

WEST CHESTER AREA SCHOOL BOARD—**Meeting of July 26, 2021**

I. Call to Order

The West Chester Area School Board met at 7:00 p.m. in the East High School auditorium, 450 Ellis Lane, West Chester, PA. Board President McCune, called the meeting to order and led the public in the Pledge of Allegiance.

II. Roll Call

Members Present: Director Bevilacqua, Director Chester, Director Durnell, Director Gallen, Director Herrmann, President McCune, Director Shaw, Director Spackman, Vice President Tiernan.

Members Absent:

III. Approval of Minutes of the June 28, 2021 Monthly School Board Meeting

BOARD ACTION: It was moved by Director Herrmann and seconded by Director Gallen to approve the minutes of the June 28, 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 Thursday, July 15, 2021 regarding personnel and this evening, Monday, July 26, 2021 regarding personnel.

IV. Approval of the July 26, 2021 School Board Meeting Agenda

BOARD ACTION: It was moved by Director Bevilacqua and seconded by Director Chester to approve the July 26, 2021 meeting agenda.

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

V. Superintendent’s Report

Superintendent Scanlon gave his monthly report.

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.	Zakiyus Jordan Hardy, 1.0 2 nd Shift Custodian, effective 8/20/21
2.	Brian Lindros, 1.0 School Counselor at East HS, effective 6/29/21.
3.	Hilda Matos, 1.0 Secretary to the Director of Elementary Education, effective 7/30/21.
4.	Valerie Piskorski, .2 School Psychologist at Westtown-Thornbury ES, effective 6/14/21.
5.	William Reichle, 1.0 School Counselor at East HS, effective 6/30/21.
6.	Brooke Scheidegg, 1.0 Secretary to Assistant Principals at Stetson MS, effective 7/30/21.
7.	George Stansbury, 1.0 Special Education Teacher at Stetson MS, effective 9/17/21.
8.	Shaynae Young, 1.0 Caseworker at Greystone ES/Mary C. Howse ES, effective 8/20/21.
b.	Retirements - None

II. Additions to Payroll

a.	Professional Staff: Contract	
1.	Heather Baker	
	Placement	1.0 Grade 5 Teacher at East Bradford ES, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 5, Step 5, \$58,600.
	Education	Bachelor of Science from Syracuse University 2008 – 2012, Master of Arts from Wilmington University 2012 – 2014
	Experience	Grade 5 Math Teacher at KIPP, New Jersey 7/2015 – current, Grade 4 Teacher at Thomas Edison Charter School, DE 7/2012 – 6/2015
	Certification	Instructional I, Elementary 4-8 (All subjects 4-6, English Language Arts & Reading 7-8)
2.	Ariana Galante	
	Placement	1.0 Special Education Teacher (ES) at Henderson HS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 2, \$50,100 + \$400 stipend.
	Education	Bachelor of Science from West Chester University of PA 2016 – 2020
	Experience	Special Education Emotional Support High School Teacher at Delaware County Intermediate Unit 8/2020 – 8/2021
	Certification	Instructional I, Special Education N-12, Elementary K-4
3.	Elizabeth Garduna	
	Placement	1.0 Caseworker at .5 Hillsdale ES/.5 East Bradford ES, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Master's \$51,300.
	Education	Bachelor of Science from Pennsylvania State University 2001 – 2006, Master of Science from Widener University 2016 - 2019

	Experience	Coordinator of Program Activities at CCIU – 21 st Century Community Learning Center 8/2018 current, Family Service Worker at CCIU Head Start 2015 – 2019, Parent/Student Support Specialist at CCIU – Migrant Education Program 2008 – 2014, Parent as Teacher at Maternal and Child Health Consortium 2006 - 2008
	Certification	None
4.	Angela Kenney	
	Placement	1.0 Special Education Teacher at East HS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 5, Step 5, \$58,600 + \$400 stipend.
	Education	Bachelor of Science from Temple University 2010-2014, Master of Education in Special Education from West Chester University of Pennsylvania 2020
	Experience	Special Education Teacher-Autistic Support at Elwyn Davidson School 1/2015 - current
	Certification	Instructional I, Special Education PreK-8, Special Education 7-12, Grades PreK-4
5.	Beth Melfi	
	Placement	1.0 Special Education Teacher at Stetson MS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 6, Step 5, \$60,300 + \$400 Stipend.
	Education	Bachelor of Science from University of Rhode Island 2002 – 2006, Master of Science from Neumann College 2010 - 2011
	Experience	Middle School Language Arts Teacher at Benchmark School 2016 – current, Special Education Teacher at The Talk School 2013 - 2016
	Certification	Instructional II, Elementary K-6, Special Education N-12
6.	Joseph Michetti	
	Placement	1.0 School Counselor at East HS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 5, Step 5, \$58,600.
	Education	Bachelor of Science from Bloomsburg University of Pennsylvania 2010-2015, Master of Science from West Chester University of Pennsylvania 2017 - 2021
	Experience	Social Studies/ELA Teacher at Collegium Charter School 2017 – current, ESY Teacher at Collegium Charter School 6/2020 – 7/2020, Emotional Support and ASD Support Instructional Aid at Collegium Charter School 6/2016 – 6/2017
	Certification	Education Specialist I, Elementary & Secondary School Counselor PK-12, Instructional II, Social Studies, English
7.	Krystin (Bidleman) Murray	
	Placement	1.0 Grade 2 Teacher at East Bradford ES, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 5, Step 4, \$57,600.

