

**POTTSTOWN SCHOOL DISTRICT
MINUTES OF THE REGULAR MEETING
August 22, 2016**

The Regular Meeting of the Board of School Directors of the Pottstown School District was held on Monday, August 22, 2016 at 7:00 PM in the Cafeteria of the Pottstown High School with President Mrs. Kimberly Stilwell presiding. Upon roll call, the following members were present: Mrs. Amy Bathurst Francis, Mr. Andrew Kefer, Mr. Kurt Heidel, Mr. Thomas Hylton, Mrs. Polly Weand and Mr. Emanuel Wilkerson. Absent were Ms. Katina Bearden and Mr. Ron Williams. Also present were Acting Superintendent, Mr. Stephen Rodriguez; Board Secretary, Mrs. Linda S. Adams; Director of Human Resources, Dr. Deena Cellini; Solicitor, Mr. Stephen Kalis; Mrs. Dulcie Rothermel, Mr. Joseph Schroder, Mr. Kevin Downes, Mrs. Danielle McCoy, Mrs. Elisabeth Yoder, Mr. Michael DiDonato, Mr. John Armato, members of the press, and interested citizens.

The Board adjourned for an Executive Session for the purpose of negotiations with the Federation of Pottstown Teachers at 7:05 pm.

The Board reconvened at 7:11 pm.

MINUTES

Mrs. Adams presented the minutes from the Combined Committee of the Whole and the Regular Board meeting held on July 28, 2016 for Board approval.

It was moved by Mr. Hylton and seconded by Mr. Heidel that the minutes be approved as presented.

All members present voted aye. None opposed. Ayes: Seven. Nays: None. Absent: Two. Motion carried.

LIST OF BILLS

Mrs. Adams presented the list of bills from the various funds for the period of July 2016 for Board approval.

It was moved by Mr. Heidel and seconded by Mr. Kefer that the list of bills paid from the various funds for the period of July 2016 be approved as presented and a copy be filed in the Secretary's office as **Addendum #2016-2017-006**.

All members present voted aye. None opposed. Ayes: Seven. Nays: None. Absent: Two. Motion carried.

TREASURER'S REPORT

Mrs. Adams presented the Treasurer's Report for June 2016(Unaudited) and the Treasurer's Report for July 2016 for Board approval.

It was moved by Mrs. Francis and seconded by Mr. Kefer that the Treasurer's Reports be approved as presented and a copies be filed in the Secretary's office as **Addendum #2016-2017-007**.

All members present voted aye. None opposed. Ayes: Seven. Nays: None. Absent: Two. Motion carried.

HEARINGS FROM PATRONS OF THE SCHOOLS

None.

APPROVAL OF CONSENT ITEMS

Mr. Rodriguez presented the Consent Items for Board approval.

CONSENT

It was moved by Mrs. Francis and seconded by Mr. Hylton that the following consent items be approved in accordance with Policy 005, as recommended by the Superintendent of Schools:

PERSONNEL

RESIGNATIONS/TERMINATIONS

Professional

Sarah Blaum, School Counselor, Pottstown High School, resignation effective August 4, 2016; hire date September 12, 2005.

Laura Wise, Secondary Teacher, Pottstown High School, resignation effective August 23, 2016 (*previously approved effective date of September 17, 2016 on July 28, 2016*).

Exempt

Ratify Danielle K. Lyter, Physical Therapist, Special Education Department, resignation effective August 10, 2016; hire date December 5, 2011.

Classified

Debra Greenly, Classroom Assistant, Franklin Elementary, resignation for the purpose of retirement, effective September 30, 2016; hire date January 5, 2006.

Ratify Dana Freas, Classroom Assistant, Lincoln Elementary, resignation effective August 8, 2016; hire date August 31, 2015.

Ratify Kay Pusicz, Secretary, Pottstown High School, resignation effective August 2, 2016; hire date October 1, 2014.

Ratify Linda Messner, Classroom Assistant, Pottstown High School, resignation effective August 6, 2016; hire date August 5, 2015.

Jacob Bean, Classroom Assistant, Pottstown High School, resignation effective August 31, 2016; hire date June 11, 2003.

LEAVES

Professional

Ellen Eisle, Elementary Teacher, Barth Elementary, request for leave of absence covered by Family Medical Leave Act, effective December 21, 2016; end date tbd.

Amanda High, Secondary Teacher, Pottstown Middle School, request for leave of absence covered Family Medical Leave Act, anticipated effective date to be November 6, 2016; end date tbd.

Classified

Ratify Shawn Baker, Custodian, Maintenance Dept., request for leave of absence covered by Family Medical Leave Act, effective August 1, 2016; end date tbd.

