

UNIONVILLE-CHADDS FORD SCHOOL DISTRICT
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SCHOOL BOARD MEETING
Minutes
August 18, 2008

The August meeting of the Unionville-Chadds Ford School Board was held on Monday, August 18, 2008 in the Unionville High School Large Group Instruction room. Mr. Murray, President, called the meeting to order at 7:32 p.m.

The following members were present: Edward Murray, Curt Baker (Via telephone conference call), Kathleen Brown, Karen Halstead, Dr. Paul Price, Timotha Trigg, and Edward Wandersee. Also present were Sharon E. Parker, District Superintendent, Kenneth Batchelor, Sharon Allen-Spann, Robert Cochran, Jim Fulginiti, Rick Hostetler, Rich Hug, John Nolen, Mark Ransford, Dr. John Sanville, Colleen Shearburn, Bruce Vosburgh, community residents, members of the press, and Denise Miller, Recording Secretary.

Mr. Murray requested that everyone stand for the Pledge of Allegiance to the flag.

Ms. Parker stated that this evening's report, in scope, depth, and breadth, is a direct reflection of a ten-week hiatus we have had. It will be the longest you will see this year. All of our schools made AYP (Adequate Yearly Progress) on the PSSA tests. We extend sincere appreciation and applause to our fine students and our staff who work with them diligently. We share the honor (with Upper St. Clair School District) of being at the top level of achievement statewide. Our children have done very well on this particular indicator of achievement. There are also many other indicators, including measures of health and stamina, and we thank them.

School is about to open with approximately 4,100 students, and the buildings are ready. We have had active students here for band camp and football, and teachers in to prepare their classrooms. The high school cafeteria serving lines are being adjusted and we'll be able to serve students more efficiently with a higher level of quality. Superintendent Parker complimented Rick Hostetler and his team for the level of magnificence that they are offering to our community and staff.

Ms. Parker welcomed members of the community who came out this evening. She introduced Dr. Dennis McKnight who is being proposed tonight to serve as our interim Unionville High School Principal. Dr. McKnight has served as Assistant Superintendent in the Marple-Newtown School District, Principal at Wissahickon High School and at Norristown High School.

Current UHS Principal, Jim Fulginiti, is being recommended for approval tonight as the Director of Student Life. There have been discussions over the last 18 months regarding concerns with student behavior, coaching and responsibilities for appropriate student behaviors. There have been outcries for the District to take action. Parents have spoken through the Coffee Chats, *Food for Thought* meetings, and directly to the press.

**CALL TO
ORDER**

**MEMBERS
PRESENT**

**SUPER-
INTENDENT'S
REPORT**

PSSA Tests

**Opening of
2008-2009
School Year**

**Dr. Dennis
McKnight**

Mr. Jim Fulginiti

We will be hearing from Ken Batchelor and the Central Office administrators regarding the Strategic Plan. One recommendation is for a K-12 coordinator of athletics and student life. The goal is to keep students with us in a healthful and productive way.

Ms. Parker extended thanks to the members of the Strategic Planning process and teams for the three focus areas of our goals for this year: Student Achievement, Building Community, and Stewardship of Resources. The formal plan will be posted on the website tonight. Superintendent Parker reviewed the objectives for each of the three goal focus areas for 2008-09 (see *Appendix A attached*).

The goals were presented to the Board at last week's Work Session. They are pending Board approval this evening and represent the platform from which we will work this year.

Ms. Parker stated that we would now look at the proposed Strategic Plan for 2008-2014. It has been a wonderful, energetic process where members of the staff, student body, and community came together in January to work diligently to identify the needs of the district. Prior to that, Ken Batchelor, John Sanville, and John Nolen visited in our schools to gather information from people who wanted to be part of the process. The proposed plan will be posted on the district's website: www.ucfsd.org.

Ken Batchelor, Assistant to the Superintendent, stated that we would seek Board approval of the Strategic Plan at the meeting on September 15, 2008. The kindergarten class of 2007-08 will be the graduating class of 2020, which led to the theme, *Seeing UCFSD with 2020 Vision*. We will prepare for our students' journey in seeing the needs of the district.

Our mission was created with the previous plan and retained in the current plan since it fulfills what the district is trying to do. Mr. Batchelor commented about information that had been reviewed at the Administrative Retreat regarding hard work being a much greater determinant of student success (not just grades and test scores).

In reviewing the vision, *Unlocking the potential in all of us*, Mr. Batchelor stated that the entire group works together for the success of our students. We looked at our AYP and saw a jump in our scores this year due to teachers working with some students and the Board working with the administration.

The state requires us to submit this plan every six years. We have added Operations and Student Life to the required areas (Professional Development, Curriculum and Instruction, Special Education, and Educational Technology). After speaking with the faculties and PTO's in the fall, over 70 individuals volunteered (the state requires 30).

Wonderful conversations ensued among all groups at the Strategic Planning Retreat in January. After a comprehensive discussion of each reporting category, assumptions, strengths, and needs were discussed and shared. Belief statements were developed to guide us into the future.

**SUPER-
INTENDENT'S
REPORT
(Continued)**

**District Goals –
2008-09**

**Strategic Plan –
2008-2014**

Strategic Plan - Continued

Some of our strengths were recognized during the retreat:

- Personnel, students, parents, and community
- Administrative support
- Awareness of educational trends
- High expectations
- Commitment to continual improvement
- Faculty desire to collaborate
- Student achievement

We also discussed our needs:

- Unlock the potential of the whole child
- Communication
- Expand options for our students
- Focus on yearly goals
- Time
- Collaboration
- Authentic learning
- Prepare students for the 21st Century
- Become more willing to move out of our comfort zone

Mr. Batchelor stated that subcommittees were created and met from March to May. They finalized belief statements for each category, developed goals and strategies for each goal. Action items were developed for each strategy. The process was shared with the faculties and PTO's.

