

UNIONVILLE-CHADDS FORD SCHOOL DISTRICT
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SCHOOL BOARD MEETING
Minutes
September 21, 2009

The September meeting of the Unionville-Chadds Ford School Board was held on Monday, September 21, 2009 in the Charles F. Patton Middle School Auditorium. Mrs. Brown, President, called the meeting to order at 7:40 p.m.

The following members were present: Kathleen Brown, President, Edward Murray, Vice-President, Curt Baker, Karen Halstead, Gregg Lindner, Dr. Paul Price, Dr. Corinne Sweeney, Timotha Trigg, and Dr. Therese West. Also present were Sharon E. Parker, District Superintendent, Kenneth Batchelor, Sharon Allen-Spann, Robert Cochran, Jim Fulginiti, Rick Hostetler, Rich Hug, Paula Massanari, John Nolen, Dr. John Sanville, Bruce Vosburgh, Marie Wickersham, Gail Wolfel, Valentina Parisi, Student Representative, community residents, members of the press, and Denise Miller, Recording Secretary.

Mrs. Brown requested that the group stand for the Pledge of Allegiance to the flag. She thanked everyone for coming to tonight's meeting.

Ms. Parker stated that Mrs. Massanari would be saying a few words about the process to select our new Student Representative to the Board.

Mrs. Massanari stated that Valentina Parisi is a wonderful student at UHS. The process for selection has changed to include student applications as to why they would like to serve on the School Board. There were three student applicants this year who were interviewed. All three were great candidates. Ms. Parisi plans to collect information from students and bring it to School Board meetings. This is a great plan for the encouragement of two-way communication.

Ms. Parker thanked Principal, Bruce Vosburgh for hosting us this evening. Mr. Vosburgh commented about the wonderful things happening at Charles F. Patton Middle School. The middle school was one of nine schools that received the sportsmanship award. Winners are elected by all of the Athletic Directors from schools with whom we participate. The award was presented last week at the Westover Country Club.

Superintendent Parker stated that as we applaud the good things happening at the middle school, *PTO Magazine* has voted the Charles F. Patton Middle School PTO as *PTO of the Year*. She congratulated them for their service project, excitement and energy. Bravo to the parents for this great national honor.

Ms. Parker also stated that *Philadelphia* magazine listed the 50 top high schools in its September, 2009 edition. This listing includes schools from a seven-county area (2 – New Jersey; 5 – Metropolitan Philadelphia). We are thrilled that Unionville High School placed #10 in the seven-county area. She congratulated Mrs. Massanari, parents, staff members, and the students. Ms. Parker noted that on page 69, UHS received a star for outperforming expected results based on per-pupil spending.

CALL TO ORDER

MEMBERS PRESENT

**NEW STUDENT REPRESENTATIVE:
VALENTINA PARISI**

SUPER-INTENDENT'S REPORT

Patton Middle School – PTO of the Year

UHS – 10 in Philadelphia Magazine Top 50

Ms. Parker commented about the goals that every employee, student, and parent possess each day. The administrative team has worked on the proposed listing of goals, and she is proud to put them before the Board for consideration (see Attachment A):

- A. Achievement Goal: Promote Student Achievement and Growth
1. Utilize data to provide for the individualized needs of students
 2. Offer students increased accessibility for educational opportunities
 3. Identify benchmarks of rigorous and innovative K-12 programs nationwide
- A number of them are embedded in the goal statements annually
 - Summer academies – are growing and we will work to expand the offerings to neighboring communities
 - Before/After-School Programs – Looking for formal programs at our site
 - Cyber School Program – Looking at resources, opportunities, and needs for U-CF; May be as narrow as a few courses for summer study
 - Achievement Goal 3 - Continue to study, to evaluate, and to see what merit exists beyond our school walls in rigorous K-12 districts, nationwide
- B. Community Goal: Promote awareness of the diverse needs and strengths of our community
1. Foster partnerships between internal and external school communities
 2. Promote respect among all stakeholders
 3. Improve engagement and communication with stakeholders
 4. Provide a safe and healthful school environment for students, staff and community
- Communities That Care – Focus on the parent relationship this year
 - Community Goal 2 – Make sure every adult and child will feel respected; Every staff member who comes to work daily should feel the same way.
 - Community Goal 3 – Key Communicator – for community members who have their own strong networks in times of crisis, etc.
 - UHS Project – Key safety focus this year; uninterrupted student learning
- C. Stewardship – Provide for the needs of the District, while respecting the resources of the community
1. Continued commitment to control spending
 2. Continued commitment to obtain alternative sources of funding
 3. Provide a forum for district stakeholders to discuss facility needs

**SUPER-
INTENDENT'S
REPORT**

**Proposed District
Goals – 2009-10**

Superintendent's Reports – Proposed District Goals (Continued)

- Stewardship Goal 1 – Control of substitute costs and review of all matters of economy within the school district; Dr. West reviewed the evidence of completion for this goal to achieve a savings equivalent to 1% of budget through staffing, spending controls, grants and community partnerships. This starts now, and she expects to come back to this body to say that we have been successful or possibly achieved a certain gain.
- Stewardship Goal 2 – Writing grants and seeking alternative sources of funding and acquisition possibilities for the district; Marie Wickersham, Food Service Director, is writing grants for updated equipment in our food service area. She met with Rachel Ray (*Food Network*). As a member of the leadership team, she is taking a step forward.
- Stewardship Goal 3 – Rick Hostetler, Supervisor of Buildings and Grounds, will move forward to assemble a Facility Advisory Committee for an extended multi-year plan.