	Education	Bachelor of Science from Rosemont College 2012 – 2016, Master of Arts in Literacy from Rosemont College 2017-2018
	Experience	Grade 3 Teacher at Upper Darby School District 9/2018 – current, ESY Aide at Upper Merion Area School District 6/2018 – 8/2018
	Certification	Instructional I, Grades PK-4
8.	Gennaro NiCastro	
	Placement	1.0 Mathematics Teacher at .8 Rustin HS/.2 Cyber Academy, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 5, Step 5, \$58,600.
	Education	Bachelor of Science in Mathematics from Cabrini University 2003, Master of Science in Secondary Education from Cabrini University 2006
	Experience	Math Long Term Substitute at Rustin HS 11/2020 – 6/2021, Special Education Teacher at Pathway School 2019 – 2020, Secondary Math Educator at School of Future 2013 – 2019, Secondary Math Teacher at University City HS 2008 - 2013
	Certification	Instructional I, Mathematics
9.	Princess Jenna Nieves	
	Placement	1.0 Grade 4 Teacher at Westtown Thornbury ES, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 5, Step 3, \$56,600.
	Education	Bachelor of Science from University of Delaware 2006 – 2010, Master of Arts from Immaculata University 2012 - 2015
	Experience	Grade 4 Teacher at Collegium Charter School 12/2018 – current, Grade 3 Teacher at Universal Daroff Charter School 6/2018 – 12/2018
	Certification	Instructional I, Grades PK-4, Special Education PK-8
10.	Stephen Norris	
	Placement	1.0 Social Studies Teacher at Henderson HS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 3, Step 5, \$54,500
	Education	Bachelor of Arts from West Chester University of Pennsylvania 2011-2015
	Experience	High School Social Studies Teacher at Collegium Charter School 2016 - current
	Certification	Instructional II, Social Studies
11.	Erin O'Grady	
	Placement	1.0 Caseworker at TBD, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Master's, \$51,300.
	Education	Bachelor of Science from West Chester University of Pennsylvania 2013 – 2017, Master of Science from Salisbury University 2017 - 2018

	Experience	School Social Worker at EBS HealthCare at Coatesville Area Intermediate HS 2019 – current, Lead Teacher at Lightbridge Academy, NJ 5/2019 – 8/2019, Adoption Counselor at Family Options Adoption Agency, NJ 9/2018 – 2/2019
	Certification	None
12.	Kianna Pollard	
	Placement	1.0 Grade 2 Teacher at Penn Wood ES, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 1, \$46,000.
	Education	Bachelor of Science from West Chester University of Pennsylvania 2017 - 2021
	Experience	Childcare Worker at United Methodist Children's Center 2017 - 2020
	Certification	Instructional I, Elementary K-4, Special Education PreK-8
13.	Alyssa Rothemich	
	Placement	1.0 Grade 1 Teacher at East Goshen ES, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 5, \$52,500
	Education	Bachelor of Science in Education from West Chester University of Pennsylvania 2015 - 2019
	Experience	Grade 2 Long Term Substitute with West Chester Area School District Cyber Program 9/2020 – 6/2021, Grade 1 Long Term Substitute Teacher at Springfield Literacy Center, Springfield SD 8/2019 – 4/2020
	Certification	Instructional I, Grades PK-4, Special Education PK-8
14.	Cameron Rupert	
	Placement	1.0 Physics Teacher at East HS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 1, \$46,000.
	Education	Bachelor of Science from Albright College 2016 - 2020
	Experience	Physics and Math tutor at Albright College 9/2018 – 4/2020
	Certification	Instructional I, Physics 7-12
b.	Professional Staff: Long Term Substitute	
1.	Marissa Costello	
	Placement	1.0 Gifted Teacher at Henderson HS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 1, \$46,000. During Ms. Castilla's leave of absence.
	Education	Bachelor of Science from Duquesne University 2014 - 2018
	Experience	1.0 English Long Term Substitute at West Chester Area School District 8/2019 – 6/2021, Building Substitute at Henderson HS with InSight/Kelly Education Services 2019 – current, Middle Level English Language Arts Teacher at St. Cornelius Catholic School 8/2018 – 8/2019, Building Substitute at Garnet Valley School District 5/2018 – 6/2018
	Certification	Instructional I, English

