

**COATESVILLE AREA SCHOOL DISTRICT
SCHOOL BOARD MEETING MINUTES
NOVEMBER 25, 2014 - 7:00 PM
9/10 Center Auditorium**

OPENING ACTIVITIES

1. CALL TO ORDER AT 7:10 P.M.

2. READING OF MISSION STATEMENT

THE MISSION OF THE COATESVILLE AREA SCHOOL DISTRICT, A LEARNING COMMUNITY RICH IN DIVERSITY AND COMMITTED TO EXCELLENCE, IS TO EDUCATE ALL STUDENTS BY PROVIDING RIGOROUS EDUCATIONAL OPPORTUNITIES TO BECOME RESPONSIBLE, PRODUCTIVE, LIFE-LONG LEARNERS IN A GLOBAL SOCIETY.

3. ADVISEMENT

By notice of the President, Board Members are advised that all votes shall be regarded as roll call votes. The minutes should also note that public notice was given for this meeting in accordance with Act 93 of 1998, Section 1. School Board meetings shall proceed in accordance with School Board policy.

4. ROLL CALL

Board of School Directors

J. Neil Campbell, President - absent	<i>(Finance & Operations Committees)</i>
James L. Fox, Vice President - present	<i>(Community & Student Relations Committee)</i>
Diane M. Brownfield - present	<i>(Education & Community & Student Relations Committees)</i>
Stuart C. Deets - present	<i>(Finance & Operations Committees)</i>
James Hills - present	<i>(Education Committee)</i>
Laurie C. Knecht - present	<i>(Operations Committee)</i>
Dean A. Snyder - present	<i>(Finance Committee)</i>
Deborah L. Thompson - present	<i>(Education & Community & Student Relations Committees)</i>

Student Representatives

Katie Stefanski, Senior Class Representative - present
Andrew Scott Patterson, Junior Class Representative - present

Solicitor

Michael I. Levin, Esquire - present

Administration

Dr. Cathy Taschner, Superintendent of Schools - present
Dr. Angelo Romaniello, Jr., Assistant to the Superintendent - absent
Dr. Kimberly R. Donahue, Assistant to the Superintendent of Curriculum & Learning - present
Ronald G. Kabonick, Director of Business Administration & School Board Secretary - present
Erika Zeigler, Director of Human Resources - present
Abdallah Hawa, Director of Technology - present
John Reid, Director of Pupil Services, Data & Assessment - present
Dave Krakower, Director of High School & Curriculum Instruction - Special Education (6-12) - present
Dr. Teresa Powell, Director of Middle School Education & Curriculum Instruction - present
Jason Palaia, Director of Elementary Education (3-5) - Special Education (K-5) - present

5. MOMENT OF SILENCE AND SALUTE TO THE FLAG

ADDITION, DELETIONS OR MODIFICATIONS TO THE AGENDA

Additions:

1. Resignations of School Board Directors

RECOMMENDED MOTION: That the Board of School Directors accept the resignations of Kimberly Mammel and J. Neil Campbell.

Motion: Deborah Thompson

Second: Stuart Deets

Vote: 7-0-0

2. Resolution

RECOMMENDED MOTION: That the Board of School Directors approve a resolution on Mr. James E. Ellison, as presented. (*Addendum Enclosure*)

Motion: Deborah Thompson

Second: Stuart Deets

Vote: 7-0-0

3. Rearrange Order of the Agenda

RECOMMENDED MOTION: That the Board of School Directors approve the rearrangement of the order of the agenda to advance Public Comment.

Motion: Stuart Deets

Second: Dean Snyder

Vote: 7-0-0

4. OPERATIONS COMMITTEE

- A. Change Order No. 001-001 – Caln Elementary School Miscellaneous Upgrades
- B. Change Order No. 002-001 – King’s Highway Elementary School Miscellaneous Upgrades
- C. Change Order No. 001-001 – North Brandywine Middle School Refurbishing Project
- D. Change Order No. 003-001 – North Brandywine Middle School Refurbishing Project
- E. Change Order No. 002-001 – Caln Elementary School Miscellaneous Upgrades

PUBLIC COMMENT ON AGENDA ITEMS

The Board has requested all persons making comments on **agenda items** to list their name, address, telephone number and motion item(s) on the sheet provided. There is a three (3) minute limit per person. The Board does not take action or discuss items not appearing on the agenda. The Board values public comments and wishes to convey that although Board members cannot discuss items that are not on the agenda, they listen carefully and appreciate and value input from the public.