Dr. John Sanville, Director of Secondary Curriculum and Instruction, commented about his privilege in having served as Co-Chair of the Curriculum and Instruction subcommittee, along with UHS Teacher, Jim Connelly. They had rich discussions about the beliefs needed to fulfill the mission of the district. Ideas were shared via Google documents to reach the four goal areas:

1. Align and develop curriculum and assessment vertically/horizontally
2. Provide opportunities for varied and new student choices
3. Develop thinking skills and knowledge that can be applied in varied settings
4. Foster communication of curricular expectations.

We have a district-wide curriculum by discipline (vertical piece). We also talked about the experiences with different teachers and at different schools that must lead to students having similar experiences (horizontal piece). The committee felt strongly that our curriculum would be aligned both vertically and horizontally. We have added dual enrollment courses at our high school this year to provide an opportunity for our students to grow. Students will need to be prepared for the future in a global society. Dr. Sanville discussed the communication of the curricular goals with all stakeholders. The 2008-2009 District Goals and the Strategic Plan are in concert purposely to assure the Plan is a living document.

John Nolen, Director of Elementary Curriculum and Instruction, stated that it was a pleasure to Co-Chair the Professional Development subcommittee with Unionville Elementary Guidance Counselor, Dr. Karen Dickinson. He reviewed the goals that were developed, following the identification of a series of belief statements:

**Strategic Plan –
2008-2014
(Continued)**

**Curriculum and
Instruction**

**Professional
Development**

3.a.3

Strategic Plan - Continued

Professional development will ~

1. Promote best practice through the utilization of staff expertise and current research
2. Differentiate based on knowledge and experience of staff
3. Plan for district training on current and relevant issues
4. Require time and flexibility for collaboration
5. Incorporate ongoing technology training

Mr. Nolen commented regarding Goal #1 and the training that is being provided (Moodle training for teachers; Course management tool that Mr. Hug has worked with to allow students to view courses on-line and retrieve documents, etc.; Reading curriculum training being provided by existing staff to new teachers).

We will provide special education training for our teachers and kids who have special needs as part of Goal #3. One of the most challenging goals to write was Goal #4, since it doesn't seem there is time at the end of the day to get everything done. We will work with the teachers to see where we can find time for collaboration in our day-to-day activities. Mr. Nolen commented about the speed at which technology changes regarding Goal #5. Our Technology team does a great job in keeping pace with best teacher practices (i.e. Smart Boards, Moodle, etc.).

The five goals have set a nice tone to continue to have professional development as a key part of the goals for our employees.

Sharon Allen-Spann, Director of Pupil and Staff Services, reported for the Operations subcommittee. This group sees itself as the "stage crew" in working behind the scenes so we can continue to have the high achievement we have seen so far. They considered how we look at who we have on staff and at being fiscally responsible. The goals are to:

1. Provide a forum for district stakeholders to discuss facility needs
2. Continue to recruit the highest quality candidates and provide opportunities for professional development, staff evaluation, and compensation
3. Promote safety in all district schools.

Mrs. Allen-Spann stated that the action plans include a Facilities Advisory Committee and a Safety Committee.

Rich Hug, Director of Technology and Communications, reviewed the goals for Educational Technology:

1. U-CFSD will provide all staff with continuous, timely, and relevant opportunities for technology training, differentiated for user experience and aimed at enriching instruction and improving productivity.
2. Technology instruction will be current, relevant and practical.
3. Technology will enrich instruction in all subject areas.
4. U-CFSD will provide instructional and support positions necessary to accomplish its technology goals.
5. Provide opportunities for input from stakeholders

**Strategic Plan –
2008-2014
(Continued)**

**Professional
Development -
Continued**

Operations

**Educational
Technology**

Mr. Hug commented about technology cutting across the operations and curriculum areas. In the area of training, they must get the technology into the hands of people and show them how to use it. He thinks people are becoming more intuitive about technology. Mr. Hug commented about the need for people to support Goal #4. We hope to start a group/forum to obtain input from staff, students, and the community (Goal #5).

Mr. Batchelor reviewed the goals for the Student Life subcommittee:

1. Increase opportunity for student participation in co-curricular activities
2. Strengthen internal and external community
3. Strengthen our programs that enhance the support services provided to students.

He stated that we are looking at athletic and co-curricular coordination via a K-12 position. Another idea included a Faculty/Student Congress that would monitor opportunities and promote a cultural sense of belonging.

We will invite all 70 participants to a meeting to see the plan and ask questions. He thanked the members for their work and time. Mr. Batchelor encouraged comments regarding the proposed Strategic Plan to strategicplan@ucfsd.org. The Plan will be posted on the website and approval will be requested at the September 15, 2008 School Board meeting. Following approval by the Board, it will be submitted to the Pennsylvania Department of Education.

The Special Education portion of the plan was included as a pullout report in May, 2008 as requested by the State.

Ms. Parker thanked Mr. Batchelor and encouraged members of the community to review the Plan and offer comments.

Superintendent Parker reported that several Board members could not be with us tonight. Dr. Therese West is traveling and presently on the George Washington bridge. She offered condolences to Dr. Corinne Sweeney on the very recent death of her mother. Dr. Sweeney is attending to family matters at this time. Mr. Baker is here via telephone conference call this evening.

Ms. Parker stated that regular School Board meetings will be on the move. This change is offered to make meetings more accessible to community members. The locations will be posted on the district website (www.ucfsd.org) and sent to homes via a postcard mailing. Work Sessions will remain at Unionville High School.

Robert Cochran, Director of Business and Operations, stated that the Board challenged the Administration, in conjunction with Public Financial Management, to prepare a strategic financing plan at their May meeting. The plan was to be prepared with consideration to certain parameters and assumptions, give consideration to the impact of capital contributions, and assess the implications for full funding of future capital improvements and/or expansions.

