

Norristown Area School District
Board of School Directors

November 25, 2002

The Norristown Area School District Board of School Directors held a regular meeting, duly advertised in accordance with law, on Monday, November 25, 2002 at 7:30 PM following an Executive Session, to discuss personnel matters, at the Administration Building. The meeting was called to order by the President, Mrs. Meng. The Pledge of Allegiance and Roll Call followed.

Directors present were: Ms. Ashe, Mrs. Christensen, Mrs. Custer (via speakerphone), Mr. Delaney, Mrs. Meng, Ms. Shanoski, Mrs. Shells, Mrs. Smith, and Mr. Ward.

Other persons in attendance were: Dr. Michael V. Woodall, Superintendent; Dr. Lisa Andrejko, Assistant Superintendent; Mr. P. Thomas Padden, Business Manager, Ms. Michelle Longo, Assistant Director of Human Resources; Mr. Mark Long, Director of Information Systems; Diane Lucas and Paul Perry, Student Board Representatives; faculty; staff; parents; students; taxpayers; and Mrs. Lally, Secretary.

Approval of Minutes

Upon motion by Mr. Ward, seconded by Mrs. Smith, the minutes of the Special Meeting of November 18, 2002 were unanimously approved.

Student Board Rep Report

Paul Perry, Senior at Norristown Area High School, and our Student Board Rep, gave this month's report on the high school.

Auditor's Report

Mrs. Pam Baker, CPA, Barbacane Thornton & Company, reviewed the Norristown Area School District Audit Report June 30, 2002.

Legislative Report

Ms. Karen Shanoski gave her monthly Legislative Report.

Audience Recognition

The following people addressed the Board regarding student discipline at the high school: Mr. Ted LeBlanc, Mayor, Norristown; Mr. Lee Speers, President, EANA; and Mr. Don Milligan, parent.

Cole Manor Principal

Dr. Lisa Andrejko introduced to the audience and the Board, Ms. Nicole Poncheri, the newly appointed principal of Cole Manor. Ms. Poncheri will assume her duties on December 2, 2002.

Staff Recognition

This month the Board of School Directors honors the following employees for going above and beyond: **David Ebbott; Mildred Monroe; Kimberly Reinert; Darlene Stevens; Danny Berger; Lynn Johnson; Christine Glinski; Donna Freeman; Theresa Flood.** Congratulations to all of you for a job well done!

Marching Band Recognition

The Board of School Directors recognizes the immeasurable commitment of time, focus and energy from each and every member of the 2002 Norristown Area Marching Eagles. Congratulations on your Silver Medal Finish at the 2002 East Coast Championships. Thank you for an amazing season full of pride and memories to last a lifetime. Special thanks to **Brian Kozichek.** Students to be recognized are: **Concetta Laskey, Jessica Bailey, Kenneth Stringer, Calvin Morton, Robert Benson, Fran Ryan, Kenneth Laskey, Steve McAlpine, Ashley White, Brittany Conicelli, Tara Hafele, Lenetter Hamilton, Beth Owen, Jessica Roberts, Pam Roberts, Rebecca Savage, Deseretta Shank, Catherine Bianco, Melissa Detrick, Christine Kratz, Melissa Moser, Katie Schindler, Anthony Stevenson, CJ DeLuca, Corinee Ryan, Richard Klimowicz, Valerie Basore, Kyle Butler, John Ginther, Jayna Bailey, Alessandro Manzi and Jasmine Jones.** Special thanks to Mr. Laskey.

TIF Resolution

Recommend that the Tax Increment Financing Resolution be approved as presented.

Motion by Mr. Delaney, seconded by Mr. Ward, approved by roll call 9-0.

Overnight Trip

Recommend that ten (10) students be permitted to attend Biochem Seminar Class, April 30, 2002 – May 3, 2003 in Wallops Island, VA at no additional cost to the district.

Motion by Mrs. Custer, seconded by Mrs. Christensen, unanimously approved.