2.	Shane Hurley	
	Placement	1.0 Music Teacher at Peirce MS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 1, \$46,000. During Ms. Boyd's leave of absence.
	Education	Bachelor of Music from West Chester University of Pennsylvania 2017 - 2021
	Experience	No experience
	Certification	Instructional I, Music
3.	Thomas Juelke	
	Placement	1.0 Biology Teacher at Rustin HS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 1, \$46,000. During Ms. Yabor's leave of absence.
	Education	Bachelor of Science from Gettysburg College 2016 - 2020
	Experience	AP Biology Long Term Substitute at Upper Merion School District 2/2021 – 6/2021
	Certification	Instructional I, Biology, Environmental Education K-12
4.	Allison Keefe	
	Placement	1.0 Grade 3 Teacher at Penn Wood ES, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 1, \$46,000. During Ms. Fisher's leave of absence.
	Education	Bachelor of Science from Mount St. Mary's College, MD 1992 – 1996, Master of Science from West Chester University of Pennsylvania 2002
	Experience	Grade 5 Long Term Substitute at Mary C. Howse ES 8/2020 – 6/2021, Grade 3 Long Term Substitute at Fern Hill ES 11/2019 – 4/2020, Substitute with InSight 2018 – 2019, Grade 5 Long Term Substitute with West Chester Area School District 2017 – 2018, Grade 1 Teacher at St. Patrick School, Malvern 2000 - 2008
	Certification	Instructional II, Elementary K-6
5.	Michael McMonagle	
	Placement	1.0 Guidance Counselor at Mary C. Howse ES, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 1, \$46,000. During Ms. Salley's leave of absence.
	Education	Bachelor of Arts from LaSalle University 1994 – 1998, Master of Education from West Chester University of Pennsylvania 2019 - 2021
	Experience	No experience
	Certification	Instructional I, Elementary & Secondary School Counselor PK-12
6.	Kaylie Rosenthal	
	Placement	1.0 English Teacher at Rustin HS, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 1, \$46,000. During Ms. Tyson's leave of absence.

	Education	Bachelor of Arts from University of Pittsburgh 2011 – 2015, Master of Arts from University of Michigan 2015-2016
	Experience	English Long Term Substitute at West Chester Area School District 8/2020 – 6/2021, Daily Substitute with Kelly Education Services 2019 – current, English Long Term Substitute at West Chester Area School District 8/2018 – 6/2020, English Teacher at Prince William County Public Schools 8/2016 – 6/2018
	Certification	Instructional I, English
7.	Amelia Sisko	
	Placement	1.0 Grade 2 at Fern Hill ES, Temporary Professional Employee (Non-Tenured), effective 8/23/21, Level 1, Step 1, \$46,000. During Ms. Spratt's leave of absence.
	Education	Bachelor of Science from Pennsylvania State University 2013 - 2017
	Experience	Grade 3 Online Academy Teacher LTS at Wallingford-Swarthmore SD 8/2020 – 6/2021, Grade 3 Teacher at Coatesville Area SD 8/2019 – 6/2020, Grade 3 Teacher at Fairfax County Public Schools, VA 2017 - 2019
	Certification	Instructional I, Elementary K-4
c.	Administrative Staff: Contract - None	
d.	Support Staff: Non-Bargaining	
1.	Kellie Wallace	
	Placement	.4 Staff Nurse (RN) position at Mary C. Howse ES/Westtown Thornbury ES, effective TBD, \$24.79/hr.
e.	Support Staff: Contract	
1.	Leslie Alston	
	Placement	1.0 2 nd Shift Custodian at District, 8 hrs./day, 5 days/week, 262 days/year, effective TBD, Group 5, Step 1, \$18.72.
2.	John Copeland	
	Placement	1.0 3 rd Shift Custodian at District, 8 hrs./day, 5 days/week, 262 days/year, effective TBD, Group 6, Step 1, \$18.79.
3.	Elizabeth Dodds	
	Placement	1.0 Secretary to the Assistant Principals at Henderson HS, 7.5 hrs./day, 5 days/week, 260 days/year, effective TBD, Group 2, Step 2, \$16.14.
4.	Mitra Harrysingh	
	Placement	1.0 2 nd Shift Custodian at District, 8 hrs./day, 5 days/week, 262 days/year, effective 7/26/21, Group 5, Step 1, \$18.72.
5.	Efrain Jimenez	

