

**\*INTERBORO SCHOOL DISTRICT  
BOARD OF SCHOOL DIRECTORS  
MINUTES OF PUBLIC MEETING – OCTOBER 17, 2018**

There was a regular public meeting of the Board of School Directors of the Interboro School District on Wednesday, October 17, 2018, at the Kindergarten Multi-Purpose 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

Ms. Bridget Bernauer was absent.

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; Ms. Barbara Hagerty, Director of Technology; Mr. William Galloway, Director of Operations; Approximately 15 community members, 40 staff members.

**STUDENT REPORTS given by Samantha Shemeluk and Zachary Keeney**

**RECOGNITION – Crossing Guards**

**COMMENTS FROM PERSONS IN ATTENDANCE –**

**Robin Berkheimer, Norwood Resident**

- Employed by the District. President of IESP
- IESP plays a vital role to the students and is here on behalf of her organization
- Positive progress being made in the negotiations
- The group is made up of 93% female of which 80% live in the District
- Gave a description of IESP roles and the importance they play in the day of a student. Discussed pay scales, health care. Asking for fair and legitimate wages. Asking to be valued by the District

**Judy Tilles, Teacher, President of the IEA**

- IEA supports the support staff and emphasized their critical role
- IESP increases strategy in the classroom structure
- Supports a fair wage increase for the support of the students

**Mr. Dobi - Tincum Resident –**

- Item #16 - Asks for a definition of a Homeless Student
- Asks for how many IESP Negotiations have taking place in the last month and who from the Board is a representative at the negotiations.
- The IESP is asking for a raise, and feels that the Board should go back and review the Airport Agreement to recover funds for the student's education and employee salary increases.

**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 September 19, 2018, be approved.*

**VOTE**

*All members present voted 'aye' - motion carried 8-0.  
(Agenda Item 5.1 – 10/17/2018)*

## SOLICITOR'S REPORT

- 1) Consultation on Responses to Right to Know requests, 2) Policy Review, 3) Special Education Litigation and consultation, 4) Preparation for Professional Development for Staff

**Response to Mr. Dobi** – Homeless Students as referenced in Policy 251: Definition comes from a Federal Law, McKinney Vento Act. Students who lack a fixed or adequate nighttime sleeping situation. The full definition can be located in the Policy. The Policy is available online, paper copy and in the school buildings.

## MOTION

*Treasurer's Report*

Motion by Mr. Evans, seconded by Mr. Shivone, that the Treasurer's Report for the month ending September 30, 2018, be approved.

## VOTE

All members present voted 'aye' – motion carried 8-0.  
(Agenda Item 7.1 – 10/17/2018)

## MOTION

*Funds Disbursement*

Motion by Mr. Evans, seconded by Mr. Shivone, to ratify and approve All Fund Disbursements in the amount of \$7,155,450.28.

## VOTE

All members present voted 'aye' - motion carried 8-0.  
(Agenda Item 7.2 – 10/17/2018)

## CORRESPONDENCE –

None

## COMMITTEE REPORTS

### Finance Committee – Mr. Justin Shivone – Monday, October 1, 2018

- The first item on the agenda was the **Audit Timeline** presentation by Mr. Heiskell.
- A few highlights include:
  - October 2nd – 5th Fieldwork
  - October 8th – October 19th – Preparation of draft audited financial statements;
  - November – Review of draft audited financial statements by auditors;
  - December 3rd – Audit Committee meeting to review audited financial statements;
  - December 19th – Board approval of the audited financial statements;
  - March 31, 2019 – filing deadline for the Federal Clearinghouse.
- When the audit is complete we will have public meeting to review the documentation and give the public a chance to comment.
- This is the final year of our 3-year contract with Majors and Mastro. The Board will begin the process of searching for an auditor this spring for next year's audit.
- The next item was the **Preliminary Financial statements** 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. And our next Finance meeting will be held on November 5<sup>th</sup> at 7pm in the Board Room of the admin building.

### GBO Committee – Mr. Jack Evans – Monday, October 1, 2018

- Marching Band Uniforms. Several members of the Marching Band along with the Boosters and Band Director presented a Uniform Proposal from Stanbury. An estimate of costs was provided, fundraising efforts by the Booster's in past years have raised over \$360,000.
- Band uniforms are over 12 years old and numerous modifications have altered the effectiveness of the current uniforms. 80 people are currently in the band including color guard and can sometimes go up to 130 students.
- Have to look for possible sources of funding.

