

WEST CHESTER AREA SCHOOL BOARD—Meeting of July 27, 2020

I. Call to Order

The West Chester Area School Board met virtually via ZOOM. The meeting began at 7:01 pm. Mr. McCune, Board President, called the meeting to order and led the public in the Pledge of Allegiance.

II. Roll Call

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

Members Absent:

III. Approval of Minutes of the June 22, 2020 Monthly School Board Meeting

BOARD ACTION: It was moved by Mr. Spackman and seconded by Mr. Gallen to approve the minutes of the June 22, 2020 School Board Meeting.

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

Mr. McCune announced that the Board met in Executive Session on July 13, 2020 regarding a personnel matter and a student matter.

IV. Approval of the July 27, 2020 School Board Meeting Agenda

BOARD ACTION: It was moved by Dr. Shaw and seconded by Ms. Chester to approve the July 27, 2020 meeting agenda.

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

VI. Public Comments on Agenda Items

There were no public comments on agenda items.

VII. Approval of Personnel Recommendations—Dr. Ulmer

I.	Removal from Payroll
a.	Resignations
1.	Stephanie Bell, 1.0 Paraprofessional at East Bradford ES, effective 8/1/20.
2.	Ashley Cialini, 1.0 Paraprofessional at Peirce MS, effective 7/20/20.
3.	Dr. Nora Wheeler, 1.0 Elementary Principal at Westtown Thornbury ES, effective date TBD.
b.	Retirements
1.	Charles Anderson, 1.0 2 nd Shift Custodian at Henderson HS, effective 8/30/20. 23 Years of Service.

2.	David Young, 1.0 Head Custodian at Spellman Education Center, effective 12/31/20. 34 Years of Service.
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II.	Additions to Payroll	
a.	Professional Staff: Contract	
1.	Alyssa Brown	
	Placement	1.0 Grade 4 Teacher at Westtown-Thornbury ES, Professional Employee (Tenured), effective TBD, Level 5, Step 5, \$58,200.
	Education	Bachelor of Science from West Chester University 2008-2012, Masters of Education from West Chester University 2014-2019
	Experience	Reading Specialist/Grade 4 Teacher at Chichester Area School District 8/2013 – current, Permanent Building Substitute at Chichester Area School District 2012-2013, Long Term Substitute at Phoenixville Area School District 3/2013 – 6/2013
	Certification	Instructional II, Reading Specialist, Elementary K-6, Mid-Level Mathematics 7-9
2.	Erin Hahn	
	Placement	1.0 Math Teacher at .6 Stetson MS/.4 Peirce MS, Temporary Professional Employee (Non-Tenured), effective TBD, Level 5, Step 4, \$57,100.
	Education	Bachelor of Science from West Chester University 2009-2013, Master of education from Cabrini College 2014-2017
	Experience	Secondary Math Teacher at Phoenixville Area School District 8/2017 – current, Permanent Building Substitute with InSight 1/2017 – 6/2017
	Certification	Instructional I, Mathematics 7-12
3.	Anthony Marano	
	Placement	1.0 Business/Computer Literacy Teacher at .6 Rustin HS/.4 Fugett MS, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 2, \$49,400.
	Education	Bachelor of Arts from Widener University 2015-2019
	Experience	Grade 5 Long Term Substitute at Penn Delco School District 8/2019 – 6/2020
	Certification	Instructional I, Grades 4-8 Mathematics, Bus-Computer-Info Tech K-12, Technology Education
4.	Molly Neubert	
	Placement	1.0 Reading Specialist at Starkweather ES, Temporary Professional Employee (Non-Tenured), effective TBD, Level 5, Step 5, \$58,200.
	Education	Bachelor of Science from Pennsylvania State University 2006 – 2010, Master of Science from West Chester University 2012-2016
	Experience	Reading Specialist at Coatesville Area School District 1/2020 – current, Reading Specialist at Mariana Bracetti Academy 6/2016 – 6/2019, Grade 8 ELA teacher and English Curriculum Coordinator at Mariana Bracetti Academy 8/2012 – 6/2016, English Language Arts Teacher at Saint Francis International School, MD.