	Placement	1.0 2 nd Shift Custodian at District, 8 hrs./day, 5 days/week, 262 days/year, effective TBD, Group 5, Step 1, \$18.72.
f.	Support Staff: Substitute - None	
g.	Temporary Summer Staff:	
1.	Lacie Brown	Facilities – Grounds, effective 7/6/21, \$15/hr.
2.	Nicholas Dakes	Facilities – Greystone ES, effective 7/6/21, \$15/hr.
3.	Nicole Doyle	1.0 ESY Secondary Teacher, effective 6/28/2021
4.	Austin Edmonds	Technology – SEC, effective 7/6/21, \$15/hr.
5.	Mary McFadyen	1.0 ESY Secondary Teacher, effective 6/28/2021
6.	Elizabeth McVeigh	1.0 ESY Secondary Teacher, effective 6/28/2021
7.	Jarrett Muzi	1.0 ESY Teacher, effective 6/28/2021
8.	Korey Puchalla	Facilities - Greystone
9.	Kristin Ray	1.0 ESY Elementary Teacher, effective 6/28/2021
10.	James Ruffin	Facilities – Greystone ES, effective 7/6/21, \$15/hr.
11.	William Speaker	Technology – SEC, effective 7/6/21, \$15/hr.
12.	Diane Squeri	1.0 Jump Start Site Manager, effective 6/28/2021
13.	Ethan Toe	Facilities – Electricians, effective 7/6/21, \$15/hr.
14.	Lyndon Toe	Technology – SEC, effective 7/6/21, \$15/hr.
15.	Jacob Ulmer	Technology – SEC, effective 7/6/21, \$15/hr.

III. Personnel Events

a. Status Change

	Name	Type	From	To	Effective Date
1.	Jonathan Beebe	Service Support	1.0 Mechanics Apprentice at Warehouse	1.0 General Mechanic at Warehouse	7/21/21, Group 2, Step 5, \$32.43/hr.
2.	Cynthia Lafferty	Support	1.0 Secretary to the Assistant Director of Pupil Services (Class 2, 35 hours/week)	1.0 Secretary to the Assistant Director of Pupil Services (Class 2, 40 hours/week)	8/1/21
3.	Jessica Tigue Lefler	Professional	.2 Art Teacher at Glen Acres ES	1.0 Art Teacher (.8 LTS during Ms. Mittman's leave of absence/.2 Art Teacher Contract	8/23/21
4.	Reginald Loper	Service Support	1.0 3 rd Shift Custodian at East HS	1.0 Day Opener Custodian at Greystone ES	7/12/21, Group 4, Step 5, \$26.03
5.	Joseph Nicolini	Service Support	1.0 2 nd Shift Custodian at Rustin HS	1.0 Utility Custodian at Stetson MS	7/21/2021, Group 3, Step 3, \$24.32/hr.

	Name	Type	From	To	Effective Date
6.	Cheryl Strunack	Support	1.0 Secretary to the Director of Pupil Services (Class 3, 35 hours/week)	1.0 Secretary to the Director of Pupil Services (Class 3, 40 hours/week)	8/1/21

b. Involuntary Transfer

	Name	Type	From	To	Effective Date
1.	Katie Alba	Professional	1.0 Cyber Teacher at Cyber Program	1.0 Grade 2 Teacher at Glen Acres ES	8/23/21
2.	Akieda Behlin	Professional	.8 Guidance Counselor at .8 Peirce MS/.2 Cyber Academy	1.0 Guidance Counselor at Peirce MS	8/23/21
3.	Cynthia Greaves	Professional	1.0 Grade 2 Teacher at Penn Wood ES	1.0 Kindergarten Teacher at Mary C. Howse ES	8/23/21
4.	Susan Johnson	Professional	1.0 Mathematics Teacher at Rustin HS	.6 Mathematics Teacher at Rustin HS/.4 Mathematics Teacher at Stetson MS	8/23/21
5.	Christina McCormick	Professional	.8 Math Teacher at Henderson HS/.2 Math Teacher at Cyber Program	1.0 Math Teacher at Henderson HS	8/23/21
6.	Joanna Nee	Professional	.65 Science Teacher at Rustin HS/.35 Science Teacher at Cyber Program	1.0 Science Teacher at Rustin HS	8/23/21
7.	Stephanie Roesener	Professional	.8 Guidance Counselor at Peirce MS/.2 at Cyber Academy	1.0 Guidance Counselor at Peirce MS	8/23/21

