

WEST CHESTER AREA SCHOOL BOARD—**Meeting of June 24, 2019**

The West Chester Area School Board met at 7:00 p.m. in the Spellman Education Center, 782 Springdale Dr. Exton, PA. Mr. McCune, Board President, called the meeting to order led the public in the Pledge of Allegiance.

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**Roll Call**

**Members Present:** Mr. Bevilacqua, Ms. Chester, Mr. Gallen, Dr. Herrmann, Mr. McCune, Dr. Shaw, Mr. Spackman, Mr. Tabakin, Mrs. Tiernan.

**Members Absent:**

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Approval of May 28, 2019 Board Minutes

BOARD ACTION: It was moved by Mr. Bevilacqua and seconded by Ms. Chester to approve the minutes of the May 28, 2019 School Board Meeting.

On roll call vote, all members present voted “aye.” Motion carried 9-0.

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***Mr. McCune announced that the Board met in Executive Session on May 28, 2019 regarding personnel and negotiations, June 10, 2019 regarding personnel and negotiations, June 20, 2019 regarding personnel and this evening, June 24, 2019 regarding personnel and safety & security.***

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Approval of June 24, 2019 Meeting Agenda

BOARD ACTION: It was moved by Ms. Chester and seconded by Mr. Gallen to approve the June 24, 2019 meeting agenda

On roll call vote, all members present voted “aye.” Motion carried 9-0.

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**Public Comments on Agenda Items**

There were no public comments on agenda items.

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Approval of Consent Agenda

BOARD ACTION: It was moved by Mr. Bevilacqua and seconded by Dr. Herrmann to approve the following Consent Agenda Items:

Education

1. Approval of the following Study/Excursion trip(s):
 - East HS Girls Track – Shippensburg, PA – Thurs-Sat 5/23-5/25/19
 - East HS Boys Track – Shippensburg, PA – Thurs-Sat 5/23-5/25/19
 - Henderson HS Boys Track – Shippensburg, PA – Fri-Sat 5/24-5/25/19
 - Rustin HS Science Olympiad – Ithaca, NY – Wed-Sun 5/29-6/2/19

- Henderson HS FBLA – San Antonio, TX – Thurs-Wed 6/27-7/3/19
- Rustin HS Biological Science – Galapagos Islands, Ecuador – Mon-Thurs 7/15-7/25/19
- Henderson HS Wrestling – Dagsboro, DE – Sat-Sun 12/27-12/28/19
- Rustin HS German – Germany – Mon-Wed 6/22-7/1/20
- 2. Approval of the Request for Proposal for Title I Improving Basic Programs and Title IIA Supporting Effective Instruction services to the Chester County Intermediate Unit
- 3. Approval of Revised Board Policy 150 – Title 1 Comparability, First Reading
- 4. Approval of Revised Board Policy 906.1 – Complaints Federal Programs, First Reading
- Pupil Services
 - 1. Approval of Revised Board Policy 246, Student Wellness, First Reading
 - 2. Approval of one (1) Special Education Settlement Agreement
- Personnel
 - 1. Approval of Non-Bargaining Support Staff Compensation, Benefits and Work Environment Guide – July 1, 2019 – June 30, 2023
- Property & Finance
 - 1. Approval of 2019-20 Property Casualty/Liability Insurance as listed below to Willis of PA for the premium amount of \$452,772:

| | |
|-------------------------|---|
| Church Mutual/CM Regent | Package & Automobile |
| Travelers | Boiler & Machinery |
| National Union | School Board Legal incl. Employment Practices |
| National Union | Network Security |
| Church Mutual/CM Regent | Umbrella |
| National Union | Volunteer/Accident |
| U.S. Fire Insurance Co. | Student Accident |
 - 2. Approval of 2019-20 Student Accident Insurance for the premium amount of \$47,145
 - 3. Approval of 2019-20 CCIU Marketplace Services Contract
 - 4. Approval of 2019-20 School Lunch Price Increase of \$0.10 for paid lunches at the elementary (\$2.75) and middle school (\$3.00) levels with no increase at the high school level.

Other Reports

Other Business

- 1. Approval of School Board Treasurer’s Report and Statement of Disbursements Summary Schedule for the Period of May 1, 2019 - May 31, 2019

WEST CHESTER AREA SCHOOL DISTRICT
 JUNE 24, 2019
 STATEMENT OF DISBURSEMENTS SUMMARY
 FOR THE PERIOD MAY 1, 2019 - MAY 31, 2019

| | |
|--|---------------|
| GENERAL FUND DISBURSEMENTS | 32,825,936.27 |
| includes Technology, Federal Programs and any Special State Funds | |
| BILLS PAID | 32,825,936.27 |
| INVESTMENTS | 0.00 |

| | |
|----------------------|------------|
| CAPITAL RESERVE FUND | 555,166.83 |
|----------------------|------------|

| | |
|-------------------------------------|----------------------|
| CAPITAL PROJECTS FUND | 2,093,922.18 |
| SPECIAL REVENUE - Athletics | 24,989.08 |
| TRUST FUNDS | 10,743.87 |
| CAFETERIA | 349,749.95 |
| STUDENT ACTIVITY FUND DISBURSEMENTS | 122,533.24 |
| TRUST AND AGENCY FUND DISBURSEMENTS | <u>101,396.21</u> |
| TOTAL DISBURSEMENTS | <u>36,084,437.63</u> |

NOTE: A copy of the details of the above disbursements is available for review from the Board Secretary.

2. Approval of the May 31, 2019 Financial Report
3. Approval to appoint Ms. Joyce Chester and Dr. Kate Shaw as Voting Delegates at the 2019 PSBA Delegate Assembly and to attend the Meeting on Friday, October 18, 2019

On roll call vote to approve the above Consent Agenda Items, all members present voted "aye." Motion carried 9-0.

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**Approval of Personnel Recommendations—Dr. Ulmer**

|    |                                                                                                    |
|----|----------------------------------------------------------------------------------------------------|
| I. | Removal from Payroll                                                                               |
| a. | Resignations                                                                                       |
| 1. | Amanda Brightbill, .8 French Teacher at Peirce MS/.2 French Teacher at East HS, effective 6/17/19. |
| 2. | Treci Butler, 1.0 Social Studies Teacher at Peirce MS, effective 6/17/19.                          |
| 3. | Teresa Guthrie, 1.0 Grade 2 Teacher at Westtown Thornbury ES, effective 6/17/19.                   |
| 4. | Dorothy Majors, Part-Time Custodian at Stetson MS, effective 6/14/19.                              |
| 5. | Jennifer Smith, 1.0 Guidance Secretary at Henderson HS, effective 6/25/19.                         |
| b. | Retirements                                                                                        |
| 1. | Charles De Pasquale, 1.0 Music Teacher (Rustin HS/Peirce MS), effective 12/19/19.                  |
| c. | Terminations                                                                                       |
| 1. | Philip Coover, Part-Time Custodian at East Goshen ES, effective 6/24/19.                           |