Tax Reform/Education Funding

Whereas a special session of the Pennsylvania legislature has been convened to deal with the subject of property tax reform, and

Whereas property tax reform is critical to the funding of public education and must be considered in the context of education funding, and

Whereas the Board of School Directors of the Norristown Area School District acknowledges and has discussed the need to address the tax structure, to reduce property taxes, and to provide adequate equitable and predictable funding to local school districts, and

Whereas the Board of School Directors maintains that certain key principles should be considered in any legislative decisions addressing property tax reform and education funding, and

Whereas, those principles include the following:

A taxing structure/education funding system must be reliable, consistent predictable and equitable.

A taxing structure should be based on a taxpayer's ability to pay, and not one the taxpayer's age.

Tax shifting alone does not work. New state dollars are needed in order to appropriately reform and provide adequate funding to schools.

There should be no tax reform or school funding reform without an increase in state aid.

School districts must maintain local control and the option of determining the proper mix of local taxes appropriate to the district.

Referenda will not ease the local tax burden or address adequate and equitable school funding. No budgetary referenda should be required in order for school districts to maintain existing programs.

Therefore, be it resolved, that the Board of School Directors of the Norristown Area School District urges the members of the Pennsylvania General Assembly to consider the above key principles as they address the issues of property tax reform and education funding, and

Be it further resolved, that the Board of School Directors of the Norristown Area School District urges the members of the Pennsylvania General Assembly to act, not in haste, but with due deliberation and to let fiscal responsibility inform their decisions regarding property tax reform and education funding.

Charlotte Meng, President

Date

Motion by Ms. Shanoski, seconded by Mrs. Smith, and unanimously approved.

Recommendations

Recommend the approval of 1.5 Reading Specialist, location to be determined.

Recommend the approval of 0.5 ESL Teacher, Eisenhower Kindergarten Center.

Recommend the approval of 4 Full-time Kindergarten Teacher Assistants, location to be determined.

Recommend the approval of 1 Part-time Kindergarten Bus Monitor at Eisenhower Kindergarten Center (approximately 2 hours per day).

Recommend the approval of 1 Full-time Special Education Teacher Assistant, location to be determined.

Recommend the approval of 1 Part-time Secretary 5 (10 months) at Eisenhower Kindergarten Center.

Motion by Mrs. Smith, seconded by Ms. Shanoski, approved by roll call 9-0.

Retirements/Resignations

Mr. Kenneth Carfrey, 60 day substitute Night Custodian, Roosevelt School, resignation accepted November 19, 2002, effective November 19, 2002. Mr. Carfrey has been a 60 day substitute since July 1, 2001.

Ms. Juanita Rote, Special Education Teacher Assistant, Whitehall Elementary School, resignation accepted October 29, 2002, effective November 8, 2002. Ms. Rote has been with the district since 1986.

Ms. Rachel Krasucki, Kindergarten Teacher Assistant, Eisenhower Middle School, resignation accepted October 22, 2002, effective November 27, 2002. Ms. Krasucki has been with the district since September 4, 2002.

Ms. Catherine Maloney, Science Teacher, T.R. Program, Roosevelt School, resignation accepted October 30, 2002, effective December 19, 2002.

Ms. Kathleen McDaniel, Elementary Teacher, Paul V. Fly Elementary School, resignation accepted November 13, 2002, effective date to be determined. Ms. McDaniel has been with the district since October 14, 2002.

Motion by Mrs. Christensen, seconded by Ms. Shanoski, approved by roll call 9-0.

Leave of Absence

Ms. Erica Garvey, Elementary Teacher, Stewart Middle School, Request for Family Medical Leave of Absence (maternity) effective April 4, 2003 through June 9, 2003.

Ms. Ann Kulp, Business Education Teacher, Roosevelt School, Request for Extension of Sabbatical Leave of Absence for Restoration of Health through the end of the 2002-2003 school year.

