

WEST CHESTER AREA SCHOOL BOARD—**Meeting of March 22, 2021**

I. Call to Order

The West Chester Area School Board met at 7:02 p.m. in the Spellman Education Center, 782 Springdale Dr. Exton, PA. Mr. McCune, Board President, called the meeting to order and Savannah Brady and Xavier Butler-Broadnax of Fugett Middle School led the public in the Pledge of Allegiance.

II. Roll Call

Members Present: Mr. Bevilacqua, Ms. Chester, Mr. Durnell, Mr. Gallen, Dr. Herrmann, Mr. McCune, Dr. Shaw, Mr. Spackman, Mrs. Tiernan. Student Representatives: Alice Tran, East High School; Colleen Kinkead, Henderson High School; Davis Patel, Rustin High School.

Members Absent:

III. Approval of Minutes of the February 22, 2021 Monthly School Board Meeting

BOARD ACTION: It was moved by Mr. Bevilacqua and seconded by Mr. Gallen to approve the minutes of the February 22, 2021 Monthly School Board Meeting.

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

Mr. McCune announced that the Board met in Executive Session on Monday, March 15, 2021 regarding a student matter, and Friday, March 19, 2021 regarding a personnel matter.

IV. Approval of the March 22, 2021 School Board Meeting Agenda

BOARD ACTION: It was moved by Mr. Spackman and seconded by Dr. Herrmann to approve the March 22, 2021 meeting agenda.

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

V. Superintendent’s Report

Superintendent Scanlon and the High School Student Representatives gave monthly reports.

VI. Public Comments on Agenda Items

There were no public comments on agenda items.

VII. Approval of Personnel Recommendations—Dr. Ulmer

I. Removal from Payroll

a.	Resignations
1.	Linda Jones, 1.0 Secretary to the Principal at Peirce MS, effective 3/16/21.
2.	Kristina McNichol, 1.0 Custodian at Warehouse, effective 2/23/21.
3.	Wayne Shambo, 1.0 Custodian at East HS, effective 3/18/21.
4.	Samantha Thompson, 1.0 Special Education Teacher at Cyber Program, effective 3/31/21.
b.	Retirements
1.	Wanda Allaire, 1.0 Math Teacher at Stetson MS, effective last day of the 2020-2021 school year. 13 years of service.
2.	Henry Berardi, 1.0 Spanish Teacher at East HS, effective last day of the 2020-2021 school year. 15.5 years of service.
3.	Jane Close, 1.0 Family and Consumer Science Teacher at Peirce MS, effective last day of the 2020-2021 school year. 17 years of service.
4.	Brenda Hoopes, 1.0 Paraprofessional at Peirce MS, effective 5/31/21. 22 years of service.
5.	Judith Jones, 1.0 Science Teacher at Rustin HS, effective last day of the 2020-2021 school year. 16.5 years of service.
6.	Donald Kelley, 1.0 Music Teacher at Stetson MS, effective last day of the 2020-2021 school year. 35 years of service.
7.	Bruce Kozak, 1.0 Social Studies Teacher at Henderson HS, effective last day of the 2020-2021 school year. 21.5 years of service.
8.	Todd Lorback, 1.0 Social Studies Teacher at East HS, effective last day of the 2020-2021 school year. 24 years of service.
9.	Grace Matelyan, 1.0 Paraprofessional at Glen Acres ES, effective last day of the 2020-2021 school year. 20 years of service.
10.	Dawn McNeil McMillan, 1.0 School Counselor at Stetson MS, effective last day of the 2020-2021 school year. 21 years of service.
11.	Carol Rothera, Supervisor of Student Services at Spellman Education Center, effective 10/4/21. 26 Years of Service.
12.	Kimberly Thompson, 1.0 Health & Physical Education Teacher at East HS, effective last day of the 2020-2021 school year. 31 years of service.
13.	Kathleen Verdi, 1.0 Secretary to the Principal at Henderson HS, effective 7/31/21. 28 years of service.