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| II. | Additions to Payroll |
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|----|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. | Professional Staff: Contract |                                                                                                                                                                                                                                                                                                                                                       |
| 1. | Sara Aubry                   |                                                                                                                                                                                                                                                                                                                                                       |
|    | Placement                    | 1.0 Special Education Teacher at Fern Hill ES, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 1, \$46,000 + \$400 stipend.                                                                                                                                                                                           |
|    | Education                    | Bachelor of Science from West Chester University 2015-2019                                                                                                                                                                                                                                                                                            |
|    | Experience                   | Professional Development School at Fern Hill ES 2018-2019                                                                                                                                                                                                                                                                                             |
|    | Certification                | Instructional I, Grades PK-4, Special Education PK-8, Pending                                                                                                                                                                                                                                                                                         |
|    |                              |                                                                                                                                                                                                                                                                                                                                                       |
| 2. | Kelly Camp                   |                                                                                                                                                                                                                                                                                                                                                       |
|    | Placement                    | 1.0 Guidance Counselor at East HS, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 5, Step 5, \$57,900.                                                                                                                                                                                                                       |
|    | Education                    | Bachelor of Science from Saint Joseph's University 1994-1998, Master of Arts from Immaculata University 2010-2014                                                                                                                                                                                                                                     |
|    | Experience                   | Guidance Counselor Long Term Substitute at Conestoga HS 3/2018-6/2019, Guidance Counselor Long Term Substitute at West Chester Area School District 8/2017-12/2017, Guidance Counselor Long Term Substitute at Avon Grove School District 9/2016-5/2017, Guidance Counselor Long Term Substitute at Tredyffrin-Easttown School District 3/2016-4/2016 |
|    | Certification                | Instructional I, Elementary School Counselor, Secondary School Counselor                                                                                                                                                                                                                                                                              |
|    |                              |                                                                                                                                                                                                                                                                                                                                                       |
| 3. | Ashley Dick                  |                                                                                                                                                                                                                                                                                                                                                       |
|    | Placement                    | .8 Science Teacher (.6 Fugett MS/.2 Peirce MS), Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 1, \$36,800.                                                                                                                                                                                                          |
|    | Education                    | Bachelor of Science from University of Pittsburgh at Johnstown 2015-2019                                                                                                                                                                                                                                                                              |
|    | Experience                   | No Experience                                                                                                                                                                                                                                                                                                                                         |
|    | Certification                | Instructional I, Biology, Pending                                                                                                                                                                                                                                                                                                                     |
|    |                              |                                                                                                                                                                                                                                                                                                                                                       |
| 4. | Julia DiFerdinando           |                                                                                                                                                                                                                                                                                                                                                       |
|    | Placement                    | 1.0 Special Education Teacher at Fugett MS, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 2, \$49,100 plus \$400 Stipend.                                                                                                                                                                                           |
|    | Education                    | Bachelor of Science from Kutztown University 2009-2013, Teaching Certification from West Chester University 2019                                                                                                                                                                                                                                      |
|    | Experience                   | Life Skills Para at Garnet Valley High School 2016-2019                                                                                                                                                                                                                                                                                               |
|    | Certification                | Instructional I, Grades PK-4, Special Education PK-8                                                                                                                                                                                                                                                                                                  |
|    |                              |                                                                                                                                                                                                                                                                                                                                                       |
| 5. | Gina Douglas                 |                                                                                                                                                                                                                                                                                                                                                       |
|    | Placement                    | 1.0 Physical Education/Health Teacher at Starkweather ES, Professional Employee (Tenured), effective 8/19/19, Level 5, Step 5, \$57,900.                                                                                                                                                                                                              |
|    | Education                    | Bachelor of Science from West Chester University 2003-2006, Master of Science from West Chester University 2009-2010                                                                                                                                                                                                                                  |
|    | Experience                   | Health & Physical Education at Penn Delco School District 2017-current, Health & Physical Education Teacher at School District of Philadelphia 2009-2016, Health & Physical Education Teacher at Penn Delco School District 2008-2009                                                                                                                 |
|    | Certification                | Instructional II, Health & Physical Education PK-12                                                                                                                                                                                                                                                                                                   |
|    |                              |                                                                                                                                                                                                                                                                                                                                                       |
| 6. | Kathryn LaRosa               |                                                                                                                                                                                                                                                                                                                                                       |
|    | Placement                    | 1.0 Speech/Language Therapist at Exton ES, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 5, Step 3, \$55,700.                                                                                                                                                                                                               |

|     |                        |                                                                                                                                                                                                                                                                             |
|-----|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     | Education              | Bachelor of Science from University of Delaware 2012-2016, Master of Arts from West Chester University 2016-2018                                                                                                                                                            |
|     | Experience             | Speech/Language Pathologist at EBS Healthcare 2018-current, Graduate Student Clinician at Valley Forge Middle School 2018                                                                                                                                                   |
|     | Certification          | Educational Specialist I, School Speech & Language Pathologist                                                                                                                                                                                                              |
|     |                        |                                                                                                                                                                                                                                                                             |
| 7.  | Lauren Letherland      |                                                                                                                                                                                                                                                                             |
|     | Placement              | 1.0 Music Teacher (.5 Fern Hill ES/.5 Mary C. Howse ES), Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 1, \$46,000.                                                                                                                       |
|     | Education              | Bachelor of Arts from West Chester University 2015-2019                                                                                                                                                                                                                     |
|     | Experience             | Private Trumpet Instructor 2016-2019                                                                                                                                                                                                                                        |
|     | Certification          | Instructional I, Music, Pending                                                                                                                                                                                                                                             |
|     |                        |                                                                                                                                                                                                                                                                             |
| 8.  | Mackenzie Lindenberger |                                                                                                                                                                                                                                                                             |
|     | Placement              | 1.0 Special Education Teacher (AS) at Fern Hill ES, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 1, \$46,000.                                                                                                                            |
|     | Education              | Bachelor of Science from West Chester University 2015-2019                                                                                                                                                                                                                  |
|     | Experience             | Professional Development School at Glen Acres ES 2018-2019                                                                                                                                                                                                                  |
|     | Certification          | Instructional I, Pre-K-4, Special Education Pre-K-8, Pending                                                                                                                                                                                                                |
|     |                        |                                                                                                                                                                                                                                                                             |
| 9.  | Kassandra Logue        |                                                                                                                                                                                                                                                                             |
|     | Placement              | 1.0 Grade 5 Teacher at Westtown Thornbury ES, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 1, \$46,000.                                                                                                                                  |
|     | Education              | Bachelor of Science from Pennsylvania State University 2011-2015                                                                                                                                                                                                            |
|     | Experience             | Building Substitute/Substitute Teacher with InSight 2015-current                                                                                                                                                                                                            |
|     | Certification          | Instructional I, Grades PK-4, Grades 5-6                                                                                                                                                                                                                                    |
|     |                        |                                                                                                                                                                                                                                                                             |
| 10. | Jacklyn McKenna        |                                                                                                                                                                                                                                                                             |
|     | Placement              | 1.0 Science Teacher at Stetson MS, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 5, Step 5, \$57,900.                                                                                                                                             |
|     | Education              | Bachelor of Science from Union College, NY 2006-2010, Master of Science from Dowling College, NY 2010-2012                                                                                                                                                                  |
|     | Experience             | Science Teacher at Harford County Public Schools, MD 2013- current, Long Term Substitute Teacher at Wheelerville Union Free School District, NY 9/2012 – 11/2012, Substitute Teacher at Capital Region BOCES, NY 2/12 – 1/13, Summer School Science Teacher 6/2012 – 8/2012 |
|     | Certification          | Instructional I, Biology 7-12                                                                                                                                                                                                                                               |
|     |                        |                                                                                                                                                                                                                                                                             |
| 11. | Amy Mullen             |                                                                                                                                                                                                                                                                             |
|     | Placement              | 1.0 Special Education Teacher at Peirce MS, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 5, Step 2, \$54,600 + \$400 Stipend.                                                                                                                    |
|     | Education              | Bachelor of Science from St. Joseph's University 1995-1998, Master of Science from St. Joseph's University 1998-1999                                                                                                                                                        |
|     | Experience             | Long Term Substitute at West Chester Area School District 8/18 – 4/19, Substitute Teacher with InSight 2017-current, Resource Room Teacher at South Windsor Public Schools, Connecticut 1999-2002                                                                           |
|     | Certification          | Instructional I, Ment and/or Phys. Handicapped K-12, Elementary K-6                                                                                                                                                                                                         |
|     |                        |                                                                                                                                                                                                                                                                             |