	Name	Type	From	To	Effective Date
8.	Rebecca Saunders	Professional	.8 Special Education Teacher at Peirce MS/.2 Special Education Teacher at Cyber Program	.6 Special Education Teacher at Peirce MS/.4 Special Education Teacher at Cyber Program	8/23/21
9.	Barbara Sochacki	Professional	1.0 Cyber Teacher at Cyber Program	1.0 Grade 2 Teacher at Mary C. Howse ES	8/23/21

c. Voluntary Transfer

	Name	Type	From	To	Effective Date
1.	Michael Cassidy	Professional	.8 Guidance Counselor at Fugett MS/.2 at Cyber Academy	1.0 Guidance Counselor at Fugett MS	8/23/21
2.	Marshall Claffy	Professional	.4 Spanish Teacher at Stetson MS/.4 Spanish Teacher at Cyber Program/.2 Spanish Teacher at Rustin HS	1.0 Spanish Teacher at Rustin HS	8/23/21
3.	Denise Clark	Support	1.0 Secretary to Principal at Hillsdale ES	1.0 Secretary to the Director of Elementary and Gifted Education	TBD
4.	Kathleen Crombie	Professional	.8 English Teacher at Rustin HS/.2 English Teacher at Cyber Program	1.0 English Teacher at Rustin HS	8/23/21
5.	Donna Foley	Professional	1.0 Career Education at Rustin HS	1.0 School Counselor at East HS	8/23/21
6.	Carrie Hasson	Professional	.6 English at Rustin HS/.4 English at Stetson MS	.8 English at Rustin HS/.2 English at Stetson MS	8/23/21

	Name	Type	From	To	Effective Date
7.	Rebecca King	Support	1.0 Receptionist/Communication Tech. at Spellman Education Center	1.0 Secretary to the Director of Teaching and Learning at Spellman Education Center	TBD
8.	Veronica Ortiz	Professional	1.0 Caseworker at Hillsdale ES	1.0 Caseworker at .5 Greystone ES/.5 Mary C. Howse ES	8/23/21
9.	Bernadette Simpson	Professional	.8 Guidance Counselor at Fugett MS/.2 Guidance Counselor at Cyber Academy	1.0 Guidance Counselor at Fugett MS	8/23/21
10.	Kirstin Smith	Support	1.0 Library Assistant at East HS	1.0 Library Assistant at Rustin HS	8/23/21
11.	Christian Specht	Professional	.8 Guidance Counselor at Stetson MS/.2 at Cyber Academy	1.0 Guidance Counselor at Stetson MS	8/23/21

IV. Personnel Leave

a. Sabbatical Leave

	Name	Position	Effective Date	Ending Date
1.	Lindsey Phillips	1.0 Special Education Teacher at Fern Hill ES	8/23/21	6/16/22
2.	Gerard Christopher Quinn	1.0 Music Teacher at Peirce MS	8/23/21	6/16/22

b. Unpaid Leave - None

V. Additional Information

1.	Patricia Cattin's position is moving from 35 hrs. to 40 hrs. per week.
2.	Dionne Fears' start date was 7/6/21.
3.	Heather Garvey is changing her sabbatical to the 2 nd semester of the 2021-2022 school year. She will be returning to work on 8/23/21.
4.	Brenda Gialloreto's start date in her new position is 7/1/21.
5.	Lindsay Giunta's salary is Level 5, Step 2, \$55,600.
6.	Kirsten Leonard's start date for her new position is 8/1/21.
7.	Lauren Mifsud's salary should be Level 5, Step 2, \$55,600.
8.	Jermaine Patterson's salary for Utility Custodian at East is: Group 3, Step 5 \$27.59 retroactive to June 1, 2021, Group 3, Step 5 \$28.23 July 1, 2021 - going forward.

9. Approval of Administrator salaries for 2021-2022 and Merit Pay Performance Bonuses for the 2020-2021 school year per the Act 93 Agreement:

Last Name	First Name	2021-2022 Total Salary	2020-2021 Merit Pay
Alston	Christopher	\$148,222	\$4,447
Alston	Patricia	\$101,706	\$3,051
Alston	Terri-Lynne	\$154,122	\$4,624
Barnello	Kristen	\$144,707	\$4,341
Brown	Dennis	\$154,892	\$4,647
Brown	Stephen	\$146,979	\$5,144
Campbell	Kevin	\$181,929	\$6,368
Catrambone	Stephen	\$154,438	\$4,633
Clifton	Mary Beth	\$108,319	\$3,791
Cornelius	Susan	\$112,684	\$3,944
Cromwell	Christopher	\$97,466	\$3,411
Cruice	Shawn	\$139,048	\$4,171
Dakes	Phillip	\$138,042	\$4,831
Dewitt	James	\$137,993	\$4,140
DiAntonio	Joseph	\$155,604	\$4,668
Dowdell	Crystal	\$137,993	\$4,140
Eagles	Christine	\$117,460	\$4,111
Eberly	Rebecca	\$160,786	\$4,824
Fagan	Kevin	\$168,028	\$5,041
Fields	Corey	\$129,941	\$3,898
Florio	Tammi	\$180,742	\$6,326
Forrest	Nicole	\$128,705	\$3,861
Garvin	Michael	\$128,213	\$3,846
Giardiniera	Marilee	\$102,694	\$4,108
Graham	Sarah	\$132,051	\$3,962
Grear	Andrew	\$132,051	\$4,622
Groves	Mark	\$129,789	\$3,894
Joyce	Paul	\$141,901	\$4,257
Kerr	Ian	\$141,631	\$4,249
Kleiman	Melissa	\$132,349	\$4,632
Landgraff	Devon	\$112,574	\$3,940
Lee	Chong	\$141,564	\$4,247
Lunardi	Christopher	\$132,051	\$4,622
Mader	Dawn	\$155,588	\$4,230
Marano	Michael	\$172,732	\$5,182
Matilla	Philip	\$137,993	\$4,140
Matys	Justin	\$143,772	\$5,032
Maxwell	Judy Kay	\$137,993	\$4,140
McCormick	Kenneth	\$112,684	\$3,944

Last Name	First Name	2021-2022 Total Salary	2020-2021 Merit Pay
Meanix	John	\$148,222	\$4,447
Melanson	Ashley	\$93,515	\$3,273
Merten	Paige	\$139,048	\$4,171
Missett	Sara	\$187,975	\$6,579
Mitchell	Richard	\$122,423	\$3,673
Neill	Jennifer	\$121,053	\$3,632
Ozer	Elisha	\$138,392	\$4,152
Pavlo	Jacqueline	\$114,225	\$3,427
Phifer	Lisa	\$142,178	\$4,976
Puchalla	Mary Kay	\$143,933	\$4,318
Ranieri	Leigh Ann	\$189,422	\$6,630
Redden	Joanne	\$141,151	\$4,940
Rothera	Carol	\$135,790	\$4,753
Ryan	Donna	\$148,222	\$4,447
Ryan	Sean	\$114,225	\$0
Scanlon	James	\$290,687	\$8,721
Scully	John	\$228,592	\$0
Sherlock	Jason	\$173,238	\$6,063
Small	Llewellyn	\$159,650	\$4,790
Sokolowski	Robert	\$210,581	\$0
Southmayd	Jennifer	\$121,704	\$0
Stephen	Erin	\$119,052	\$3,572
Thornton	Richard	\$93,515	\$2,805
Ulmer	Jeffrey	\$184,299	\$6,450
Wagman	Michael	\$181,271	\$7,251
Werner	Steven	\$144,707	\$4,341
Zang	Samantha	\$93,515	\$3,273

VI. Supplemental Contracts

Last Name	First Name	Location	Season	Step	% of Contract	Total Contract	Position Title
'21-'22 Additions:							
Carey	Regina	HHS	Fall	3	100.00%	\$3,888.00	Asst. Girls Tennis Coach
Chafetz	Marc	EHS	Fall	5	100.00%	\$1,143.00	Fall Intramurals
Lindsay	Charles	EHS	Fall	6	100.00%	\$1,218.00	Fall Intramurals
Madonna	Felicia	RHS	Fall	1	100.00%	\$3,388.00	Asst. Cheerleading Coach
Moretti	Laura	HHS	Fall	1	100.00%	\$4,004.00	Color Guard
Norris	Stephen	HHS	Fall	1	100.00%	\$3,696.00	Asst. Boys Soccer Coach
Risch	Kyle	RHS	Fall	4	100.00%	\$5,520.00	Asst. Marching Band Director

Last Name	First Name	Location	Season	Step	% of Contract	Total Contract	Position Title
Sheehan	Suzanne	EHS	Fall	3	100.00%	\$3,888.00	Asst. Field Hockey Coach
Washington	Reginald	FMS	Fall	7	100.00%	\$3,448.00	Head Cross Country Coach
'21-'22 Removals:							
Burkhart	Emily	EHS	Fall	1	25.00%	\$1,155.00	Asst. Marching Band Director
Chin-Sang Hazel	Alyssa-Kellan	EHS	Fall	1	100.00%	\$4,004.00	Color Guard
Horowitz	Harrison	EHS	Fall	1	50.00%	\$2,310.00	Asst. Marching Band Director
Liebenthal	Eric	EHS	Fall	4	25.00%	\$1,380.00	Asst. Marching Band Director
Orenshaw	Michael	FMS	Fall	6	100.00%	\$3,248.00	Head Cross Country Coach
Santonastaso	Anthony	EHS	Fall	4	100.00%	\$5,520.00	Head Girls Tennis Coach
'21-'22 Adjustments: None							