Ms. Kathleen Brown, Business Education Teacher, NAHS, Request for Extension of Leave of Absence (childrearing) through the end of the 2002-2003 school year.

Ms. Donna Truskowski, Elementary Teacher, Marshall Street Elementary, Request for Family Medical Leave of Absence (maternity) effective February 24, 2003 through April 22, 2003.

Ms. Susan Ahern, Certified School Nurse, Eisenhower Middle School, Request for Sabbatical Leave of Absence for Restoration of Health effective through the end of the 2002-2003 school year.

Motion by Mrs. Custer, seconded by Mrs. Christensen, approved by roll call 9-0.

Change of Status

Ms. Linda Yackanicz, from Elementary Teacher, Marshall Street School to Reading Specialist, Cole Manor Elementary School, no change in annual salary, 0.5 replacement for Jeanine Salguiero, after a realignment of staff, 0.5 newly approved position pending board approval.

Ms. Kimberly Gruber, from Class III Substitute, Business Education Teacher, NAHS, to LTS Business Education Teacher, NAHS at an annual salary of \$35,278 (B+24, Step 1) retroactive effective September 3, 2002. Substitute replacement for Kathleen Brown, extension of leave.

Ms. Stacy Bower, from Class III Substitute, Elementary Teacher, Cole Manor Elementary School to LTS Elementary Teacher, Cole Manor Elementary School at an annual salary of \$34,000 (B, Step 1) retroactive effective September 3, 2002. Substitute replacement for Michelle Simpson, extension of leave.

Mr. John Coscia, from Custodial Floater, Districtwide, to Custodial Repairman, NAHS, at an hourly rate of \$18.28 effective November 4, 2002, replacement for Andrew Oreo, change of status.

Mr. George James, from Bus Driver/Utility, Transportation Department to Custodial Floater, Districtwide, at an hourly rate of \$18.81 effective October 28, 2002. Replacement for John Coscia, change of status.

Ms. Eileen Hammer, from LTS Night Custodian, Eisenhower Middle School, to Night Custodian, Eisenhower Middle School, no change in salary effective October 28, 2002. Replacement for Eugene Dooner, change of status.

Ms. Kim Casile, from LTS, Special Education Teacher, Marshall Street School, to Special Education Teacher, Marshall Street School at \$34,000 (B, Step 1) TPEC effective November 4, 2002. Replacement for Catherine Manchester, resignation, after a realignment of staff.

Motion by Ms. Shanoski, seconded by Mrs. Christensen, approved by roll call 9-0.

Appointments

Ms. Caroline Davis, 0.5 Reading Specialist, ENMS, 0.5 ESL Teacher, Eisenhower Kindergarten Center, at an annual salary of \$49,253 (M, Step 8) TPEC, prorated effective December 9, 2002. 0.5 replacement for Jeanine Salguiero, after a realignment of staff, 0.5 newly approved position pending board approval.

Ms. Carol Corrado, Reading Specialist, Hancock Elementary School, at an annual salary of \$57,816 (M, Step 10) TPEC, prorated effective date to be determined. Newly approved position pending board approval.

Ms. Jenneen Flamer, College/Career Transition Director, NAHS, at an annual salary of \$68,000 (AAS) prorated effective December 30, 2002. Replacement for Annette Stody, change of status.

Mr. John Aumann, 0.4 Music Teacher, Instrumental Strings, Paul V. Fly Elementary School, at an annual salary of \$21,433.60 (M, Step 10) PPEC effective November 25, 2002, previously approved position.

Ms. Michele Van Arman, Special Education Teacher Assistant, Eisenhower Middle School, at an annual salary of \$12,879 (N-4) (90% salary for 90 day probationary period = \$11,591.10) + \$350. stipend emotional support class, prorated effective October 30, 2002. Replacement for Jane Griffo, retirement.