Mr. John Frey and his staff worked on the numbers that were presented at the August 4, 2008 Finance Committee meeting. The Plan was presented to the entire Board at last Monday's Work Session.

Strategic Financing Plan - Continued

Mr. Cochran introduced John Frey from PFM, Inc. Mr. Frey stated that they reviewed the overall assumptions from the summer to put together a framework for financing the project (scope, timing of project, interest rates, etc.). Three structures were proposed and shown on overhead slides:

- **25-Year Level Payment**

The bonds would be issued over several years, with maturity about 25 years out (to have level payments). This option would include the highest total interest cost. Payments in the early years are large and would reduce over the next 20 years.

- **Wrap-Around Debt**

We looked at existing debt and wrapped the principal in later years for the new debt. The big peak is lower than the previous structure on an annual basis.

- **Debt Restructuring and Wrap Around**

This structure allows room for additional new debt to be phased in over a period of time. It lowers the overall annual debt service more rapidly. We looked at a goal of keeping it under a certain debt service.

Mr. Cochran stated that Mr. Frey's data was reviewed in analyzing this relative to our current budget projections (based on Act 1 index, assessment growth, etc.). He reviewed the proposed debt structures as shown on overhead charts:

- **25-Year Level Payment**

- Longest repayment period
- Highest net present value and total interest cost
- Consistent with U-CF past practice
- Debt service (as a percent of total General Fund expenditures) would exceed the 11.5% cap that has been requested

- **Wrap-Around Debt**

- Lowest net present value and total interest cost
- Stays within spending limit of 11.5% of total General Fund expenditures
- Least amount of consideration for funding future capital needs

- **Debt Restructuring and Wrap Around**

- Adds the restructured debt and then the new debt as a wrap
- Stays below spending limit of 11.5% of total General Fund expenditures
- Provides best blend of future borrowing capacity with current debt needs

**Strategic
Financing Plan
(Continued)**

Mr. Cochran stated that there are pros and cons to each option. The Administration recommends that the Board pursue more details on a debt restructuring and wrap-around program for this financing for implementation in October, 2008 with a Bond issue.

Mr. Wandersee clarified that the 11.5% figure represents 11.5% of the operating expenditures. Ms. Parker extended thanks to Mr. Cochran and to Mr. Frey.

She commented regarding the death of Chad Forshey (24 years-old) who has been a lifelong resident and graduate of Unionville High School. Chad's mother, Judy, is one of our bus drivers. His dear friend was just hired to serve as a teacher in our district. He was a fine, young man and is the subject of great outpourings from our community. Please keep the Forshey family in your thoughts.

Shannon Pitt, student representative, reported that Student Council would hold its first meeting tomorrow.

Mr. Murray requested that residents limit their comments to three minutes.

Keith Knauss, East Marlborough Township resident, commented about Mr. Frey's presence here tonight, stating that the public had voted two times. He feels that financing under the cap will take away from our students and will have an effect for the next 20 years.

Mr. Knauss stated that we did not see a strategic financing plan tonight. The analysis doesn't consider the need for middle school expansion or multiple elementary school expansion over two decades. It does not take into account a new teacher contract or escalating energy costs. Mr. Knauss commented about the artificially low debt payments in the next four years and ballooning payments in the last four years. He asked why the Board would depart from level payments over 20 years, and feels it is convenient for the Administration and Board to have small increases over the first four years.

Mr. Baker stated that the student achievement state standing is a testament to our students, parents, teachers, administrators, and staff. It is one of many signs that with many distractions we remained focused on student success. Mr. Baker would personally go against modesty and feels we should send a communication to colleges and universities in the country to market ourselves.

Ms. Parker thanked him and appreciates the encouragement.

Mrs. Halstead commented about the history in the district before Sharon Parker came here. The naysayers stated that our test scores would be going down with a fuzzy, warm, anti-bullying Superintendent. Thanks to her leadership, our teachers have stepped forward through stress and tribulation, and our students have had smiles on their faces for days when they took our state tests.

Superintendent Parker stated that she could not offer enough praise to our students and staff, especially our high school staff for their extraordinary diligence. This is one data point in the life of our students, reported in the *Philadelphia Inquirer's* "Report Card on the Schools," and used by parents who choose to move here. It is critical to the fiber of the community. Life went on this year with all of the swirling responsibilities.

**Strategic
Financing Plan
(Continued)**

**STUDENT
REPRESENTATIVE
REPORT**

**RESIDENT'S
COMMENTS**

**BOARD
MEMBERS'
COMMENTS**

Mrs. Brown commented regarding Mr. Knauss' remarks, stating that he would find a way to shut down any plan we put out. If the plan were for teachers, he would shut that down as well. Mr. Knauss was on the Board for four years during a period when we were unable to come up with a financial plan that would go out into the future. He should be delighted that we are trying to finance under the cap. It will force us to be more financially sound and figure out a way to get the kids' education and the bricks and mortar.

Mrs. Brown is sorry to have to respond to Mr. Knauss in this way, and that he is not a member of the group who is working for things in this district. It is a no-win situation. In this plan, we're providing a way to get what we absolutely need for these kids. We need to improve our high school now. The fact that we're actually trying to make this happen and pay for it should be something about which the taxpayer group is happy.

Mr. Murray stated that the Board met in Executive Session on July 14, 2008 (Personnel Committee of the Whole) and on August 15, 2008 (There was not a quorum present and this became an informational session regarding personnel actions).

It was moved by Mrs. Halstead and seconded by Mr. Wandersee to approve the Minutes for the June 16, 2008 Regular Board Meeting (pp. 3.a.1-11).

Motion carried (7-0).