|                                             |                |                                                                                                                                                                                                                                                                                     |
|---------------------------------------------|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12.                                         | Karen Weaver   |                                                                                                                                                                                                                                                                                     |
|                                             | Placement      | 1.0 Family Consumer Science at District (TBD exact locations), Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 5, Step 5, \$57,900.                                                                                                                         |
|                                             | Education      | Bachelor of Arts from Wake Forest University 1988-1992, Master of Arts from Cabrini College 1999                                                                                                                                                                                    |
|                                             | Experience     | Grade 4 Teacher at Coatesville Area School District 2018 – current, FCS Long Term Substitute at West Chester Area School District 2018-2018, FCS Teacher at Great Valley School District 2016-2017, Grade 5 ELA and Social Studies Teacher at Spring-Ford School District 2015-2016 |
|                                             | Certification  | Instructional II, Elementary K-6, Mid-Level English 6-9, Mid-Level Citiz. Ed. 6-9, Family-Consumer Science PK-12                                                                                                                                                                    |
| b. Professional Staff: Long Term Substitute |                |                                                                                                                                                                                                                                                                                     |
| 1.                                          | Lauren Berry   |                                                                                                                                                                                                                                                                                     |
|                                             | Placement      | 1.0 Kindergarten Teacher at Mary C. Howse ES, Temporary Professional Employee (Non-Tenured), effective 1/16/19-6/17/19, Level 1, Step 1, \$46,000. During Ms. Baer’s leave of absence.                                                                                              |
|                                             | Education      | Bachelor of Science from West Chester University 2010-2014                                                                                                                                                                                                                          |
|                                             | Experience     | Long Term Substitute at WCASD 8/19 – 10/19, Substitute Teacher/Building Substitute with InSight 2016-current                                                                                                                                                                        |
|                                             | Certification  | Instructional I, Special Education, Grades PK-4                                                                                                                                                                                                                                     |
| 2.                                          | Teresa DiSiro  |                                                                                                                                                                                                                                                                                     |
|                                             | Placement      | 1.0 Grade 1 Teacher at East Goshen ES, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 1, \$46,000. During Ms. Smyth’s leave of absence.                                                                                                            |
|                                             | Education      | Associates Degree from Bucks County Community College 2013-2015, Bachelor of Science from West Chester University 2015-2017                                                                                                                                                         |
|                                             | Experience     | Grade 1 Long Term Substitute with West Chester Area School District 1/2019 – current, Building Substitute with InSight 8/2017-1/2019                                                                                                                                                |
|                                             | Certification  | Instructional I, PK-4                                                                                                                                                                                                                                                               |
| 3.                                          | Katelyn Stout  |                                                                                                                                                                                                                                                                                     |
|                                             | Placement      | 1.0 Grade 3 Teacher at Fern Hill ES, Temporary Professional Employee (Non-Tenured), effective TBD, Level 1, Step 1, \$46,000. During Ms. Costello’s leave of absence.                                                                                                               |
|                                             | Education      | Bachelor of Science from West Chester University 2014-2018                                                                                                                                                                                                                          |
|                                             | Experience     | Grade 5 Long Term Substitute at West Chester Area School District 11/2018 – 4/2019, Building Substitute with InSight 8/2018-11/2018, Professional Development School Intern at Fern Hill ES, 2017-2018                                                                              |
|                                             | Certification  | Instructional I, Grades 5-6, Grades PK-4                                                                                                                                                                                                                                            |
| 4.                                          | Taylor Weirich |                                                                                                                                                                                                                                                                                     |
|                                             | Placement      | 1.0 Special Education Teacher at East Bradford ES, Temporary Professional Employee (Non-Tenured), effective 2/6/19, Level 1, Step 1, \$46,000. During Ms. Krupa’s leave of absence.                                                                                                 |
|                                             | Education      | Bachelor of Science from Eastern University 2014-2018                                                                                                                                                                                                                               |

|     |                                       |                                                                                  |
|-----|---------------------------------------|----------------------------------------------------------------------------------|
|     | Experience                            | Building Substitute/Long Term Assignment at WCASD with InSight 12/2018 - current |
|     | Certification                         | Instructional I, Grades PK-4, Special Education PK-8                             |
| c.  | Administrative Staff: Contract - None |                                                                                  |
| d.  | Support Staff: Non Bargaining - None  |                                                                                  |
| e.  | Support Staff: Contract - None        |                                                                                  |
| f.  | Support Staff: Substitute - None      |                                                                                  |
| g.  | Temporary Summer Staff                |                                                                                  |
| 1.  | Allison Benek                         | 1.0 Para, effective 6/24/2019, \$14.89/hr.                                       |
| 2.  | Vivian Borochaner                     | 1.0 Para, effective 6/24/2019, \$14.89/hr.                                       |
| 3.  | Susan Braid                           | 1.0 Keystone Test Administrator, effective 7/29/2019                             |
| 4.  | Tim Callahan                          | 1.0 Secondary Summer School Teacher, effective 6/24/2019                         |
| 5.  | Kellie Campbell                       | 1.0 Para, effective 6/24/2019, \$13.04/hr.                                       |
| 6.  | Karen Carpenter                       | 1.0 Keystone Test Administrator, effective 7/29/2019                             |
| 7.  | Helen Cashman                         | 1.0 Para, effective 6/24/2019, \$15.14/hr.                                       |
| 8.  | Marc Chafetz                          | 1.0 Keystone Remediation Content Teacher, effective 7/22/2019                    |
| 9.  | Paul Chambers                         | 1.0 Para, effective 6/24/2019, \$13.35/hr.                                       |
| 10. | Amy Chessock                          | 1.0 Secondary Summer School Teacher, effective 6/24/2019                         |
| 11. | Vincent Cialini                       | 1.0 Para, effective 6/24/2019, \$14.89/hr.                                       |
| 12. | Courtney Chavarria                    | 1.0 Keystone Remediation Content Teacher, effective 7/22/2019                    |
| 13. | Courtney Chavarria                    | 1.0 Keystone Test Administrator, effective 7/29/2019                             |
| 14. | Tina Costin                           | 1.0 ESY Elementary Teacher, effective 6/24/2019                                  |
| 15. | Bobbie Crowe                          | 1.0 Secondary Summer School Counselor, effective 6/24/2019                       |
| 16. | Sharon Diehl                          | 1.0 Para, effective 6/24/2019, \$13.04/hr.                                       |
| 17. | Kim DiGiandomenico                    | 1.0 Para, effective 6/24/2019, \$15.14/hr.                                       |
| 18. | Constance DiSerafino                  | 1.0 Para, effective 6/24/2019, \$21.01/hr.                                       |
| 19. | Mary Endrey                           | 1.0 Para, effective 6/24/2019, \$14.89/hr.                                       |
| 20. | Deb Evans                             | 1.0 Para, effective 6/24/2019, \$14.89/hr.                                       |
| 21. | Kimberly Freese                       | 1.0 Keystone Test Administrator, effective 7/29/2019                             |
| 22. | Linda Giangiulio                      | 1.0 Para, effective 6/24/2019, \$15.24/hr.                                       |
| 23. | Laurie Grab                           | 1.0 Para, effective 6/24/2019, \$12.74/hr.                                       |
| 24. | Bernard Harris                        | 1.0 Para, effective 6/24/2019, \$14.89/hr.                                       |
| 25. | Cynthia Heckler                       | 1.0 Para, effective 6/24/2019, \$13.04/hr.                                       |
| 26. | Karen Higgins                         | 1.0 Para, effective 6/24/2019, \$13.67/hr.                                       |
| 27. | Joan Hohwald                          | 1.0 Secondary Summer School Teacher, effective 6/24/2019                         |
| 28. | Chelsea Hurd                          | 1.0 Para, effective 6/24/2019, \$13.04/hr.                                       |
| 29. | Margaret Jones                        | 1.0 Para, effective 6/24/2019, \$13.04/hr.                                       |
| 30. | Yvonne Kalis                          | 1.0 Para, effective 6/24/2019, \$13.04/hr.                                       |
| 31. | Barb Kaniuka                          | 1.0 Para, effective 6/24/2019, \$15.14/hr.                                       |
| 32. | Donna Ketner-Macleod                  | 1.0 Para, effective 6/24/2019, \$16.31/hr.                                       |
| 33. | Ana Lassen                            | 1.0 Para, effective 6/24/2019, \$15.14/hr.                                       |
| 34. | Mackenzie Lindenberger                | 1.0 ESY Elementary Teacher, effective 6/24/2019 at \$27.67/hr.                   |
| 35. | Shawna Lucas                          | 1.0 Para, effective 6/24/2019, \$14.89/hr.                                       |
| 36. | Jeanmarie Mackenzie                   | 1.0 Para, effective 6/24/2019, \$12.45/hr.                                       |

