

WEST CHESTER AREA SCHOOL BOARD—**Meeting of August 24, 2020**

I. Call To Order

The West Chester Area School Board met virtually via ZOOM. The meeting began at 7:00 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 July 27, 2020 and August 3, 2020 Board Minutes

BOARD ACTION: It was moved by Mrs. Tiernan and seconded by Mr. Spackman to approve the minutes of the July 27, 2020 and August 3, 2020 School Board Meetings.

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 27 regarding a personnel matter, July 29 regarding school safety and security, August 3 regarding school safety and security, August 17 regarding a legal matter, and this evening, August 24, regarding personnel.

IV. Approval of August 24, 2020 Meeting Agenda

BOARD ACTION: It was moved by Ms. Chester and seconded by Dr. Shaw to approve the August 24, 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.

Mr. McCune spoke on behalf of the board acknowledging all the email comments on “returning to school” and stated that the board wants in-person instruction as soon as safely possible.

VII. Approval of Personnel Recommendations—Dr. Ulmer

I.	Removal from Payroll
a.	Resignations
1.	Susan Alloway, 1.0 Library Assistant at East Bradford ES, effective 8/20/20.
2.	Caitlin Conklin, 1.0 Grade 1 Teacher at Glen Acres ES, effective 6/8/20.
3.	Lauren Stanshine, 1.0 Special Education Teacher at Henderson HS, effective TBD.
4.	Gina Hart, 1.0 ELD Long Term Substitute at Henderson HS, effective 8/24/20.
b.	Retirements
1.	Cherrie Cleary, 1.0 Attendance Secretary at Rustin HS, effective 8/24/20. 21 years of service.

II.	Additions to Payroll	
a.	Professional Staff: Contract	
1.	Nancy Armstrong	
	Placement	1.0 Grade 3 Teacher at Cyber Academy, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level2, Step 5, \$53,100.
	Education	Bachelor of Science from Shippensburg University 1988 - 1992
	Experience	Building Substitute with Kelly Education 10/2/17 – current, Elementary Teacher at Coatesville Area School District 1995 – 1999, Substitute Teacher and Summer School Teacher at Coatesville Area School District 1993 – 1995, Pre-Kindergarten Teacher at Little People Day Care 1992-1993
	Certification	Instructional I, Elementary K-6
2.	Jessica Bien	
	Placement	1.0 English Teacher at .8 Rustin HS/.2 East HS, Professional Employee (Tenured), effective TBD, Level 3, Step 5, \$54,100.
	Education	Bachelor of Science from Temple University 2010-2013
	Experience	Classroom Teacher at Coatesville Area School District 9/2015 – current, Summer Reading Instructor at Institute of Reading Development, CA 2015-2016, Classroom Teacher at Walter D. Palmer Leadership Preparatory Academy 8/2013 – 10/2014
	Certification	Instructional I, English 7-12, Elementary 4-8
3.	Dillard Brooks	
	Placement	1.0 Science Teacher at .6 Fugett MS/.2 Stetson MS/.2 Cyber, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 2, Step 5, \$53,100.
	Education	Bachelor of Science from Eastern University 2007-2011
	Experience	Grade 8 Earth and Space Science at Collegium Charter School 9/2017 – current, Grade 3 at Chester Community Charter School 6/2016 – 8/2017

	Certification	Instructional I, Grades PK-4, Grades 4-8 (All subjects 4-6, Science 7-8)
4. Jillian Dannehower		
	Placement	1.0 Grade 4 Teacher at Cyber Academy, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 3, \$50,300.
	Education	Bachelor of Science from Susquehanna University 2015-2019
	Experience	1.0 Kindergarten LTS at East Goshen ES 11/2019 – 5/2020, Building Substitute with InSight 2019 - current
	Certification	Instructional I, Grades PK-4
5. Elizabeth Greim		
	Placement	1.0 Grade 2 Teacher at Fern Hill ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 4, \$51,200.
	Education	Bachelor of Science from University of Delaware 2009-2013
	Experience	Grade 1 Teacher at St. Joseph School 2016-2018, Grade 2 Long Term Substitute at Radnor ES, 2015-2016, Grade 3 Long Term Substitute at Radnor ES, 2014-2015
	Certification	Instructional I, Elementary K-6, Special Education N-12
6. Jenica Narducci		
	Placement	1.0 Kindergarten Teacher at Hillsdale ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 2, \$49,400.
	Education	Bachelor of Science from West Chester University 2014-2019
	Experience	Building Substitute at Starkweather ES 2019-2010, Autistic Support/Life Skills ESY Teacher at Perkiomen Valley School District 6/2019-7/2019
	Certification	Instructional I, Grades PK-4, Special Education PK-8
7. Brianna Pagliei		
	Placement	1.0 Gifted Resource Teacher/Math Specialist at .8 Fern Hill ES/.2 Cyber Academy, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 3, Step 2, \$51,400.
	Education	Bachelor of Science from West Chester University 2013-2017
	Experience	Building Substitute with InSight – 8/2017 - current
	Certification	Instructional I, Elementary K-4
8. Georgia Schlissel		
	Placement	1.0 Grade 3 Teacher at Cyber Academy, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 2, \$49,400.

	Education	Bachelor of Science from West Chester University 2013-2017
	Experience	Permanent Building Sub with InSight 8/2018 – current, Jump Start Teacher at West Chester Area School District 6/2019 – 7/2019, Substitute Teacher with Substitute Teacher Service 3/2018 – 6/2018
	Certification	Instructional I, Elementary K-4
9.	Laura Shaw	
	Placement	1.0 Elementary Special Education Teacher position at Cyber Academy, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 5, Step 5, \$58,200.
	Education	Bachelor of science from Millersville University of Pennsylvania 2005 – 2010, Master of Science from The University of Scranton 2014 - 2016
	Experience	Emotional Support Long Term Substitute Teacher at Ridley School District 8/2019 – 6/2020, Special Education Teacher at Mountain View Whisman School District, CA 5/2014 – 6/2018, Special Education Teacher at Southeast Delco School District 2/2011 – 6/2013
	Certification	Instructional I, Special Education N-12, Elementary K-6
b.	Professional Staff: Long Term Substitute	
1.	Shannon Braccia	
	Placement	1.0 Grade 1 Teacher at Mary C. Howse ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Kane’s leave of absence.
	Education	Bachelor of Science from Shippensburg University 2015-2019
	Experience	Building Substitute at Mary C. Howse ES with InSight 12/13/19 - current
	Certification	Instructional I, Elementary K-4, Special Education Pre K-8
2.	Erin Fife	
	Placement	1.0 Grade 1 Teacher at Fern Hill ES, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, 446,000. During Ms. Peterson’s leave of absence.
	Education	Bachelor of Science from Shippensburg University 2014-2018
	Experience	Permanent Building Substitute at Fern Hill ES with InSight 1/2019 – 6/2019
	Certification	Instructional I, Elementary K-4, Special Education PreK-8
3.	Catherine Hostetter	
	Placement	1.0 English/Language Arts Teacher at Stetson MS, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Whitmire’s temporary assignment.