Ratify Debra Kraft, Custodian, Maintenance Dept., request for leave of absence covered by Family Medical Leave Act, effective July 8, 2016; end date tbd.

Ratify Robert Poston, Custodian, Maintenance Dept. request for leave of absence covered by Family Medical Leave Act, effective July 19, 2016; end date tbd.

CHANGE IN POSITION AND/OR SALARY

Classified

Ratify Anna Avram, from High School Receptionist to Substitute Support Staff, effective August 8, 2016, hourly rate per schedule.

Christa Oister, from Classroom Assistant to Intervention Assistant, Pottstown Middle School, effective August 23, 2016, no change in hourly compensation.

Sue Mock, from Substitute Support Staff to Part-time Student Proctor, Lincoln Elementary, effective September 12, 2016, 2 hrs/day, \$11.74/hr.

ELECTIONS:

Administrative

Ratify Deena Cellini, Director of Human Resources, effective August 10, 2016, \$115,000/yr. *(previously approved effective date of August 8, 2016)*

Professional

Amanda Fusco, Secondary Special Education Teacher, initial assignment to be Pottstown High School, effective August 23, 2016, \$43,768/yr. + \$400 Special Education Stipend, Step 1- Bach (contract of K. Budner).

Megan Heffelfinger, Secondary Teacher, initial assignment to be Pottstown High School, effective August 23, 2016, \$43,768/yr, Step 1 - Bach, (contract of M. DeBlasi).

Nicole Accor, Secondary Special Education Teacher, initial assignment to be Pottstown High School, effective August 23, 2016, \$45,940/yr, + \$400 Special Education Stipend, Step 1- Master (contract of J. Roncase)

Katherine German, Secondary Teacher, Pottstown Middle School, initial assignment to be Pottstown Middle School, effective August 23, 2016, \$50,737/yr, Step 7 M+15 (contract of B. Hayes).

Rachel Ficca, Elementary Teacher, initial assignment to be Pottstown Middle School, effective August 23, 2016, \$44,045/yr, Step 2 Bach (contract of R. Benton).

Ashley Ermold, Secondary Teacher, initial assignment to be Pottstown High School, effective August 23, 2016, \$43,768/yr, Step 1 Bach (contract of L. Wise).

Nicholas Fox, Secondary Teacher, initial assignment to be Pottstown Middle School, effective August 23, 2016, \$50,737/yr, Step 7 M+15 (contract of A. Gazzillo).

Christopher Petro, Secondary Teacher, initial assignment to be Pottstown Middle School, effective August 23, 2016, \$44,045/yr, Step 2 - Bach (contract of R. Regensberg).

Toniell Ericksen, Elementary Special Education Teacher, initial assignment to be Rupert Elementary, effective August 23, 2016, \$49,140/yr +\$400 Special Education Stipend, Step 4 M+15 (contract of C. Fiorillo).

Cara McGuffin, Long Term Substitute Teacher, Barth Elementary, effective August 23, 2016, \$194/day, (coverage for M. Beer).

Classified

Alice Weaver, Long Term Substitute Cafe Worker, Pottstown High School, effective August 23, 2016, \$11.74/hr (coverage for F. Jefferis)

Justin Finucan, Substitute Support Staff, effective August 23, 2016, hourly rate per schedule.

Jessica Oxenford, Substitute Support Staff, effective August 23, 2016, hourly rate per schedule.

Denise Scott, Substitute Support Staff, effective August 24, 2016, hourly rate per schedule.

Kevin Shanaman, Substitute Support Staff, effective August 24, 2016, hourly rate per schedule.

Kyree Martin, Student Intern, effective September 6, 2016, \$10.79/hr.

Aniya Jackson-Thorpe, Student Intern, effective August 22, 2016, \$10.79/hr.

Brooke DiMarcello, Temporary Intervention Assistant, Rupert Elementary, effective August 23, 2016, \$13.65/hr (coverage for M. Callaghan)

21st Century Tutoring 2016-2017:

All Pottstown School District Teacher-Certified staff members are approved on an "as needed" basis as 21st Century Tutors, \$29/hr. and as 21st Century Classroom Assistants, \$13.65/hr.

All Pottstown School District Classroom Assistants are approved on an "as needed" basis s 21st Century Classroom Assistants, \$13.65/hr.

Medical Services

All Pottstown School District Nurses are approved for all after-school programs and activities including 21st Century, on as as-need basis, compensation to commensurate with salary rate.