The goals will be posted on the district website tomorrow.

Ms. Parker stated that Mr. Hellrung had raised a question during the audience comment at the August Board meeting. She would like to address that question tonight as she did last week at the Board Work Session. The inquiry had to do with taxes not being at the level at which they were openly discussed. Instead of 6.1%, they were 4.1%, which is consistent with the cap that is imposed under Act 1.

Several community members have asked the Board and Administration to elaborate on the circumstances surrounding the reduction in the 2009-10 budget, bringing the total tax increase in compliance with Act 1 limitations. The Pennsylvania Department of Education did not approve \$638,000 of exceptions. These exceptions allow us to increase taxes above the index by the amount approved. They were not approved because of a data entry error on the part of the District Office.

When the error was realized in June, it was too late to resubmit the application for the exceptions, which would have been an application to raise taxes above the 4.1% index. The reduction in the budget was accomplished by reducing planned reserves in the self-funded health insurance program and the public school employees' retirement system. No funds were drawn away from student programs, staff or services.

The District has taken steps to insure that this error does not occur again by instituting a series of electronic prompts and providing back-up personnel for major reports or applications. Most reports and applications to the Pennsylvania Department of Education are now completed on-line. When paper reports and applications were submitted in the recent past, you took it to the Post Office and had a reasonable assurance that it would be filed in a timely manner. This was a question of human error.

Ms. Parker stated that one community member thought it was divine intervention that the tax bills were not higher. In fact, we planned to tax above the index, and we know our exceptions would have been approved. Ms. Parker has

**SUPER-
INTENDENT'S
REPORT**

**Proposed District
Goals – 2009-10
(Continued)**

**2009-10 District
Budget –
Superintendent's
Comments**

Superintendent's Reports (Continued)

attended faculty and PTO meetings to discuss this issue. If there are any community members who have questions, please refer them to Ms. Parker or to the Board directly. There was no attempt to hide this information. It was simply that there was a human data error.

We are not going to be raising taxes next year in a way to compensate for this. We will still operate within the cap and within the allowable exceptions. In response to an audience question, Ms. Parker stated that we do have protocols in place. Rich Hug and she sat down last week and submitted paperwork. No one is submitting electronic reports or documents without another peer present.

Superintendent Parker announced that Joe Carney and the Unionville Sports Council had provided a check for \$25,000 last week to the school district. She thanked Mr. Carney and the Council for their continued efforts.

Valentina Parisi, Student Representative, stated that she is a senior at UHS and greatly enjoys her time there with peers and faculty members. Students reacted positively regarding some changes at UHS, including the construction of the building and neighboring sports fields. Students seem to be embracing the changes; in particular, the turf field at the high school. This field makes it safer during rainy weather and seems to have boosted school spirit during football and other varsity sports games. Gym classes have started to use the field during the day, even if rain had occurred that morning. Students no longer worry about being injured or getting muddy when outside for gym. The gym has been reopened for student use following the fire. The renovations to the school will be greatly appreciated by the students.

The school year is under way, and students have continued their dedication to extracurricular activities:

- o Boys' Varsity Soccer – Won first four games
- o Girls' Varsity Tennis – Won past two matches
- o Girls' and Boys' Cross County Teams – Defeated both Kennett and Octorara during the league opener
- o Boys' Football Team – Won their first win of the season against Phoenixville
- o Spirit Buses – The addition of them for away games has boosted overall school spirit
- o Orchestra, Choir, Marching Band, SHOC, and Student Council – Students expressed interest in joining them and other activities during parent night. Students were given the opportunity to raise interest and revenue for various organizations at the Open House last week.

Ms. Parisi thanked the Administration and the School Board for the opportunity to represent Unionville High School.

Bruce Yelton, Pocopson Township resident, inquired about several items that he felt were lacking in Ms. Parker's explanation:

1. Did the district find that we had a problem on May 12th?
2. Why did the district not contact the Pennsylvania Department of Education in late March or April?
3. Why was it not discussed with the public before then?

SUPER- INTENDENT'S REPORT

2009-10 District Budget

STUDENT REPRE- SENTATIVE REPORT

RESIDENTS' COMMENTS

Ms. Parker stated that some of these matters were introduced at the Work Session last week. The district became aware of the filing error at 3:30 PM on Friday, June 12, 2009. She is well aware that the Pennsylvania Department of Education has a letter from their record of April 12, 2009, stating that there needed to be a budget adjustment. That letter was not received in this district. If it were received, the same level of concern would have been expressed at that time. It was too late for the district to take action.

On the afternoon of June 12, 2009, district personnel contacted the Pennsylvania Department of Education personnel. She spoke with Deputy Secretary of Education, Thomas Gluck, until 7:30 PM. Ms. Parker is extremely grateful for their professionalism and kind support; however, nothing could have been done at that point.