	Education	Bachelor of Arts from Villanova University 2003-2007, Master of Arts from Villanova University 2019-2020
	Experience	Instructional Support Specialist at Middlesex Community College, CT 2014-2018, Instructor of English at Eastern Shore Community College, VA 2013-2014
	Certification	Instructional I, English
4.	Allison Keefe	
	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 Science from Mount St. Mary's College, MD 1992-1996, Master of Science from West Chester University 2002
	Experience	Grade 3 Long Term Substitute at Fern Hill ES 11/2019 – 4/2020, Substitute with InSight 2018 – current, Grade 5 Long Term Substitute with West Chester Area School District 2017-2018, Grade 1 Teacher at St. Patrick School, Malvern 2000-2008
	Certification	Instructional II, Elementary K-6
5.	Grace O'Neill	
	Placement	1.0 Grade 4 at Cyber Academy, Temporary Professional Employee (Non-Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Finch's leave of absence.
	Education	Bachelor of Science from Towson University 2013-2017
	Experience	1.0 Grade 3 General Educator at Baltimore County Public Schools 8/2017 – 6/2020
	Certification	Instructional I, Elementary K-4, Special Education PreK-8
6.	Cynthia Reichert	
	Placement	1.0 Gifted Resource/Math Specialist at .8 Hillsdale ES/.2 at Cyber Academy, Professional Employee (Tenured), effective 8/24/20, Level 1, Step 1, \$46,000. During Ms. Istvan's leave of absence.
	Education	Bachelor of Science from West Chester University 1983-1987, Master of Science from West Chester University 1993-1995
	Experience	Substitute Teacher with Substitute Teacher Service and InSight 2/2013 – current, Grade 2 Teacher at Friendship Elementary School 7/1989 – 6/1990, Grade 3 Teacher at Brandywine Wallace Elementary School 7/1990 – 6/2006
	Certification	Instructional II, Elementary K-6
7.	Marissa Vault	
	Placement	1.0 English Teacher at Henderson HS, Temporary Professional Employee (Non-Tenured), effective 10/7/20, Level 1, Step 1, \$46,000. During Ms. Bagatta's leave of absence.
	Education	Bachelor of Science from Duquesne University 2014-2018

	Experience	1.0 English Long Term Substitute at Henderson HS 8/2019 – 6/2020, Building Substitute at Henderson HS with InSight current, Middle Level English Language Arts Teacher at St. Cornelius Catholic School 8/2018 – 8/2019, Building Substitute at Garnet Valley School District 5/2018 – 6/2018
	Certification	Instructional I, English
c.	Administrative Staff: Contract - None	

d.	Support Staff: Non Bargaining	
1.	Bridget Carr	
	Placement	.2 Staff Nurse position at District and Penn Wood ES, effective 8/25/20, \$24.07.

e.	Support Staff: Contract	
1.	Christina Bussler	
	Placement	1.0 Secretary to the Assistant Principals at Peirce MS, 7.5 hrs./day, 5 days/week, 260 days year, effective 8/20/20, Group 2, Step 5, \$17.07.

f.	Support Staff: Substitute - None	
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III.	Personnel Events					
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a.	Status Change					
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	Name	Type	From	To	Effective Date	Salary
1.	Kelsey Foreman	Professional	1.0 Grade 4 LTS Teacher at East Goshen ES	1.0 Grade TBD at Cyber Academy	8/24/20	\$50,300
2.	Jennifer Harper	Professional	1.0 Grade 5 LTS Teacher at Exton ES	1.0 Grade TBD at Cyber Academy	8/24/20	\$49,400
3.	Rebecca King	Support	1.0 Receptionist	1.0 Communication Tech/Receptionist	8/24/20	\$20.31/hr
4.	William Jacobus	Professional	1.0 Grade 5 LTS Teacher at Mary C. Howse ES	1.0 Grade 2 Teacher at Mary C. Howse ES	8/24/20	\$50,300

	Name	Type	From	To	Effective Date	Salary
5.	Ellen McCallister	Professional	1.0 Grade 5 LTS Teacher at Exton ES	1.0 Grade 5 Teacher at Exton ES	8/24/20	\$52,100
6.	Erika Seaman	Professional	.9 Health/Physical education teacher (.2 Grade 6 Cyber Academy/.2 Grade 9 Cyber Academy/.5 Adaptive PE)	1.0 Health/Physical Education Teacher (.4 Grade 6 Cyber Academy/.2 Grade 9 Cyber Academy/.4 Adaptive PE)	8/24/20	\$55,000
7.	Allison Thompson	Professional	1.0 LTS Grade 3 Teacher at Exton ES	1.0 Grade TBD at Cyber Academy	8/24/20	\$54,900
8.	Mary Anne Tomlinson	Professional	1.0 FCS LTS at Stetson MS	1.0 FCS at .4 Fugett MS/.4 Peirce MS/.2 East HS	8/24/20	\$49,400
9.	Andrea Tyson	Professional	.4 FCS at .2 East HS/.2 Henderson HS	.8 FCS at Stetson MS	8/24/20	\$50,640
10.	Rebekah Ulmer	Professional	1.0 Grade 1 LTS Teacher at Fern Hill ES	1.0 Grade 3 Teacher at Cyber Academy	8/24/20	\$60,400

b.		Transfer - Voluntary			
	Name	Type	From	To	Effective Date
1.	Shayna Abbott	Professional	.8 Math at Fugett MS/.2 Math at Cyber Academy	.6 Math at Fugett MS/.4 Pre0-Algebra at Cyber Academy	8/24/20

b. Transfer - Voluntary					
	Name	Type	From	To	Effective Date
2.	Ines Amen	Professional	1.0 ELD at Starkweather ES	1.0 ELD at Fern Hill ES (Brick & Mortar)	8/24/20
3.	Kara Bailey	Professional	.8 English at Peirce MS/.2 English at Cyber Academy	.6 English at Peirce MS/.4 English 8 at Cyber Academy	8/24/20
4.	Caitlin Bellucci	Professional	.6 Art at East HS/.3 Art at Fugett MS/.1 Art at Cyber Academy	.4 Art at East HS/.2 Art at Fugett MS/.4 Photography 1 & Art 6 at Cyber Academy	8/24/20
5.	Andrew Berkes	Professional	.6 Health/PE at Peirce MS/.2 Health/PE at Stetson MS/.2 Health/PE at Cyber Academy	.6 Health/PE at Peirce MS/.4 Health/PE at Cyber Academy	8/24/20
6.	Candiss Brooks	Professional	1.0 Grade 4 at Starkweather ES	1.0 Grade 4 at Cyber Academy	8/24/20
7.	Erin Bushnell	Professional	1.0 Gifted Resource/Math Specialist at Starkweather ES	Grade 5 at Cyber Academy	8/24/20
8.	Kristen Cheney	Professional	1.0 Grade 3 at Mary C. Howse ES	1.0 Grade 3 at Cyber Academy	8/24/20
9.	Lauren Costello	Professional	1.0 Grade 3 at Fern Hill ES	1.0 Grade 3 at Cyber Academy	8/24/20
10.	Julie Devaney	Professional	1.0 Kindergarten at Fern Hill ES	1.0 Grade 1 at Cyber Academy	8/24/20
11.	Deanne DiDomenico	Professional	1.0 Kindergarten at East Bradford ES	1.0 Kindergarten at Cyber Academy	8/24/20
12.	Kathleen Dixon	Professional	1.0 Grade 2 at East Goshen ES	1.0 Grade 2 at Cyber Academy	8/24/20

b. Transfer - Voluntary					
	Name	Type	From	To	Effective Date
13.	Danielle Donoghue	Professional	1.0 Grade 1 at Mary C. Howse ES	1.0 Reading Specialist at Cyber Academy	8/24/20
14.	Susan Farrelly	Professional	1.0 Gifted Resource/Math Specialist at Fern Hill ES	1.0 Grade 5 at Cyber Academy	8/24/20
15.	Renee Francisco	Professional	1.0 Librarian at East Bradford ES	1.0 Grade 2 at Cyber Academy	8/24/20
16.	Laura Fredd-Maxwell	Professional	1.0 Social Studies at Henderson HS	.8 Social Studies at Henderson HS/.2 AP US History at Cyber Academy	8/24/20
17.	Kimberly Freese	Professional	1.0 Learning Support at Rustin HS	.6 Learning Support at Cyber Academy/.4 Learning Support at Rustin HS	8/24/20
18.	Sarah Gallagher	Professional	1.0 English at Rustin HS	.6 English at Rustin HS/.4 English 10 at Cyber Academy	8/24/20
19.	Lauren Gendall	Professional	.8 Science at Peirce MS/.2 Science at Cyber Academy	.6 Science at Peirce MS/.4 Science 8 at Cyber Academy	8/24/20
20.	Brooke Gillespie	Professional	1.0 Grade 1 LTS at Mary C. Howse ES	1.0 Grade 3 LTS at Cyber Academy for J. Pavlo	8/24/20
21.	Alicia Givey	Professional	1.0 Grade 2 at Exton ES	1.0 Grade 2 at Cyber Academy	8/24/20
22.	Cynthia Greaves	Professional	1.0 Grade 5 at Mary C. Howse ES	1.0 Kindergarten at Cyber Academy	8/24/20