II. Additions to Payroll

a.	Professional Staff: Contract	
1.	Theresa McInaw	
	Placement	1.0 Special Education Teacher at East Bradford ES, Professional Employee (Tenured), effective 4/28/21, Level 5, Step 5, \$58,200 + \$400 Stipend.
	Education	Bachelor of Science from Bloomsburg University 2008-2012, Master of Science from Immaculata University 2016-2018
	Experience	Learning Support Teacher at Chichester School District 2016 – current, Behavior Therapist at ABA2ay Behavior Services 5/2015

		– 9/2015, Instructional Assistant at Marple Newtown School District 2012 - 2016
	Certification	Instructional I, Special Education PK-8, Grades PK-4
b.	Professional Staff: Long Term Substitute	
1.	Nicole Brisgone	
	Placement	1.0 Special Education Teacher at Cyber Program, Temporary Professional Employee (Non-Tenured), effective 3/11/21, Level 1, Step 1, \$46,000. During Ms. Hutton’s leave of absence.
	Education	Bachelor of Science from West Chester University of Pennsylvania 2016-2020
	Experience	Building Substitute at Mary C. Howse ES with Kelly Education Services 1/2021 - current
	Certification	Instructional I, Special Education PK-8, Grades PK-4
2.	Alissa Dantonio	
	Placement	1.0 Special Education Long Term Substitute Teacher at .5 East Goshen ES/.5 Starkweather ES, Temporary Professional Employee (Non-Tenured), effective 3/8/21, Level 1, Step 1, \$46,000.
	Education	Bachelor of Science from West Chester University of Pennsylvania 2016 - 2020
	Experience	Academic Coach at New Directions 10/2017 – 12/2017
	Certification	Instructional I, Special Education PreK-8, Grades 4-8 English Language Arts
3.	Emmalee Rudd	
	Placement	1.0 Music Teacher at Westtown Thornbury ES, Temporary Professional Employee (Non-Tenured), effective 1/4/21, Level 1, Step 1, \$46,000. During Ms. Domizio’s leave of absence.
	Education	Bachelor of Science from Valley Forge Military College 2016-2019
	Experience	Per Diem Music Substitute at West Chester Area School District with Kelly Education Services 9/2020 – current, Long Term Music Substitute Teacher at Norristown Area School District 1/2020 – 6/2020
	Certification	Instructional I, Music
c.	Administrative Staff: Contract – None	
d.	Support Staff: Non-Bargaining	
1.	Christine Parkinson	
	Placement	1.0 Staff Nurse (RN) position at District, effective TBD, \$24.07/hr.
e.	Support Staff: Contract	
1.	Nicholas Sherrer	
	Placement	1.0 3 rd Shift Custodian at Rustin HS, 8 hrs./day, 5 days/week, 260 days/year, effective TBD, Group 6, Step 1, \$18.37.

2.	Michele Sloan	
	Placement	1.0 Attendance Secretary at East Goshen ES, 7 hrs./day, 5 days/week, 182 days/year, effective TBD, Group 2, Step 5, \$17.07.
f.	Support Staff: Substitute - None	

III. Personnel Events

a. Status Change

	Name	Type	From	To	Effective Date
1.	Dr. Kristen Barnello	Administrative	1.0 Supervisor of Social Studies and Fine Arts at SEC	1.0 Assistant to the Director of Teaching and Learning: Secondary at SEC	7/1/21, \$144,707
2.	Dr. Rebecca Eberly	Administrative	1.0 Principal at Fern Hill ES	1.0 Assistant to the Director of Teaching and Learning: Elementary at SEC	7/1/21, \$160,786
3.	Anne Elduff	Non-Bargaining	1.0 Staff Nurse LTS for Middle Schools	1.0 Staff Nurse for Middle Schools	3/20/21, \$24.07/hr.
4.	Nancy Kelly	Support	1.0 Secretary for ELD and World Language Departments at Spellman Education Center	1.0 Secretary to the Director of Equity and Assessment at Spellman Education Center	TBD, Group 3, Step 6, \$20.77/hr.
5.	Franklin Pollard	Custodial	1.0 2 nd Shift Custodian at Rustin HS	1.0 1 st Shift Custodian at Glen Acres ES	3/2/21, Group 4, Step 2, \$19.92/hr.
6.	Kristin Smith	Support	1.0 Library Assistant LTS at East HS	1.0 Library Assistant at East HS	2/25/21, Group 1, Step 3, \$13.30/hr.
7.	Richard Thornton	Administrative	1.0 Security Supervisor at Warehouse	1.0 Public Safety Supervisor at Warehouse	3/23/21, \$90,535
8.	Steven Werner	Administrative	1.0 Supervisor of Assessment at Spellman Education Center	1.0 Assistant to the Director of Pupil Services at Spellman Education Center	7/1/21, \$144,707