|    |                   |                                                                |
|----|-------------------|----------------------------------------------------------------|
| 37 | Dorothea Macon    | 1.0 Para, effective 6/24/2019, \$13.04/hr.                     |
| 38 | Jeffrey Mashbitz  | 1.0 Keystone Remediation Content Teacher, effective 7/22/2019  |
| 39 | Jeffrey Mashbitz  | 1.0 Keystone Test Administrator, effective 7/29/2019           |
| 40 | Nicole McCarthy   | 1.0 ESY Elementary Teacher, effective 6/24/2019 at \$27.67/hr. |
| 41 | Colleen McCusker  | 1.0 Para, effective 6/24/2019, \$12.45/hr.                     |
| 42 | Sylvie Neill      | 1.0 Para, effective 6/24/2019, \$13.04/hr.                     |
| 43 | Carol Nelson      | 1.0 Para, effective 6/24/2019, \$15.24/hr.                     |
| 44 | Jacqueline Pavlo  | 1.0 Jumpstart Site Administrator, effective 6/24/2019          |
| 45 | Patricia Piltz    | 1.0 Para, effective 6/24/2019, \$15.14/hr.                     |
| 46 | Tracey Pusey      | 1.0 Para, effective 6/24/2019, \$13.04/hr.                     |
| 47 | Jessica Salley    | 1.0 Secondary Summer School Counselor, effective 6/24/2019     |
| 48 | Janine Segal      | 1.0 Para, effective 6/24/2019, \$15.25/hr.                     |
| 49 | Susan Silverstri  | 1.0 Para, effective 6/24/2019, \$12.74/hr.                     |
| 50 | Shara Simonian    | 1.0 Keystone Remediation Content Teacher, effective 7/22/2019  |
| 51 | Rebecca Singer    | 1.0 Secondary Summer School Counselor, effective 6/24/2019     |
| 52 | Marisol Smith     | 1.0 Para, effective 6/24/2019, \$15.14/hr.                     |
| 53 | Michael Stape     | 1.0 Para, effective 6/24/2019, \$13.04/hr.                     |
| 54 | Jennifer Stott    | 1.0 Para, effective 6/24/2019, \$12.74/hr.                     |
| 55 | Carrie Tepper     | 1.0 Secondary Summer School Teacher, effective 6/24/2019       |
| 56 | Kimberly Thompson | 1.0 Secondary Summer School Teacher, effective 6/24/2019       |
| 57 | Melissa Tornetta  | 1.0 Keystone Test Administrator, effective 7/29/2019           |
| 58 | Stan Truong       | 1.0 Secondary Summer School Teacher, effective 6/24/2019       |
| 59 | Janice Williams   | 1.0 Para, effective 6/24/2019, \$13.04/hr.                     |
| 60 | Maryellen Yoegel  | 1.0 Para, effective 6/24/2019, \$13.67/hr.                     |
|    |                   |                                                                |

|      |                      |                 |                                         |                                                          |                       |               |
|------|----------------------|-----------------|-----------------------------------------|----------------------------------------------------------|-----------------------|---------------|
| III. | Personnel Events     |                 |                                         |                                                          |                       |               |
| a.   | Status Change        |                 |                                         |                                                          |                       |               |
|      | <b>Name</b>          | <b>Type</b>     | <b>From</b>                             | <b>To</b>                                                | <b>Effective Date</b> | <b>Salary</b> |
| 1.   | Christopher Cromwell | Professional    | 1.0 Math Teacher at Fugett MS           | 1.0 Instructional Technology Coordinator at SEC          | 7/1/19                | TBD           |
| 2.   | Dr. Christine Eagles | Professional    | 1.0 Math Teacher at Stetson MS          | 1.0 Supervisor of Equity, ELD and World Languages at SEC | 7/1/19                | \$106,087     |
| 3.   | Paige Merten         | Professional    | 1.0 Assistant Principal at Stetson MS   | 1.0 Principal at Hillsdale ES                            | 8/5/19                | \$127,634     |
| 4.   | Belinda Nelson       | Service Support | Part-time Custodian at Glen Acres ES    | 1.0 2 <sup>nd</sup> Shift Custodian at Fern Hill ES      | 6/21/19               | \$17.50/hr    |
| 5.   | Alicia Schiele       | Professional    | .6 Math at Henderson HS                 | .8 Math at Henderson HS                                  | 8/19/19               | \$79,920      |
| 6.   | Geena Teodecki       | Professional    | .9 Art Teacher at Westtown Thornbury ES | 1.0 Art Teacher at Westtown Thornbury ES                 | 8/19/19               | \$56,800      |