b. Transfer - Voluntary					
	Name	Type	From	To	Effective Date
23.	Melissa Grello	Professional	1.0 Music at Stetson MS	.95 Music at Stetson MS/.05 Popular Music at Cyber Academy	8/24/20
24.	Jenna Habich	Professional	1.0 Grade 4 at Hillsdale ES	1.0 Grade 4 at Cyber Academy	8/24/20
25.	William Haid	Professional	1.0 Social Studies at Rustin HS	.8 Social Studies at Rustin HS/.2 African-Asian Cultures at Cyber Academy	8/24/20
26.	Amanda Hoban	Professional	1.0 Grade 2 at Mary C. Howse ES	1.0 Grade 2 at Cyber Academy	8/24/20
27.	Teri Hower	Professional	1.0 Kindergarten at Mary C. Howse ES	1.0 Kindergarten at Cyber Academy	8/24/20
28.	Eileen Hutchinson	Professional	1.0 Reading Specialist at Exton ES	1.0 Reading Specialist at Cyber Academy	8/24/20
29.	Brent Jones	Professional	.8 Social Studies at East HS/.2 Cyber Academy	.6 Social Studies at East HS/.4 AP Psychology at Cyber Academy	8/24/20
30.	Rachel Karrmann	Professional	1.0 Kindergarten at Fern Hill ES	1.0 Kindergarten at Cyber Academy	8/24/20
31.	Dana Keefer	Professional	1.0 Grade 4 at East Goshen ES	1.0 Grade 4 at Cyber Academy	8/24/20
32.	Anne Marie Korb	Professional	1.0 Grade 5 at Hillsdale ES	1.0 Grade 5 at Cyber Academy	8/24/20
33.	Alexis Kubovsak	Professional	1.0 Grade 3 at Cyber Academy	1.0 Grade 3 at Fern Hill ES	8/24/20
34.	Rebecca McAllister	Professional	1.0 Kindergarten at Mary C. Howse ES	1.0 Grade 1 at Cyber Academy	8/24/20