Legislative Update – Ms. Jennifer Varricchio – Wednesday, October 10, 2018

- Senate Bill 1095, Keystone Exams, the controversial high school graduation requirement, are about to get much less important. State lawmakers this week passed legislation that would push back Keystone graduation requirements until 2022 and allow seniors to demonstrate mastery in other ways, such as gaining acceptance to a four year college, securing full-time employment post-graduation, completing an internship, or earning a to-be-determined score on the SAT. High School students across the commonwealth now take exams in English, biology, and algebra. It's a major shift for a state that once put high priority on the tests, first proposed in 2009, originally supposed to be a graduation requirement for the Class of 2017, then pushed back for the Class of 2019. Pennsylvania spent \$70 million developing the exams, which were designed to prove students' readiness for college and career success. The bill has passed both houses and the governor has indicated that he will sign it.

Delaware County Community College – Mr. Glenn Goldsborough

- On October 24, 2018, annual appreciation dinner recognizing School Board Members.
- Immediately following the dinner will be the first meeting and will present at the next meeting.

Delaware County Intermediate Unit – Mr. Edward Harris – Wednesday, October 3, 2018

- Approved to recommend to the Upper Darby School Board the appointment of Russell Bilotta and the reappointment of Edward Cardow to the Delaware County Area Vocational-Technical Authority Board for a term effective January 1, 2019 to January 1, 2024.
- Approved for university and higher education partnerships to help train our future educators.
- Approved a Memorandum of Understanding between DCIU and Widener University to provide writing workshops for students at the Lima Detention Center twice a month for the school year.
- Approved a contract with Apple, Inc. for DCIU to receive train – the –trainer workshops training as part of DCIU's ongoing work to provide computer science professional development to Delaware County schools and the Eastern Region of Pennsylvania.
- Approved to accept and apply for grants to expand services to DCIU, districts and nonpublic schools:
  - Administer the Office of Justice Programs Grant,
  - STOP School Violence Prevention,
  - Mental health Training Program
- For more information please visit: [www.dciu.org](http://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: Kenneth Mobley  
Position: LTS Spanish Teacher  
Location: High School  
Rate of pay: \$200.00 daily  
Effective: September 4, 2018  
Replacing: Georgeanna Dorton (Effective date -TBD)*

*Name: Helen Dalessio  
Position: LTS Special Education Teacher  
Location: High School  
Rate of pay: \$200.00 daily  
Effective: October 29, 2019  
Replacing: Sharon Books (Maternity)*

*Name: Stephanie Serluco  
Position: Health Office/School Assistant  
Location: Tinicum  
Rate of pay: \$9.70/\$9.18 per hour  
Effective: September 24, 2018  
Replacing: Carmella McLaughlin (Position transfer)*

Name: Jean Pitone  
Position: Personal Care Assistant  
Location: Prospect Park  
Rate of pay: \$10.89 per hour  
Effective: October 9, 2018  
Replacing: Kathy Theuer (Position transfer)

Name: Kelly Hoopes  
Position: Personal Care Assistant  
Location: Districtwide  
Rate of pay: \$10.89 per hour  
Effective: October 15, 2018  
Replacing: Francis LaPenta (Position transfer)

Name: Nia Davis  
Position: Personal Care Assistant  
Location: Norwood  
Rate of pay: \$10.89 per hour  
Effective: October 10, 2018  
Replacing: New

Name: Justin O'Connor  
Position: School Assistant  
Location: Norwood  
Rate of pay: \$9.18 per hour  
Effective: October 10, 2018  
Replacing: Ann Rosen (Position transfer)

Name: Meaghan McCans  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Shannon White  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Margaret Ruda  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Allison Robovitsky  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Paige Myers  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Patricia Hamel  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Janet Gianforcaro  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Cynthia Fuller  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Roxanne Corey  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Nancy Caulfield  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Tracy DiDonato  
Position: IEP Bus Monitor  
Location: Transportation  
Rate of pay: \$15.16 per hour  
Effective: June 25, 2018  
Replacing: As needed