5.	Rachel Petkevis	
	Placement	1.0 Grade 5 Teacher at Westtown-Thornbury ES, Professional Employee (Tenured), effective 8/24/20, Level 6, Step 5, \$59,900.
	Education	Bachelor of Science from Bloomsburg University of Pennsylvania 2002-2006, Master of Science from Cabrini College 2010-2013
	Experience	Grade 5 Teacher at Interboro School District 8/2009 - current
	Certification	Instructional II, Elementary K-6, Early Childhood N-3
6.	Zachary Rehrig	
	Placement	1.0 Spanish Teacher at .8 Stetson MS/.2 Peirce MS, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 5, Step 1, \$51,300.
	Education	Bachelor of Arts from University of Pittsburgh 2015-2019, Master of Arts from University of Pittsburgh 2019-2020
	Experience	None
	Certification	Instructional I, Spanish (Pending)
b.	Professional Staff: Long Term Substitute	
1.	Stacey Fash	
	Placement	1.0 Biology Teacher at Rustin HS, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Yabor's leave of absence.
	Education	Bachelor of Science from Saint Joseph's University 2013-2017, Certification from Eastern University 2018-2020
	Experience	None
	Certification	Instructional I, Biology (Pending)
2.	Kelsey Foreman	
	Placement	1.0 Grade 4 Teacher at East Goshen ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Mulloy's leave of absence.
	Education	Bachelor of Science from West Chester University 2014-2018
	Experience	Grade 2 Long Substitute Teacher at West Chester Area School District 10/2019 – 5/2020, Building Substitute with InSight 8/2018 – 10/2019
	Certification	Instructional I, PK-4
3.	Brooke Gillespie	
	Placement	1.0 Grade 1 Teacher at Mary C. Howse ES, Temporary Professional Employee (Non-Tenured), effective TBD, Level 1, Step 1, \$46,000. During Ms. Kane's leave of absence.
	Education	Bachelor of Science from West Chester University 2015-2019
	Experience	Long Term Substitute at Kennett Consolidated School District 8/2019 – 6/202, Substitute Teacher with InSight 5/2019 – 6/2019
	Certification	Instructional I, Elementary K-4
4.	William Jacobus	

	Placement	1.0 Grade 5 Teacher at Mary C. Howse ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Grecco's leave of absence.
	Education	Bachelor of Arts from West Chester University 2011-2015, Certification from Millersville University 2016-2018
	Experience	Building Substitute with InSight 2018 – current, Extended Term Substitute with STS 3/2019 – 6/2019
	Certification	Instructional I, Elementary K-6
5.	Eillen McCallister	
	Placement	1.0 Grade 5 Teacher at Exton ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Pavlo's temporary assignment.
	Education	Bachelor of Arts from Alvernia College 2009-2013
	Experience	Grade 5 Teacher at Hillsdale ES 8/2019 – 6/2020, Building Substitute at Starkweather ES with InSight 2017-2019, Grade 3 Teacher at Spotsylvania County Public Schools, DE 2015-2017, Grade 2 Long Term Substitute Teacher at Red Clay Consolidated SD 2/2015 – 6/2015
	Certification	Instructional I, Elementary
6.	Samantha Michael	
	Placement	1.0 Speech and Language Therapist at Fugett MS, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, 46,000. During Ms. Fricker's leave of absence.
	Education	Bachelor of Science from Marywood University of Pa 2013-2017, Master of Science from Marywood University 2017-2018
	Experience	Speech-Language Pathologist at ProCare Therapy 3/6/20 – current, Speech-Language Pathologist at Gym-Jam Therapeutics, Inc. 9/2019 – 3/2020, Speech-Language Pathologist at Genesis Rehab Services 8/2019 – 10/2019, Speech-Language Pathologist at EDU Healthcare 8/2018 – 6/2019
	Certification	Instructional I, Speech & Language Impaired
7.	Janice Ryan	
	Placement	1.0 Kindergarten Teacher at Glen Acres ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Malikowski's leave of absence.
	Education	Bachelor of Science from West Chester University 6/1986 – 12/1987
	Experience	Building Substitute with InSight current, Grade 1 Teacher at Prince William County Schools, VA 8/2007 – 12/2012, Grade 1 Teacher at Prince William County Schools, VA 8/1997 – 6/2005, Grade 2 Teacher at Berkeley Township School District, NJ 9/1989 – 6/1990
	Certification	Instructional I, Elementary K-6
8.	Donielle Tubioli	

	Placement	1.0 ELD Teacher at Westtown Thornbury ES, Temporary Professional Employee (Non-Tenured), effective 9/2/20, Level 1, Step 1, \$46,000. During Ms. O'Donnell's leave of absence.
	Education	Bachelor of Science from Bloomsburg University 2010-2014
	Experience	ESOL Teacher at Prince William County Public Schools 8/27/14 – current
	Certification	Instructional I, Early Childhood N-3, ESL Program Specialist
9. Rebekah Ulmer		
	Placement	1.0 Grade 1 Teacher at Fern Hill ES, Professional Employee (Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Peterson's leave of absence.
	Education	Bachelor of Science from University of Maryland 1992-1996, Master of Science from West Chester University 1998-2002
	Experience	Elementary Building Substitute with InSight 1/13/2020 – 6/8/2020, Elementary Teacher at West Chester Area School District 8/1997-3/2004, Gifted Resource Teacher at West Chester Area School District 8/2005-6/2006
	Certification	Instructional II, Early Childhood N-3
10. AnnMarie Winfield		
	Placement	1.0 Math Teacher at Rustin HS, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. D'Agostino's leave of absence.
	Education	Bachelor of Science from University of Scranton 1986-1990, Certification from Immaculata University 20016-2017
	Experience	1.0 Math Long Term Substitute at WCASD 8/19/2019 – 3/3/2020, 1.0 Math Long Term Substitute at WCASD 8/2018 – 6/2019, Math Long Term Substitute at STS/Downingtown Area School District (Stem Academy) 2013 - 2017
	Certification	Instructional I, Mathematics 7-12
c. Administrative Staff: Contract - None		
d. Support Staff: Non Bargaining		
1. Monica Fabri		
	Placement	1.0 Registered Nurse at .33 Fugett MS/.33 Stetson MS/.34 at Peirce MS, effective 8/25/20, \$24.07.
e. Support Staff: Contract		
1. Tina Griesser		
	Placement	1.0 Secretary to the Assistant Principal at East HS, 7.5 hrs./day, 5 days/week, 260 days/year, effective 8/24/20, Group 2, Step 5, \$17.07.
2. Kirsten Leonard		
	Placement	1.0 Secretary to the Assistant Principal at Henderson HS, 7.5 hrs./day, 5 days/week, 260 days/year, effective 7/20/20, Group 2, Step 5, \$17.07.