b. Transfer - Voluntary					
	Name	Type	From	To	Effective Date
35.	Christina McCormick	Professional	1.0 Math at Henderson HS	.8 Math at Henderson HS/.2 AP Calculus AB at Cyber Academy	8/24/20
36.	Sarah Nyholm	Professional	1.0 Grade 1 at Westtown Thornbury ES	1.0 Grade 1 at Cyber Academy	8/24/20
37.	Erica Oberholtzer	Professional	1.0 Special Education at Peirce MS	1.0 Health/Physical Education at Cyber Academy	8/24/20
38.	Christopher Raws	Professional	1.0 Grade 5 at Fern Hill ES	1.0 Grade 5 at Mary C. Howse ES	8/24/20
39.	Erin Smyth	Professional	1.0 Grade 1 at East Goshen ES	1.0 Grade 1 at Cyber Academy	8/24/20
40.	Peter Stolzer	Professional	1.0 English at Stetson MS	.8 English at Stetson MS/.2 English 8 at Cyber Academy	8/24/20
41.	Shaniece Stonewall	Professional	1.0 Grade 1 at Penn Wood ES	1.0 Grade 1 at Cyber Academy	8/24/20
42.	Abigail Turley	Professional	1.0 English at Rustin HS	.8 English at Rustin HS/.2 English 9 at Cyber Academy	8/24/20
43.	Amanda Wheeler	Professional	1.0 Kindergarten at Hillsdale ES	1.0 Kindergarten at Cyber Academy	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
1.	Ashley Ainsworth	Professional	1.0 School Counselor at Rustin HS	.8 School Counselor at Rustin HS/.2 School Counselor at Cyber Academy	8/24/20
2.	Katie Alba	Professional	1.0 Grade 3 at Westtown-Thornbury ES	1.0 Kindergarten at Mary C. Howse ES	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
3.	Wanda Allaire	Professional	1.0 Math at Stetson MS	.8 Math at Stetson MS/.2 Math 7 at Cyber Academy	8/24/20
4.	Eric Anderson	Professional	1.0 Health/PE at East HS	.8 Health/PE at East HS/.2 Health/PE 9 at Cyber Academy	8/24/20
5.	Nicole Atkinson	Professional	1.0 Music at East Goshen ES	.9 Music at East Goshen ES/.1 3-5 Music at Cyber Academy	8/24/20
6.	Grace Barry	Professional	1.0 School Counselor at Rustin HS	.8 School Counselor at Rustin HS/.2 School Counselor at Cyber Academy	8/24/20
7.	Akieda Behllin	Professional	1.0 School Counselor at Peirce MS	.8 School Counselor at Peirce MS/.2 School Counselor at Cyber Academy	8/24/20
8.	Koreem Bell	Professional	1.0 School Counselor at Henderson HS	.8 School Counselor at Henderson HS/.2 School Counselor at Cyber Academy	8/24/20
9.	Elizabeth Bender	Professional	1.0 School Counselor at Henderson HS	.8 School Counselor at Henderson HS/.2 School Counselor at Cyber Academy	8/24/20
10.	Jason Benfield	Professional	1.0 Gifted Resource Teacher/Math Specialist at Mary C. Howse ES	.8 Gifted Resource Teacher/Math Specialist at Mary C. Howse ES/.2 Gifted Resource Teacher/Math Specialist at Cyber Academy	8/24/20
11.	Melinda Benson	Professional	1.0 Speech/Language at Fern Hill ES	.4 Speech/Language at Fern Hill ES/.4 Speech/Language at East Goshen ES/.2 Speech/Language at Cyber Academy	8/24/20
12.	Lauren Berry	Professional	1.0 Grade 3 at Hillsdale ES	1.0 Grade 1 at Cyber Academy	8/24/20
13.	Margaret Blaker	Professional	1.0 School Counselor at	.8 School Counselor at Westtown-	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
			Westtown-Thornbury ES	Thornbury ES/.2 School Counselor at Cyber Academy	
14.	Maria Bolner	Professional	1.0 English at East HS	.8 English at East HS/.2 English 9 at Cyber Academy	8/24/20
15.	James Boyd	Professional	1.0 Health/PE at East HS	.9 Health/PE at East HS/.1 Personal Fitness Training at Cyber Academy	8/24/20
16.	Susan Braid	Professional	1.0 Math at Stetson MS	.8 Math at Stetson MS/.2 Algebra 1 at Cyber Academy	8/24/20
17.	Sharon Brewer	Professional	1.0 Health/PE at Rustin HS	.8 Health/PE at Rustin HS/.2 PE 10 at Cyber Academy	8/24/20
18.	Heather Brien-Lauter	Professional	1.0 FCS at East HS	.8 FCS at East HS/.2 Intro to Food Prep at Cyber Academy	8/24/20
19.	Malina Bowen	Professional	1.0 School Counselor at Fugett MS	.8 School Counselor at Fugett MS/.2 School Counselor at Cyber Academy	8/24/20
20.	Cassandra Brower	Professional	1.0 Grade 1 at Exton ES	1.0 Kindergarten at Cyber Academy	8/24/20
21.	Sarita Brown Mitchell	Professional	.6 Math Specialist/.4 Math at Fugett MS	.4 Math Specialist/.4 Math at Fugett MS/.2 Math 6 at Cyber Academy	8/24/20
22.	Shaz Brown	Professional	1.0 School Counselor at Rustin HS	.8 School Counselor at Rustin HS/.2 School Counselor at Cyber Academy	8/24/20
23.	Christopher Bruno	Professional	1.0 Science at Henderson HS	.8 Science at Henderson HS/.2 Biology at Cyber Academy	8/24/20
24.	Timothy Bryan	Professional	1.0 School Counselor at Rustin HS	.8 School Counselor at Rustin HS/.2 School Counselor at Cyber Academy	8/24/20
25.	Daniel Burke	Professional	1.0 Social Studies at Rustin HS	.8 Social Studies at Rustin HS/.2 Government &	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
				Economics at Cyber Academy	
26.	Gerald Busz	Professional	1.0 Social Studies at Stetson MS	.8 Social Studies at Stetson MS/.2 Social Studies 6 at Cyber Academy	8/24/20
27.	Scott Byerly	Professional	1.0 Math at Rustin HS	.8 Math at Rustin HS/.2 Geometry at Cyber Academy	8/24/20
28.	Kelly Camp	Professional	1.0 School Counselor at East HS	.8 School Counselor at East HS/.2 School Counselor at Cyber Academy	8/24/20
29.	Michael Cassidy	Professional	1.0 School Counselor at Fugett MS	.8 School Counselor at Fugett MS/.2 School Counselor at Cyber Academy	8/24/20
30.	Marshall Cherubino	Professional	1.0 Spanish at Stetson MS	.8 Spanish at Stetson MS/.2 Spanish 2 at Cyber Academy	8/24/20
31.	Diana Chronister	Professional	.9 Tech Ed at Peirce MS/.1 Tech Ed at Cyber Academy	.8 Tech Ed at Peirce MS/.2 Tech Ed 7 at Cyber Academy	8/24/20
32.	Amanda Cinnamond	Professional	1.0 Gifted Resource Teacher/Math Specialist at East Bradford ES	.8 Gifted Resource Teacher/Math Specialist at East Bradford ES/.2 Gifted Resource Teacher/Math Specialist at Cyber Academy	8/24/20
33.	Kathleen Clark	Professional	1.0 English at Henderson HS	.8 English at Henderson HS/.2 English 11 at Cyber Academy	8/24/20
34.	Nicole Clauser	Professional	1.0 Social Studies at Peirce MS	.8 Social Studies at Peirce MS/.2 Social Studies 8 at Cyber Academy	8/24/20
35.	Katie Cloutman	Professional	1.0 Gifted Resource Teacher/Math	.8 Gifted Resource Teacher/Math Specialist at Penn	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
			Specialist at Penn Wood ES	Wood ES/.2 Gifted Resource Teacher/Math Specialist at Cyber Academy	
36.	Mary Condon	Professional	1.0 Speech/Language at Starkweather ES	.8 Speech/Language at Starkweather ES/.2 Speech/Language at Cyber Academy	8/24/20
37.	Anastasia Coni	Professional	1.0 ELD at Rustin HS	.6 ELD at Rustin HS/.4 ELD at Henderson HS (remote)	8/24/20
38.	Karen Cook	Professional	1.0 Guidance Counselor at East Bradford ES	.8 Guidance Counselor at East Bradford ES/.2 Guidance Counselor at Cyber Academy	8/24/20
39.	Kathleen Coulter	Professional	1.0 Guidance Counselor at Fern Hill ES	.8 Guidance Counselor at Fern Hill ES/.2 Guidance Counselor at Cyber Academy	8/24/20
40.	Stephanie Crecco	Professional	1.0 English at Stetson MS	.8 English at Stetson MS/.2 English 7 at Cyber Academy	8/24/20
41.	Meghan Crisafulli	Professional	1.0 English at Henderson HS	.8 English at Henderson HS/.2 English 11 at Cyber Academy	8/24/20
42.	Bobbie Crowe	Professional	1.0 School Counselor at Rustin HS	.8 School Counselor at Rustin HS/.2 School Counselor at Cyber Academy	8/24/20
43.	Kirsten Davis	Professional	1.0 Science at Fugett MS	.8 Science at Fugett MS/.2 Science 8 at Cyber Academy	8/24/20
44.	Carol DeMarco	Professional	1.0 School Counselor at Peirce MS	.8 School Counselor at Peirce MS/.2 School Counselor at Cyber Academy	8/24/20
45.	Thomas Densmore	Professional	1.0 Science at East HS	.7 Science at East HS/.3 AP Physics 1	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
				AB at Cyber Academy	
46.	Kathryn DeWitt	Professional	1.0 Guidance Counselor at Hillsdale ES	.8 Guidance Counselor at Hillsdale ES/.2 Guidance Counselor at Cyber Academy	8/24/20
47.	Kristen deZeeuw	Professional	1.0 Math at Peirce MS	.8 Math at Peirce MS/.2 Math 6 at Cyber Academy	8/24/20
48.	Ashley Dick	Professional	1.0 Science at Stetson MS	.8 Science at Stetson MS/.2 Science 8 at Cyber Academy	8/24/20
49.	Cindy Diffendall	Professional	1.0 Social Studies at Peirce MS	.8 Social Studies at Peirce MS/.2 Social Studies 7 at Cyber Academy	8/24/20
50.	Danielle DiNatale	Professional	1.0 Intervention Specialist at East HS	.8 Intervention Specialist at East HS/.2 Intervention Specialist at Cyber Academy	8/24/20
51.	Stefanie Dougherty	Professional	1.0 Learning Support at Peirce MS	.8 Learning Support at Peirce MS/.2 Learning Support at Cyber Academy	8/24/20
52.	Sean Duffy	Professional	1.0 Art at Stetson MS	.9 Art at Stetson MS/.1 Art in 3D at Cyber Academy	8/24/20
53.	Robert D'Urbano	Professional	1.0 Health/PE at Rustin HS	.9 Health/PE at Rustin HS/.2 Health 10 at Cyber Academy	8/24/20
54.	Laura Ebert	Professional	1.0 Autistic Support at Exton ES	1.0 Autistic Support at East Goshen ES	8/24/20
55.	Mark Fabian	Professional	1.0 Grade 3 at Mary C. Howse ES	1.0 Grade 5 at Cyber Academy	8/24/20
56.	Kathleen Fagan	Professional	1.0 Learning Support at Peirce MS	.8 Learning Support at Peirce MS/.2 Learning Support at Cyber Academy	8/24/20
57.	Brenda Florence	Professional	.7 FCS at Henderson	.6 FCS at Henderson HS/.2 Child	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
			HS/.3 FCS at Cyber Academy	Development 6 & .2 Child Development 9 at Cyber Academy	
58.	Donna Foley	Professional	1.0 Career Counselor at .5 Rustin HS/.5 East HS	.4 Career Counselor at Rustin HS/.4 Career Counselor at East HS/.2 Career Counselor at Cyber Academy	8/24/20
59.	Anthony Froio	Professional	.8 Social Studies at Henderson HS/.2 Social Studies at Cyber Academy	.6 Social Studies at Henderson HS/.4 African-Asican Cultures at Cyber Academy	8/24/20
60.	Ramon Gadea	Professional	.9 Music at Fugett MS/.1 Music at Cyber Adademy	.8 Music at Fugett MS/.2 Music 6 at Cyber Academy	8/24/20
61.	Morgan Gamble	Professional	1.0 School Counselor at Henderson HS	.8 School Counselor at Henderson HS/.2 School Counselor at Cyber Academy	8/24/20
62.	Kristen Gaudiello	Professional	.5 ELD at Penn Wood ES	.1 ELD at Penn Wood ES/.4 ELD at Peirce MS (all remote)	8/24/20
63.	Carolyn Geist	Professional	1.0 Guidance Counselor at East Goshen ES	.8 Guidance Counselor at East Goshen ES/.2 Guidance Counselor at Cyber Academy	8/24/20
64.	Beth Gendron	Professional	1.0 Librarian at East Goshen ES	.9 Librarian at East Goshen ES/.1 3-5 Librarian at Cyber Academy	8/24/20
65.	Jane Gilvary	Professional	1.0 English at East HS	.8 English at East HS/.2 AP Composition 11 at Cyber Academy	8/24/20
66..	Benjamin Giordano	Professional	.8 Science at Fugett MS/.2 Science 6 at	.6 Science at Fugett MS/.4 Science 6 at Cyber Academy	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
			Cyber Academy		
67.	Robert Guihan	Professional	1.0 Social Studies at East HS	.8 Social Studies at East HS/.2 European-Latin American at Cyber Academy	8/24/20
68.	Caitlin Gulli	Professional	1.0 Grade 3 at Glen Acres ES	1.0 Grade 3 at Cyber Academy	8/24/20
69.	Erin Hadfield	Professional	1.0 Autistic Support at Fern Hill ES	1.0 Autistic Support at East Goshen ES	8/24/20
70.	Jason Hatzai	Professional	1.0 Math at Rustin HS	.8 Math at Rustin HS/.2 Algebra 2 at Cyber Academy	8/24/20
71.	Rosemarie Hetzel	Professional	.8 Speech/Language at Stetson MS/.2 Speech/Language at East HS	.8 Speech/Language at Stetson MS/.2 Speech/Language at Cyber Academy	8/24/20
72.	Mitchell Hoffman	Professional	1.0 Social Studies at Peirce MS	.8 Social Studies at Peirce MS/.2 Social Studies 7 at Cyber Academy	8/24/20
73.	Jennifer Hogan	Professional	.5 Speech/Language at Henderson HS/.5 Speech/Language at Peirce MS	.8 Speech/Language at Peirce MS/.2 Speech/Language at Henderson HS (remote)	8/24/20
74.	Colleen Holladay	Professional	1.0 English at Stetson MS	.8 English at Stetson MS/.2 English 8 at Cyber Academy	8/24/20
75.	Megan Hoopes-Myers	Professional	1.0 Math at Peirce MS	.8 Math at Peirce MS/.2 Algebra 2 at Cyber Academy	8/24/20
76.	Diane Horan	Professional	1.0 ELD at Glen Acres ES	1.0 ELD at Fugett MS (remote)	8/24/20
77.	Jessica Hutton	Professional	1.0 Learning Support at	1.0 Learning Support at Cyber Academy	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
			Starkweather ES		
78.	Nicole Istvan	Professional	1.0 Gifted Resource Teacher/Math Specialist at Hillsdale ES	.8 Gifted Resource Teacher/Math Specialist at Hillsdale ES/.2 Gifted Resource Teacher/Math Specialist at Cyber Academy	8/24/20
79.	Sarah Jacien	Professional	1.0 Math at Stetson MS	.8 Math at Stetson MS/.2 Math 7 at Cyber Academy	8/24/20
80.	Candy Jakubowski	Professional	1.0 Intervention Specialist at Henderson HS	.8 Intervention Specialist at Henderson HS/.2 Intervention Specialist at Cyber Academy	8/24/20
81.	Miriam Jones	Professional	1.0 Health/PE at Fugett MS	.8 Health/PE at Fugett MS/.2 Health/PE 7 at Cyber Academy	8/24/20