She referred to her response to Mr. Yelton's question at the May 4, 2009 Board meeting as to whether we were taking the exceptions. Ms. Parker had responded that we were taking them at that time. If we had known in April that we were not getting the exceptions, her answer would have been very different. The budget had to be presented without those exceptions. The questions came on June 12 and the budget was presented and approved on June 15. At this point, it became a personnel matter that is being addressed. We are being very open and direct. She thanked Mr. Yelton for his questions.

Katy Donovan, East Marlborough Township resident, stated that she has lived here for 15 years. Mrs. Donovan does not think we have had a better Superintendent than Sharon Parker. Communication was a big issue, and she has addressed it. Test scores are up. It's great to see her contract has been approved. Mrs. Donovan is here to support her, and Ms. Parker deserves it.

Keith Knauss, East Marlborough Township resident, stated that Jeff Hellrung had exposed the \$638,000 clerical error last month, which was not by the Board or the district. There were multiple opportunities to comment, even under direct questioning. If his Right To Know request had not been issued to Harrisburg, the public would still be in the dark. He feels that Ms. Parker fails to address the transparency issue. It is not a personnel issue. He stated that we do not know whether Ms. Parker would withhold information from the public in the future in a similar situation. He commented regarding Dr. Price's statement at the Work Session that we were wrong in how we handled the transparency issue and won't do it again. He is hoping to hear the same words from Ms. Parker.

Ms. Parker stated that she had asked Mr. Knauss to come and talk with her regarding any questions when they had spoken in the hallway. The Board and Superintendent became aware of the problem virtually hours before the June 15 Board meeting. At that time, it was a personnel matter, and was stated by the district that we were not taking the exceptions. If it was known in March or April, she would like to believe that it would have been discussed at the next meeting. The Board held a short, focused meeting in July regarding a single item. In August, Jeff Hellrung raised the issue and discussion began because a community member came forward. The addressing continued. Ms. Parker will allow the rest of his question to remain unanswered. She cannot imagine a time when she would willfully deceive this community. The hypothetical cannot be discussed with him. Ms. Parker believes the faith and trust that the community has shown in her is well placed.

Mrs. Brown believes Ms. Parker is taking a hit for some things. Mrs. Brown had the opportunity to say more than she did. If we had to raise taxes, we would have had a huge discussion. Perhaps we should have discussed the money in the PSERS account. We did not have a choice in what was done – to approve the budget without the exception, which is what was done.

Kathy Do, Pennsbury Township resident, stated that she moved to U-CF in 2005. Her older son completed 10th grade in New York. He was asked to repeat 10th grade here because he would have been far younger than the other students. The PIAA (PA Interscholastic Athletic Association) then decided he could not play sports in his senior year because of his age, which was devastating to him. During the appeal to PIAA, she reached out to Sharon Parker's office to write a letter. Ms. Parker drove to Harrisburg on a June morning at 5:45 AM and made an eloquent speech. The PIAA representatives were surprised as she arrived and spoke about the need for every student to have a full and rich education based on what was important to them. They won the appeal, which never would have happened if Sharon had not done what she did. Ms. Parker has one priority ... to do what is in the best interest of every student.

Heidi Brown, Chadds Ford Township resident, stated that ever since Sharon Parker came to the district, she is always there at community events. She always received an honest answer from Ms. Parker. Mrs. Brown is pleased that we've given this four-year contract to her. She thanked Ms. Parker and stated that she is appreciated.

Julie Krause, East Marlborough Township resident, stated that her husband and she started the Lego League math and science-based program about five years ago. They have reached out for funds for this program. Sharon Parker has been a huge support in writing letters, going to breakfasts, and doing it in a fiscally responsible way for this district. She extended her thanks to Ms. Parker.

Vic Dupuis, East Marlborough Township resident, commented about a book where the right people are on the bus in the right seats. Unionville-Chadds Ford has gone through a lot of turmoil. In looking at the administrative staff, it is a tremendous team. Sharon Parker has done a remarkable job of building the team and encouraging others. Let's have her stick around for that.

Carol Apicella, East Marlborough Township resident, recalled Sharon Parker's attendance at the 3rd Grade Read-A-Thon when she first arrived in U-CF. Mrs. Apicella did not know Ms. Parker and asked whether she liked Latin and had a toga for their event around the theme of Greece. Ms. Parker attended as Hera, and Dr. McLaughlin played Zeus. Sharon spoke to her children from 6:00 – 9:00 PM after her workday, scolding Dr. McLaughlin for losing his lightning bolts! Ms. Parker attends every event they have, and Mrs. Apicella hopes she continues to be able to lead us and our children.

Jibola Ajayi, Chadds Ford Township resident, has not lived in the district for a long time. She has resided in different parts of the world. Mrs. Ajayi has attended as many PTO and Board meetings as possible to become very involved. She has been an educator for more than 20 years and can tell a good school when she sees one. When her children arrived here, they felt that nobody looked liked them, and they faced great issues. She was impressed with the staff and very pleased with how the issues were handled by Mr. Fulginiti and subsequently, with the Superintendent.

Mrs. Ajayi commented about the disservice to our kids in not knowing that there is a whole world out there. Gone are the days that one gets a job just because they are American. If we want our kids to be competitive in the world, we need to do something different and not sit back. She sincerely feels that Sharon Parker is an educator, and to see someone of this caliber is wonderful. It would be a shame to lose this kind of person.