f.	Support Staff: Substitute	
1.	Yenys Mundell	Substitute Custodian, \$15/hr.
g.	Temporary Summer Staff	
1.	Shannan Criscuolo	1.0 Secondary ESY Nurse, effective 6/29/2020
2.	Wendy McGregor	1.0 Elementary ESY Nurse, effective 6/29/2020
3.	Deborah Sloan	1.0 Elementary ESY Nurse, effective 6/29/2020

III.	Personnel Events					
a.	Status Change					
	Name	Type	From	To	Effective Date	Salary
1.	Ashley Dick	Professional	.8 Science at (.6 Fugett MS/.2 East HS)	1.0 Science at Stetson MS	8/24/20	\$49,400
2.	William Estes	Custodian	1.0 Head Custodian Apprentice at District	1.0 Head Custodian at Fern Hill ES	7/29/20	\$60,000
3.	Hilda Matos Perez	Support	1.0 Secretary to the Assistant Principal at Peirce MS	1.0 Secretary to the Director of Elementary Education	8/3/20	Group 3, Step 6 \$20.77
4.	Jacqueline Pavlo	Professional	1.0 Grade 5 Teacher at Exton ES	1.0 Teacher on Assignment: Assistant Principal at Fugett MS	7/13/20	\$61,600 + 10% Stipend
5.	Deborah Whitmire	Professional	1.0 Reading Specialist at Glen Acres ES	1.0 Teacher on Assignment: Supervisor of Elementary ELA	7/2/20	\$100,400 + 10% Stipend

b.	Transfer - Voluntary				
	Name	Type	From	To	Effective Date
1.	Stacey Brickus	Professional	1.0 Reading/English Teacher at Stetson MS	1.0 Reading Specialist at Glen Acres ES	8/24/20
2.	Kristyn Demi	Professional	1.0 Grade 1 at Westtown Thornbury ES	1.0 Grade 1 at Cyber Academy	8/24/20
3.	Shawn Dzielawa	Professional	1.0 Grade 2 at Fern Hill ES	1.0 Grade 3 at Cyber Academy	8/24/20
4.	Mary Kate McGetrick	Professional	1.0 Kindergarten at Exton ES	1.0 Kindergarten at Cyber Academy	8/24/20
5.	Matthew Rogers	Professional	1.0 Grade 4 at Glen Acres ES	1.0 Grade 4 at Cyber Academy	8/24/20
6.	Barbara Sochaki	Professional	1.0 Grade 2 at Mary C. Howse ES	1.0 Grade 2 at Cyber Academy	8/24/20
7.	Samantha Zang	Professional	1.0 Grade 5 at Penn Wood ES	1.0 Grade 5 at Cyber Academy	8/24/20

IV.	Personnel Leave			
a.	Sabbatical Leave			
	Name	Position	Effective Date	Ending Date
1.	Sascha Lehmann	1.0 Librarian at Fugett MS	8/24/20	6/15/20
b.	Unpaid Leave – None			

V.	Additional Information			
1.	Michael Bowes, .5 Part-Time Custodian at Fugett MS has been termed. Never started position.			
2.	Dr. Rebecca Eberly is approved to receive a stipend of \$2,500 for her work in the Cyber-Academy program.			
3.	Elizabeth Griffin's salary has been adjusted to Level 1, Step 3, \$50,300.			
4.	Michele McCain has rescinded her request for a sabbatical for the first semester of the 2020-2021 school year.			
5.	Ms. Julianne Pecorella will serve as the Interim Principal at Westtown Thornbury ES until a replacement is found. Ms. Pecorella will receive \$550/day. Her start date will be 7/29/20.			
6.	Stephanie Price's salary has been adjusted to Group 2, Step 5, \$17,07.			
7.	Kelly Sassa's salary has been adjusted to Level 7, Step 1, \$54,700.			
8.	Aneshka Szczesny's salary has been adjusted to Level 1, Step 4, \$51,200.			
9.	Approval of Administrator salaries for 2020-2021 and Merit Pay Performance Bonuses for the 2019-2020 school year per the Act 93 Agreement:			