Name: Ann Miller  
Position: Bus Monitor  
Location: Transportation  
Rate of pay: \$14.11 per hour  
Effective: October 18, 2018  
Replacing: As needed

Name: Sean Gane  
Position: Bus Monitor/Van Driver  
Location: Transportation  
Rate of pay: \$14.11/\$18.06 per hour  
Effective: October 1, 2018  
Replacing: As needed

Name: Juanita Cooper  
Position: Bus Monitor/Van Driver  
Location: Transportation  
Rate of pay: \$14.11/\$18.06 per hour  
Effective: October 1, 2018  
Replacing: As needed

Name: Wallace Lugardo  
Position: Bus Monitor/Van Driver  
Location: Transportation  
Rate of pay: \$14.11/\$18.06 per hour  
Effective: October 8, 2018  
Replacing: As needed

Name: John Peltz  
Position: Extra-Curricular Worker  
Location: Districtwide  
Rate of pay: \$35.00 game 1/\$45.00 game 2  
Effective: October 1, 2018  
Replacing: As needed

Name: Maria Falcone  
Position: Cyber Tutor  
Location: Districtwide  
Rate of pay: \$37.00 per hour  
Effective: October 1, 2018  
Replacing: New

**Please approve the following Supplementals:**

**Nullify:**

Michelle McEvoy – Mini THON – High School  
Effective Date – September 2018/June 2019

Kerri Urzillo - .5 K-8 Crazy 8's – Norwood  
Effective Date – September 2018/June 2019

Rebecca Slate – Assistant Coach MS Girls Lacrosse – Districtwide  
Effective Date – October 3, 2018

**Supplemental Appointments**

Name: Barbara McNamara  
Position: .5 K-8 Crazy 8's  
Location: Norwood  
Rate of pay: \$360.00 (Level 1, 1 years of service, 1 pt)  
Effective: September 2018/June 2019  
Replacing: Kerri Urzillo

Name: Gabrielle Cupuano  
Position: .5 Mini THON  
Location: High School  
Rate of pay: \$540.00 (Level 1, 1 years of service, 1.5 pts)  
Effective: September 2018/June 2019  
Replacing: Michelle McEvoy

Name: Michelle McEvoy  
Position: .5 Mini THON  
Location: High School  
Rate of pay: \$540.00 (Level 1, 2 years of service, 1.5 pts)  
Effective: September 2018/June 2019  
Replacing: Michelle McEvoy (Full position)

**Please adjust the following rates of pay:**

*Darlene Pappas*  
Position - Instructional Assistant Special Education – Prospect Park  
Rate of Pay from - \$9.84 per hour  
Rate of Pay to - \$10.22 per hour  
Effective Date – September 4, 2018

*Kathy Theuer*  
Position – Instructional Assistant Special Education – Prospect Park  
Rate of Pay from – \$9.84 per hour  
Rate of Pay to - \$10.06 per hour  
Effective Date – September 10, 2018

*Jolie Golato*  
Position – Part Time RN/LPN - Districtwide  
Rate of Pay from - \$17.30 per hour  
Rate of Pay to - \$18.15 per hour  
Effective Date – September 10, 2018

*Carmella McLaughlin*  
Position – Instructional Assistant Special Education - Tinicum  
Rate of Pay from - \$10.89 per hour  
Rate of Pay to - \$9.84 per hour  
Effective Date – September 10, 2018

**Please reclassify the following people:**

*Darleen Pappas*  
From – Instructional Assistant Special Education – Prospect Park  
Rate of Pay - \$9.84 per hour  
To – Secretary to the Principal – Prospect Park  
Rate of Pay - \$27,500.00 annually  
Effective Date – October 2, 2018  
Replacing: Gabriella Bozeman (resigned)

*Katherine Domingo-Whitfield*  
From – School Assistant - Glenolden  
Rate of Pay - \$9.51 per hour  
To – Title I Instructional Assistant – Glenolden  
Rate of Pay - \$9.84 per hour  
Effective Date – September 24, 2018  
Replacing: Becky Kohlbrenner (resigned)

Chrissy Shelley  
From – School Assistant – Kindergarten  
Rate of Pay - \$9.18  
To – Instructional Assistant Special Education – Kindergarten  
Rate of Pay - \$9.84  
Effective Date – October 15, 2018  
Replacing – Shawna Juricek (resigned)