The following financial statements and reports were reviewed:

1. General Fund Treasurer's Report – June, 2008 (pp. 3.b.2)
2. 2007-2008 GF Function Revenue Analysis with Details of 6100's and 7000's as of June, 2008 (p. 3.b.3)
3. 2007-2008 General Fund Function-Object Expenditure Analysis as of June, 2008 (pp. 3.b.4-6)
4. Category Expenditures Analysis – June, 2008 (p. 3.b.7)
5. Capital Projects Fund Report – June, 2008 (p. 3.b.8)
6. Construction Project Reports – June, 2008
 - a. Unionville High School & Fields Renovation Project Budget Reports – June, 2008 (pp. 3.b.9-10)
7. Outstanding Projects Summary – June, 2008 (p. 3.b.11)
8. Capital Reserve Fund Report – June, 2008 (p. 3.b.12)
9. Health Care Trust Fund Report – June, 2008 (p. 3.b.13)
10. Debt Service Reserve Fund Report – June, 2008 (p. 3.b.14)

Mr. Murray requested that the secretary file the statements and reports.

It was moved by Mrs. Halstead and seconded by Dr. Price to approve the Bill List for July 29, 2008 in the amount of \$2,877,018.08 (pp. 3.d.1-17). Mr. Baker recused himself for any checks related to the Chester County Intermediate Unit due to a conflict of interest (as shown on p. 3.d.9, Check #127042 - \$48,929.41).

Motion carried (6-0-1). Mr. Baker abstained.

**BOARD
MEMBERS'
COMMENTS
(Continued)**

**MINUTES
APPROVED**

**FINANCIAL
STATEMENTS
& REPORTS**

**BILLS
APPROVED**

It was moved by Mrs. Halstead and seconded by Mrs. Brown to approve the District Goals for the 2008-2009 School Year as on the attachments (pp. 3.e.1-3).

Mrs. Trigg stated that she would like to see the achievement growth goal that we have had in recent years retained.

Ms. Parker commented about a great deal of discussion that took place regarding overarching this goal to promote growth for our students. When we're at the top of state, can we exceed the previous year's performance? It becomes burdensome on the students. We pondered the question of how we could achieve that goal by learning more about our students' learning styles. Our teachers would become practitioners. We want to work with the achievement data. The language is easily embedded in the goals. The feeling was that we wanted to set a goal that was honorable but still a stretch in moving each child forward. We would rather look at individual growth than cohort-to-cohort growth.

The goals were organized in a different manner this year as in other years, with three thematic areas.

Mr. Batchelor stated that the question was asked in discussions as to whether we were teaching to the test or addressing skill deficits. This goal sends that message to our teachers and students. It's not about just reaching a score on a test.

Ms. Parker stated that we are asking an unrelated body of children to meet/exceed that performance (may not be possible). In looking child to child, we would see what we're doing right and where we need to go. She has received emails from colleagues about the good news of how well we're doing – which can also be bad news.

Mrs. Trigg appreciates and agrees with a lot of Ms. Parker's comments. It is part of her job to keep her eye on the ball as far as student achievement. She is not comfortable without some objective measure of increasing student achievement.

Mr. Wandersee stated that it is a responsibility that we have as Board members and members of the community to make goals in measurable ways. It doesn't mean one has failed if they don't accomplish a goal, but causes the need for reflection. As we go forward, we try to find goals that we can tie into some specific point, which may be what Mrs. Trigg was driving at. Mr. Wandersee doesn't want to critique these 11 goals but suggested that we try to tie them to a measure as we go forward.

Mr. Murray applauded the goals to the degree he looked at the longitudinal direction. The Superintendent went into looking at students versus 3rd – 5th – 8th grades. It seems to be what a parent would want. We can take a look at whether we can refine them into specific longitudinal data later.

Mrs. Halstead stated that each class has been so different from the class before it or the one after it. It's more important to look at each child. The overall view is not as important as whether we are serving each child. She applauds the goals as they are stated.

Ms. Parker commented about the 27-year tradition of having a mid-year update on goals in her former school district. She would like to have the opportunity for that data analysis at the January meeting. Ms. Parker encouraged members of the community who have questions to let us know.

Motion carried (6-1).

It was moved by Mr. Murray and seconded by Mrs. Halstead to approve the Mandate Waiver Program Application for relief of the multi-prime contract requirement for the Unionville High School Addition and Renovation Project (pp. 4.a.1-5).

Mr. Baker stated that if it is approved, we do have the option to continue with four prime contractors. There is formally a moratorium on mandate waivers, but if we don't apply, there would be no opportunity to get it approved.

Mr. Wandersee agreed with Mr. Baker's comments. It is the smart thing to do if we are successful.

Motion carried (7-0).

It was moved by Mr. Murray and seconded by Mrs. Halstead to approve the Change Order for Wexcon, Inc. in the amount of \$4,522.50 for the Unionville High School/Patton Middle School Public Water Conversion as on the attachment (p. 4.b.1).

Motion carried (7-0).

It was moved by Mr. Murray and seconded by Mrs. Halstead to authorize the solicitation of bids for the development of two fields on the Stevens Property.

In response to Mr. Wandersee's question, Mr. Hostetler stated that these would be grass fields.

Mrs. Brown asked about the reason for not proceeding with more fields. Mr. Hostetler stated that Dr. Price suggested four fields. There are some township issues that we must address prior to providing the other two fields.

Motion carried (7-0).

There were no action items for Curriculum and Educational Technology this evening.

Mr. Wandersee stated that there were no action items for Finance this evening. In response to Mr. Baker's question, Ms. Parker stated that the question of endorsing one of the financing options came forward at last week's Work Session as a possibility for action as early as this evening.

Mr. Baker mentioned building on debt issuance in October. Mr. Murray stated that Mr. Frey's presentation to the public was important in the work of the Board moving forward. It is important that we give our financial advisors time to issue the bonds. He thinks this can be accomplished in the current structure.