In looking at the goals for 2009-10, she has a little concern regarding teachers and others who will pursue grants. Is this a result of the pressure of cutting costs? Mrs. Ajayi understands that there is a balance but at what expense? We need to give the teachers enough room to take risks and to move forward, rather than just appeasing questions from certain people in the community who always want to ask the same questions. This is for the sake of education, and we better be busy educating our kids.

Hannah Christopher, East Marlborough Township resident, reiterated what all of these profound people have said. Ms. Parker is wonderful and has been at each event. She has worked with East Marlborough Township regarding the *Bike Pathways* project on Route 82. It is not very safe where children are walking. Landhope has just trimmed the trees on the other side and will have gates where the kids can walk.

Mrs. Brown stated that we were getting past our 20 minutes for resident comments. There will be another opportunity for them at the end of tonight's meeting. She asked whether Board members had any comments or would prefer to hold them until the end of the meeting. None were made at this time.

It was moved by Mrs. Brown and seconded by Mrs. Halstead to approve the Minutes for the August 26, 2009 Regular Board meeting (pp. 3.a.1-19).

Motion carried (9-0).

The following financial statements and reports were reviewed:

1. General Fund Treasurer's Reports - July and August, 2009 (pp. 3.b.2, 15)
2. 2009-2010 GF Function Revenue Analyses with Details of 6100's and 7000's as of July and August, 2009 (pp. 3.b.3. 16)
3. 2009-2010 General Fund Function-Object Expenditure Analyses as of July and August, 2009 (pp. 3.b.4-6, 17-19)
4. Category Expenditure Analyses – July and August, 2009 (pp. 3.b.7, 20)
5. Capital Projects Fund Reports – July and August, 2009 (pp. 3.b.8, 21)
6. Construction Project Reports
 - a. Unionville High School Fields & Renovation Project Budget Reports – July and August, 2009 (pp. 3.b.9-10, 22-23)
7. Capital Reserve Fund Reports – July and August, 2009 (pp. 3.b.12, 24)
8. Health Care Trust Fund Reports – July and August, 2009 (pp. 3.b.13, 25)
9. Debt Service Reserve Fund Reports – July and August, 2009 (pp. 3.b.14, 26)

Mrs. Brown requested that the Secretary file the reports.

**RESIDENTS'
COMMENTS
(Continued)**

**MINUTES
APPROVED**

**FINANCIAL
STATEMENTS**

It was moved by Mrs. Brown and seconded by Mrs. Halstead to approve the Bill List for August 19, 2009 in the amount of \$2,920,538.13 (pp. 3.d.1-8). Mr. Baker excused himself from checks to the Chester County Intermediate Unit (132260, 132467, and any others) due to a possible conflict of interest. Motion carried (9-0).

It was moved by Mr. Baker and seconded by Mr. Murray to approve Change Order #GC-01 for the Unionville High School Project in the total amount of \$9,775.80, as on the attachment (pp. 4.a.1-3). Mrs. Halstead stated that this is for the removal of unsuitable soil at the new road coming in to Doe Run Road. Motion carried (9-0).

It was moved by Mrs. Halstead and seconded by Dr. Sweeney to approve the purchase of a Dump Truck, Snow Plow, and Salt Spreader, as on attachment 4.b. Mrs. Halstead stated that we received four bids and accepted the bid for a 2010 Ford F-550 from The Hondru Group for \$57,895. This is a replacement vehicle for a 15 year-old truck that is not fully operational.

Motion carried (9-0).

It was moved by Mrs. Trigg and seconded by Mrs. Halstead to approve the 2008 – 2014 Curriculum Cycles, as on the attachment.

Mrs. Trigg stated that this list had been reviewed at the Board Work Session. It represents a continuation of what we have been doing in the past. Guidance was added as an item for next year.

Motion carried (9-0).

Mr. Murray stated that there were no voting items for Finance this evening. He reported that Mr. Cochran had presented two refunding studies from our financial advisor at the Finance Committee meeting. One is for advance funding of our outstanding bonds that did not save a lot of money. One is for the current refunding of our 2003 and 2004 bonds.

Since the time that Public Financial Management (PFM) made the presentation over two weeks ago, interest rates for municipal bonds have decreased fairly steadily. The savings have increased to a level that we should consider looking at the refunding. We will ask Mr. Frey to put together the documents and information for consideration in October.

There is a limited window of opportunity here. The municipal bond industry has its own index (Bond Buyer Index 20), which is the barometer for municipal bond rates. It is now within 3% of an all-time 35-year historic low. Mr. Murray would recommend that we proceed with this as a voting item at our October meeting. Mr. Cochran will obtain the refunding studies to indicate what our savings would be. He hopes to hold the review, discussion and action in October. Mr. Cochran stated that John Frey has already been scheduled to be at the Finance Committee meeting in October and will be drafting a parameters resolution.