Last Name	First Name	20-21 Total Salary	19-20 Merit Pay
ALSTON	CHRISTOPHER	\$143,905	\$3,742
ALSTON	PATRICIA	\$98,744	\$2,567
ALSTON	TERRILYNNE	\$149,633	\$3,890
BARNELLO	KRISTEN	\$131,835	\$3,428
BROWN	DENNIS M	\$150,381	\$3,910
BROWN	STEPHEN	\$134,111	\$3,487
CAMPBELL	KEVIN	\$175,777	\$4,570
CATRAMBONE	STEPHEN	\$149,940	\$3,898
CLIFTON	MARY BETH	\$105,164	\$2,945
CORNELIUS	SUSAN JANE	\$109,402	\$2,844
CROMWELL	CHRISTOPHER	\$90,791	\$2,542
CRUICE	SHAWN P	\$130,584	\$3,395
DAKES	PHILLIP	\$134,021	\$3,485
DEWITT	JAMES	\$133,974	\$3,483
DIANTONIO	JOSEPH	\$151,072	\$3,928
DOWDELL	CRYSTAL	\$133,974	\$3,483
EAGLES	CHRISTINE	\$114,039	\$2,965
EBERLY	REBECCA L	\$150,675	\$4,219
FAGAN	KEVIN	\$168,028	\$4,705
FIELDS	COREY	\$126,156	\$3,280
FLORIO	TAMMI L	\$174,630	\$4,540
FORREST	NICOLE	\$124,956	\$3,249
GACOMIS	ELLEN M	\$150,528	\$3,914
GIARDINIERE	MARILEE	\$98,744	\$2,567
GRAHAM	SARAH	\$128,205	\$3,333
GREAR	ANDREW	\$128,205	\$3,333
GROVES	MARK ALLEN	\$126,009	\$3,276
JOYCE	PAUL	\$137,768	\$3,582
KERR	IAN	\$137,506	\$3,575
KLEIMAN	MELISSA	\$123,676	\$3,216
LANDGRAFF	DEVON	\$109,295	\$2,842
LEE	CHONG H	\$136,777	\$3,967
LUNARDI	CHRISTOPHER	\$128,205	\$3,333
MADER	DAWN	\$130,583	\$3,395
MARANO	MICHAEL	\$167,701	\$4,360
MATILLA	PHILIP	\$133,974	\$3,483
MATYS	JUSTIN	\$138,910	\$3,612
MAXWELL	JUDY KAY	\$133,974	\$3,483
MCCORMICK	KENNETH F	\$109,402	\$2,844
MEANIX	JOHN F	\$143,905	\$3,742
MERTEN	PAIGE	\$130,952	\$3,405
MISSETT	SARA M	\$181,618	\$4,722
MITCHELL	RICHARD	\$118,857	\$3,090
NEILL	JENNIFER	\$113,121	\$2,941
OZER	ELISHA KATHRYN	\$134,361	\$6,900

Last Name	First Name	20-21 Total Salary	19-20 Merit Pay
PHIFER	LISA M	\$138,037	\$3,589
PUCHALLA	MARY KAY	\$130,330	\$3,389
RANIERI	LEIGH ANN	\$183,016	\$5,501
REDDEN	JOANNE	\$136,378	\$3,546
ROTHERA	CAROL	\$131,835	\$3,428
RYAN	DONNA M	\$143,905	\$3,742
SCANLON	JAMES		\$7,338
SCULLY	JOHN		\$5,715
SHERLOCK	JASON P	\$168,192	\$4,373
SMALL	LLEWELLYN ANTONIO	\$155,000	\$4,340
SOKOLOWSKI	ROBERT J		\$5,316
SOUTHMAYD	JENNIFER	\$90,791	\$2,361
STEPHEN	ERIN	\$110,898	\$2,883
ULMER	JEFFREY G	\$178,067	\$4,630
WAGMAN	MICHAEL	\$175,141	\$5,079
WERNER	STEVEN	\$131,835	\$3,428
WHEELER	NORA	\$146,720	\$3,815

Addendum-Personnel Recommendations

I. Removals from Payroll

a. Resignations - None

b. Retirements

- | | |
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| 3. | Marta Paxson, 1.0 Grade 1 Teacher at East Bradford ES, effective 9/30/20. 27 Years of Service. |
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II. Additions to Payroll

a. Professional Staff: Contract

7.	Chelsea Sammarone	
	Placement	1.0 Cyber Coach at Cyber Academy, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 3, \$50,300.
	Education	Bachelor of Science from Duquesne University 2013-2017
	Experience	High School Social Studies Teacher at PA Leadership Charter School 8/2014 – current,
	Certification	Instructional I, Social Studies
8.	Kelly Nunan	
	Placement	1.0 Grade 3 at Penn Wood ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 2, \$49,400.
	Education	Bachelor of Science from West Chester University 2015-2019
	Experience	Grade 2 Long Term Substitute Teacher at Westtown-Thornbury ES, 11/6/2019 – 3/2020, Substitute Teacher with InSight 2019, ESY at Upper Dublin SD 6/2019-7/2019