**District Goals –
2008 - 2009
(Continued)**

FACILITIES:

**Mandate Waiver
Application –
UHS Project**

**Change Order –
Wexcon, Inc.
(UHS/CFP-MS
Public Water
Conversion)**

**Bid Solicitation –
2 Fields / Stevens
Property**

**CURRICULUM &
EDUCATIONAL
TECHNOLOGY**

FINANCE

**Discussion –
UHS Project
Financing
Options**

Mr. Wandersee thinks we are right on the money. All three proposals have plusses and minuses but he would like to see the administrators put forth a recommendation after it has circulated.

Mr. Baker asked whether it would be worthwhile to obtain feedback from the Board. Mr. Murray left it up to each individual Board member to comment, stating that the agenda does not include a specific recommendation. Mr. Cochran indicated their preference for the Debt Restructuring and Wrap Around proposal. Mrs. Halstead, Mr. Baker, Dr. Price, and Mrs. Brown expressed their concurrence with this recommendation.

It was moved by Mr. Wandersee and seconded by Mrs. Brown to approve the following personnel items (agenda items 7.a. through 7.m. and 7.p.):

- a. Professional Conferences (13)
 1. Approve the Attendance at Professional Conferences as on the attachments (pp. 7.a.1-2)

- b. Retirements (2)
 1. Ellen Struble – Patton Middle School English Teacher – effective June 12, 2008
 2. Rosetta Tobia – District Office Receptionist/Secretary, effective September 5, 2008

- c. Resignations (4)
 1. Audrey Avery – Unionville Elementary School part-time Para-professional, effective June 27, 2008
 2. Christine Dempsey – Elementary Teacher, effective June 13, 2008
 3. Allison Goldberg – Chadds Ford elementary Grade 2 Teacher, effective August 13, 2008
 4. Irene Owens – Unionville Elementary School Librarian, effective August 11, 2008

- d. Reclassifications (15)
 1. Margarita Clyde – from .4 Patton Middle School Teacher (Long-Term Substitute) to .4 Unionville High School Spanish Teacher (Long-Term Substitute) and .4 Patton Middle School Spanish Teacher (Temporary Professional Employee)
 2. Joann Goad – from Unionville elementary Grade Level Para-professional/PCA (6 hours per day) to Personal Care Assistant (6.5 hours per school day, effective August 26, 2008
 3. Lynn Good – from Pocopson Elementary School Personal Care Assistant (3.5 hours per school day) to Personal Care Assistant (4.5 hours per school day), effective August 26, 2008
 4. Catherine Nancy Harris – from Unionville elementary School Grade Level Paraprofessional (6 hours per day x 117 days) to Grade Level paraprofessional (6 hours per day x 182 days), effective August 26, 2008

FINANCE

Discussion – UHS Project Financing Options (Continued)

PERSONNEL:

Professional Conferences

Retirements:

E. Struble

R. Tobia

Resignations:

A. Avery

C. Dempsey

A. Goldberg

I. Owens

Reclassifica- tions:

M. Clyde

J. Goad

L. Good

C. Harris

Personnel – Reclassifications (Continued)

5. Melissa Hunt – from District 10-month Floater Custodian (182 days per year) to Unionville High School Custodian (8 hours per day x 260 days per year), effective August 11, 2008
 6. Patricia Hunt – from Pocopson Elementary School copy Room Paraprofessional (5 hours per day x 182 days) to Copy Room Paraprofessional (5 hours per day x 90 days per year), effective August 26, 2008
 7. Erin Jackson – from Pocopson Elementary School Grade 1 Teacher (Professional Employee) to Unionville Elementary School .5 Kindergarten Teacher (Professional Employee), effective August 20, 2008
 8. Christine Kramer – from District Supervisor of Special Education to Director of Special Education, effective July 1, 2008
 9. Kateryn McHale – from .8 Unionville High School English Teacher to Unionville High School English Teacher, effective August 20, 2008
 10. Mary Moran – from full-time bus Driver to part-time Bus Driver, effective May 6, 2008
 11. Sally Palic – from Patton Middle School/Unionville High School Health Room Paraprofessional to District Health Room Technician (6.5 hours per day x 185 days per year), effective August 20, 2008, at a salary of \$27.19 per hour
 12. Jenny Robinson – from Patton Middle School Science Teacher to IST/Reading Specialist for the 2008-2009 school year, effective August 20, 2008
 13. Kristie Spina – from Pocopson Elementary School Grade 3 Teacher (Long-Term Substitute), first semester) to Grade 3 Teacher (Long-Term Substitute, full year), effective August 13, 2008
 14. Erika Tessitore – from .6 Unionville High School Math/.4 Computer Applications Teacher to 1.0 Math Teacher, effective August 20, 2008
 15. Charles Thompson – from Unionville High School 12-month second shift Custodian to Noon-8:00 p.m. custodian, effective August 11, 2008
- e. Leaves (3)
1. Dawn Oldenski – Unionville Elementary School Grade 3 Teacher, six-week Maternity Leave, beginning approximately October 7, 2008, followed by six additional weeks FMLA Leave
 2. Amy Thompson – Pocopson Elementary Grade 3 Teacher, extend Unpaid Child Rearing Leave through the end of the 2008-2009 school year
 3. Lauren Wells – District Social Worker, Unpaid Child Rearing Leave for the 2008-2009 school year
- f. Supplemental Contracts (51)
1. Approve additional 2008-2009 Supplemental Contracts as on the attachment (pp. 7.f.1-4, 8-12-08)

**PERSONNEL
(Continued)**

M. Hunt

P. Hunt

E. Jackson

C. Kramer

K. McHale

M. Moran

S. Palic

J. Robinson

K. Spina

E. Tessitore

C. Thompson

Leaves:

D. Oldenski

A. Thompson

L. Wells

**Supplemental
Contracts**

Personnel – (Continued)

g. Employ (37)