|    |                      |                    |                                                  |                                                  |                              |
|----|----------------------|--------------------|--------------------------------------------------|--------------------------------------------------|------------------------------|
| b. | Transfer - Voluntary |                    |                                                  |                                                  |                              |
|    | <b><u>Name</u></b>   | <b><u>Type</u></b> | <b><u>From</u></b>                               | <b><u>To</u></b>                                 | <b><u>Effective Date</u></b> |
| 1. | Megan Davolos        | Professional       | 1.0 Special Education Teacher at Stetson MS      | 1.0 Special Education Liaison at SEC             | 8/19/19                      |
| 2. | Maria Gomez          | Service Support    | 1.0 2 <sup>nd</sup> Shift Custodian at Rustin HS | 1.0 2 <sup>nd</sup> Shift Custodian at Peirce MS | 6/17/19                      |
| 3. | Joseph Nicolini      | Service Support    | 1.0 2 <sup>nd</sup> Shift Custodian at East HS   | 1.0 2 <sup>nd</sup> Shift Custodian at Rustin HS | 6/17/19                      |
| 4. | Jessica Salley       | Professional       | 1.0 Guidance Counselor at East HS                | 1.0 Guidance Counselor at Penn Wood ES           | 8/19/19                      |

|    |                        |                    |                                                                     |                                                                    |                              |
|----|------------------------|--------------------|---------------------------------------------------------------------|--------------------------------------------------------------------|------------------------------|
| c. | Transfer – Involuntary |                    |                                                                     |                                                                    |                              |
|    | <b><u>Name</u></b>     | <b><u>Type</u></b> | <b><u>From</u></b>                                                  | <b><u>To</u></b>                                                   | <b><u>Effective Date</u></b> |
| 1. | Mandy McClure          | Professional       | .8 Speech/Language Therapist at Mary C Howse ES/.2 Penn Wood ES     | 1.0 Speech/Language Therapist at Mary C Howse ES                   | 8/19/19                      |
| 2. | Jennifer Mangold       | Professional       | 1.0 Special Education Teacher (.5 East Bradford ES/.5 Penn Wood ES) | 1.0 Special Education Teacher (.5 Starkweather ES/.5 Penn Wood ES) | 8/19/19                      |
| 3. | Jacklynn Pester        | Professional       | 1.0 Kindergarten Teacher at East Bradford ES                        | 1.0 TBD Teacher at Hillsdale ES                                    | 8/19/19                      |

|     |                     |                                     |                              |                           |
|-----|---------------------|-------------------------------------|------------------------------|---------------------------|
| IV. | Personnel Leave     |                                     |                              |                           |
| a.  | Sabbatical Leave    |                                     |                              |                           |
|     | <b><u>Name</u></b>  | <b><u>Position</u></b>              | <b><u>Effective Date</u></b> | <b><u>Ending Date</u></b> |
| 1.  | Daniel Hartwell     | 1.0 Science Teacher at Henderson HS | 8/19/19                      | 6/9/20                    |
| b.  | Unpaid Leave - None |                                     |                              |                           |

| V. Additional information |                                                                                                                                                                                                                       |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.                        | Patricia Davison has 18 years with the District.                                                                                                                                                                      |
| 2.                        | Krista Drozda is an 8 hour/day employee.                                                                                                                                                                              |
| 3.                        | Richard Thornton has a start date of 7/29/19.                                                                                                                                                                         |
| 4.                        | Jeannette Zoretic's start date for her new position will be 6/26/19.                                                                                                                                                  |
| 5.                        | Kristen Miller removal from Jump Start position                                                                                                                                                                       |
| 6.                        | Dr. Christine Eagles removal from Jump Start Administrator position                                                                                                                                                   |
| 7.                        | Approval of Non-Bargaining Support/Confidential Salaries and Merit Performance Bonuses for 2019-2020 per the Compensation, Benefits and Work Environment Guide for Supervisory, Technical and Confidential Employees: |

| <u>Last Name</u> | <u>First Name</u> | <u>2019-2020 Salary/Hourly Rate</u> | <u>Merit Amount</u> |
|------------------|-------------------|-------------------------------------|---------------------|
| Albert           | Eric              | \$101,496.47                        | \$2,740.40          |
| Baker            | Deborah           | \$62,976.00                         | \$1,889.28          |
| Birster          | Wayne             | \$112,420.56                        | \$3,035.35          |
| Bowers           | Nelson            | \$69,340.99                         | \$1,594.84          |
| Burgoyne         | Mary Elizabeth    | \$65,792.55                         | \$1,513.23          |
| Burns            | Timothy           | \$118,396.82                        | \$2,723.13          |
| Cherashore       | Linda             | \$77,211.84                         | \$1,775.87          |
| Comey            | Susan             | \$70,881.21                         | \$1,630.27          |
| DeLuca           | Carol             | \$70,889.93                         | \$1,772.25          |
| Dow              | Martin            | \$62,309.19                         | \$1,433.11          |
| Dutill           | Pamela            | \$25.49                             | \$623.87            |
| Fitzgibbon       | Jennifer          | \$24.62                             | \$753.24            |
| Flecha           | Miguel            | \$79,978.52                         | \$1,839.51          |
| Geigel           | Ada               | \$67,143.15                         | \$1,812.87          |
| Geigel           | Jose A.           | \$81,240.50                         | \$2,193.49          |
| Geigel           | Jose C.           | \$91,713.96                         | \$2,109.42          |
| Gordon           | Anne              | \$24.62                             | \$753.24            |
| Gordon Guidera   | Lesley            | \$25.58                             | \$782.34            |
| Gray             | Gerome            | \$61,196.77                         | \$1,407.53          |
| Gray             | Glenn             | \$59,592.19                         | \$1,608.99          |
| Hake             | Gary              | \$85,100.30                         | \$1,957.31          |
| Hammond          | Charles           | \$60,117.97                         | \$1,623.19          |
| Hatt             | Carolyn           | \$65,498.19                         | \$1,506.46          |
| Heym             | Karyn             | \$25.14                             | \$461.33            |
| Hopton           | Laurie            | \$24.62                             | \$753.24            |
| Kelly            | Anthony           | \$62,009.14                         | \$1,240.18          |
| Kelly            | Dion              | \$69,830.71                         | \$1,047.46          |
| Mack             | Frank             | \$61,141.90                         | \$1,406.26          |
| Matthews         | Jennifer          | \$92,499.45                         | \$2,312.49          |
| McGregor         | Wendy             | \$24.62                             | \$753.24            |
| Medley           | Jason             | \$60,117.97                         | \$1,623.19          |
| Moulden          | Carol             | \$60,655.63                         | \$1,395.08          |
| Neill            | Jennifer          | \$101,155.01                        | \$2,326.57          |
| Porco            | Michelle          | \$64,262.91                         | \$1,285.26          |