b. Involuntary Transfer

	Name	Type	From	To	Effective Date
1.	Alexander Fad	Professional	.7 FCS at Stetson MS/.3 FCS Cyber Program	.8 FCS at Stetson MS/.2 FCS Cyber Program	2/26/21

c. Voluntary Transfer

	Name	Type	From	To	Effective Date
1.	Jeffrey Conner	Professional	.9 Tech Ed Teacher/.1 Cyber Personal Finance Teacher at Fugett MS	1.0 Business Teacher at East HS	8/23/21
2.	Christeena Doran	Support	1.0 Secretary to the Principal at Stetson MS	1.0 Secretary to the Principal at Greystone ES	TBD
3.	Jermaine Patterson	Custodial	1.0 Day Custodian at Rustin HS	1.0 Day Custodian at East HS	3/1/21

IV. Personnel Leave

a. Sabbatical Leave

	Name	Position	Effective Date	Ending Date
1.	Laura Archambault	Grade 1 Teacher at Penn Wood ES	8/23/21	6/16/22

b. Unpaid Leave - None

V. Additional Information

1.	Mary Beckert is approved to extend her leave of absence from 3/15/2021 to 4/15/2021.
2.	Christine Bland has 17 years of service with the district.
3.	John Dodson's start date was 2/25/21.
4.	Victor Hernandez has withdrawn his acceptance of .5 Part-Time Custodian position.
5.	Brandon Olmeda's start date was 2/22/21.
6.	Christy Rutherford's last day will be 3/26/21.
7.	Sophia Verna's start date was 3/4/21.
8.	In accordance with the PA State Auditor's recommendation, the following list of drivers, employed by our transportation contractors Krapf's and On the Go Kids, require School Board approval. The credentials and security clearances for each

of these drivers has been verified to be in compliance with our transportation carrier contracts and have been vetted through the WCASD Transportation Office.

KRAPF'S

First Name	Last Name	Driver/Aide
Philip	Day	Driver

ON THE GO KIDS

First Name	Last Name	Driver/Aide
Savanna	Bailey	Aide
Tonya	Brickus	Driver
David	Busza	Driver
Melanie	Campbell	Driver
Connie	Canon	Driver
John	Hocker	Driver
Karissa	Lance	Driver
Mariah	Phillips	Aide
Allissa	Pringle	Driver
Donald	Ramaley	Driver
Sara	Sunderland	Aide

VI. Supplemental Contracts

Last Name	First Name	Location	Season	Step	% of Contract	Total Contract	Position Title
'20-'21 Additions:							
Anskis	Lindsay	District	Annual	1	40%	\$1,724.80	District Dept. Leader: World Language
Bailey	Kara	District	Annual	1	40%	\$1,724.80	District Dept. Leader: English/Language Arts
Benfield	Jason	MCH	Annual	2	40%	\$1,134.00	Equity Advocate
Boyd	James	EHS	Spring	5	100%	\$4,572.00	Asst. Girls Lacrosse Coach
Brooks	Dillard	FMS	Spring	1	100%	\$2,772.00	Head Boys Lacrosse Coach
Condon	Mary	SWE	Annual	1	40%	\$1,724.80	District Dept. Leader: Speech Pathologists
Curay-Cramer	Michele	PMS	Annual	4	40%	\$1,324.80	Equity Advocate
Franz	Jennifer	SWE	Annual	1	40%	\$1,088.80	Equity Advocate
Froio	Anthony	HHS	Annual	1	40%	\$1,088.80	Equity Advocate
Geist	Carolyn	EGE	Annual	2	40%	\$1,134.00	Equity Advocate
Givey	Ali	EXE	Annual	4	40%	\$1,324.80	Equity Advocate
Graham	Marya	RHS	Annual	2	40%	\$1,134.00	Equity Advocate
Grant	Rohan	RHS	Spring	1	100%	\$3,696.00	Asst. Girls Track Coach
Hughes	Miriam	FMS	Spring	4	100%	\$2,944.00	Asst. Track Coach
Keogh	Jessica	FMS	Annual	2	40%	\$1,134.00	Equity Advocate