	Certification	Instructional I, Grades PK-4
9.	Riley Orr	
	Placement	1.0 Grade 2 Teacher at Westtown Thornbury ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 2, \$49,400.
	Education	Bachelor of Science from West Chester University 2015 - 2019
	Experience	1.0 Grade 1 Long Term Substitute at Penn Wood ES 8/2019 – 6/2020, PDS Intern at Fern Hill ES 2018 – 2019, ESY Instructional Assistant at Old Forge School District 7/2017 – 8/2017
	Certification	Instructional I, Grades 5-6, Grades PK-4

- b. Professional Staff: Long Term Substitute - None
- c. Administrative Staff: Contract - None
- d. Support Staff: Contract - None
- e. Support Staff: Substitute - None

III. Personnel Events

a. Status Change

	Name	Type	From	To	Effective Date	Salary
6.	Victoria Figueroa	Professional	1.0 Grade 3 Long Term Substitute Teacher at Exton ES	1.0 Kindergarten Teacher at Exton ES	8/24/20	\$46,000

b. Transfer - Voluntary

	Name	Type	From	To	Effective Date
8.	Shayna Abbott	Professional	1.0 Math at Fugett MS	.8 Math/.2 Math Cyber Academy at Fugett MS	8/24/20
9.	Christian Agudelo	Professional	1.0 Social Studies at Fugett MS	.6 Social Studies/.4 Social Studies Cyber Academy at Fugett MS	8/24/20
10.	Nicholas Allen	Professional	.8 Math at Fugett MS/.2 Math at East HS	.8 Math/.2 Math Cyber Academy at Fugett MS	8/24/20
11.	Kara Bailey	Professional	1.0 English at Peirce MS	.8 English/.2 English Cyber Academy at Peirce MS	8/24/20

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	Name	Type	From	To	Effective Date
12.	Dr. Tracy Clark	Professional	1.0 Computer Literacy at Fugett MS	.95 Computer Literacy/.95 Jr. Entrepreneurs Cyber Academy at Fugett MS	8/24/20
13.	Heather Cosgrove	Professional	1.0 Art at Peirce MS	.9 Art at Peirce MS/.1 Art in 3D at Cyber Academy	8/24/20
14.	Matthew Dummeldinger	Professional	1.0 Math at Peirce MS	.8 Math/.2 Math Cyber Academy at Peirce MS	8/24/20
15.	Melody Dunn	Professional	1.0 Music at Stetson MS	.9 Music/.1 Music Cyber Academy at Stetson MS	8/24/20
16.	Jeffrey Ferguson	Professional	.8 Math/.2 Math Cyber Academy at Peirce MS	.6 Math/.4 Math Cyber Academy at Peirce MS	8/24/20
17.	Lauren Gendall	Professional	1.0 Science at Peirce MS	.8 Science/.2 Science Cyber Academy at Peirce MS	8/24/20
18.	Kolby Gonzalez	Professional	.8 Social Studies/.2 Social Studies Cyber Academy at Peirce MS	.6 Social Studies/.4 Social Studies Cyber Academy at Peirce MS	8/24/20
19.	John Graham	Professional	1.0 Social Studies at Stetson MS	.8 Social Studies/.2 Social Studies Cyber Academy at Stetson MS	8/24/20
20.	Natalie Hafer	Professional	1.0 Science at Fugett MS	.6 Science/.4 Science Cyber Academy at Fugett MS	8/24/20
21.	Amberlee Haggerty	Professional	.8 English/.2 ELA Cyber Academy at Peirce MS	.6 English/.4 ELA Cyber Academy at Peirce MS	8/24/20
22.	Andrew Logan	Professional	1.0 Social Studies at Stetson MS	.8 Social Studies/.2 Social Studies Cyber Academy at Stetson MS	8/24/20
23.	Karen O'Neill	Professional	.8 Science/.2 Science Cyber Academy at Fugett MS	.6 Science/.4 Science Cyber Academy at Fugett MS	8/24/20

	Name	Type	From	To	Effective Date
24.	G. Christopher Quinn	Professional	1.0 Music at Peirce MS	.95 Music/.05 Music Cyber Academy at Peirce MS	8/24/20
25.	Beth Valitski	Professional	.6 Gifted/.4 Art at Peirce MS	.6 Gifted/.3 Art/.2 Art 7 Cyber Academy at Peirce MS	8/24/20

c. Transfer – Involuntary

	Name	Type	From	To	Effective Date
1.	Elizabeth Erbe	Professional	1.0 Grade 1 at Penn Wood ES	1.0 Grade 2 at Glen Acres ES	8/24/20

IV. Personnel Leave

- a. Sabbatical Leave - None
- b. Unpaid Leave - None

V. Additional Information

10.	Kristyn Demi's current position is Grade 2 at Westtown Thornbury ES, not Grade 1 as previously reported.
11.	Stacey Fash has rescinded her acceptance of the 1.0 LTS Biology Teacher position for Brittany Yabor.