82.	Sarah Kadis	Professional	1.0 Guidance Counselor at Starkweather ES	.8 Guidance Counselor/.2 Guidance Counselor at Cyber Academy	8/24/20
83.	Ashlyn Kahlenberg	Professional	.5 ELD at East Goshen ES/.5 Exton ES	1.0 ELD at Fern Hill ES (Brick & Mortar)	8/24/20
84.	David Kelly	Professional	1.0 Tech Ed at Stetson MS	.9 Tech Ed at Stetson MS/.1 Sustainable Design at Cyber Academy	8/24/20
85.	Amber Keys	Professional	1.0 Grade 1 at Starkweather ES	1.0 Grade 1 at Cyber Academy	8/24/20
86.	Robyn King	Professional	.5 ELD at Starkweather ES/.5 ELD at Hillsdale ES	1.0 ELD at Starkweather ES (remote)	8/24/20
87.	Ashley Kleckner	Professional	1.0 School Counselor at .5	.4 School Counselor at Henderson HS/.4 School at Peirce	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
			Henderson/.5 Peirce MS	MS/.2 School Counselor at Cyber Academy	
88.	Kathleen Koberg	Professional	1.0 Gifted Resource Teacher/Math Specialist at Exton ES	.8 Gifted Resource Teacher/Math Specialist at Exton ES/.2 Gifted Resource Teacher/Math Specialist at Cyber Academy	8/24/20
89.	Andrea Kuesel	Professional	1.0 Intervention Specialist at Rustin HS	.8 Intervention Specialist at Rustin HS/.2 Intervention Specialist at Cyber Academy	8/24/20
90.	Robert Lalka	Professional	1.0 Health/PE at Stetson MS	.8 Health/PE at Stetson MS/.2 Health/PE 7 at Cyber Academy	8/24/20
91.	Kathryn LaRosa	Professional	1.0 Speech/Langu age at Exton ES	.6 Speech/Language at Exton ES/.4 Speech/Language at East Goshen ES	8/24/20
92.	Mackenzie Lindenberger	Professional	1.0 Autistic Support at Fern Hill ES	1.0 Autistic Support at East Goshen ES	8/24/20
93.	Joelle Linstra	Professional	1.0 Learning Support at Peirce MS	.8 Learning Support at Peirce MS/.2 Learning Support at Cyber Academy	8/24/20
94.	Erika Litofsky	Professional	1.0 ELD at Hillsdale ES	.8 ELD at Hillsdale ES/.2 ELD Grade 5 at Cyber Academy	8/24/20
95.	Brian Lindros	Professional	1.0 School Counselor at East HS	.8 School Counselor at East HS/.2 School Counselor at Cyber Academy	8/24/20
96.	Jillian Lisowski	Professional	1.0 Autistic Support at Exton ES	1.0 Autistic Support at East Goshen ES	8/24/20
97.	Jaclyn Litwa	Professional	1.0 FCS at Fugett MS	.8 FCS at Fugett MS/.2 Child Development 6 & .2	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
				Child Development 7 at Cyber Academy	
98.	Therese Mandarino	Professional	1.0 Math at Stetson MS	.4 Math Specialist/.4 Math at Stetson MS/.2 Math 6 at Cyber Academy	8/24/20
99.	Linda Mangold	Professional	1.0 Music at Penn Wood ES	.9 Music at Penn Wood ES/.1 K-2 Music at Cyber Academy	8/24/20
100.	Michelle Martin	Professional	1.0 Health/PE at East Goshen ES	.9 Health/PE at East Goshen ES/.1 3-5 Physical Education at Cyber Academy	8/24/20
101.	Una Martin	Professional	1.0 English at Stetson MS	.8 English at Stetson MS/.2 English 6 at Cyber Academy	8/24/20
102.	William McCauley	Professional	1.0 Social Studies at Fugett MS	.8 Social Studies at Fugett MS/.2 Social Studies 7 at Cyber Academy	8/24/20
103.	Tracy McCloskey	Professional	1.0 Art at East Goshen ES	.9 Art at East Goshen ES/.1 3-5 Art at Cyber Academy	8/24/20
104.	Douglas McGillivray	Professional	1.0 Social Studies at Fugett MS	.8 Social Studies at Fugett MS/.2 US History 11 th Grade at Cyber Academy	8/24/20
105.	Jacklyn McKenna	Professional	1.0 Science at Stetson MS	.8 Science at Stetson MS/.2 Science 6 at Cyber Academy	8/24/20
106.	Kaitlyn McGoldrick	Professional	1.0 Kindergarten at Exton ES	1.0 Kindergarten at Cyber Academy	8/24/20
107.	Robert McMahon	Professional	1.0 Life Skills at Henderson HS	1.0 Life Skills at Peirce MS	8/24/20
108.	Dawn McNeil McMillan	Professional	1.0 School Counselor at Stetson MS	.8 School Counselor at Stetson MS/.2 School Counselor at Cyber Academy	8/24/20
109.	Elizabeth McVeigh	Professional	1.0 Life Skills Support/Multiple Disabilities	1.0 Life Skills Support/Multiple	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
			Support at Rustin HS	Disabilities Support at Stetson MS	
110.	Colleen Meighan	Professional	.6 Speech/Language at Penn Wood ES/.4 Speech/Language at Rustin HS	.4 Speech/Language at Penn Wood ES/.2 Speech/Language at Rustin HS/.2 Speech/Language at Stetson MS/.2 Speech/Language at Cyber Academy	8/24/20
111.	Samantha Michael	Professional	1.0 Speech/Language at Fugett MS	.8 Speech/Language at Fugett MS/.2 Speech/Language at Cyber Academy	8/24/20
112.	Christine Miller	Professional	1.0 ELD at Fern Hill ES	.8 ELD at Fern Hill ES/.2 ELD Grade 4 at Cyber Academy	8/24/20
113.	Katherine Mizak	Professional	1.0 English at Fugett MS	.8 English at Fugett MS/.2 English 7 at Cyber Academy	8/24/20
114.	Marnie Mojzes	Professional	1.0 ELD at Fugett MS	1.0 ELD Henderson HS (Brick & Mortar)	8/24/20
115.	Kelsey Morrow	Professional	.7 Computer Science at Peirce MS/.3 Computer Science at Cyber Academy	.6 Computer Science at Peirce MS/.2 Geometry &.2 Computer Science at Cyber Academy	8/24/20
116.	Shannon Mueller	Professional	1.0 Learning Support at East HS	.8 Learning Support at East HS/.2 Learning Support at Cyber Academy	8/24/20
117.	Amy Mullen	Professional	1.0 Learning Support at Peirce MS	.8 Learning Support at Peirce MS/.2 Learning Support at Cyber Academy	8/24/20
118.	Kathleen Neuffer	Professional	1.0 Math at Fugett MS	.8 Math at Fugett MS/.2 Geometry at Cyber Academy	8/24/20
119.	Anne Noone	Professional	1.0 Guidance Counselor at Mary C. Howse ES	.8 Guidance Counselor at Mary C. Howse ES/.2	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
				Guidance Counselor at Cyber Academy	
120.	Michael Orenshaw	Professional	1.0 Social Studies at Peirce MS	.8 Social Studies at Peirce MS/.2 Social Studies 7 at Cyber Academy	8/24/20
121.	Christianne Ottinger	Professional	1.0 Gifted Resource Teacher/Math Specialist at Glen Acres ES	.8 Gifted Resource Teacher/Math Specialist at Glen Acres ES/.2 Gifted Resource Teacher/Math Specialist at Cyber Academy	8/24/20
122.	Lauren Otto	Professional	1.0 School Counselor at East HS	.8 School Counselor at East HS/.2 School Counselor at Cyber Academy	8/24/20
123.	Dean Owens	Professional	1.0 Social Studies at East HS	.9 Social Studies at East HS/.1 Stocks & Investments at Cyber Academy	8/24/20
124.	Jennifer Ozgur	Professional	1.0 English at Rustin HS	.8 English at Rustin HS/.2 English 12 (British Literature and Humanities) at Cyber Academy	8/24/20
125.	Joseph Paris	Professional	.95 Tech Ed at Stetson MS/.05 at Cyber Academy	.85 Tech Ed at Stetson MS/.15 Transportation Design at Cyber Academy	8/24/20
126.	Keith Patton	Professional	.95 Computer Science at Stetson MS/.05 at Cyber Academy	.9 Computer Science at Stetson MS/.1 Innovative Coding at Cyber Acad.	8/24/20
127.	James Peck	Professional	1.0 Science at Stetson MS	.6 Science at Stetson MS/.4 Science 7 at Cyber Academy	8/24/20
128.	Benjamin Perlmutter	Professional	1.0 Health/PE at Peirce MS	.6 Health/PE at Peirce Middle School/.4 Health/PE 6 at Cyber Academy	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
129.	Rebecca Peters	Professional	1.0 Social Studies at Fugett MS	.6 Social Studies at Fugett MS/.4 Social Studies 6 at Cyber Academy	8/24/20
130.	Michele Phillips	Professional	1.0 Art at Stetson MS	.9 Art at Stetson MS/.1 Art 6 at Cyber Academy	8/24/20
131.	Julie Rand	Professional	1.0 Grade 2 at East Bradford ES	.9 Librarian at East Bradford ES/.1 K-2 Librarian at Cyber Academy	8/24/20
132.	Ashley Rathman	Professional	1.0 Science at Peirce MS	.8 Science at Peirce MS/.2 Science 7 at Cyber Academy	8/24/20
133.	Laura Raws	Professional	1.0 ELD at East Bradford ES	.6 ELD at East Bradford ES/.4 ELD at Cyber Academy	8/24/20
134.	Angela Regrut	Professional	1.0 Learning Support Cyber Academy	1.0 Special Education at Henderson HS	8/24/20
135.	William Reichle	Professional	1.0 School Counselor at East HS	.8 School Counselor at East HS/.2 School Counselor at Cyber Academy	8/24/20
136.	Stephanie Roesener	Professional	1.0 School Counselor at Peirce MS	.8 School Counselor at Peirce MS/.2 School Counselor at Cyber Academy	8/24/20
137.	Janice Ryan	Professional	1.0 LTS Kindergarten at Glen Acres ES	1.0 LTS Kindergarten at Fern Hill ES	8/24/20
138.	Sarah Sabogal	Professional	1.0 Science at Peirce MS	.8 Science at Peirce MS/.2 Science 6 at Cyber Academy	8/24/20
139.	Jessica Salley	Professional	1.0 Guidance Counselor at Penn Wood ES	.8 Guidance Counselor at Penn Wood ES/.2 Guidance Counselor at Cyber Academy	8/24/20
140.	Heather Santry	Professional	1.0 FCS at Peirce MS	.85 FCS at Peirce MS/.15 Family, Food, and Finance at Cyber Academy	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
141.	Megan Schell	Professional	1.0 Learning Support at Peirce MS	.8 Learning Support at Peirce MS/.2 Learning Support at Cyber Academy	8/24/20
142.	Diane Schechterly	Professional	1.0 Science at Stetson MS	.8 Science at Stetson MS/.2 Science 8 at Cyber Academy	8/24/20
143.	Melissa Schneider	Professional	.5 Learning Support at Hillsdale ES/.5 Learning Support at Mary C. Howse ES	1.0 Learning Support at Cyber Academy	8/24/20
144.	Annie Seagraves	Professional	1.0 Art at Penn Wood ES	.9 Art at Penn Wood ES/.1 K-2 Art at Cyber Academy	8/24/20
145.	Heather Selgrath	Professional	1.0 School Counselor at Stetson MS	.8 School Counselor at Stetson MS/.2 School Counselor at Cyber Academy	8/24/20
146.	Carlie Senatore	Professional	.6 Health/PE at Rustin HS/.2 Health/PE at Peirce MS/.2 Health/PE at Cyber Academy	.6 Health/PE at Rustin HS/.4 Health/PE 8 at Cyber Academy	8/24/20
147.	Shirley Setlock	Professional	1.0 School Counselor at East HS	.8 School Counselor at East HS/.2 School Counselor at Cyber Academy	8/24/20
148.	Josiah Shoemaker	Professional	1.0 Math at Henderson HS	.8 Math at Henderson HS/.2 Algebra 1 at Cyber Academy	8/24/20
149.	Bernadette Simpson	Professional	1.0 School Counselor at Fugett MS	.8 School Counselor at Fugett MS/.2 School Counselor at Cyber Academy	8/24/20
150.	Rebecca Singer	Professional	1.0 School Counselor at Henderson HS	.8 School Counselor at Henderson HS/.2 School Counselor at Cyber Academy	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
151.	Christian Specht	Professional	1.0 School Counselor at Stetson MS	.8 School Counselor at Stetson MS/.2 School Counselor at Cyber Academy	8/24/20
152.	Lauren Stanshine	Professional	1.0 Special Education at Henderson HS	1.0 Learning Support at Cyber Academy	8/24/20
153.	Paul Starling	Professional	1.0 Guidance Counselor at Exton ES	.8 Guidance Counselor at Exton ES/.2 Guidance Counselor at Cyber Academy	8/24/20
154.	Scott Stephen	Professional	1.0 Health/PE at East HS	.9 Health/PE at East HS/.1 Personal Fitness Training at Cyber Academy	8/24/20
155.	Heather Stewart	Professional	1.0 Guidance Counselor at Glen Acres ES	.8 Guidance Counselor at Glen Acres ES/.2 Guidance Counselor at Cyber Academy	8/24/20
156.	Caitlin Student	Professional	1.0 Health/PE at Fugett MS	.8 Health/PE at Fugett MS/.2 Health/PE 7 at Cyber Academy	8/24/20
157.	Kelly Subasic	Professional	.6 Math at Fugett MS/.4 Geometry at Cyber Academy	.8 Math at Fugett MS/.2 Geometry at Cyber Academy	8/24/20
158.	Thomas Swift	Professional	1.0 Social Studies at Fugett MS	.8 Social Studies at Fugett MS/.2 Social Studies 8 at Cyber Academy	8/24/20
159.	Kathleen Teague	Professional	1.0 School Counselor at Henderson HS	.8 School Counselor at Henderson HS/.2 School Counselor at Cyber Academy	8/24/20
160.	Vishal Thaker	Professional	1.0 Science at Rustin HS	.8 Science at Rustin HS/.2 Biology at Cyber Academy	8/24/20
161.	Jason Thompson	Professional	1.0 Gifted Resource Teacher/Math	.8 Gifted Resource Teacher/Math Specialist at	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
			Specialist at Westtown Thornbury ES	Westtown Thornbury ES/.2 Gifted Resource Teacher/Math Specialist at Cyber Academy	
162.	Melissa Toretta	Professional	1.0 Special Education at Rustin HS	.8 Special Education at Rustin HS/.2 Special Education at Cyber Academy	8/24/20
163.	Donielle Tubioli	Professional	1.0 ELD at Westtown Thornbury ES	.8 ELD at Westtown Thornbury ES/.2 ELD Grade 6 at Cyber Academy	8/24/20
164.	Janine Twaddle	Professional	1.0 Gifted Resource Teacher/Math Specialist at East Goshen ES	.8 Gifted Resource Teacher/Math Specialist at East Goshen ES/.2 Gifted Resource Teacher/Math Specialist at Cyber Academy	8/24/20
165.	William Twaddle	Professional	1.0 Health/PE at East Bradford ES	.9 Health/PE at East Bradford ES/.2 Health/E at Cyber Academy	8/24/20
166.	Anne Twohig	Professional	1.0 ELD at Fern Hill ES	.8 ELD at Fern Hill ES/.4 ELD at Henderson HS (remote)	8/24/20
167.	Beth Valitski	Professional	.6 Gifted Resource/.3 Art at Peirce MS/.1 Cyber Academy	.5 Gifted Resource/.3 Art at Peirce MS/.2 Art 7 at Cyber Academy	8/24/20
168.	Christopher Valle	Professional	1.0 Science at Rustin HS	.75 Science at Rustin HS/.25 Physics at Cyber Academy	8/24/20
169.	David Velazquez-Loescher	Professional	1.0 Social Studies at Stetson MS	.8 Social Studies at Stetson MS/.2 Social Studies 6 at Cyber Academy	8/24/20