None

APPOINTMENT OF NEW BOARD MEMBER

Michele S. Maffei was appointed the new Region III School Board Director of the Coatesville Area School District based on a 4-3 vote in her favor. The Board then took a 20-minute recess for a brief executive session.

APPROVAL OF THE MINUTES

RECOMMENDED MOTION: That the Board of School Directors approve the minutes for the October 28, 2014 School Board meeting subject to any addition, deletions, modifications or clarifications. (*Enclosure 1*)

Approval of Minutes 10-28-2014 Approved Vote: 7-0-1 Abstained: Maffei

Motion: Diane Brownfield

Second: Dean Snyder

Vote: 7-0-1

APPROVAL OF THE MINUTES

RECOMMENDED MOTION: That the Board of School Directors approve the minutes for the November 11, 2014 Special Board meeting subject to any addition, deletions, modifications or clarifications. (*Enclosure 2*)

Approval of Minutes 11-11-2014 Approved Vote: 6-0-2 Abstained: Maffei & Thompson
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Motion: Diane Brownfield

Second: Dean Snyder

Vote: 6-0-2

SUPERINTENDENT'S REPORT

- The superintendent's report was provided by Dr. Cathy Taschner.
- Advanced Placement Student Honors

EXECUTIVE SESSION

- An executive session was held on Friday, November 7, 2014 for legal and personnel reasons.
- An executive session will be held on Thursday, November 20, 2014 at 6:00 p.m. for legal and personnel reasons.
- An executive session will be held on Tuesday, November 25, 2014 at 6:00 p.m. for legal and personnel reasons.

IMPORTANT DATES

Date	Time	Meetings	Place
November 26 to 28, 2014	~	Thanksgiving Vacation	<i>No School for Students & Staff</i>
November 27 & 28, 2014	~	Thanksgiving Holiday	<i>Administration Offices Closed</i>
December 2, 2014	6:00 PM	Reorganization Meeting	9/10 Center Auditorium
December 2, 2014	<i>Immediately following Reorganization Meeting</i>	School Board Meeting	9/10 Center Auditorium
Dec. 22 – January 2, 2015	~	Winter Break	<i>No School for Faculty, Staff & Students</i>

SPECIAL REPORTS

Diane Brownfield reported on the I. U. Board meeting held on November 19, 2014. A tentative agreement was reached with teachers and is now pending a final vote.

STUDENT REPRESENTATIVE'S REPORT

The student representative's report was provided by Miss Stefanski and Mr. Patterson.

MOTION ITEMS FOR APPROVAL

Committee meeting action items considered routine will be enacted under one motion unless removed for separate action upon Board request. The purpose of the consolidated motion is to expedite Governing Board action on all consent items, which are not held for discussion. Items that have been held for discussion by the Governing Board will be enacted upon at the time the item is discussed.

1. **CONSENT AGENDA** (*Neil Campbell, School Board President*)
RECOMMENDED MOTION: That the Board approves the consent agenda items:

Consent Agenda Approved Vote: 7-0-1 Abstained: Maffei
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Motion: Diane Brownfield

Second: Dean Snyder

Vote: 7-0-1

2. **FINANCE COMMITTEE** (*Stuart Deets, Chair*)

A. **Financial Statements**

RECOMMENDED MOTION: That the Board of School Directors approve the financial statements as submitted for the month ending October 31, 2014.

B. **Cap on Travel Reimbursements**

RECOMMENDED MOTION: That the Board of School Directors approve the cap on travel reimbursements for Non-Certified Act 93 employees required to travel from building to building at a maximum of \$75/month.