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

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

VIII. Approval of Consent Agenda

BOARD ACTION: It was moved by Ms. Chester and seconded by Mrs. Tiernan to approve the following Consent Agenda Items:

Education

- 1. Approval of Revised Policy 200 Enrollment of Students, Second Reading
- 2. Approval of Revised Policy 204 Attendance, Second Reading
- 3. Approval of Revised Policy 208 Withdrawal from School, Second Reading
- 4. Approval of Revised Policy 209 Health Examinations/Screenings, Second Reading
- 5. Approval of Revised Policy 233 Suspension and Expulsion, Second Reading
- 6. Approval of Revised Policy 016 Electronic Communication, First Reading
- 7. Approval of New Administrative Guideline 204AG3 – Attendance Guidelines West Chester Cyber Program, First Reading
- 8. Approval of Revised Policy 218 Student Discipline, First Reading
- 9. Approval of Revised Policy 227 Controlled Substances/Paraphernalia, First Reading
- 10. Approval of Revised Policy 237 Use of Personal Technology/Electronic Devices, First Reading

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11. Approval of Revised Policy 815.2 Communications with Students, First Reading
12. Approval of Revised Policy 816 Use of Livestream Video on School District Property, First Reading

Pupil Services

1. Approval of one (1) Special Education Settlement Agreement
2. Approval of Spanish line Independent Contractor Agreement

Personnel

Property & Finance

1. Approval to Authorize the District's Financing Team to Proceed with Preparation of a Parameters Resolution for refunding all or a portion of the General Obligation Bonds, Series AA of 2010 and Series A of 2015
2. Approval of Parameters Resolution in the amount of \$20,500,000 to refund all or a portion of General Obligation Bonds, Series AA of 2010 and Series A of 2015

Other Reports

Other Business

1. Approval of School Board Treasurer's Report and Statement of Disbursements Summary Schedule for the Period of June 1, 2020 – June 30, 2020

WEST CHESTER AREA SCHOOL DISTRICT
JULY 27, 2020
STATEMENT OF DISBURSEMENTS SUMMARY
FOR THE PERIOD JUNE 1, 2020 - JUNE 30, 2020

GENERAL FUND DISBURSEMENTS	20,226,162.47
includes Technology, Federal Programs and any Special State Funds	
BILLS PAID	20,226,162.47
INVESTMENTS	0.00
CAPITAL RESERVE FUND	605,935.23
CAPITAL PROJECTS FUND	1,213,920.53
SPECIAL REVENUE - Athletics	421.60
TRUST FUNDS	186,638.14

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CAFETERIA	103,184.04
STUDENT ACTIVITY FUND DISBURSEMENTS	17,383.79
TRUST AND AGENCY FUND DISBURSEMENTS	16,112.34
TOTAL DISBURSEMENTS	22,369,758.14

NOTE: A copy of the details of the above disbursements is available for review from the board secretary.

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

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**Committee Reports**

**Other Business**

**X-2. Approval of Resolution Regarding Racial Equity**

**BOARD ACTION:** It was moved by Dr. Shaw and seconded by Ms. Chester to approve Resolution Regarding Racial Equity:

**WEST CHESTER AREA SCHOOL DISTRICT**

**Resolution**

**July 27, 2020**

The West Chester Area School District School Board officially affirms, supports, and adopts the following statement regarding racial equity.

**STATEMENT OF WEST CHESTER AREA SCHOOL DISTRICT SCHOOL BOARD REGARDING RACIAL EQUITY**

July 13, 2020

The recent deaths of George Floyd, Breonna Taylor, and many others have caused many to deeply examine the history and mechanisms of systemic racism, and to act to dismantle them.

Locally, the shock and pain of Bianca Roberson’s murder in 2017 continues to resonate throughout our community. We have heard from many members of the

July 27, 2020

community about these issues. The Board of Directors of the West Chester Area School District stand united in support of racial equity, and more broadly, in our commitment to ensure that all students in our District achieve equitable outcomes.

In the past several years, the WCASD has made progress towards these goals. But we need to do more. To that end, the WCASD School Board pledges to work with the administrators, teachers, staff, students, and parents of the WCASD community to engage in a sustained effort to systematically uncover areas of inequity, prejudice and discrimination at the district, school and classroom levels; and to identify and implement solutions to overcome these challenges.

These efforts must be transparent, inclusive, long-term, and informed by a sustained review of a wide array of data and information that will help us understand inequity and track our progress in eliminating it over time.