1. Michael Audevard – Chadds Ford Elementary School Grade 4 Teacher (Temporary Professional Employee), effective August 13, 2008, at the Master's Step 1 salary level
2. Judy Broadley – Patton Middle School Science Teacher (Long-Term Substitute), for the 2008-2009 school year, effective August 13, 2008, at the Bachelor's + 24 Step 1 salary level
3. Kylie Causa – Hillendale Elementary School Grade 5 Teacher (Long-Term Substitute), for the 2008-2009 school year, effective August 13, 2008, at the Bachelor's Step 1 salary level
4. Emilie Conover – Chadds Ford Elementary School Grade 2 Teacher (Temporary Professional Employee), effective August 13, 2008, at the Master's Step 2.5 salary level
5. Kathleen Cummins – Patton Middle School English Teacher (Temporary Professional Employee), effective August 13, 2008, at the Bachelor's + 24 Step 1 salary level
6. Christopher D'Esposito – Unionville High School (.6) / Unionville Elementary School (.4) Health and Physical Education Teacher (Temporary Professional Employee), effective August 13, 2008, at the Bachelor's Step 1.5 salary level
7. Tricia Dougherty – Unionville Elementary School Grade 3 Teacher (Temporary Professional Employee), effective August 13, 2008, at the Bachelor's Step 1 salary level
8. Lisa Dziuk – Chadds Ford/Hillendale Elementary School Psychologist (Temporary Professional Employee), effective August 13, 2008, at the Master's + 60 Step 1 salary level
9. Susan Feinstein – Hillendale Elementary School Grade 2 Teacher (Long-Term Substitute), for the 2008-2009 school year, effective August 13, 2008, at the Bachelor's Step 1 salary level
10. Katie Fick – Unionville High School Learning Support Teacher (Long-Term Substitute), for the 2008-2009 school year, effective August 13, 2008, at the Bachelor's Step 1 salary level
11. Maureen Fricker – Hillendale Elementary School IST/Learning Support Teacher (Professional Employee), effective August 13, 2008, at the Master's + 15, Step 8.5 salary level
12. Robert Henderson – Unionville High School Custodian (8 hours per day x 260 days), effective August 18, 2008, at a salary of \$13.36 per hour
13. Kimberly Hisler – Patton Middle School Family & Consumer Science Teacher (Temporary Professional Employee), effective August 13, 2008, at the Bachelor's Step 1 salary level
14. Allison Hohman – Unionville High School English Teacher (Temporary Professional Employee), effective August 13, 2008, at the Master's Step 1 salary level
15. Tara Gulli Jones – District Social Worker (Long-Term Substitute), for the 2008-2009 school year, effective August 13, 2008, at the Maser's Step 1 salary level

**PERSONNEL
(Continued)**

Employ:

M. Audevard

J. Broadley

K. Causa

E. Conover

K. Cummins

C. D'Esposito

T. Dougherty

L. Dziuk

S. Feinstein

K. Fick

M. Fricker

R. Henderson

K. Hisler

A. Hohman

T. Jones

Personnel – Employ (Continued)

16. William Jones – Unionville High School Custodian (8 hours per day x 260 days), effective August 4, 2008, at a salary of \$13.36 per hour
17. Julie Krause – Patton Middle School Health Room Paraprofessional (7 hours per day x 2 days per week), effective August 26, 2008, at a salary of \$12.28 per hour
18. Regina Kubica – Unionville High School Emotional Support Teacher (Professional Employee), effective August 13, 2008, at the Bachelor's + 24 Step 2 salary level
19. Michael Lapp – Chadds Ford Elementary School Grade 2 Teacher (Professional Employee), effective August 13, 2008, at the Master's Step 9.5 salary level
20. Tina LoBue – Unionville High School German Teacher (Professional Employee), effective August 13, 2008, at the Master's Step 4 salary level
21. Rebecca Louick – Pocopson Elementary School Counselor (Temporary Professional Employee), effective August 13, 2008, at the Master's Step 2 salary level
22. Lauren Monterosso – Unionville High School Social Studies Teacher (Temporary Professional Employee), effective August 13, 2008, at the Bachelor's Step 1 salary level
23. Susan Natale – Patton Middle School Counselor (Professional Employee), effective August 13, 2008, at the Master's + 15 Step 4 salary level
24. Allison Newbrough – Unionville High School Health Room Paraprofessional (7 hours per day x 2 days per week), effective August 26, 2008, at a salary of \$12.28 per hour
25. Christian Ortega – District 10-month Floater Custodian (8 hours per day x 182 days per year), effective August 25, 2008, at a salary of \$13.36 per hour
26. Michelle Parrett – Chadds Ford Elementary School IST/Learning Support Teacher (Temporary Professional Employee), effective August 13, 2008, at the Bachelor's Step 1.5 salary level
27. Ann Ruhl – Unionville High School .6 Computer Applications Teacher (Temporary Professional Employee), effective August 13, 2008, at the Master's + 15 Step 1 salary level, pro-rated
28. Sara Sharp – Unionville Elementary School Grade 2 Teacher (Long-Term Substitute), for the 2008-2009 school year, effective August 13, 2008, at the Bachelor's Step 1 salary level
29. Christian Skoog – Unionville High School .6 (Long-Term Substitute)/.4 (Temporary Professional Employee) Spanish Teacher, effective August 13, 2008, at the Master's + 45 Step 3 salary level
30. Jeanie Strauss – Hillendale Elementary School Grade 3 Teacher (Long-Term Substitute), for the 2008-2009 school year, effective August 13, 2008, at the Master's Step 1 salary level
31. Matthew Wood – District M-II Skilled Mechanic, effective August 4, 2008, at a salary of \$19.50 per hour

**Personnel –
Employ
(Continued)**

W. Jones

J. Krause

R. Kubica

M. Lapp

T. LoBue

R. Louick

L. Monterosso

S. Natale

A. Newbrough

C. Ortega

M. Parrett

A. Ruhl

S. Sharp

C. Skoog

J. Strauss

M. Wood

Personnel – Employ (Continued)