c. Transfer - Involuntary					
	Name	Type	From	To	Effective Date
170.	Nicole Verbos	Professional	1.0 Autistic Support at Exton ES	1.0 Autistic Support at East Goshen ES	8/24/20
171.	Ann Vincent	Professional	1.0 Math at East HS	.8 Math at East HS/.2 Pre-Calculus at Cyber Academy	8/24/20
172.	Ryan Walter	Professional	1.0 Learning Support/Life Skills at Westtown Thornbury ES	1.0 Learning Support/Life Skills at Starkweather ES	8/24/20
173.	Tara Weaver	Professional	1.0 English at Peirce MS	.8 English at Peirce MS/.2 English 6 at Cyber Academy	8/24/20
174.	Michelle West	Professional	1.0 ELD at Peirce MS	1.0 ELD at Fern Hill ES (Brick & Mortar)	8/24/20
175.	Cynthia Westley	Professional	1.0 English at Fugett MS	.8 English at Fugett MS/.2 English 6 at Cyber Academy	8/24/20
176.	Andrew White	Professional	1.0 English at Stetson MS	.8 English at Stetson MS/.2 English 7 at Cyber Academy	8/24/20
177.	Elizabeth Wilson	Professional	.8 Speech/Language at Westtown-Thornbury ES/.2 Speech/Language at East HS	.8 Speech/Language at Westtown-Thornbury ES/.2 Speech/Language at Cyber Academy	8/24/20
178.	Lindsay Wilson	Professional	1.0 ELA at Fugett MS	.8 ELA at Fugett MS/.2 ELA 8 at Cyber Academy	8/24/20
179.	Jason Wolensky	Professional	1.0 Social Studies at Stetson MS	.8 Social Studies at Stetson MS/.2 Social Studies 8 at Cyber Academy	8/24/20
180.	Matthew Ziegler	Professional	1.0 Health/PE at Fugett MS	.8 Health/PE at Fugett MS/.2 Health/PE 7 at Cyber Academy	8/24/20