On July 13th, the WCASD school board and administration received results of a comprehensive six month racial equity audit conducted by The Delaware Valley Consortium for Excellence & Equity at the University of Pennsylvania. This report identifies both areas of strength and areas of challenge that require more intensive and sustained efforts. It also provides a range of practical recommendations. As the District acts on these recommendations, the Board pledges to provide regular, transparent updates to the WCASD community on our progress toward equity.

Today as we redouble our commitment to achieving equity, we ask all members of the WCASD community to stand with us in support of social justice and racial equity. The District and the School Board have pledged to eliminate racial injustice and all forms of injustice in our schools and pledge to listen to our families. Please join us as we work together to achieve these goals.

Respectfully,

West Chester Area School District Board of School Directors

Chris McCune (President)  
Sue Tiernan (Vice President)  
Gary Bevilacqua  
Joyce Chester  
Daryl Durnell

Brian Gallen  
Dr. Karen Herrmann  
Dr. Kate Shaw  
Randell Spackman

Adopted this 27<sup>th</sup> day of July 2020.

**ATTEST:**

**WEST CHESTER AREA  
SCHOOL BOARD**

\_\_\_\_\_  
**Secretary**

By: \_\_\_\_\_  
**President**

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

**X-3. Approval of the Resolution regarding School District's Emergency Declaration, PA School Code Section 520.1, and Policy Waiver**

**BOARD ACTION:** It was moved by Dr. Shaw and seconded by Ms. Chester to approve the resolution regarding School District's Emergency Declaration, PA School Code Section 520.1, and Policy Waiver:

**WEST CHESTER AREA SCHOOL DISTRICT**

**Resolution**

WHEREAS, on March 6, 2020, Governor Wolf issued a Proclamation of Disaster Emergency due to COVID-19; and

WHEREAS, the Proclamation included the following provision:

I hereby authorize the Secretary of the Pennsylvania Department of Education, in his sole discretion, to suspend or waive any provision of law or regulation which the Pennsylvania Department of Education is authorized by law to administer or enforce, for such length of time as may be necessary to respond to this emergency.

and;

WHEREAS, on March 23, 2020, the West Chester Area School District ("School District"), by Resolution C-2 of 2020 declared an emergency retroactive to the opening of business on Monday, March 16, 2020, in consideration of the Governor's Proclamation (" School District's Emergency Declaration"); and

WHEREAS, on March 23, 2020, the School District by Resolution C-1of 2020 suspended all policies of the School Board and Administrative Guidelines, as set forth in the Resolution; and

WHEREAS, on June 3, 2020, Governor Wolf issued an Amendment to the March 6, 2020 Proclamation of Disaster Emergency, extending the Proclamation; and

WHEREAS, the COVID-19 disaster emergency remains ongoing and is anticipated to remain ongoing for the 2020-2021 school year; and

WHEREAS, federal, state and county authorities are issuing updated information, daily in regard to COVID-19; and

WHEREAS, it is anticipated that the School District may have to take actions that ordinarily can only be authorized by the Board of School Directors ("School Board"); and



WHEREAS, the law allows for flexibility in operations of government institutions and agencies in times of emergency; and

WHEREAS, Section 407 of the Public School Code permits the School Board to adopt reasonable rules and regulations; and

WHEREAS, Board Policy 003 permits the School Board, upon majority vote, to suspend at any time the operation of a School Board procedure and policy; and

WHEREAS, section 520.1 of the School Code provides the following in the case of a declared emergency by the School Board;

(a) Whenever an emergency shall arise which the board of school directors of any school district in the performance of its duties could not anticipate or foresee, and which emergency shall result in any such school district being unable to provide for the attendance of all pupils during the prescribed length of school days, number of days per week, or usual hours of classes, it shall be found as a fact by the school directors of any school district and so recorded on the minutes of a regular or special meeting of such board and certified to the Superintendent of Public Instruction, and such board of school directors, subject to the approval of the Superintendent of Public Instruction, shall have power to put into operation in such school district any one or more of the temporary provisions hereinafter provided for, but in no event shall such temporary provisions remain in effect for a period of more than four years after they are first put into effect.

(b) Subject to the foregoing provisions, any board of school directors may:

(1) Keep the schools of the district in session such days and number of days per week as they shall deem necessary or desirable, but the provisions of this act requiring a minimum of one hundred eighty (180) session days as a school year shall not be affected thereby.

(2) Reduce the length of time of daily instruction for various courses and classes.

(c) Any school district, by invoking the powers herein granted, shall not thereby forfeit its right to reimbursement by the Commonwealth or other State-aid as otherwise provided for by this act.