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

Name: Kimberly Marcone  
Rate of Pay: \$40.00

**Please approve the following people as Cyber School Tutors at their contractual extra rate of pay:**

Name: Kimberly Marcone  
Rate of Pay: \$40.00

Name: Susan Price  
Rate of Pay: \$40.00

Name: Jessica Wilson  
Rate of Pay: \$37.00

Name: Matthew Dunn  
Rate of Pay: \$40.00

**Please approve the following people for a Leave of Absence:**

*Danielle Sharp, Special Education Teacher at Glenolden School, be approved for a Medical Leave of Absence effective September 20, 2018 through October 5, 2018. The first twelve (12) weeks of this leave are granted under the guidelines and regulations of FMLA.*

*Mark Peltz, Music Teacher at Glenolden School, be approved for an Intermittent FMLA Leave of Absence effective October 1, 2018 through June 14, 2019. The first twelve (12) weeks of this leave are granted under the guidelines and regulations of FMLA.*

*Christine Lenge, English Teacher at the High School, be approved for a Medical Leave of Absence effective December 7, 2018 through December 21, 2018. The first twelve (12) weeks of this leave are granted under the guidelines and regulations of FMLA.*

*Elizabeth McGehrin, Teacher at Glenolden School, be approved for a Childbearing/Rearing Leave of Absence effective March 6, 2019 through June 14, 2019. The first twelve (12) weeks of this leave are granted under the guidelines and regulations of FMLA.*

*Susan Carducci, Instructional Assistant/Breakfast Assistant at Glenolden School, be approved for an Unpaid Leave of Absence effective November 7, 2018 through December 1, 2018.*

*Bonnie Jorgensen – Bus Monitor – be approved for an Unpaid Medical Leave of Absence effective November 7, 2018 through January 7, 2019.*



Lauren Marsalo, Instructional Assistant at the Kindergarten, be approved for an Unpaid Medical Leave of Absence effective December 21, 2018 through March 25, 2019.

**Please add the following people to the Classified Substitute List:**

Shawn Juricek, Donna LaJudice

**Please amend the date for the following Resignation:**

Gabriella Bozeman  
Position: 12 Month Secretary – Prospect Park  
From: September 28, 2018  
To: October 5, 2018

**Please accept the following Resignation:**

Shawna Juricek – Instructional Assistant, Special Ed. – Kindergarten  
Effective Date – September 27, 2018

**Motion, to suspend without pay on October 19, 2018 the following employee:**

Employee A

**Board Comment**

**VOTE**

All members present voted 'aye' - motion carried 8-0.  
(Agenda Item 10 – 10/17/2018)

**MOTION**  
Retirements

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:**

Rosemarie Rees, Administrative Assistant to the Director of Curriculum and Instruction at the Administration Building with Twenty-three (23) years of service to the District, be approved for Retirement effective January 4, 2019.

**VOTE**

All members present voted 'aye' - motion carried 8-0.  
(Agenda Item 11 – 10/17/2018)

**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 Teresa Davis to attend the Art Educator's State Conference (PAEA) held on October 5, 2018 in Harrisburg, at a cost not to exceed the registration fee of \$103.00 to be paid from District funds.

That the Board of School Directors approve Kathleen Bakey, Shelley Campbell, Andrea Ricevuto and Crystal Wilchensky to attend the IMSE Comprehensive Orton-Gillingham Training from December 10 – 14, 2018 in Philadelphia, at a cost not to exceed \$5,100 to be paid from Ready to Learn Grant funds.

*That the Board of School Directors approve an Overnight Field Trip request submitted by Roseann McHale and Anthony Costanzo, for 8 students to attend the State Student Council Conference from November 8 – 10, 2018 to be held at Cedar Crest High School in Lebanon, PA at a cost of \$2,180.00 to be funded by the Students and Student Council.*

*That the Board of School Directors approve the lease agreement between Widener University and Interboro High School Swim Team for use of the Schwartz Athletic Center Natatorium located in the City of Chester, Delaware County, Pennsylvania for the 2018-2019 school year, at a cost of \$3,870.00 to be paid from District funds, pending solicitor review.*

**VOTE**

*All members present voted 'aye' – motion carried 8-0.  
(Agenda Item #12 – 10/17/2018)*