**BILLS
APPROVED**

FACILITIES:

**UHS Project –
Change Order
#GC-01**

**Dump Truck
Purchased**

**CURRICULUM/
EDUCATIONAL
TECHNOLOGY**

**Curriculum Cycle
Approved –
2008 to 2014**

FINANCE

It was moved by Dr. Sweeney and seconded by Mrs. Trigg to approve personnel agenda items 7.a. through 7.h.:

- a. Professional Conferences (3)
 1. Approve the Attendance at Professional Conferences as on the attachment (p. 7.a.1)
- b. Retirements (0)
- c. Resignations (2)
 1. Karen Finley – part-time Food Service Assistant, Unionville High School, effective August 31, 2009
 2. Louise Kreuter – part-time Food Service Assistant, Unionville High School, effective August 31, 2009
- d. Reclassifications (17)
 1. Kathleen Bender – Pocopson Elementary School Food Service Assistant (2.5 hours per school day), in addition to part-time Bus Driver, effective August 31, 2009, at a salary of \$10.92 per hour
 2. Linda Brodeur-Cangi – from 0.8 District School Social Worker to 1.0 District School Social Worker, effective August 25, 2009
 3. Donald Cornelius – from part-time Bus Driver (5.75 hours per school day) to full-time Bus Driver (6.0 hours per school day), effective August 31, 2009
 4. Wayne A. Ferrell - from part-time Bus Driver (5.5 hours per school day) to full-time Bus Driver (6.0 hours per school day), effective August 31, 2009
 5. Audrey Frank – part-time Food Service Assistant (2.5 hours per school day), in addition to part-time Bus Driver, effective August 31, 2009, at a salary of \$10.92 per hour
 6. Patricia Friedman – from Food Service Assistant (2.75 hours per school day) at Pocopson Elementary School to Food Service Assistant at Hillendale Elementary School (2.5 hours per school day), effective August 31, 2009.
 7. Tracy Fuchs – Hillendale Elementary School Food Service Assistant, from (2.5 hours per school day) to (3.0 hours per school day), effective August 31, 2009
 8. Richard Grebner – from part-time Bus Driver (5.5 hours per school day) to full-time Bus Driver (6.0 hours per school day), effective August 31, 2009
 9. Angela Marrs – from part-time P-I Bus Aide (5.25 hours per school day) to full-time P-I Bus Aide (6.0 hours per school day), effective August 31, 2009
 10. Danielle Morgan – from floater C-IV Food Service Assistant (2.5 hours per school day) to Unionville Elementary School C-IV Food Service Assistant (2.5 hours per school day), effective August 31, 2009, in addition to M-IX Van Driver (1.0 hour per school day) and P-I Van Aide (4.25 hours per school day)
 11. Sheridan Osborne – from part-time Van Driver (5.75 hours per school day) to full-time Van Driver (6.0 hours per school day), effective August 31, 2009

(Continued)

PERSONNEL:

Professional Conferences

Resignations:

K. Finley

L. Kreuter

Reclassifications

K. Bender

L. Brodeur-Cangi

D. Cornelius

W. Ferrell

A. Frank

P. Friedman

T. Fuchs

R. Grebner

A. Marrs

D. Morgan

S. Osborne

Personnel – Reclassifications (Continued)

12. Julia Schiela – from substitute C-IV Food Service Assistant to part-time C-IV Food Service Assistant (2.5 hours per school day) at Hillendale Elementary School, effective August 31, 2009, at a salary of \$10.92 per hour
 13. Theresa Sikoutris – C-IV Food Service Assistant (2.5 hours per school day) at Patton Middle School, effective August 31, 2009, at a salary of \$10.92 per hour, in addition to part-time Bus Driver
 14. Vicky Treadway –from Classrooms for the Future Coach (LTS) to T-II Technology Support Specialist (7 hours per day x 195 days), effective August 31, 2009
 15. Jessica Turgoose – from part-time Bus Driver (5.75 hours per school day) to full-time Bus Driver (6.25 hours per school day), effective September 8, 2009
 16. James Wanstall – from part-time Bus Driver (5.75 hours per school day) to full-time Bus Driver (6.0 hours per school day), effective September 8, 2009
 17. David Wolfe – from part-time Van Driver (5.0 hours per school day) to full-time Van Driver (6.25 hours per school day), effective August 31, 2009
- e. Corrected Rates (3)
1. Mary Peterson – part-time Bus Driver, beginning rate \$15.15 per hour (not \$13.36 per hour)
 2. Theresa Sikoutris – part-time bus Driver, beginning rate \$15.15 per hour (not \$13.36 per hour)
 3. Kimberly Weatherill – part-time Bus Driver, beginning rate \$15.15 per hour (not \$14.71 substitute rate)
- f. Supplemental Contracts (33)
1. Jordan Becker - 9th Grade Girls' Basketball Coach
 2. Josh Boughner - Earth Club Advisor
 3. Jennifer Caputo - J.V. Field Hockey Coach
 4. Susanna Dike - Asst. Swim Coach – Half Contract
 5. Jason Eshleman - Asst. Girls' Basketball Coach
 6. Thomas Grawe - 9th Grade Boys' Basketball Coach – Half Contract
 7. Kimberly Hisler - 7th Grade Girls' Soccer Coach
 8. Andrew Moister - 7th Grade Volleyball Coach
 9. Susan Natale - 9th Grade Field Hockey Coach
 10. Ryan Rohde - Asst. Boys' Lacrosse Coach
 11. Keeley Trumbo - Asst. Swim Coach – Half Contract
 12. Phyllis Beitler - Mentor – Half Year
 13. Margaret Buck - Mentor – Half Year
 14. Darci Giovan - Mentor – Half Year
 15. Janet Jennings - Mentor – Half Year
 16. Jennifer Pastor - Mentor – Half Year
 17. Maryann Plebani - Mentor – Half Year
 18. Amanda Teti - Mentor – Half Year
 19. Christine Bailey - Mentor – Full Year