C. **Budget Calendar for 2015-2016**

RECOMMENDED MOTION: That the Board of School Directors approve the Budget Calendar for fiscal year 2015-2016.

D. **Coatesville Youth Initiative Agreement**

RECOMMENDED MOTION: That the Board of School Directors approve the Coatesville Youth Initiative Agreement, as presented. (*Confidential Enclosure 3*)

E. **The Protection Bureau Addendum for Scott Middle School**

RECOMMENDED MOTION: That the Board of School Directors approve the Philadelphia Protection Bureau, Inc. Addendum for Security Services Agreement #11101499JTB for Scott Middle School for a one-time fee of \$350. (*Enclosure 4*)

F. **Resolution**

RECOMMENDED MOTION: That the Board of School Directors approve a Resolution on Mr. James E. Ellison, as presented. (*Addendum Enclosure #1*)

Resolution on Mr. Ellison Approved Vote: 7-0-0
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Motion: Deborah Thompson

Second: Stuart Deets

Vote: 7-0-0

G. Rearrange Order of the Agenda

RECOMMENDED MOTION: That the Board of School Directors approve the rearrangement of the order of the agenda to advance Public Comment.

Rearrange Order of Agenda

Approved

Vote: 7-0-0

Motion: Stuart Deets

Second: Dean Snyder

Vote: 7-0-0

H. Human Resources

1. Resignations - Regular and Extra Duty

RECOMMENDED MOTION: That the Board of School Directors approves the following Resignations - Regular and Extra Duty:

a. CATA

- 1) Knecht, Robert, Special Education Teacher for the Scott Middle School. Letter Dated: 8/21/14. Reason: Termination. Effective: 11/25/14.

b. FEDERATION

- 1) Leslie, Wendy, 4.5 Hour General Utility Worker for the Caln Elementary School. Letter Dated: 11/16/14. Reason: Personal. Effective: 11/28/14.

c. EXTRA DUTY

- 1) Herman, Neil, Assistant Baseball Coach for the Coatesville Area Senior High School Campus. Letter Dated: 11/10/14. Reason: Personal. Effective: 11/10/14.
- 2) Rawls, Irene, 8th Grade Girls' Basketball Coach for the Scott Middle School. Letter Dated: 11/5/14. Reason: Personal. Effective: 11/5/14.

2. New Appointments - Regular and Extra Duty

RECOMMENDED MOTION: That the Board of School Directors approves the following New Appointments - Regular and Extra Duty:

a. ADMINISTRATION

- 1) Burgess, Cassandra, Substitute Administrator for the Coatesville Area School District. Salary: \$500.00/day. Degrees: BS – Business Administration, MS – Education, University of New Haven; MS - Educational Leadership, Southern Connecticut State University. Certification: Emergency Permit Principal PK-12. Years of Exp.: 14. Effective: TBD. SP4: Approved.

b. CATA

- 1) Thomas Brown, Annette, .5 Spanish Teacher for the South Brandywine Middle School. Salary: \$23,500.00 (prorated). Temporary Professional Contract. Degrees: BA – Spanish, Lincoln University, M. Ed. - Cabrini College, MS – Science of Instruction, Drexel University. Certifications: Spanish K-12, ESL K-12. Years of Exp.: 1. Effective: TBD. SP4: Approved.

c. CATSS

- 1) Welch, Roxanne, 6.5 Hour Health Assistant for the Reeceville Elementary School. Posted: 8/27/14. Salary: \$18.50/hr. Effective: 11/15/14. SP4: Approved.

d. EXTRA DUTY

- 1) Foster, Alain, 8th Grade Boys' Soccer Coach for the Scott Middle School. Posted: 9/19/14. Salary: \$1,792.00 (prorated). Effective: 11/3/14 (2014 – 2015 School Year). SP4: Approved.
- 2) Liberato, Kyle, Assistant Wrestling Coach for the Coatesville Area Senior High School Campus. Posted: 10/6/14. Salary: \$2,976.00. Effective: 2014 – 2015 School Year. SP4: Approved.