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|             |             |              |            |
|-------------|-------------|--------------|------------|
| Pumala      | Amelia      | \$55,854.78  | \$1,284.66 |
| Ralph       | Damion      | \$77,266.88  | \$1,159.00 |
| Reed        | Terence     | \$97,440.03  | \$1,948.80 |
| Ross        | Christopher | \$99,835.10  | \$2,296.21 |
| Ryan        | Shawn       | \$76,725.00  | \$1,764.68 |
| Scott       | Lynnette    | \$63,638.78  | \$1,463.69 |
| Simpson     | Aaron       | \$59,301.81  | \$1,186.04 |
| Sloan       | Deborah     | \$28.12      | \$860.26   |
| Somics      | Bradley     | \$73,146.95  | \$1,097.20 |
| Stavely     | Pauline     | \$26.97      | \$824.90   |
| Swisher     | Laura       | \$86,656.53  | \$2,339.73 |
| VanderWerff | Cindy       | \$26.79      | \$819.58   |
| Wright      | Terrance    | \$59,011.11  | \$885.17   |
| Wyatt       | Cassandra   | \$73,205.41  | \$1,683.72 |
| Yarnall     | Joanne      | \$103,770.64 | \$2,386.72 |
| Young       | David       | \$59,013.12  | \$1,180.26 |
| Young       | Donald      | \$87,235.03  | \$2,355.35 |
| Zaleta      | Karen       | \$49,615.50  | \$1,141.16 |

| VI. Supplemental Contracts       |            |          |        |      |               |                |                               |
|----------------------------------|------------|----------|--------|------|---------------|----------------|-------------------------------|
| Last Name                        | First Name | Location | Season | Step | % of Contract | Total Contract | Position Title                |
| <b>Additions:</b>                |            |          |        |      |               |                |                               |
| <b>Fall &amp; Winter '19-'20</b> |            |          |        |      |               |                |                               |
| Stolzer                          | Peter      | SMS      | Fall   | 7    | 100%          | \$4,741.00     | Head Football Coach           |
| Walsh                            | Steve      | RHS      | Fall   | 3    | 100%          | \$5,508.00     | Asst. Football Coach          |
| Boccio                           | Leslie     | EHS      | Winter | 4    | 100%          | \$5,152.00     | Cheerleading Sponsor          |
| Boyd                             | James      | EHS      | Winter | 4    | 100%          | \$5,152.00     | Asst. Boys Basketball Coach   |
| Carozza                          | Beth Ann   | EHS      | Winter | 5    | 50%           | \$3,619.50     | Head Swimming Coach           |
| Carozza                          | Beth Ann   | EHS      | Winter | 5    | 50%           | \$2,286.00     | Asst. Swimming Coach          |
| Chafetz                          | Marc       | EHS      | Winter | 6    | 100%          | \$5,684.00     | Asst. Wrestling Coach         |
| Duncan                           | Rodney     | EHS      | Winter | 1    | 100%          | \$4,312.00     | Asst. Boys Basketball Coach   |
| Durant                           | Tom        | EHS      | Winter | 4    | 100%          | \$6,992.00     | Head Boys Basketball Coach    |
| Gallo                            | John       | EHS      | Winter | 7    | 100%          | \$8,189.00     | Head Wrestling Coach          |
| Garvin                           | Kevan      | EHS      | Winter | 2    | 100%          | \$4,410.00     | Asst. Boys Basketball Coach   |
| Kibler                           | Jennifer   | EHS      | Winter | 3    | 100%          | \$3,240.00     | Asst. Cheerleading Coach      |
| Lanier                           | Kareem     | EHS      | Winter | 4    | 100%          | \$5,520.00     | Head Boys Track Coach         |
| Listrani                         | Erin       | EHS      | Winter | 6    | 100%          | \$7,714.00     | Head Girls Basketball Coach   |
| McCormick                        | David      | EHS      | Winter | 2    | 50%           | \$2,992.50     | Head Swimming Coach           |
| McCormick                        | David      | EHS      | Winter | 4    | 50%           | \$2,208.00     | Asst. Swimming Coach          |
| McGinnis                         | Joanna     | EHS      | Winter | 6    | 100%          | \$4,872.00     | Asst. Swimming Coach (Diving) |
| Wiggins                          | James      | EHS      | Winter | 4    | 100%          | \$5,520.00     | Head Girls Track Coach        |
| Young                            | Jessica    | EHS      | Winter | 3    | 100%          | \$3,240.00     | Asst. Cheerleading Coach      |
| Ziegler                          | Matthew    | EHS      | Winter | 5    | 100%          | \$5,334.00     | Asst. Wrestling Coach         |
| Adger                            | Briheem    | HHS      | Winter | 1    | 100%          | \$4,312.00     | Asst. Boys Basketball Coach   |
| Armstrong                        | Katherine  | HHS      | Winter | 4    | 100%          | \$5,152.00     | Asst. Girls Basketball Coach  |