IV.	Personnel Leave			
a.	Sabbatical Leave			
	Name	Position	Effective Date	Ending Date
1.	Erin Sola	Spanish Teacher at Fugett MS	2 nd Semester 2020-2021 school year	6/17/21
2.	Erin Sola	Spanish Teacher at Fugett MS	2 nd Semester of 2021-2022 school year	6/2022
b.	Unpaid Leave - None			

V.	Additional Information
1.	Alyssa Brown's start date is 8/24/20.
2.	Dr. Tracy Clark's transfer should read - .95 Computer Literacy/.05 Jr. Entrepreneurs Cyber Academy at Fugett MS.
3.	Sarah Croft has rescinded her sabbatical leave for the 2020-2021 school year.
4.	Rebecca Eberly should receive her second \$2,500 stipend for her work with elementary cyber school.
5.	Victoria Figueroa's salary adjusted to Level 1, Step 2, \$49,400.
6.	Erin Hahn's start date is 8/24/20.
7.	Dr. Michael Garvin's start date is 8/31/20.
8.	Rachel Petkevis' salary adjusted to Level 5, Step 5, \$58,200.
9.	Mary Kay Puchalla's position is Acting Principal at Stetson MS, not Acting Assistant Principal as reported on June Board Recommendations.
10.	Bradley Treadway, Athletic Trainer at Henderson HS, has completed his certification and is now eligible to be placed on the WCAEA salary schedule, according to an MOU signed in February, 2018. Brad will be placed on Level 7 (M+30), Step 10, \$69,500 for the 2020-2021 school year.
11.	Tammy Vernacchio's start date is TBD.
12.	Dr. Nora Wheeler's last day is 8/7/20.

VI.	Supplemental Contracts							
	Last Name	First Name	Location	Season	Step	% of Contract	Total Contract	Position Title
	'20-'21 Additions:							
	Barry	Matthew	SMS	Fall	1	100%	\$2,772.00	Asst. Football Coach
	Bowen	Malina	FMS	Annual	N/A	100%	\$34.59/hr.	Bus Duty
	Camp	Kelly	EHS	Annual	1	50%	\$924.00	Freshman Class Advisor
	Lindsay	Charles	EHS	Annual	1	100%	\$2,156.00	National Honor Society
	Otto	Lauren	EHS	Annual	4	50%	\$1,104.00	Freshman Class Advisor
	Removals:							

Last Name	First Name	Location	Season	Step	% of Contract	Total Contract	Position Title
deLone	Kimberly	RHS	Fall	1	100%	\$3,696.00	Asst. Girls Tennis Coach
Lunardi	Laura	HHS	Fall	4	100%	\$4,416.00	Asst. Field Hockey Coach
Adjustments: None							

Addendum to August Personnel Recommendations

I. Removals from Payroll

a. Resignations

5.	Deborah Evans, 1.0 Paraprofessional at East HS, effective 8/20/20.
6.	Donielle Tubioli, 1.0 LTS ELD Teacher at Westtown Thornbury ES, effective 8/24/20.
7.	Ann Marie Winfield, 1.0 Math Long Term Substitute at Rustin HS, effective 8/20/20.