BOARD ACTION: It was moved by Director Herrmann and seconded by Director Bevilacqua 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 Director Gallen and seconded by Director Durnell to approve the following Consent Agenda Items:

Education

- Approval of the following Account(s):
 - Greystone ES Student Field Trip and Activity Account
 - WC Cyber Activities

Pupil Services

- Approval of three (3) Special Education Settlement Agreements
- Approval Translator/Interpreter Independent Contractor Agreement

Personnel

Property & Finance

Other Business

1. Approval of School Board Treasurer’s Report and Statement of Disbursements Summary Schedule for the Period of June 1, 2021 to June 30, 2021

WEST CHESTER AREA SCHOOL DISTRICT
 JULY 26, 2021
 STATEMENT OF DISBURSEMENTS SUMMARY
 FOR THE PERIOD JUNE 1, 2021 - JUNE 30, 2021

GENERAL FUND DISBURSEMENTS	24,629,150.75
includes Technology, Federal Programs and any Special State Funds	
BILLS PAID	24,629,150.75
INVESTMENTS	0.00
CAPITAL RESERVE FUND	415,624.03
CAPITAL PROJECTS FUND	1,708,562.59
SPECIAL REVENUE - Athletics	2,889.18
TRUST FUNDS	111,293.00
CAFETERIA	340,601.80
STUDENT ACTIVITY FUND DISBURSEMENTS	43,649.15
TRUST AND AGENCY FUND DISBURSEMENTS	<u>22,522.37</u>
TOTAL DISBURSEMENTS	<u>27,274,292.87</u>

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

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

IX. School Board Reports

Committee Reports:

Education-Vice President Tiernan
Pupil Services-Director Chester
Personnel- Director Herrmann
Property and Finance- Director Bevilacqua

Other Reports:

Intermediate Unit-Vice President Tiernan
PSBA Report-Director Herrmann
Legislative Liaison-Director Shaw
Equity Report-Director Durnell
Community Liaison-Director Spackman

X. Other Business

X-2. Approval of contract of employment for Dr. Kalia Reynolds, Assistant Superintendent for the West Chester Area School District for a four (4) year and tenth months term beginning on August 30, 2021 and ending on June 30, 2026

BOARD ACTION: It was moved by Director Herrmann and seconded by Director Chester to approve the contract of employment for Dr. Kalia Reynolds, Assistant Superintendent for the West Chester Area School District for a four (4) year and tenth months term beginning on August 30, 2021 and ending on June 30, 2026.

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

XI. Comments from Residents

Jill Dunscomb spoke in support of the District’s equity leadership team and specifically Dawn Mader and is proud that the Board chose Dawn as the first Director of Equity and Assessment.

Alain Oliver complimented the Board for listening to his suggestion to hold a community equity session and compared equality of opportunity – ensuring a level playing field – with equity – which mows down individuals.

Carolyn Chester was in favor of continuing efforts to provide a well-rounded educational experience to all children and requested the District follow CDC guidelines regarding COVID.

Muhammad Lowe spoke about his ancestors and their experiences assimilating to life in this country and that as a result, he was a product of white privilege.

Jessica Keogh celebrated the 31st anniversary of the ADA and discussed equity and the need to recognize that each student needs something different in order to achieve their personal best.

Sandra Schaal thanked the School Board and Administrators for their emphasis on equity and culturally relevant teaching and curriculum and looks forward to future development of these programs.

Joanne Yurchak expressed concern about using equity for course placement and said it is educationally unsound to use equity as a sole criterion for admittance to upper level classes.

Sara Hinkle expressed support for the District's equity mission and goals and asked the District to follow the advice of the experts and require universal mask wearing this fall.

Jude Bennett-Johnson thanked the Board for keeping the initiative of teaching diverse history in classrooms and expressed hope for the District to continue prioritizing diverse history throughout our schools.

Dean Johnson thanked the Board and Educators in the District for continuing diversity, equity, and inclusion initiatives.

Eryn Travis applauded the equity work in the District, commended the District for keeping its promise of transparency, and said equity conversations should be evidence-based and grounded in reality.

Nancy Bucceri was concerned about the issue of Critical Race Theory being necessary to understand our nation's history and quoted civil rights leader, Bob Woodson, saying Critical Race Theory should neither be banned nor implemented as fact.