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| <u>Last Name</u> | <u>First Name</u> | <u>Location</u> | <u>Season</u> | <u>Step</u> | <u>% of Contract</u> | <u>Total Contract</u> | <u>Position Title</u>        |
|------------------|-------------------|-----------------|---------------|-------------|----------------------|-----------------------|------------------------------|
| Beighley         | Rob               | HHS             | Winter        | 4           | 100%                 | \$6,992.00            | Head Wrestling Coach         |
| Bornstad         | Kevin             | HHS             | Winter        | 3           | 100%                 | \$4,536.00            | Asst. Boys Basketball Coach  |
| Bott             | Jeffrey           | HHS             | Winter        | 7           | 100%                 | \$8,189.00            | Head Swimming Coach          |
| Boyer            | Kathleen          | HHS             | Winter        | 4           | 100%                 | \$4,416.00            | Asst. Swimming Coach         |
| Buda             | Amy               | HHS             | Winter        | 4           | 100%                 | \$5,152.00            | Asst. Girls Basketball Coach |
| Cella            | Alyssa            | HHS             | Winter        | 1           | 100%                 | \$3,080.00            | Asst. Cheerleading Coach     |
| Clay             | Charles           | HHS             | Winter        | 2           | 100%                 | \$945.00              | Winter Intramurals           |
| Edwards          | Caleb             | HHS             | Winter        | 4           | 100%                 | \$5,152.00            | Asst. Wrestling Coach        |
| Ericson          | Kathleen          | HHS             | Winter        | 1           | 50%                  | \$1,540.00            | Asst. Cheerleading Coach     |
| Everhart         | Tyler             | HHS             | Winter        | 1           | 100%                 | \$4,312.00            | Asst. Girls Basketball Coach |
| Fraturre         | Robert            | HHS             | Winter        | 2           | 100%                 | \$5,985.00            | Head Boys Basketball Coach   |
| Kelly            | Kevin             | HHS             | Winter        | 7           | 100%                 | \$6,465.00            | Head Boys Track Coach        |
| Kelly            | Kevin             | HHS             | Winter        | 7           | 20%                  | \$1,293.00            | Head Girls Track Coach       |
| Lind             | Cody              | HHS             | Winter        | 1           | 50%                  | \$2,156.00            | Asst. Wrestling Coach        |
| Lunardi          | John              | HHS             | Winter        | 6           | 100%                 | \$1,218.00            | Winter Intramurals           |
| Martin           | Robin             | HHS             | Winter        | 1           | 80%                  | \$3,696.00            | Head Girls Track Coach       |
| Muzi             | Jarrett           | HHS             | Winter        | 4           | 100%                 | \$5,152.00            | Asst. Boys Basketball Coach  |
| Neff             | Greta             | HHS             | Winter        | 4           | 100%                 | \$6,992.00            | Head Girls Basketball Coach  |
| Ramos            | Lisa              | HHS             | Winter        | 6           | 100%                 | \$5,684.00            | Cheerleading Sponsor         |
| Ronayne          | Jennifer          | HHS             | Winter        | 2           | 100%                 | \$3,780.00            | Asst. Swimming Coach         |
| Taylor           | Jacob             | HHS             | Winter        | 1           | 50%                  | \$2,156.00            | Asst. Wrestling Coach        |
|                  |                   |                 |               |             |                      |                       |                              |
| Amabile          | Morgan            | RHS             | Winter        | 3           | 100%                 | \$3,240.00            | Asst. Cheerleading Coach     |
| Brickus          | Tyree             | RHS             | Winter        | 4           | 25%                  | \$1,288.00            | Asst. Boys Basketball Coach  |
| Brown            | Shaz              | RHS             | Winter        | 6           | 100%                 | \$6,090.00            | Head Boys Track Coach        |
| Cochran          | Keith             | RHS             | Winter        | 4           | 100%                 | \$6,992.00            | Head Boys Basketball Coach   |
| Collins          | James             | RHS             | Winter        | 4           | 100%                 | \$5,520.00            | Head Girls Track Coach       |
| DiFilippo        | Kelly             | RHS             | Winter        | 4           | 100%                 | \$3,680.00            | Asst. Cheerleading Coach     |
| Haid             | William           | RHS             | Winter        | 4           | 100%                 | \$5,152.00            | Asst. Girls Basketball Coach |
| Hasson           | Carrie            | RHS             | Winter        | 2           | 100%                 | \$4,410.00            | Cheerleading Sponsor         |
| Jackson          | Larry             | RHS             | Winter        | 3           | 25%                  | \$1,134.00            | Asst. Boys Basketball Coach  |
| Monaghan         | John              | RHS             | Winter        | 6           | 100%                 | \$7,714.00            | Head Swimming Coach          |
| Spann            | Alex              | RHS             | Winter        | 4           | 50%                  | \$2,576.00            | Asst. Boys Basketball Coach  |
| St. Clair        | Michael           | RHS             | Winter        | 6           | 100%                 | \$5,684.00            | Asst. Boys Basketball Coach  |
| Stackhouse       | Lauren            | RHS             | Winter        | 1           | 100%                 | \$5,852.00            | Head Girls Basketball Coach  |
| Dunn             | Michael           | FMS             | Winter        | 6           | 100%                 | \$2,842.00            | Asst. Boys Basketball Coach  |
| Hughes           | Miriam            | FMS             | Winter        | 1           | 100%                 | \$2,156.00            | Asst. Girls Basketball Coach |
| Washington       | Reginald          | FMS             | Winter        | 7           | 100%                 | \$3,448.00            | Head Boys Basketball Coach   |
| Washington       | Reginald          | FMS             | Winter        | 7           | 50%                  | \$1,293.00            | 6th Grade Basketball Coach   |
| Wilson           | Lindsay           | FMS             | Winter        | 4           | 100%                 | \$2,944.00            | Head Girls Basketball Coach  |
| Wilson           | Lindsay           | FMS             | Winter        | 1           | 50%                  | \$462.00              | 6th Grade Basketball Coach   |
| Adams            | Stefan            | PMS             | Winter        | 1           | 100%                 | \$2,156.00            | Asst. Boys Basketball Coach  |
| Dumas            | Michael           | PMS             | Winter        | 5           | 100%                 | \$3,810.00            | Head Wrestling Coach         |
| Jenkins          | Stephen           | PMS             | Winter        | 7           | 100%                 | \$1,293.00            | 6th Grade Wrestling Coach    |
| Jenkins          | Stephen           | PMS             | Winter        | 1           | 100%                 | \$2,464.00            | Head Girls Basketball Coach  |
| Marabella        | Brandon           | PMS             | Winter        | 5           | 100%                 | \$3,048.00            | Asst. Wrestling Coach        |
| McNichol         | Michael           | PMS             | Winter        | 7           | 100%                 | \$3,448.00            | Asst. Wrestling Coach        |
| Oberholtzer      | Erica             | PMS             | Winter        | 1           | 100%                 | \$2,156.00            | Asst. Girls Basketball Coach |
| Wiegner          | Harry             | PMS             | Winter        | 5           | 100%                 | \$3,048.00            | Head Boys Basketball Coach   |
| Wiegner          | Harry             | PMS             | Winter        | 5           | 100%                 | \$1,143.00            | 6th Grade Basketball Coach   |
|                  |                   |                 |               |             |                      |                       |                              |

| <u>Last Name</u>         | <u>First Name</u> | <u>Location</u> | <u>Season</u> | <u>Step</u> | <u>% of Contract</u> | <u>Total Contract</u> | <u>Position Title</u>        |
|--------------------------|-------------------|-----------------|---------------|-------------|----------------------|-----------------------|------------------------------|
| Ascareggi                | James             | SMS             | Winter        | 6           | 100%                 | \$3,248.00            | Head Girls Basketball Coach  |
| Busz                     | Gerald            | SMS             | Winter        | 4           | 100%                 | \$2,576.00            | Asst. Girls Basketball Coach |
| Busz                     | Gerald            | SMS             | Winter        | 2           | 100%                 | \$945.00              | 6th Grade Basketball Coach   |
| Heisman                  | Jonathon          | SMS             | Winter        | 5           | 100%                 | \$2,667.00            | Asst. Boys Basketball Coach  |
| <b>Removals:</b>         |                   |                 |               |             |                      |                       |                              |
| Ainsworth                | Ashely            | RHS             | Fall          | 2           | 100%                 | \$3,780.00            | Asst. Girls Soccer Coach     |
| Hall                     | Lauren            | HHS             | Fall          | 1           | 100%                 | \$3,696.00            | Asst. Volleyball Coach       |
| Lunardi                  | Laura             | RHS             | Fall          | 4           | 100%                 | \$5,520.00            | Head Field Hockey Coach      |
| McClintock               | Whitney           | HHS             | Fall          | 4           | 100%                 | \$1,104.00            | Fall Intramurals             |
| <b>Adjustments: None</b> |                   |                 |               |             |                      |                       |                              |

Recommendations: Supplement to the Agenda –**ADDENDUM**

- I. Removals from Payroll
  - a. Resignations – None
  - b. Retirements

|    |                                                                                               |
|----|-----------------------------------------------------------------------------------------------|
| 1. | Theresa O’Connell, 1.0 paraprofessional at Fugett MS, effective 6/24/19, 11 years of service. |
|----|-----------------------------------------------------------------------------------------------|

- II. Additions to Payroll
  - a. Professional Staff: Contract

|    |                   |                                                                                                                                                                                                         |
|----|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Allison Dougherty |                                                                                                                                                                                                         |
|    | Placement         | 1.0 Italian Teacher at .6 East HS/.2 Fugett MS/.2 Stetson MS, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 5, Step 12, \$75,200.                                             |
|    | Education         | Bachelor of Arts from The George Washington University 2001-2005, Master of Arts from The College of New Jersey 2006-2007                                                                               |
|    | Experience        | World Language Teacher at Seneca High School, NJ 2007-current                                                                                                                                           |
|    | Certification     | Instructional I, Italian PK-12, Social Studies 7-12                                                                                                                                                     |
| 2. | Sara Nyholm       |                                                                                                                                                                                                         |
|    | Placement         | 1.0 Grade 1 Teacher at Westtown Thornbury ES, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 2, \$49,100.                                                              |
|    | Education         | Bachelor of Science from West Chester University 2014-2018                                                                                                                                              |
|    | Experience        | Grade 1 Long term Substitute at WCASD 2018-2019                                                                                                                                                         |
|    | Certification     | Instructional I, Grades 4-8 (All subjects 4-6, Mathematics 7-8), Grades PK-4                                                                                                                            |
| 3. | Danielle Siano    |                                                                                                                                                                                                         |
|    | Placement         | 1.0 Social Studies Teacher at Stetson MS, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 3, \$50,000.                                                                  |
|    | Education         | Bachelor of Arts from West Chester University 2013-2017                                                                                                                                                 |
|    | Experience        | Math Long Term Substitute at WCASD 8/2018-6/2019, Grade 5 Long Term Substitute at Kennett Consolidated School District 1/2018-6/2018, Building Substitute at Stetson MS with InSight 1/30/18 – current. |
|    | Certification     | Instructional I, Grades 4-8 (All subjects 4-6, Mathematics 7-8, Social Studies 7-8)                                                                                                                     |