Last Name	First Name	Location	Season	Step	% of Contract	Total Contract	Position Title
King	Robert	EHS	Annual	1	40%	\$1,088.80	Equity Advocate
Letrinko	Christina	FHE	Annual	1	40%	\$1,088.80	Equity Advocate
Litofsky	Erin	HDE	Annual	1	40%	\$1,088.80	Equity Advocate
Loper	Alonzo	EBE	Annual	2	40%	\$1,134.00	Equity Advocate
McCauley	William	FMS	Spring	1	50%	\$1,078.00	Asst. Boys Lacrosse Coach
McCormick	Matthew	EHS	Spring	4	100%	\$5,888.00	Head Boys Lacrosse Coach
McGeehan	Beverly	HHS	Spring	4	100%	\$4,416.00	Asst. Boys Tennis Coach
Persia	Nicholas	FMS	Spring	1	50%	\$1,078.00	Asst. Boys Lacrosse Coach
Thompson	Jason	WTE	Annual	1	40%	\$1,088.80	Equity Advocate
Washington	Reginald	FMS	Spring	7	100%	\$3,879.00	Head Track Coach
Young	Shaynae	GAE	Annual	1	40%	\$1,088.80	Equity Advocate
Removals:							
Martin	Madeline	PMS	Spring	1	50%	\$1,078.00	Asst. Softball Coach
Adjustments:							
Gillard	Emily	PMS	Spring	1	100%	\$2,156.00	Asst. Softball Coach

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

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

VIII. Approval of Consent Agenda

BOARD ACTION: It was moved by Mr. Bevilacqua and seconded by Mr. Durnell to approve the following Consent Agenda Items:

Education

1. Approval of the following Study/Excursion Trips
 - East HS DECA – Hershey, PA – Wed-Fri 2/17-2/19/21
 - Henderson HS Wrestling – Quakertown, PA – Fri-Sat 3/5-3/6/21
2. Approval of Revised Board Policy 122 Extracurricular Activities, Second Reading
3. Approval of Revised Board Policy 123 Interscholastic Athletics, Second Reading
4. Approval of Revised Board Policy 123.2 Sudden Cardiac Arrest, Second Reading
5. Approval of Revised Board Policy 103 - Discrimination/Title IX Sexual Harassment Affecting Students, First Reading
6. Approval of New Board Policy 218.4 - Discipline of Student Convicted/Adjudicated of Sexual Assault, First Reading
7. Approval of Revised Board Policy 150 - Title I - Comparability of Services, First Reading

Pupil Services

1. Approval of Eight (8) Special Education Settlement Agreements

Personnel

Property & Finance

1. Approval to Allow the District's Financing Team to Proceed with Preparation of a Parameters Resolution in the Amount of \$35,000,000 to Fund the Elementary School Renovation Plan
2. Approval of Contract Award for Henderson High School Chiller Replacement
3. Approval of Revised Board Policy 707, School District Facility Use, First Reading

Other Business

1. Approval of School Board Treasurer's Report and Statement of Disbursements Summary Schedule for the Period of February 1, 2021 to February 28, 2021

WEST CHESTER AREA SCHOOL DISTRICT
MARCH 22, 2021
STATEMENT OF DISBURSEMENTS SUMMARY
FOR THE PERIOD FEBRUARY 1, 2021 - FEBRUARY 28, 2021

GENERAL FUND DISBURSEMENTS		14,364,013.58
includes Technology, Federal Programs and any Special State Funds		
BILLS PAID	14,364,013.58	
INVESTMENTS	0.00	
 CAPITAL RESERVE FUND		 10,906.52
CAPITAL PROJECTS FUND		813,194.66
SPECIAL REVENUE - Athletics		4,661.00
TRUST FUNDS		1,727.58
CAFETERIA		300,521.28
STUDENT ACTIVITY FUND DISBURSEMENTS		1,329.48
TRUST AND AGENCY FUND DISBURSEMENTS		<u>3,781.75</u>
 TOTAL DISBURSEMENTS		 <u>15,500,135.85</u>

NOTE: A copy of the details of the above disbursements is available for review from the Board Secretary.