3. Leave(s) of Absence

RECOMMENDED MOTION: That the Board of School Directors approves the following Leave(s) of Absence as indicated:

a. ADMINISTRATION

- 1) Hawa, Abdallah, Director of Technology for the Coatesville Area School District. Letter Dated: 10/29/14. Reason: FMLA. Effective: 9/26/14 – 10/13/14, intermittent.
- 2) Skiles, Lisa, Cook/Manager for the King's Highway Elementary School. Letter Dated: 11/14/14. Reason: FMLA. Effective: 11/5/14 – 12/1/14.

b. CATA

- 1) Dougherty, Kevin, Mathematics Teacher for the Coatesville Area Senior High School Campus – 9/10 Center. Letter Dated: 10/24/14. Reason: Medical Leave of Absence. Effective: 10/21/14 – 11/10/14.
- 2) Glackman, Lorie, 3rd Grade Teacher for the Caln Elementary School. Letter Dated: 11/3/14. Reason: FMLA/Childrearing. Effective: 12/8/14 – 4/10/15.
- 3) Jamison, Stephen, Special Education Teacher for the South Brandywine Middle School. Letter Dated: 11/10/14. Reason: FMLA. Effective: 11/17/14 – 12/12/14.
- 4) Pearson, Eric, 6th Grade Science Teacher for the South Brandywine Middle School. Letter Dated: 9/25/14. Reason: Leave of Absence for Professional Development (Sabbatical Leave of Absence). Effective: 1/22/15 – 6/8/15.

c. CATSS

- 1) Stewart, Bonnie, 6.5 Hour Special Education Classroom Aide for the South Brandywine Middle School. Letter Dated: 8/6/14. Reason: FMLA. Effective: 9/30/14 – 10/14/14, intermittent.
- 2) Wallace, Margie, Principal's Secretary for the Coatesville Area Senior High School Campus – 9/10 Center. Letter Dated: 11/18/14. Reason: FMLA. Effective: 12/12/14 – 12/19/14.

d. FEDERATION

- 1) DiSciullo, Jeanette, 3.0 Hour General Utility Worker for the Caln Elementary School. Letter Dated: 11/6/14. Reason: Medical Leave of Absence. Effective: 12/1/14 – 2/19/15.
- 2) Raysor, David, Custodian for the Coatesville Area Senior High School. Letter Dated: 11/19/14. Reason: FMLA. Effective: 11/14/14 – 12/30/14.

4. **Change of Status**

RECOMMENDED MOTION: That the Board of School Directors approves the Change of Status as indicated:

a. CATSS

- 1) Barnhart, Karen, move from 6.5 Hour Building Instructional Aide for the Friendship Elementary School to Library Secretary for the Coatesville Area Senior High School Campus – 9/10 Center. Posted: 9/22/14. Effective: 12/1/14. SP4: Staff.
- 2) Miller, Dawn, move from 6.5 Hour Special Education One-on-One Aide for the Coatesville Area Senior High School to Library Secretary for the Coatesville Area Senior High School. Posted: 9/25/14. Effective: 12/1/14. SP4: Staff.

b. FEDERATION

- 1) McWilliams, Mary Ann, move from General Utility Worker Level "B" @ \$15.33/hr. for the Caln Elementary School to General Utility Worker Level "A" @ \$15.63/hr. for the Caln Elementary School. Effective: Retro to 9/21/2014.

3. **EDUCATION COMMITTEE** (*Diane Brownfield, Chair*)

A. **Comprehensive Planning Team Appointment**

RECOMMENDED MOTION: That the Board of School Directors approve members of the Comprehensive Planning Team as specified by the PDE regulations.