|    |                 |                                                                                                                                              |
|----|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| 4. | Julian Swiggett |                                                                                                                                              |
|    | Placement       | 1.0 English Teacher at .6 East HS/.4 Fugett MS, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 3, Step 5, \$53,800. |
|    | Education       | Bachelor of Arts from Susquehanna University 2004-2008                                                                                       |
|    | Experience      | Grade 7 Language Arts Teacher at Alhambra Elementary School District, AZ 2011-current                                                        |
|    | Certification   | Instructional I, English                                                                                                                     |
|    |                 |                                                                                                                                              |

b. Professional Staff: Long Term Substitute

|    |                  |                                                                                                                                                                          |
|----|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Kaylie Rosenthal |                                                                                                                                                                          |
|    | Placement        | 1.0 English Teacher at Stetson MS, Temporary Professional Employee (Non-Tenured), effective 8/19/19, Level 1, Step 1, \$46,000. During Mr. Carpenter’s leave of absence. |
|    | Education        | Bachelor of Arts from University of Pittsburgh 2011-2015, Master of Arts from University of Michigan 2015-2016                                                           |
|    | Experience       | English Long Term Substitute at WCASD 2018-2019, English Teacher at Prince William County Public Schools, VA 2016-2018                                                   |
|    | Certification    | Instructional I, English 7-12                                                                                                                                            |

c. Administrative Staff: Contract - None

d. Support Staff: Contract - None

e. Support Staff: Substitute - None

III. Personnel Events

a. Status Change - None

b. Transfer - None

IV. Personnel Leave

a. Sabbatical Leave - None

b. Unpaid Leave - None

V. Additional Information - None

VI. Supplemental Contracts - None

*Dr. Ulmer announced the inadvertent omission of Brian Adger, Head Custodian at Fern Hill ES from the non-bargaining salary and bonus list. He requested approval of Mr. Adger’s 2019-20 salary of \$61,340.73 and merit of \$920.11.*

**BOARD ACTION:** It was moved by Dr. Shaw and seconded by Mr. Gallen to approve the Personnel Recommendations as presented.

**On roll call vote, 8 members present voted “aye” with Ms. Chester abstaining. Motion carried 8-0-1.**

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Committee Reports

Education Committee—Mrs. Tiernan

A5. Approval of Resolution Supporting HB 526 and SB 34 – Statewide Cyber Charter School Funding Reform

BOARD ACTION: It was moved by Mrs. Tiernan and seconded by Dr. Shaw to approve the Resolution Supporting HB 526 and SB 34 – Statewide Cyber Charter School Funding Reform

**Resolution Supporting Statewide Cyber Charter School Funding Reform
By the Board of Directors of the West Chester Area School District**

WHEREAS, the Commonwealth is the sole authorizer of cyber charter schools, yet almost all of the costs for cyber charter schools are borne by school districts and local taxpayers, and the current funding formula for cyber charter schools is based on school district expenditures with no relationship to the actual instructional costs of the students attending the charter school; and

WHEREAS, the current cyber charter school funding formula for special education differs from the formula used to calculate school district special education subsidies and is not based on the actual costs of the cyber charter school to meet the needs of their students with disabilities; and the current flawed calculation requires school districts to pay charter schools regardless of the costs of services provided, resulting in the overpayment of district funds to charter schools for special education students; and

WHEREAS, the average tuition rate in Pennsylvania for non-special education was \$11,308; and

WHEREAS, the average tuition rate for a special education student made by a district was \$26,000 with the average tuition rate for a non-special education student \$11,309; and

WHEREAS, the average tuition rate for special education students attending cyber charter schools was \$24,200 per student and more than 390 school districts in Pennsylvania were forced to pay more than \$20,000 per student for special education students attending cyber charter schools; and

WHEREAS, the 2018-19 tuition rates for cyber charter schools in the West Chester Area School District was \$12,620 for a regular education student and \$29,565 for a special education student; and

WHEREAS, the West Chester Area School District's cyber charter school expenditures for the 2018-19 school year for 168 students was \$2,679,345 and was encumbered as follows:

| Students | Tuition rate per student | Total |
|-----------------------|--------------------------|-------------|
| 135 regular education | \$12,620 | \$1,703,700 |
| 33 special education | \$29,565 | \$ 975,645 |
| 168 total students | | \$2,679,345 |

WHEREAS, the Chester County Intermediate Unit calculated an average tuition cost for a regular education cyber school student to be \$5,400 and a special education student to be \$6,500; and

WHEREAS, the Chester County Intermediate Unit rates would save West Chester Area School District taxpayers an estimated \$1,735,845; and

NOW THEREFORE BE IT RESOLVED, this ____ day of ____, 2019 by the Board of School Directors of the West Chester Area School District, that:

1. West Chester Area School Board urges its elected officials to support legislation that corrects the tuition for the regular and special education to cyber charter schools so that it is based on the actual costs of educating their students and relieves the financial burden on school districts and taxpayers.
2. West Chester Area School Board urges its elected officials to support House Bill 526 and Senate Bill 34 which would require parents to enroll children in a cyber-school run by their local school district if a district operated a cyber-school.

ATTEST:

WEST CHESTER AREA SCHOOL BOARD

President

On roll call vote, all members present voted "aye." Motion carried 9-0.

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**Personnel Committee—Dr. Shaw**

**C2. Approval of Act 93 Administrators' Compensation Plan – July 1, 2019 – June 30, 2023**

**BOARD ACTION:** It was moved by Dr. Shaw and seconded by Mr. Gallen to approve the Act 93 Administrators' Compensation Plan – July 1, 2019 – June 30, 2023.

**On roll call vote, all members present voted "aye." Motion carried 9-0.**

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Other Business

X4. Approval of Resolution to authorize the West Chester Area School District Administration to develop criteria for a Request for Proposal for legal services for the district

BOARD ACTION: It was moved by Mr. Tabakin and seconded by Mr. Gallen to approve the resolution to authorize the West Chester Area School District Administration to develop criteria for a Request for Proposal for legal services for the district

On roll call vote, all members present voted "aye." Motion carried 9-0.

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**Comments from Residents**

Barb Sullivan spoke about parent concerns regarding the current building model for special education aides.

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June 24, 2019

Mr. McCune read the following quote, "There is no limit to the amount of good you can do if you don't care who gets the credit." ~ Ronald Reagan

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**Adjournment:**

**BOARD ACTION:** On motion by Mr. Gallen, seconded by Ms. Chester, the Board, on voice vote, agreed to adjourn at 7:33 p.m.

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Board Secretary