2. Approval of the February 28, 2021 Financial Report

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

IX. School Board Reports

Education Committee—Mrs. Tiernan

Pupil Services Committee—Ms. Chester

Committee—Dr. Herrmann

Property and Finance Committee—Mr. Bevilacqua

X. Comments from Residents

Dr. Sokolowski read public comments on non-agenda items received via google form. The comments will be attached to the official meeting minutes.

Mr. Gallen read the following quote, “You may not control all the events that happen to you, but you can decide not to be reduced by them.” ~Maya Angelou

XI. Adjournment

BOARD ACTION: On motion by Ms. Chester, seconded by Mr. Gallen, the Board, on voice vote, agreed to adjourn at 8:26 p.m.

Board Secretary

Public Comments – March 22, 2021

Name	COMMENTS
Stacey Whomsley	Please read in entirety with no edits. Has the district investigated the installation of thermal imaging to screen students & staff upon entry? Large districts across the US have done this to ensure long term safety, reduce contact exposure, and minimize / eliminate quarantine of contacts. This is a long term solution with incredible return on investment to maximize the safety of our community. We have heard previously that temperature taking is too hard, yet we are hosting on site testing. Thermal imaging needs to be a district priority in order to protect our children's access to in person education while also maintaining the health & safety of our staff. Reminder emails is an insufficient solution when there is technology - and Federal funding - available for this type of investment. Thank you for your consideration.
Rachel Langan	Per the March 8 zoom meeting of the Education & Pupil Services committee, starting at minute 58 of the video, the committee looked at “effectiveness measures” as being defined by students who are passing 2 or more classes. However, at the January committee meeting, the metric was defined as those who were failing 2 or more classes. This is a slight change in wording— passing 2 classes vs failing 2 classes. This metric was changed without explanation. Are you trying to cover up the fact that students are failing in larger numbers than in previous years? To say that students are passing TWO classes means they are failing at least 3 or more classes! Back in July you promised to monitor student achievement throughout the Covid crisis, but yet you did not bother to measure this until half way through the school year. This is unacceptable, this is not going to be rectified by summer school. This is benign neglect at best, and perhaps willful neglect. You need to do more and fight harder for our kids.

Public Comments – March 22, 2021

Name	COMMENTS
John McDonald	<p>I had a friend recently tell me that their 7 year-old was asked to draw a portrait of himself for a school assignment. He drew himself wearing a mask. The practice of masking our children is evil, sadistic, morally bankrupt, senseless, and unscientific. To put it bluntly, it is a most blatant abuse and violation of humanity. It is a crime against humanity to force young children to only be allowed to breathe free air through a cheap piece of fabric for 7-8 hours a day. They are not vectors of spread.</p> <p>The efficacy of masks are moot when trying to combat this virus. The microns of the masks our kids wear are larger than the virions floating through the environment. It's like trying to stop the ocean from entering a submarine by using a screen door. Surgical masks and cloth masks are not fit tested and are not considered PPE by OSHA. They provide no protection from small aerosols such as those associated with COVID-19. But yet, they are a reminder that we all must continue to live in fear and virtue signal to all, that those who wear it are good people and care about everyone else. Pay no attention to the psychological damage they are doing to children's undeveloped brains. There is research on this and I can send it over you to you, but again I know the truth is not the pursuit here.</p> <p>Then there are those parents who state, "Oh, our child doesn't mind wearing the masks really." Do our children really know what's good for them? Just ask any kid if they would rather have ice cream for dinner or grilled veggies. Do we ever stop and think about what this is going to do to them 5, 10, or 20 years down the road? I call upon every parent to pause and ask this question. You owe it to your child and their development.</p> <p>Why do we continue to follow the guidance of the CCHD? They are not the authority on PPE and protection against this virus when it comes to masks. Have they consulted industrial hygienists such as Stephen Perry or Kristen Meghan? Medical doctors are not the expert authority here on masking against viruses. Experts in PPE are those who study industrial hygiene. Again, I urge you to look them up if you really want to have your mind blown. Stop abusing our children.</p>
Michael DiPaola	<p>For the 2021-2022 school year, it's time to cancel Hybrid and cancel block schedules. Hybrid is a disservice to students and teachers alike. Teachers are burdened with giving attention to both those students in the classroom and online simultaneously which is impossible. In-Person needs to return to 8 period days where learning is optimal. The current block schedule periods are too long and not fully utilized leaving long stretches of time where students are doing nothing, learning nothing. The significant Learning loss will be better addressed with continuous 8 period days, too.</p>