24 P.S. § 5-520.1; and

WHEREAS, section 687 of the School Code provides the following with regard to budgets and spending in times of emergency:

The board of school directors may, during any fiscal year, make additional appropriations or increase existing appropriations to meet emergencies, such as epidemics, floods, fires, or other catastrophes, or to provide for the payment for rental under leases or contracts to lease from the State Public School Building Authority or any municipality authority entered into subsequent to the date of the adoption of the budget. The funds therefor shall be provided from unexpended balances in existing appropriations, from unappropriated revenue, if any, or from temporary loans. Such temporary loans, when made, shall be approved by a two-thirds vote of the board of school directors.

24 P.S. § 6-687; and

WHEREAS, Board Policy 610 states that : "...emergencies may occur when imminent danger exists to persons or property or continuance of existing school classes is threatened, and time for bidding cannot be provided because of the need for immediate action. Bidding decisions in the event of such emergencies shall be made in accordance with existing legal requirements."

NOW, THEREFORE, this 27<sup>th</sup> day of July, 2020, be it resolved, by the Board of School Directors for the West Chester Area School District that:

1. The School Board hereby renews and extends its School District's Emergency Declaration.
2. All directives, authorized actions and provisions of the School District's Emergency Declaration shall remain in full force and effect.
3. This state of emergency shall continue for so long as required by law or until rescinded by the School Board.
4. The School Board continues to find as facts: (a) that this emergency is an emergency that the School Board was unable to foresee as contemplated in Section 520.1 of the School Code, 24 P.S. §5-520.1; and (b) that the School District may not be able to provide for the attendance of all pupils during the prescribed length of days or the usual hours of classes as generally required under applicable law;
5. For the duration of the COVID-19 emergency, but in no event for any period exceeding four years, the Superintendent shall have the duty and the authority to put in place such temporary provisions as may be necessary, including but not limited to the development of a Health and Safety plan in a form and manner prescribed by the Pennsylvania Department of Education that ensures a minimum of 180 days of instruction, allowing for a minimum of 900 hours of instruction at the elementary level and 990 hours of instruction at the secondary level, employing any combination of in-person, virtual, and distance learning as the Superintendent deems appropriate to

address the health and safety of students, faculty, and community, and the learning needs of students. This plan may include keeping the schools in session such days and number of days per weeks deemed necessary and desirable, or a reduction in the length of time of daily instruction for various courses and classes. Such instruction shall comply in full with the requirement of Chapter 4 of the regulations of the State Board of Education and with the curriculum standards published in accordance therewith.

6. Having found the facts as required by Section 520.1 of the School Code and as stated in paragraphs 4 and 5 of this Resolution, the Board Secretary is required to ensure that this Resolution is recorded in the minutes of this meeting and the Emergency Team is directed to certify these matters to the Commonwealth Secretary of Education, in accordance with Section 520.1 of the School Code or other direction as may be provided by the Secretary of Education, and shall seek maximum authority for the operation of the School District under applicable law.

7. During the continued state of emergency, all policies of the School Board and Administrative Guidelines remain suspended: (a) to the extent they are inconsistent with what is required by law; (b) if reasonably necessary to protect the health and safety of students or employees, or (c) they would unnecessarily impede what is required by law.

8. The School Board hereby ratifies, the actions taken by the Emergency Team and other School District Administrators as a result of the state of emergency from the commencement of the state of emergency to the date of this Resolution. This specifically includes emergency purchasing and payments by the Business Manager.

9. For purposes of this Resolution, "required by law" shall mean a mandate or prohibition that compels the School District to act or refrain from acting and that has been stated by the Governor of the Commonwealth, including his senior staff, the Pennsylvania Secretary of Education, including his senior staff, the Pennsylvania Secretary of Health, including her senior staff, the federal government, the county government, including the health department, as an order or requirement, whether or not that statement is enforceable in a court of law. This may include, but is not limited to, executive orders, proclamations, court orders, waivers, temporary regulations, guidance documents and other like documents and statements, all of which as may be renewed, amended or extended.

ATTEST:

WEST CHESTER AREA SCHOOL BOARD

\_\_\_\_\_  
Secretary

By: \_\_\_\_\_  
President

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

**X-4. Approval of West Chester Area School District Emergency Instructional Proposed Calendar and Schedule for SY 2020-21**

**BOARD ACTION:** It was moved by Mr. Spackman and seconded by Mr. Gallen to approve the District Emergency Instructional Proposed Calendar and Schedule for SY 2020-21,

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

**XI. Comments from Residents**

There were no comment from residents.

Mr. McCune read a short remembrance and quote about unity:

On July 17, we lost a great American and true leader; his actions always spoke louder than his words. For many John Lewis was inextricably linked to the civil rights movement, and rightfully so. He was arrested 40 times in his lifetime for doing nothing more than the right thing the right way via nonviolent protest. Through it all, he remained resolute, balanced, and focused on unity. We all need to remind ourselves of the example he set.

“We are one people with one family. We all live in the same house... and through books, through information; we must find a way to say to people that we must lay down the burden of hate. For hate is too heavy a burden to bear.” ~John Lewis

**XII. Adjournment:**

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

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Board Secretary