Co-Curricular Assignments

2016-2017 Co-Curricular Game Workers, \$10/hr. in addition to all PSD Staff

Mile Feather	Todd Wallace	Ron D'Arcangelo
Mike Yonas	John Armato	Jim Schaaf
Maggie Munz	Matt O'Blosser	Matt Morton
Mke Zipay		

2016-2017 Co-Curricular Assignments: Sports – **Addendum #2016-2017-008.**
 2016-2017 Co-Curricular Assignments: District/Buildings – **Addendum #2016-2017-009.**

Accumulated Sick Leave Payment at Retirement with 20 yrs or more of service
 Lindi Vollmuth, In accordance with the Professional Agreement, \$6,940.00
 Evelyn Dudonis, In accordance with the Professional Agreement, \$7,200.00

PROFESSIONAL LEAVES

<u>Bldg.</u>	<u>Name</u>	<u>Conf. Title</u>	<u>Location</u>	<u>Dates Attend</u>	<u>Cost</u>
Admin	Stephen Rodriguez	New Superintendent Academy(<i>required for new superintendents</i>)	Harrisburg, Pa	09/20/2016- 09/21/2016	\$400.00

FIELD TRIPS

<u>#</u>	<u>Students/Groups</u>	<u>Conference Name</u>	<u>Destination</u>	<u>Date of Trip</u>	<u>Cost to Student</u>	<u>Cost to District</u>	<u>Chaperone(s)</u>
20-25		Camp Manatawny	Douglasville PA	08/24/2016- 08/27/2016	\$50.00	\$0.00	Mark Agnew Mary Ann Hill

ATTENDANCE OFFICERS 2016-2017

The Superintendent recommends the individual filling the following positions be approved as the 2016-2017 Attendance Officers:

Principals:	Mr. Ryan Oxenford	Mr. Matthew Boyer
	Mr. Kevin Downes	Mr. David Todd
	Mrs. Calista Boyer	Mrs. Danielle McCoy
	Mr. Matthew Moyer	
Assistant Principals:	Mr. Jeffrey Delaney	Mr. Ryan Regensburg
Director of Career & Tech. Ed	Dr. Steven Park	
In School Suspension/ Temporary Placement Center Crrd.	Mr. Oscar Gans	
PMS Student Services Coordinator	Mr. Levert Hughes	
Out of District Placement Coordinator	Mrs. Julia Matia	
High School Guidance Secretary I	Ms. Christina Sellers	
Middle School Secretary I	Mrs. Holly Yabroski	
School Resource Office	Officer David Mull	
High School Attendance Clerk	Mr. Randy Blackwell	
Director of Student Services	Dr. LaTanya White	

DISTRICT SPONSORED CO-CURRICULAR ACTIVITIES

The Superintendent recommends the Board approve the 2016-2017 co-curricular activities sponsored by the Pottstown School District as presented and a copy be filed in the Secretary's office as **Addendum #2016-2017-010.**

CONTRACTS

The Superintendent recommends the Board approve/ratify the following contracts as presented and copies be filed in the Secretary's office as **Addendum #2016-2017-011**.

- | | |
|---------------------------|--|
| 1. Camphill | 11. Wordsworth Academy |
| 2. Davidson School | 12. Wordsworth Academy (ESY) |
| 3. Davidson School | 13. Opportunities School |
| 4. Invo HealthCare Assoc. | 14. Opportunities School |
| 5. New Story | 15. Opportunities School |
| 6. New Story | 16. MOU: Lakeside Educ. Network |
| 7. New Story | 17. MOU: Family Services |
| 8. New Story | 18. MOU: Family Service Bilingual |
| 9. River Rock Academy | 19. MOU: Scattergood Foundation |
| 10. Devereux Foundation | 20. MOU: Creative Health Services |
| | 21. MOU: Amended Public-Health Mgmt Corp |

AMENDED 403(b) ADOPTION AGREEMENT

The Superintendent recommends the Board approve the amended 403(b) adoption agreement as presented as copy be filed in the Secretary's office as **Addendum #2016-2017-012**.

ATHLETIC PROGRAM TICKET PRICES

The Superintendent recommends the Board approve the athletic program tickets prices for 2016-2017 as presented. Prices reflect no change from 2015-2016.

General Admission	\$5.00
Student Admission	\$4.00
Thanksgiving Game – All Tickets	\$5.00

APPOINTMENT OF DISTRICT SOLICITOR

The Superintendent recommends the Board ratify/approve the appointment of Stephen Kalis and the law firm of Fox Rothschild LLP, as the district solicitor for a two year term, 2016-2017 and 2017-2018 school years.

PSD WORKER'S COMPENSATION MEDICAL PROVIDERS

The Superintendent recommends the Board approve the district's worker's compensation medical providers list as presented and a copy be filed in the Secretary's office as **Addendum #2016-2017-013**.