Public Comments – March 22, 2021

Name	COMMENTS
Candace Walter	<p>Once again it seems that the Academic Achievement data covered in the Education committee is not being presented in tonight's school board meeting. How is it that data on failing grades, absenteeism, and National STAR math scores is not a worthy topic for parents and the community?</p> <p>Most upsetting was the School Board reaction to these failing grades and scores. They seemed surprised by the data and by understanding that these low grades and scores were not necessarily tied to high absences. But why the surprise? Parents have been emailing, calling, submitting comments, and telling all of you again and again that many kids could not effectively learn over a computer since last October.</p> <p>Another area of concern is grade inflation. Last school year, Half of High School Students made honor roll. This year, 2/3rds of students made honor roll. This points to vastly reduced standards aimed at reducing failing grades. It masks learning loss and leaves parents thinking their kids are doing great. When national scores show a story that doesn't match with 2/3 of High Schoolers making honor roll, don't be surprised.</p> <p>To the Ed committee: keep asking for the data and plans to catch up. Long term, we need to make sure our students don't drop out of High School or fail out of college because they were ill prepared compared to their peers who came from private schools and nearby public schools that supported face to face instruction.</p>
Michelle Fennell	<p>Someone posted on Facebook a very disturbing email from Chris McCune to Dr. Scanlon. The post said that this email was begotten from a Right to Know request. The email was from Chris McCune to Dr. Scanlon on November 22 at 11:18am. Chris McCune wrote "People need to start seeing public education as a privilege not an entitlement".</p> <p>From the subject line, it looked like this email was McCune complaining about a parent advocating for in school instruction.</p> <p>Is this for real? Please tell me that the head of our School Board doesn't really believe that public education is a privilege. I'm sick with the realization that all of these months that parents have been advocating for in person instruction, we've been up against a School Board and Administration who doesn't believe public education is a Constitutional Right and rather thinks it's a privilege. This makes a lot of sense now for why parents were blown off and dismissed for months.</p> <p>All kids living in the United States have the right to a free public education. If this email exchange is real, Chris McCune needs to step down and all other school board and administration who share this belief should also step down.</p>

Public Comments – March 22, 2021

Name	COMMENTS
Beth Ann Rosica	<p>Please read my comment in its entirety as I have timed it to ensure that is under 2 minutes. I am very happy that school is finally returning to 5 full days for the almost 80% of families who selected that option. My next concern is around the quarantine protocols. Bucks County is using a more realistic quarantine process that lessens the number of children who are out of school. Since CCHD is only providing guidance and not regulations, WCASD may modify their quarantine policy. The policy in Bucks has been working with kids in school 5 full days since September and there has not been significant spread. We should anticipate that cases will rise with kids returning 5 full days, and we want to limit the quarantine days. I am working with a parent in Wisconsin who analyzed their data related to quarantine and found that since September a total of 784 students were isolated for COVID and an ensuing 7,544 students were then quarantined. Of those quarantined students, only 4% tested positive and less than 1%, only 3 students, actually contracted the virus at school. So 7,544 students were kept home and only 3 contracted the virus at school. We are overquarantining our kids and need to modify our procedures to get kids back in school full time and stay there. I am asking the District to analyze our data and consider a modified quarantine protocol similar to Bucks County.</p>
Suzie Smith	<p>Why has school returned to 5 days, but the school day is still shortened 30 min? Since teachers are no longer teaching virtually and in person, the extra time needs to be given back to the students who have lost so much instructional time this year. When bus schedules were re-adjusted, the school day could have been part of that adjustment, but was not. Is this a union deal? Also, I found it shocking reading in the West Chester Observer facebook page today about the our children's access to education seen as a privilege, an entitlement and not their legal right. Especially concerning coming from the school board president.</p>