5. **COMMUNITY & STUDENT RELATIONS COMMITTEE** (*James Fox, Chair*)

- A. **Review of New Policy 916 – School Volunteers – 2nd Reading**
RECOMMENDED MOTION: That the Board of School Directors approve the 2nd reading of Policy 916, School Volunteers.
- B. **Review of Revised Policy 707 – Use of School Facilities – 2nd Reading**
RECOMMENDED MOTION: That the Board of School Directors approve the 2nd reading of revised Policy 707, Use of School Facilities.
- C. **Policy 123.1 – Volunteer Coaches**
RECOMMENDED MOTION: That the Board of School Directors post Policy 123.1, Volunteer Coaches, for a 30-day public review.
- D. **Policy 217 – Graduation Requirements**
RECOMMENDED MOTION: That the Board of School Directors post Policy 217, Graduation Requirements, for a 30-day public review.
- E. **Review of Revised Policy 348 – Unlawful Harassment for Administrative Employees – 1st Reading**
RECOMMENDED MOTION: That the Board of School Directors approve the 1st reading of revised Policy 348, Unlawful Harassment for Administrative Employees.
- F. **Review of Revised Policy 448 – Unlawful Harassment for Professional Employees – 1st Reading**
RECOMMENDED MOTION: That the Board of School Directors approve the 1st reading of revised Policy 448, Unlawful Harassment for Professional Employees.
- G. **Review of Revised Policy 548 – Unlawful Harassment for Classified Employees – 1st Reading**
RECOMMENDED MOTION: That the Board of School Directors approve the 1st reading of revised Policy 548, Unlawful Harassment for Classified Employees.
- H. **Review of Revised Policy 103 – Non-Discrimination in School, School Programs and Activities and Classroom – 1st Reading**
RECOMMENDED MOTION: That the Board of School Directors approve the 1st reading of revised Policy 103, Non-Discrimination in School, School Programs and Activities and Classroom.
- I. **Review of New Policy 103.1 – Non-Discrimination in Employment – 1st Reading**
RECOMMENDED MOTION: That the Board of School Directors approve the 1st reading of Policy 103.1, Non-Discrimination in Employment.
- J. **Review of New Policy 103.2 – Equal Employment Opportunity Policy and Affirmative Action Program – 1st Reading**
RECOMMENDED MOTION: That the Board of School Directors approve the 1st reading of Policy 103.2, Equal Employment Opportunity Policy and Affirmative Action Program.

- K. Rescind Policy 008 – Legal Fees and Damages**
RECOMMENDED MOTION: That the Board of School Directors rescind Policy 008, Legal Fees and Damages.
- L. Review of Revised Policy 104 – Non-Discrimination in Employment and Contract Practices – 1st Reading**
RECOMMENDED MOTION: That the Board of School Directors approve the 1st reading of Policy 104, Non-Discrimination in Employment and Contract Practices, and waive the 30-day public review.
- M. Amendment to the Student Discipline Code**
RECOMMENDED MOTION: That the Board of School Directors approve the amendment to page SD-3 of the Student Discipline Code.

PUBLIC COMMENT

The Board has requested that all persons making comments of public concern to list their name, address, telephone number and topic(s) on the sheet provided. There is a three (3) minute time limit per person.

- 1) *Monica Lukanski* (a teacher at Head Start) requested that the Board take steps to strengthen the Attendance Policy and Procedures at CASD with regards to absences of more than 3 days.
- 2) *Tammy Zimmerman* (lifelong resident of Coatesville and ‘voice for the voiceless’) shared statistics regarding child abuse. She applauded CASD for their efforts in Little Scotty’s situation and wanted the Board to know she was not pointing fingers or placing blame, but merely here to ask the Board to consider the proposed changes to its Attendance Policy.
- 3) Rich Hall commended Mr. Levin for his work and expertise, calling it nothing short of stout. Mr. Hall asked Mr. Levin for clarification regarding the filings against Richard Como and James Donato. He also inquired about James Ellison’s limitations with regards to his legal work at CASD.

ADDITIONAL BOARD MEMBERS’ REPORTS

INFORMATION ITEMS

The next football game will be held this Friday in Souderton. It will be streamed live, and a link will be placed on the CASD website.

ADJOURNMENT

This meeting was adjourned at 9:58 p.m. on a motion by Diane Brownfield and seconded by Dean Snyder.

Respectfully submitted,
Karen Jackson, Recording Secretary

Ronald G. Kabonick, School Board Secretary

Anyone wishing to review the minutes verbatim should contact the Board Secretary to request a copy of the digital/audio file.