Jodi Nawrocki stood before the Board representing 300 West Chester parents and constituents urging the Board to consider requiring masks for all children (other than medical and developmental exemptions), teachers, and staff for the upcoming school year.

Meghan Reikob spoke of her alarm at the rhetoric against social emotional learning, said that equity in education is meeting the student where they are and ensuring they have the resources to access their education, and expressed support for the District's equity mission and goals

Lynn Strauss said we all know children do not start life with the same hand dealt to them, and we all want the same things, we all want our children to succeed, and that if you feel you are pro-life, you should be pro-mask and pro-vaccine.

Beth Ann Rosica was pleased when the Board approved the Health and Safety Plan making masks optional for students and staff and shared that for this school year, the PA Department of Education confirmed there would be no requirements for mitigation measures allowing each district to make its own decisions, and implored the Board to stick with the currently approved Health and Safety Plan.

Alexis Cooper shared that many parents in the community hope that school once again becomes a place of learning, socializing, having fun, strengthening community pride within each school and not hyper-focused on children spreading germs and for the District to have a mental health goal of reducing the anxiety plaguing students.

Ada Nestor stated that the state emergency ended in June; recommendations are just that, they are not mandates or laws, and that masks do not prevent the spread of flu viruses, influenza viruses or COVID-19, and hopes this is taken into consideration for the coming school year.

Nancy Wood stated that WCASD's curriculum is not a radical Marxist program of indoctrination, the curriculum is in line with state standards, and our community has plenty of real problems to solve, and we don't have time for manufactured ones.

John McDonald spoke about diversity, equity and inclusion and said these are code words for division, hatred, and Marxism and that teaching equity drives a wedge between people, and true equity would be letting families have school choice.

Tori McDonald said that the narrative of those opposing CRT was co-opted and exploited such that anyone who speaks against it must be hateful, racist and bigoted,

and if we would listen to each other, we would find out we have more in common and agree much more than we disagree.

Barbara Myers shared that before there was a formal DEI program, her daughters were lucky to have teachers who stressed the importance of respecting and building relationships with children who have differences from them, and encouraged the Board to continue promoting and educating teachers and children about these concepts.

Priyanka Gupta said every student has the right to feel safe, encouraged, and to learn all aspects of life and history both the pleasant and unpleasant and said we want our children to be educated, well-rounded individuals open to the opinions, viewpoints, and life experiences of others and to be motivated to improve society.

Steph Anderson shared her support for the District to continue work in the areas of diversity, equity, and inclusion, and stated that by teaching history factually, the next generation will be better equipped to fix the broken parts of our society to make for a more equal and equitable nation for all.

Katrina Nolan urged the Board to consider revising the Health and Safety plan to mandate indoor masking as recommended by the CDC and AAP and stated masks are safe.

Rich Eagles encouraged the Board to drive forward on diversity, equity, and inclusion initiatives and stated that because of those initiatives, we're preparing our children for a future where they are going to be more successful.

Jennifer Ozgur felt inspired by the respectful public comment and said that the PA codes of professional practice and code for educators requires educators to have a range of methodologies for effective teaching and learning and that is what the District is doing.

Bret Binder thanked Dr. Scanlon for the job he had done as Superintendent, spoke about Dr. Scanlon's incredible work ethic and dedication for the District, and said the District was better off for having had Dr. Scanlon here.

Maureen Snook wished CRT stood for culturally responsive teaching and that CRT was rooted in hate, Marxism, and racism and was not appropriate for public schools.

Jane Joyce stated that the District had done a great job to date accommodating student needs, that students need to know what the nation's history is because if not, history may repeat itself, and that we all want our students to be good citizens.

Anita Edgarian attended the June Board meeting and was upset by the division in the audience of those for CRT and those against CRT and that dividing families, teachers, and staff members for something that no one is clear about is unfair.

Maia Skeete spoke about her family and her ancestors and said it is difficult to understand what it really means to live as a person of color until you have lived in their shoes or had meaningful dialogue, and stated we all came from other countries and we should celebrate our differences and celebrate the fact that we are Americans.

In honor of Dr. Scanlon's last board meeting, President McCune read the following quote submitted by Beth Trapani, "To laugh often and much; to win the respect of intelligent people and the affection of children; to earn the appreciation of honest critics and endure the betrayal of false friends; to appreciate beauty, to find the best in others; to leave the world a little better; whether by a healthy child, a garden patch or a redeemed social condition; to know even one life has breathed easier because you have lived. This is the meaning of success." ~Ralph Waldo Emerson

XII. Adjournment

BOARD ACTION: On motion by Director Chester, seconded by Director Durnell, the Board, on voice vote, agreed to adjourn at 9:01 p.m.

Board Secretary