SCHOOL PHYSICIAN AND DENTIST RATES

The Superintendent recommends the Board approve the 2016-2017 school physician and dentist rates as presented.

<u>School Physician</u>	<u>Address</u>	<u>Rate</u>
Dr. John Anderson	933 N. Charlotte St	\$ 10.70 <i>per school physical</i> \$ 75.00 <i>consultant</i>

School Dentist

Dr. Carl Pardini	625 N Charlotte St	\$ 4.50 <i>per exam</i>
Dr. Louis Raven	63 N Hanover St	\$ 4.50 <i>per exam</i>
Dr. Christopher Rohrbach	562 High St	\$ 4.50 <i>per exam</i>

SCHOOL RESOURCE OFFICER RESOLUTION

The Superintendent recommends the Board approve the School Resource Officer Resolution as presented and a copy be filed in the Secretary's office as **Addendum #2016-2017-014**.

PLAN CON K GENERAL OBLIGATION NOTE SERIES 2015

The Superintendent recommends the Board ratify/approve the Plan Con K General Obligation Note Series 2015 as presented and a copy be filed in the Secretary's office as **Addendum #2016-2017-015**.

Upon roll call vote, all members votes aye for the above consent items. Ayes: Seven. Nays: None. Absent: Two. Motion carried

NON-CONSENT

The Acting Superintendent recommends the Board approve the following non-consent Personnel items:

PERSONNEL

Change in Position and/or Salary:

David Mabry, from Intervention Assistant to Elementary Teacher, initial assignment to be Pottstown Middle School, effective August 23, 2016, \$44,045/yr, Step 2 - Bach (*new 5th grade teacher)

It was moved by Mr. Kefer and seconded by Mr. Heidel that the following non-consent personnel item be approved

Mr. Hylton noted that his vote is for the position not the person.

Upon roll call vote, the vote was recorded as follows: Mrs. Francis: aye, Mr. Heidel: aye, Mr. Hylton: nay, Mr. Kefer: aye, Mrs. Stilwell: aye, Mrs. Weand: aye, Mr. Wilkerson: aye. Ayes: Six. Nays: One. Absent: Two. Motion carried.

Change in Position and/or Salary:

Ratify R. Michael Stilwell, from Student Intern to Substitute Support Staff, effective August 12, 2016, hourly rate per schedule.

It was moved by Mrs. Francis and seconded by Mr. Kefer that the above non-consent personnel item be approved.

Upon roll call vote, the vote was recorded as follows: Mr. Heidel: aye, Mr. Hylton: aye, Mr. Kefer: aye, Mrs. Stilwell: abstain, Mrs. Weand: aye, Mr. Wilkerson: aye, Mrs. Francis: aye. Ayes: Six. Nays: None. Abstention: One. Absent: Two. Motion carried.

Elections:

Rebecca Baldwin, Classroom Assistant, Pottstown Middle School, effective August 24, 2016, \$13.65/hr. (replaces T. Ham)

Nicollete Smith, Classroom Assistant, Pottstown High School, effective August 24, 2016, \$13.65/hr. (replaces M. Wilkes)

Chloe Seidel, Classroom Assistant, Pottstown High School, effective August 24, 2016, \$13.65/hr. (replaces P. Herrett)

Jessica Mull, Classroom Assistant, Pottstown High School, effective August 24, 2016, \$13.65/hr. (replaces L. Messner).

It was moved by Mrs. Francis and seconded by Mr. Kefer that the above non-consent personnel items be approved.

Upon roll call vote, the vote was recorded as follows: Mrs. Stilwell: aye, Mrs. Weand: aye, Mr. Wilkerson: aye, Mrs. Francis: aye, Mr. Heidel: aye, Mr. Hylton: nay, Mr. Kefer: aye. Ayes: Six. Nays: One. Absent: Two. Motion carried

NEW BUSINESS

PROFESSIONAL AGREEMENT

Mr. Wilkerson made a motion, as recommended by the district negotiating team that the Board approves a new professional agreement with The Federation of Pottstown Teachers to be effective September 1, 2016 in accordance with the terms as presented. Mr. Kefer seconded the motion.

Ms. Bearden entered the meeting at 7:24 pm.