b. Retirements - None

II. Additions to Payroll

a. Professional Staff: Contract - None

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

	<u>Name</u>	<u>Type</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>	<u>Salary</u>
11.	Jennifer Fisher	Professional	.2 Math at Henderson HS	.4 Math at Henderson HS	8/24/20	\$23,720
12.	Jennifer Fitzgibbon	Professional	1.0 RN at Fugett MS	1.0 Certified School Nurse LTS at East HS	8/24/20	\$46,000

b. Transfer – Voluntary

	<u>Name</u>	<u>Type</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
44.	Marya Graham	Professional	1.0 Spanish at Rustin HS	1.0 Spanish at Cyber Academy	8/24/20
45.	Alicia Ritz	Professional	.2 Video/.2 Video 2&3/.6 English	.2 Video/.2 Video 2&3/.2 Broadcast Journalism/.2 English/.2 Cyber Video 2&3	8/24/20
46.	Kelly Sciola	Professional	1.0 Grade 2 at Hillsdale ES	1.0 Grade 2 at Cyber Academy	8/24/20

c. Transfer - Involuntary

	<u>Name</u>	<u>Type</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
181.	Tina Costin	Professional	1.0 Special Education at Stetson MS	.8 Special Education at Stetson MS/.2 Special Education at Cyber Academy	8/24/20
182.	Katherine Harrison	Professional	1.0 Special Education at Fugett MS	.8 Special Education at Fugett MS/.2 Special Education at Cyber Academy	8/24/20
183.	Erica Oberholtzer	Professional	1.0 Special Education at Peirce MS	.8 Special Education at Peirce MS/.2 Special Education at Cyber Academy	8/24/20
184.	Jacquelyn Roberts	Professional	1.0 Learning Support at Westtown Thornbury ES	1.0 Learning Support at Cyber Academy	8/24/20
185.	George Stansbury	Professional	1.0 Special Education at Stetson MS	.8 Special Education at Stetson MS/.2 Special Education at Cyber Academy	8/24/20
186.	Kelly Whittingham	Professional	1.0 Special Education at Peirce MS	.8 Special Education at Peirce MS/.2 Special Education at Cyber Academy	8/24/20

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

V. Additional Information

13.	Erin Fife's salary is \$46,000.
14.	Rebecca King's start date is 8/19/20.
15.	Mary Kate McGetrick's transfer is voluntary.
16.	Brianna Pagliei's start date will be TBD.
17.	Andrea Tyson, .8 FCS at Stetson will have a salary change to Level 7, Step 5, \$49,280.

VI. Supplemental Contracts

<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>
<i>Adjustments: '20-'21</i>							
Cooper	Donna	District	Annual	5	33%	\$1,131.57	Honors Band - Elem

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

Education

1. Approval to Establish the following Account(s):
 - EHS Alicia Conche Scholarship
 - HHS Kathy Clark Flamm Memorial Scholarship
 - RHS Charles Cognato Scholarship
 - RHS Class of 2024
2. Approval of Revised Policy 016 Electronic Communication, Second Reading
3. Approval of New Administrative Guideline 204AG3 – Attendance Guidelines West Chester Cyber Program, Second Reading
4. Approval of Revised Policy 218 Student Discipline, Second Reading
5. Approval of Revised Policy 227 Controlled Substances/Paraphernalia, Second Reading
6. Approval of Revised Policy 237 Use of Personal Technology/Electronic Devices, Second Reading
7. Approval of Revised Policy 815.2 Communications with Students, Second Reading
8. Approval of Revised Policy 816 Use of Livestream Video on School District Property, Second Reading
9. Approval of Revised Policy 103 Discrimination/Title IX Sexual Harassment Affecting Students (*formerly known as Nondiscrimination/Discriminatory Harassment – School and Classroom Practices*), First Reading
10. Approval of Revised Administrative Guideline 103AG1 Discrimination/Sexual Harassment/Retaliation Report Form (*formerly known as Report Form for*

Complaints of Discrimination/ Discriminatory Harassment-School and Classroom Practices), First Reading

11. Approval of New Administrative Guideline 103AG2 Discrimination Complaint Procedures, First Reading
12. Approval of New Administrative Guideline 103AG3 Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints, First Reading
13. Approval of Revised Policy 104 Discrimination/Title IX Sexual Harassment Affecting Students (*formerly known as Nondiscrimination/Discriminatory Harassment - Employment Practices*), First Reading
14. Approval of Revised Administrative Guideline 104AG1 Discrimination/Sexual Harassment/Retaliation Report Form (*formerly known as Report Form for Complaints of Discrimination/Discriminatory Harassment-Employment Practices*), First Reading
15. Approval of New Administrative Guideline 104AG2 Discrimination Complaint Procedures, First Reading
16. Approval of New Administrative Guideline 104AG3 Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints, First Reading

Pupil Services

1. Approval of three (3) Special Education Settlement Agreements
2. Approval of the following Annual Para-Professional, Nurse and Physicians Contracts:
 - ACS Consultants, Inc.
 - Bayada Home Health Care, Inc.
 - Chadds Ford Alternacare Inc. dba CritiCare
 - Delta-T Group, Inc.
 - Educational Based Services, Inc.
 - EPIC Health Services (PA), LLC d/b/a Aveanna Healthcare
 - General Healthcare Resources, LLC dba GHR Education
 - Integrity Workforce Solutions, LLC
 - Pennhurst Group, LLC dba Epic Developmental Services
 - US Medical Staffing, Inc.
 - Dr. Kalkiewicz
 - Dr. Montgomery

Personnel

Property & Finance

1. Approval of 2020 Tax Appeals

Parcel #	Name	Sale Price	Original Assessment Appealed	Compare Original Assessed to Sales Value

52-3-100.3C	TEVA Pharmaceuticals USA Inc.	30,000,000.00	10,304,340	34.35%
52-7-25.2	CSW Luxor III West Chester LP	3,000,000.00	420,000	14.00%
1-9-321	Market Street Flats LP	29,750,000.00	5,463,005	18.36%
41-4-31.35	CSH Exton	3,520,000.00	420,000	11.93%

Other Reports

Other Business

1. Approval of School Board Treasurer's Report and Statement of Disbursements Summary Schedule for the Period of July 1, 2020 to July 31, 2020

WEST CHESTER AREA SCHOOL DISTRICT
AUGUST 24, 2020
STATEMENT OF DISBURSEMENTS SUMMARY
FOR THE PERIOD JULY 1, 2020 - JULY 31, 2020

GENERAL FUND DISBURSEMENTS	29,595,941.14
includes Technology, Federal Programs and any Special State Funds	
BILLS PAID	12,595,941.14
INVESTMENTS	17,000,000.00
 CAPITAL RESERVE FUND	 912,317.14
CAPITAL PROJECTS FUND	1,359,025.51
SPECIAL REVENUE - Athletics	4,701.50
TRUST FUNDS	9,366.22
CAFETERIA	9,004.05
STUDENT ACTIVITY FUND DISBURSEMENTS	26,266.42
TRUST AND AGENCY FUND DISBURSEMENTS	13,509.29

TOTAL DISBURSEMENTS 31,930,131.27

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.

X. Other Business

X-2. Approval of the July 31, 2020 Financial Report

BOARD ACTION: It was moved by Mr. Bevilacqua and seconded by Dr. Herrmann to approve the July 31, 2020 Financial Report.

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

XI. Comments from Residents

Frank Toscani - Hello, I'm a concerned tax paying parent of a senior who is an inspiring artist and needs hands on training. So my question is when are we going to revisit the hybrid program, students need in person teaching and not just to be in front of a computer. I work for septa and am a union member and appreciate unions. I've been working throughout the covid and science shows children don't pass it on if teachers are that concerned.

Mr. McCune read the following lyric, "So let's leave it alone 'cause we can't see eye to eye, there ain't no good guy, there ain't no bad guy, there's only you and me and we just disagree." ~Dave Mason

XII. Adjournment:

BOARD ACTION: On motion by Ms. Chester, seconded by Mr. Durnell, the Board, on voice vote, agreed to adjourn at 7:30 p.m.

Board Secretary