTE

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

(Agenda Item #18 - 11/14/2018)

OLD BUSINESS -

None

NEW BUSINESS -

None

Board Comment

On Monday, December 3, 2018, a Board Reorganization Meeting will be held at 6:30 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 17, 2018 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 19, 2018 at 7:00 P.M.

MOTION Adjournment Mr. Phelps called for the meeting to adjourn at 7:47 P.M.

VOTE

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

Mr. Jack Evans, Board Secretary