Mr. Kalis reviewed the terms of the Professional Agreement 3 Year Contract commencing on September 1, 2016:

- No Change to Medical / RX (20 % Contribution- Medical, 5% Contribution- RX)
- Retirement Policy Incentive- eligibility commences at 15 years of service (reduction from 20 years)
- Eliminate 1 year wait for new employees for tuition reimbursement eligibility
- Tuition Reimbursement – no change
- Implementation of New Salary Schedule
- Grandfathering of exceptions to proposed salary schedule

Year 1:

- 1% increase in Co-Curricular Stipend
- Increase in Special Ed. Stipend to \$600.00
- Full Step Increase beginning with the 14th Pay Period

Year 2:

- 1% increase in Co-Curricular Stipend
- Increase in Special Ed. Stipend to \$800.00

Year 3:

- 1% increase in Co-Curricular Stipend
- Increase in Special Ed. Stipend to \$1,000.00
- Full Step Increase beginning with the 14th Pay Period

HEARINGS FROM PATRONS OF THE SCHOOLS(Professional Agreement only)

Mr. Brandt asked for clarification pertaining to increases in co-curricular stipends and teacher salaries.

Mr. Kalis explained the co-curricular stipends had remained the same for many years. The terms of this agreement provide a 1% increase for each year of the contract. Teacher salaries will increase with step movements in the new salary schedule. The new salary schedule provides a more equitable salary distribution to all teachers.

Upon roll call vote, the vote was recorded as follows: Mr. Kefer: aye, Mrs. Stilwell: aye, Mrs. Weand: aye, Mr. Wilkerson: aye, Ms. Bearden: aye, Mrs. Francis: aye, Mr. Heidel: aye, Mr. Hylton: nay. Ayes: Seven. Nays: One. Absent: One. Motion carried. A copy of the Professional Agreement is filed in the Secretary's Office as **Addendum #2016-2017-016.**

INFORMATION

1. Monthly Meeting Notice

FEDERATION REMARKS

Mrs. Yoder thanked the Board for listening and helping with implementing the new salary schedule. She expressed the Federation's gratitude for putting the students first. She is excited about keeping the teachers and bringing in new teachers to the district .

Mr. DiDonato thanked Mr. Kalis, Mrs. Adams and Mrs. Jampo for their work and their collaboration with the Federation. He is grateful for the addition of a new 5th grade teacher which will help to reduce the class size. The Federation will continue to advocate for legislative candidates that support education and fair funding. The Federation will hold voter registration drives and continue to support community partnerships.

ROUND TABLE

Mr. Heidel looks forward to the start of school and is glad to approve the new professional agreement.

Mr. Kalis thanked the negotiating teams for their leadership efforts. He was pleased with the tone and openness of the negotiations and the implementation of a new salary schedule.

Mrs. Weand wished everyone a phenomenal new school year.

Mr. Kefer wished good luck to all the teachers. He believes the new professional agreement is a fair and equitable contract for teachers and tax payers.

Mrs. Francis – no comment.

Mr. Hylton stated he does not support getting involved in election issues. Mr. Hylton voiced his concerns about the district's ability to support budget increases every year with an ongoing declining tax base. He thanked the Federation representatives for their creativity in putting together a new salary schedule. He noted that he was in favor of a two year contract, not a three year contract.

Ms. Bearden stated that her first passion is about the students; her second passion is for the town and the taxpayers. She noted it is not an easy task making decisions, students versus taxpayers. She looks forward to working together to formulate something that will be good for the students and community. She wishes the teachers a great start to the new school year.

Mr. Wilkerson congratulated his fellow graduates as they pursue their studies and future education. He thanked everyone for the opportunity to learn about the negotiation process. He was glad to participate in the local NAACP Youth Seminar and is inspired by Mr. Rodriguez, the district's first minority superintendent. Mr. Wilkerson did some research on ad hoc committees that he will present at the committee level. He wished the students and teachers good luck at the start of the school year.

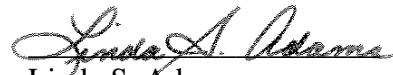
Mr. Rodriguez noted the constant phrase he hears is "work together". He recognizes the difficult challenges ahead and looks forward to working together. Mr. Rodriguez invited all Board Members to attend the staff meeting on August 24 at the high school, welcoming back the teachers. He thanked

Famous Footwear for their generous donation. In response to Mr. Hylton's comment regarding involvement in election issues, Mr. Rodriguez noted the district advocates for students and supports fair funding.

Mrs. Stilwell thanked the negotiating teams for their hard work and is glad for the outcome. She was glad to meet with the state legislative candidate and for the opportunity to let him know what the schools need. She is not advocating for any candidate. She is looking forward to the start of the school year and thanked Mrs. Adams and Mr. Rodriguez for keeping things going this summer.

ADJOURNMENT

It was moved by Mr. Kefer and seconded by Mr. Heidel that the Board adjourns. None opposed. Motion carried. The meeting adjourned at 7:52 pm.


Linda S. Adams
Board Secretary