32. Marrick Wyatt – Chadds Ford Elementary School Academically Talented Teacher (Long-Term Substitute) for the first semester of the 2008-2009 school year, effective August 13, 2008, at the Bachelor's Step 1 salary level
 33. Cristen Zipf – Pocopson Elementary School Grade 1 Teacher (Temporary Professional Employee), effective August 13, 2008, at the Master's Step 2 salary level
 34. Theresa Rodichok – District Psychologist (Long-Term Substitute), for the first semester of 2008-2009, effective August 13, 2008, at the Master's + 45 Step 1 salary level
 35. Catherine Tauskey – Pocopson Elementary School Speech and Language Therapist (Long-Term Substitute), for the 2008-2009 school year, effective August 13, 2008, at the Master's Step 1 salary level
 36. Sherri Anne Morett – Assistant Director of Special Education, at a salary of \$90,000
 37. Meredith Cole – Patton Middle School Science Teacher (Long-Term Substitute) first semester 2008-2009 school year, effective August 19, 2008, at the Bachelor's Step 1 salary level, pro-rated
- h. Appointment (1)
1. James K. Fulginiti – Director of Student Life K-12, effective August 19, 2008
- i. Termination (1)
1. Brian Powers – Unionville High School Custodian, effective June 25, 2008
- j. Correction (1)
1. Mary Kamelhar – Pocopson Elementary School Grade 3 Teacher (Long-Term Substitute), for the 2008-2009 school year, Correct salary level from Bachelor's + 24 Step 1 to Bachelor's + 24 Step 2, based on previous year's service
- k. Renew Third-Year Temporary Professional Employee Contracts (16)
- | | |
|--------------------------|----------------------|
| 1. Christina McHutchison | 9. Kari Oakes |
| 2. Joseph Kilpatrick | 10. Walter Burgess |
| 3. Amy Hofmann-Reardon | 11. Jennifer Fleck |
| 4. Andrew Moister | 12. Kimberly Lender |
| 5. Kathryn Markloff | 13. Matthew Hurray |
| 6. Diane Mustin | 14. Erika Tessitore |
| 7. Julia Thompson | 15. Jennifer Bennett |
| 8. Lindsay Wilson | 16. Angela Puleo |
- l. Renew Second-Year Temporary Professional Employee Contracts(13)
- | | |
|---------------------|------------------------|
| 1. Leo Zumpetta | 8. Keeley Trumbo |
| 2. Suzanne Weltz | 9. Erin Carey |
| 3. Jenny Steinen | 10. Diane Squeri |
| 4. Mariel Simon | 11. Jennifer Dickinson |
| 5. Kateryn McHale | 12. Vanessa Marchetto |
| 6. Carrie Dickmann | 13. Heather Weigner |
| 7. Tara Anciborenko | |

**Personnel -
Employ
(Continued)**

M. Wyatt

C. Zipf

T. Rodichok

C. Tauskey

S. Morett

M. Cole

Appointment:

J. Fulginiti

Termination:

B. Powers

Correction

M. Kamelhar

**Third-Year TPE
Contracts
Renewed**

**Second-Year TPE
Contracts
Renewed**

Personnel - Continued

m. Substitute Rates

1. Set the substitute teacher rates for the 2008-2009 school year as follows:

\$100 per day -	First twenty (20) days
\$110 per day -	After twenty (20) days
\$130 per day -	21-89 consecutive days for same teacher
Salary schedule -	After ninety (90) days

n. Substitute (1)

1. Dennis McKnight – Substitute Administrator (Interim Unionville High School Principal), effective August 19, 2008, at a rate of \$500 per day

p. Create Support Staff Position

1. Create T-VI Technology Assistant position (7 hours per day x 260 days per year)

Mrs. Halstead extended wishes for a happy retirement to Ellen Struble, Rosetta Tobia (who has also worked in the District and in many schools), and to Irene Owens from Unionville Elementary School.

Mr. Wandersee congratulated Jim Fulginiti on his new appointment. The kids will really appreciate that.

Ms. Parker introduced Dr. Dennis McKnight, UHS Interim Principal. Dr. McKnight commented about his background as stated by Superintendent Parker previously. He is really looking forward to being here and has had a great indoctrination to date. Dr. McKnight will be happy to be here as long as we need him.

Ms. Parker expects that we may have reached a conclusion on this process by November. We are receiving applications. She thanked Mrs. Allen-Spann for organizing the process to the UHS Principal search. She is looking forward to Dr. McKnight's work at the high school.

Motion carried (7-0).

It was moved by Mrs. Halstead and seconded by Mrs. Trigg to approve the following personnel item (agenda item 7.o.):

- o. Contracted Services – Stephen Jamison – Personal Care Assistant for Unionville High School student (7 hours per day x 182 days per year), effective August 26, 2008, at a salary of \$25.00 per hour

Motion carried (7-0).

Ms. Parker stated that we are still receiving signed supplemental contracts and also have teacher positions open as well. She asked for the Board's approval that we could proceed with the needs between now and the next meeting.

It was moved by Mrs. Halstead and seconded by Mrs. Brown to authorize the Administration to take all actions to secure employees for all open positions for the opening of school in August.

**Personnel
(Continued)**

**Substitute Rates
- 2008-2009**

**UHS Interim
Principal –
Dr. Dennis
McKnight**

**Create Position –
TVI Technology
Assistant**

**Contracted
Services –
S. Jamison**

**Authorization to
Secure
Employees for
Opening of
School**

Mr. Wandersee asked that the Board be notified as soon as practical about those positions. Ms. Parker stated that the supplemental contracts would be filled in accordance with the Collective Bargaining Agreement and the position (open as of today) would be filled as soon as possible.