**Personnel -
Reclassifications
(Continued)**

J. Schiela

T. Sikoutris

V. Treadway

J. Turgoose

J. Wanstall

D. Wolfe

Corrected Rates:

M. Peterson

T. Sikoutris

K. Weatherill

**Supplemental
Contracts**

Personnel – Supplemental Contracts (Continued)

- 20. Ann Bielli - Mentor – Full Year
- 21. Vicki Capolarello - Mentor – Full Year
- 22. Cathy Cipollini - Mentor – Full Year
- 23. Emilie Conover - Mentor – Full Year
- 24. Joan Fortugno - Mentor – Full Year
- 25. Jennifer Fulton - Mentor – Full Year
- 26. Julie Hawkes - Mentor – Full Year
- 27. Joseph Kilpatrick - Mentor – Full Year
- 28. Kathryn Markloff - Mentor – Full Year
- 29. Marita Miller - Mentor – Full Year
- 30. Beth Nanis - Mentor – Full Year
- 31. Rose Piccora - Mentor – Full Year
- 32. Elissa Severino - Mentor – Full Year
- 33. Susan Shelley - Mentor – Full Year

g. Substitutes (1)

- 1. Kelly Fiala - School Nurse

h. Employ (4)

- 1. Tina Blakely – T-I Staff Nurse Floater, effective September 14, 2009, at a salary of \$26.28 per hour
- 2. Clint Everett – part-time Bus Driver (5.5 hours per school day), effective August 31, 2009, at a salary of \$15.15 per hour
- 3. Patricia Einstein - P-I Health Room Paraprofessional (7.0 hours per day x 155 days) at Patton Middle School/Unionville High School, effective August 31, 2009, at a salary of \$12.99 per hour
- 4. Ryan Garrity – C-IV Food Service Assistant (3.0 hours per day x 120 days) at Patton Middle School, effective August 31, 2009, at a salary of \$10.92 per hour

It was moved by Dr. Sweeney and seconded by Dr. West to approve the 2009-2010 Collective Bargaining Agreement Contract between the Unionville-Chadds Ford Education Association and the Unionville-Chadds Ford School Board, as on the Attachment, effective July 1, 2009 through June 30, 2010.

Dr. Price stated that the recently concluded contract negotiations met one successful criterion for negotiation. Both sides came away unhappy. The 7% contribution to health care costs was reclaimed in higher salaries. There were no net savings to the district from this source. Even if the savings were real, they would not even offset the cost of the family package. The \$16,900 cost (2009-10) per family versus the \$15,500 cost (2008-09) per family equals a \$1,400 difference (9.03% increase). The 7% contribution does not cover the difference. Nationwide, employees pay 17% and 27% for family coverage. Is it not uncommon for executives to contribute as much as 40% of the expense for medical coverage. This situation cannot go on indefinitely.

Mrs. Brown stated that she was pleased that we have an agreement with the teachers and will work together. She looks forward to working on a longer-term contract.

Motion carried (8-1). Dr. Price voted nay.

**Personnel –
Supplemental
Contracts
(Continued)**

Substitutes

Employ:

T. Blakely

C. Everett

P. Einstein

R. Garrity

**Collective
Bargaining
Agreement –
U-CFEA
(2009-2010)**

Personnel - Continued

It was moved by Dr. Sweeney and seconded by Mrs. Halstead to approve the Support Staff Wage and Benefit Plan, effective for the 2009-2010 and 2010-2011 school years, as on the attachment.

Dr. Sweeney stated that the Plan includes salary increases of 4.1% (2009-2010) and 2.83% (2010-2011). There will be an increase in health care premium to 7.5% for all levels of coverage (effective January 1, 2010).

Motion carried (9-0).

It was moved by Dr. Sweeney and seconded by Dr. West to approve the following agenda items regarding the Superintendent's Contract:

1. Approve the Rescission of Employment Agreements Between the Unionville-Chadds Ford School District and Sharon E. Parker
2. Elect Sharon E. Parker as Superintendent of the Unionville-Chadds Ford School District for a term of four years, from September 21, 2009 through September 20, 2013.
3. Approve the employment Agreement Between the Unionville-Chadds Ford School District and Sharon E. Parker

Mrs. Trigg had no comments at this time.

Mr. Baker stated that during challenging economic and political times, the community's commitment to doing what is right for the education of children is often tested. In his judgment, it is at these times that constancy matters most. We need a skilled expert hand to lead this district through what will be several years of turbulent waters. The goals that have been set forth for the school district are appropriate. An extension of Sharon' contract is, in his view, a reaffirmation of the commitment to educational excellence in Unionville-Chadds Ford.

When Ms. Parker arrived, she commented in her opening presentation that she knew she was in the right place coming from the Wallingford-Swarthmore School District – from one hyphenated district to another. Mr. Baker feels it is still the right place for Sharon.

Mrs. Halstead commented about the stable leader and team that we have now. Sharon Parker has initiatives that are on the table, and she would like her to have them to take root. Ms. Parker is the community leader. Mrs. Halstead referenced the point about never seeing the Superintendent in the Climate Study. No one can say that any longer. Sharon Parker filled the bill for what we were looking for at that time. It does not end but continues. Her vision is still strong, and she has an effective leadership team. She stated that (from St. Augustine) she should pray not for a lighter load but for stronger shoulders.