**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 membership renewal invoice for the Pennsylvania Principals Association for Paul Korinth at a total cost of \$595.00 to be paid from District funds.*

*That the Board of School Directors approve Kim Marcone and Lauren Harrell to attend MTSS (Multi-Tiered Systems of Support) for Professional Development on October 16 -18, 2018. Total cost not to exceed \$800.00 to be paid from District funds.*

*That the Board of School Directors approve the Settlement Agreement and Release for Student N for the 2018-2019 school year. Total cost not to exceed \$7,250.00 to be paid from District funds.*

*That the Board of School Directors approve the Settlement Agreement and Release for Student O for the 2018-2019 school year. Total cost not to exceed \$30,000.00 to be paid from District funds.*

*That the Board of School Directors approve the agreement for student P to attend George Crothers Memorial School (CADES) and to receive One on One services for the 2018-2019 school year at a cost of \$517.83 per day, not to exceed \$94,000.00 per year to be paid from District Funds.*

*That the Board of School Directors approve the agreement for student Q to receive Special Education services from Buxmont Academy at a rate of \$132.24 per day for the 2018-2019 school year beginning September 17<sup>th</sup> 2018, to be paid from District funds.*

*That the Board of School Directors approve the agreement for student R to receive Special Education service from Buxmont Academy at a rate of \$151.52 per day for the 2018-2019 school year beginning September 17<sup>th</sup> 2018, to be paid from District funds.*

**VOTE**

*All members present voted 'aye' – motion carried 8-0  
(Agenda Item #13 – 10/17/2018)*

**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 Everfi MOU for the 2018-2019 school year at no cost to the District, pending solicitor review.*

*That the Board of School Directors approve Barbara Hagerty to attend Pete & C (Pennsylvania Educational Technology Expo & Conference) In Hershey, PA on February 10 – 13, 2019. Cost not to exceed \$805.00, to be paid from District Funds.*

**VOTE**

All members present voted 'aye' – motion carried 8-0  
(Agenda Item #14 – 10/17/2018)

**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 revision of the agreement with Oliver Fire Protection & Security for the 2018-2019 school year (B.A. 6/2/18, #16.1), for the annual District-wide fire alarm equipment inspections. Revised amount to include \$525.00, not to exceed \$9,465.00 to be paid out of district funds.*

**VOTE**

All members present voted 'aye' – motion carried 8-0  
(Agenda Item #15 – 10/17/2018)

**MOTION**  
Policy Revisions

Motion by Mr. Evans, seconded by Mr. Shivone approve the Revision of the following policies in the categories of Programs, Pupils and Operations:

**100 Programs**

- 103 *Nondiscrimination in School and Classroom Practices*
- 103.1 *Nondiscrimination – Qualified Students with Disabilities*
- 104 *Nondiscrimination in Employment Practices*

**200 Pupils**

- 251 *Homeless Students*

**800 Operations**

- 819 *Suicide Awareness, Prevention and Response*

**VOTE**

All members present voted 'aye' – motion carried 8-0  
(Agenda Item #16 – 10/17/2018)

**OLD BUSINESS –**

None

**NEW BUSINESS –**

None

**Statement by Mr. Phelps:**

*The Interboro Board of School Directors values the hard work and dedication of our IESP staff.*

*The District has been bargaining in good faith since February 2018. We believe we have made great progress over the six formal sessions and have another formal session scheduled for October 23<sup>rd</sup>.*

*The Board is eager to come to an agreement that is fair to our support staff and the Interboro taxpayers as a whole.*

On Monday, November 5, 2018, a Finance Committee Meeting with the GBO Meeting immediately following 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, November 12, 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, November 14, 2018 at 7:00 P.M.

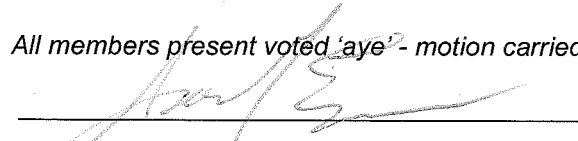
**MOTION**

*Adjournment*

*Mr. Phelps called for the meeting to adjourn at 7:44 P.M.*

**VOTE**

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

A handwritten signature in black ink, appearing to read "Jack Evans", is written over a horizontal line.

*Mr. Jack Evans, Board Secretary*