Mrs. Trigg agreed with Ms. Parker's request, and asked that the Board be kept in the loop as much as possible.

Motion carried (7-0).

It was moved by Mrs. Halstead and seconded by Mrs. Trigg to approve the Service Agreement with Interquest Detection Canines of Eastern Pennsylvania in the total amount of \$1,000.00, as on the attachments (pp. 8.a.1-3), and to authorize the Administration to execute all documents, as appropriate, concerning this Agreement.

Ms. Parker stated that we are going to greater lengths to discover drug use and drug paraphernalia in our high school. We will have a dog come in four times per year randomly, as is legally appropriate.

Mrs. Trigg supports this motion for keeping the campus as safe as possible. She does not want to see our students being carted off in handcuffs, and asked that we make sure they are aware that we are serious about this now.

Motion carried (7-0).

Ms. Parker reported for Communications regarding the change in venue for School Board meetings. The September meeting will be held in the Unionville High School LGI room. The Board will meet at Hillendale Elementary School (LGI room) in October.

Mr. Wandersee stated that there was no report for Legislation and Policy tonight.

Mr. Murray reported for the Center for Arts & Technology/ Intermediate Unit and Special Education that the I.U. does not meet during August. Mrs. Halstead commented about having attended a tour of the new technical college high school at Jennersville. The facility is outstanding and unbelievable.

Keith Knauss, East Marlborough Township resident, addressed Mrs. Brown's previous comments. He stated that criticism of the Board is part of the democratic process and encouraged her to get in touch with the community that she represents.

He inquired about how many of the 70 participants in the Strategic Planning process were from the district's two-thirds of households that don't have children in the schools. He expressed concern over the district getting away from the main focus of academics. Mr. Batchelor stated that he would have to check on this request.

Mr. Knauss asked about an e-mail communication that he sent to request information about the creation of the Director of Student Life and Activities position.

**Personnel
(Continued)**

**CO-CURRICULAR
& STUDENT LIFE**

**Agreement -
Interquest
Detection
Canines**

**COMMUNI-
CATIONS**

**LEGISLATION
AND POLICY**

**C.A.T./
SPECIAL
ED. / I.U.**

**RESIDENTS'
COMMENTS**

**Director of
Student Life
Position**

Ms. Parker stated that she became aware of his concern recently. Over the past 18 months, there has been a call for the Board and Administration to provide leadership in this area where there have been illegalities. We have acknowledged what is not right and what needs to happen for the students. In order to correct the practices that were identified in needs assessments, the Director of Co-Curricular and Student Life position was brought forward (as a K-12 Director) through the Strategic Plan. According to Collective Bargaining Unit language for supplemental contracts, a holder cannot supervise and evaluate peers. It needed to have an administrative certification. The position would also fill needs required for school safety plans as approved by the Department of Education and lacked the opportunity to receive grant funding because those plans were not in place.

Superintendent Parker commented about the 2007 Pennsylvania Youth Survey report. It shows that our children are bright, high achieving and engaging in at-risk behaviors at levels not previously seen. We want to remove the impediments to the student learning process and student achievement. We are the largest employer in the community and we have far fewer health, welfare, and security services as does Longwood Gardens that has about one-third of the number of employees. Conversations have also been held with our PTO's.

Mr. Cochran stated that the position that was included in the budget process was a K-12 Student Activity and Athletic position. The exact title has transitioned slightly, although all positions were approved in May. Mrs. Allen-Spann requested approval from the Board in May for positions that were included in the budget.

Mr. Murray feels comfortable with the fulfillment of the position and is glad that such a qualified applicant came forward. All due process has been followed. He requested that Mr. Knauss speak with our solicitor if he would like to pursue another channel.

Ms. Parker stated that an administrative position had been collapsed to provide partial funding. The Pupil Services portion of Tom Marinelli's Director of Pupil Personnel position was assumed by Jim Molleca. Sharon Allen-Spann has now taken on both roles. We have tried to refine our resources to put them where they are most needed.

Veronique Liska, East Marlborough Township resident, inquired about plans to increase the number of canine searches from four times per year. Ms. Parker responded that this is a reasonable starting point, and may be increased/decreased based upon the findings. We can also employ the Pennsylvania State Police Canine Unit as another layer of involvement. She noted that we will have signage on the buildings to post the canine patrols.

Mrs. Trigg thanked the Administration and staff for all of their hard work over the summer to prepare the schools to open. She congratulated Shaunak Kishore for earning a gold medal at the International Math Olympiad. Shaunak was one of six students in the United States who was invited to be part of the team!

Dr. Price stated that the public water is connected and tastes great.

Mr. Wandersee wished good luck to our Interim Principal at UHS, to Jim Fulginiti in his new role, and to all staff members.

**RESIDENTS'
COMMENTS
(Continued)**

**Director of
Student Life
Position**

**BOARD
MEMBERS'
COMMENTS**

Mr. Murray stated that Dr. Dennis McKnight was employed when he served on the Garnet Valley School Board in 1996. We are now approving his interim selection in Unionville-Chadds Ford. The world is becoming much smaller.

Mr. Baker commented regarding our pursuit for a course of action that is in the best interest of our students. He wished the students, staff, and Administration a great opening of school.

In reference to Mr. Knauss's question regarding the Director of Student Life position, Mrs. Allen-Spann commented about the item on the May 19, 2008 School Board agenda (as approved). Mr. Cochran read the item aloud:

h. Creation of Positions

1. Approve Professional, Support, and Administrative positions as noted on the preliminary budget as proposed on May 12, 2008 (pp. 7.j.1-3)

The meeting was adjourned at 9:50 p.m.

Respectfully submitted,

Kathleen M. Brown
Secretary

**BOARD
MEMBERS'
COMMENTS**

**Director of
Student Life
Position**

**MEETING
ADJOURNED**