**Personnel –
(Continued)**

**Support Staff
Wage & Benefit
Plan
(2009-10 to
2010-2011)**

**Superintendent's
Employment
Contract
(2009 – 2013)**

It was moved by Mr. Murray and seconded by Mrs. Halstead to end the debate and call the question. Mr. Murray stated that if a two-thirds vote was not realized, the comments would continue. A roll call vote was taken:

Mr. Baker -	Yes	Dr. Price -	No
Mrs. Halstead -	Yes	Dr. Sweeney -	Yes
Mr. Lindner -	Yes	Mrs. Trigg -	Yes
Mr. Murray -	Yes	Dr. West -	Yes
		Mrs. Brown -	Yes

Dr. Price stated that he would weigh in his comments when they are taken.

Motion carried (8-1).

It was moved by Mr. Murray and seconded by Mrs. Halstead to approve the three agenda items for the Superintendent's Contract as stated above. A roll call vote was taken:

Mr. Baker -	Yes	Dr. Price -	No
Mrs. Halstead -	Yes	Dr. Sweeney -	Yes
Mr. Lindner -	Yes	Mrs. Trigg -	No
Mr. Murray -	Yes	Dr. West -	Yes
		Mrs. Brown -	Yes

Motion carried (7-2).

Dr. West reported for Communications:

- e-Letter – Has been reformatted to include new information at the top; You may search by topic or by school
- e-Backpack – Many requests from community associations and groups are received (i.e. dance lessons, scouts, etc.). We will transfer that information electronically now, and it will be available on-line.
- SAGE (Seniors Applying Generational Experience) Program – Senior citizens may come to work in the schools and receive money as a tax rebate. There are 16 individuals approved presently, with an additional 31 who are looking into the program. It is growing by leaps and bounds.
- Principal Task Lists (for SAGE volunteers) – were made last year; went so well that now the teachers are making lists of what they can do. The coordinator of SAGE is also asking the seniors what contributions they can make. We are very pleased that the program has worked so well.
- PTO Advisory Committee – will meet on Wednesday, September 30 (7:00 PM, UHS Library classroom)

Mrs. Brown announced a change in Board meetings. Presently, items are discussed in committee meetings and then reported at the Work Session. This is followed by a vote at the regular Board meeting (that includes reports from some committees).

**Personnel –
Superintendent's
Employment
Contract
(Continued)**

**COMMUNI-
CATIONS**

**BOARD
MEETINGS:
REVISED
SCHEDULE**

The Board will try a different approach for two months to better inform the public of the work of the Board in as few meetings as possible. The public misses some excellent opportunities to hear terrific presentations from our administration (i.e. Rich Hug's recent presentation, regular presentations from the Curriculum Directors).

We will no longer hold Work Sessions as separate meetings but will have a Committee meeting on October 5, 2009. The meeting schedule is:

- 6:00 PM - Facilities
- 6:45 PM - Finance
- 7:15 PM - Communications
- 7:45 PM - Curriculum & Educational Technology
- 8:30 PM - Personnel (Executive Session)

There will not be a particular time for public discussion at the Board Committee meeting. It will provide people with time to know what the Board is talking about and more time between meetings. Regular Board meetings will begin at 7:00 PM, with committees reporting first. We will try this schedule for October and November. Mrs. Brown requested that everyone give this new approach a chance until the Board's Reorganization in December.

Mrs. Trigg reported for Legislation and Policy that a revised drug and alcohol testing policy for people who operate district vehicles would be provided as a first reading at the October Board meeting. Harrisburg has a budget together finally but we do not know our share yet. We hope to receive that information in the next 10 days.

Mr. Murray reported for the Center for Arts & Technology / Special Education / I.U. that he was unable to attend the last meeting due to a personal emergency. He will attempt to make sure the summary minutes from the I.U. meeting are distributed to Board members from last month's meeting.

Louise Cleveland, U-CF Education Association President, offered thanks for the support of the teacher's contract. She extended personal thanks to Mrs. Brown for her perseverance in this contract. Mrs. Cleveland appreciates the fact that we are at a wonderful school district where we can work for the education of our students.

Keith Knauss, East Marlborough Township resident, stated that the reality is that the Board's composition will change dramatically in December. The new Board's viewpoint and that of Ms. Parker may not coincide. Essentially, this lame duck Board has hijacked the future Board's mandate to choose their own leadership. This is the same conduct that was announced in the Owen J. Roberts School District, and relative legislation has been introduced in Harrisburg. It is a sad day for the School Board.

Maureen Crampton, East Marlborough Township resident, thanked the Board for renewing Sharon Parker's contract.

Heidi Brown, Chadds Ford Township resident, applauded the Board for renewing the four-year contract for Ms. Parker. She is happy, as are most parents. She asked Mr. Knauss whether he could come up with something positive to say. She stated that it was great to have the teachers here supporting us. Mrs. Brown thanked Board members, stating that they did what they are lawfully able to do and should take pride in it.

**BOARD
MEETINGS:
REVISED
SCHEDULE
(Continued)**

**LEGISLATION
AND POLICY**

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

**RESIDENTS'
COMMENTS**

Carolyn Daniels, Chadds Ford Township resident, stated that Ms. Parker walks on water. She has seen her in the morning, noon, and night. Mrs. Daniels was planning to write a letter regarding how much the teachers meant to her family. She cannot begin to say what they have done for her family nor can she imagine what amount of money it would require to fuel the passion and fire to reach every child. It cannot be about money. Mrs. Daniels extended thanks to everyone from her family's heart.

Jibola Ajayi, Chadds Ford Township resident, extended thanks to the voting members. It is not an easy position in which to be, and their work and volunteerism are appreciated.

Ms. Parker offered a point of clarification that tonight's action was a reissuance of her contract that would have expired in September, 2011. If the Board changed, it would be 1-1/2 years when she might spend that time under contract to a new Board that did not hire her. The Board extended it for two additional years beyond that time.

In Executive Session with the Board, she shared that the Board may approve a contract extension for her but she is the one best able to determine how long she can best serve the children of the Unionville-Chadds Ford school community. She will have up to four years to serve them. She could come to you and say that the work here is done; it is time to go forward. The Board had to take the finances and benefits into account. They may approve a salary increase for her but it is up to her as to whether she will accept it. A check may be written but it is up to her as to whether she will cash it. When she came to the district, she did not ask for contract stipulations from the Board. In fact, two of her colleagues from Delaware County knew that she was not going to participate in contract discussions and came on her behalf.

There are some things about which she would like to speak tonight. She would like to see that all employees are fairly compensated, working within a spirit of respect for the resources of our community. There may be a discussion later tonight that may be unsettling. She will stay put at the Board table for Valentina, for every other girl in the district, and for the little girls in her family. We all have to hear criticism and bear it.

Superintendent Parker thanked the Board and community for the opportunity of coming here to this community that she loves. She looks forward to working with the most extraordinary team with whom she has ever worked. There has been incomprehensible joy and boundless vision. She has also experienced insult, discomfort, embarrassment, and pain in this position.

Mrs. Trigg explained that her "no" vote was not against Sharon Parker. She hopes that she will be here for four years. The concern is not with Ms. Parker. Mrs. Trigg is troubled by the timing, which she feels is not in the interest of the district at this time. She is very happy to do it for this person, though.

**RESIDENTS'
COMMENTS**

**Superintendent's
Comments**

**BOARD
MEMBERS'
COMMENTS**

Mr. Baker stated that he believes tonight should be a night of celebration. It was moved by Mr. Baker and seconded by Mr. Murray to adjourn the meeting.

Dr. Price objected, stating that other people had made two comments and he had none. He indicated that he would take his comments to the press.

A roll call vote was taken:

Mr. Baker -	Yes	Dr. Price -	No
Mrs. Halstead -	Yes	Dr. Sweeney -	Abstained
Mr. Lindner -	Yes	Mrs. Trigg -	No
Mr. Murray -	Yes	Dr. West -	No
		Mrs. Brown -	Yes

Motion carried (5-3-1). Dr. Sweeney abstained.

The meeting was adjourned at 9:15 PM.

Respectfully submitted,

Robert W. Cochran
Secretary

**BOARD
MEMBERS'
COMMENTS**

**Motion to
Adjourn Meeting**

**MEETING
ADJOURNED**

Goal/Objective	Action Plan
ACHIEVEMENT	
Goal One: Promote student achievement and growth	
Utilize data to provide for the individualized needs of students	Provide professional development for instructional staff to facilitate access to and utilization of data
	Conduct longitudinal analysis of student performance
Offer students increased accessibility for educational opportunities	Create scheduling models influenced by curriculum and instruction
	Develop a catalog of dual enrollment, distance learning and other alternative educational sources
	Expand summer academic and enrichment programs
	Implement before and after school tutoring programs
	Develop co-curricular philosophy and policies
	Investigate the feasibility of a UCFSD cyber-school
Identify benchmarks of rigorous and innovative K-12 programs nationwide	Research and evaluate innovative programs

Goal/Objective	Action Plan
COMMUNITY	
Goal Two: Promote awareness of the diverse needs and strengths of our community	
Foster partnerships between internal and external school communities	Implement and expand senior citizen activities and interactions
	Identify and develop resident, community, and business relationships
	Promote community support of the Communities that Care (CTC) Parenting Initiative
Promote respect among all stakeholders	Implement and enforce policies to support a culture of respect
Improve engagement and communication with stakeholders	Schedule "Community Conversations" addressing inter-relationship of academics, finances, human resources, and facilities
	Develop Key Communicator network to enhance communication and receive input on district issues
Provide a safe and healthful school environment for students, staff and community	Ensure the safety of students and staff during the construction project
	Provide an environment for uninterrupted instruction

Goal/Objective	Action Plan
STEWARDSHIP	
Goal Three: Provide for the needs of the District, while respecting the resources of the community	
Continued commitment to control spending	Scrutinize staffing utilization and requests
	Continue to control substitute costs
	Continue to control discretionary costs (travel, professional development, etc)
	Minimize change orders and assure adherence to the UHS Construction timeline
Continued commitment to obtain alternative sources of funding	Create and submit applications for alternative sources of funding and acquisition of resources
Provide a forum for district stakeholders to discuss facility needs	Create a Facilities Advisory Committee