Ms. Sonya Brewer, One-on-One Special Education Teacher Assistant, Lincoln Academy, at an annual salary of \$12,879 (N-4) (90% salary for 90 day probationary period = \$11,591.10) + \$350. stipend emotional support class, prorated effective November 18, 2002. Replacement for Lorraine Land, resignation, after a realignment of staff.

Extra Duty/Extra Pay

1st & 2nd yr = \$28.50 3rd & 4th yr = \$29.50 5th to Max = \$33.00

Athletic Recommendations – Winter Season 2002-2003

Position	Name	Pts	Yr	Salary
NAHS				
Boys Basketball Head Coach	Mike Evans	137	5	\$4521.00
Assistant	Mike Fink	60	3	\$1770.00
Assistant	Greg Bates	62	3	\$1829.00
Girls Basketball Head Coach	Roger Jackson	137	M	\$4521.00
Assistant	Ed Knight	65	4	\$1917.50
Assistant	OPEN	44		
Boys Swimming Head Coach	OPEN	107		
Girls Swimming Head Coach	Beth Marconi	107	4	\$3156.50
Diving Head Coach	Chris Rizza	68	1	\$1938.00
Wrestling Head Coach	Steve Harmer	70	M	\$2310.00
Assistant	Jim Wolfe	61	5	\$2013.00
Assistant	Steve Synder	45	5	\$1485.00
Indoor Track Head Coach	Ernie Hadrack	89	M	\$2937.00
Assistant	Miles Burrell	68	M	\$2244.00
Bowling 9 th Grade	Candy Johnson	35	M	\$1155.00
Boys Basketball Head Coach	Ken Jones	49	2	\$1396.50
Girls Basketball Head Coach	OPEN	62		

ENMS							
	Boys	Basketball	Coach	E.J. Smith	57	M	\$1881.00
	(8)						
Eisenhower Middle School							
	Girls	Basketball	Coach	Jaudonna Richet	57	1	\$1624.50
	(8)						
	Girls	Basketball	Coach	OPEN	57		
	(7)						
	Wrestling	Head Coach		Rob Devers	43	3	\$1268.50
	Assistant			Charles Springer	30	3	\$885.00
	Assistant			Eric Shrader	21	2	\$598.50
Stewart Middle School							
	Boys	Basketball	Coach	Dean Hangey	57	M	\$1881.00
	(8)						

Pool Personnel

Andrew Brumbaugh @ \$7.00/hr

Motion by Ms. Ashe, seconded by Ms. Shanoski, approved by roll call 8-0.
Mrs. Smith abstained.

Reports to be Accepted

Recommend that the listed reports be approved and filed for audit and/or further review:

Treasurer's Report/Financial Statements for Trust Fund, Capital Reserve & Athletic Fund – October, 2002	FIN-1
Investment Analysis Report – October, 2002	FIN-2
Budget Summary – October, 2002	FIN-3

Orders Issued General Fund

Recommend that the General Fund Orders be ratified as presented:

<u>List</u>	<u>Dated</u>	<u>To</u>	<u>Totaling</u>	
#04	10/01/02	to 10/31/02	\$3,755,684.37	FIN-4

and that the following payrolls be ratified:

October 11, 2002	\$1,082,328.33
October 25, 2002	\$1,098,783.93

and that authority be granted to the proper officials to make payments of the payrolls of December 6, December 20, January 3, January 17 and January 31, 2002.

Investments

No investments

Motion by Mr. Delaney, seconded by Ms. Shanoski, approved by roll call 9-0.

Audit Report

Recommend that the audit report for June 30, 2002 (2001/2002 fiscal year) presented by the auditing firm of Barbacane, Thornton & Co. be accepted as presented.

Motion by Mr. Delaney, seconded by Mrs. Smith, approved by roll call 9-0.

Depository

Recommend that Sovereign Bank of Reading, Pennsylvania be approved as a depository for our investments for the balance of the 2002-03 fiscal year.

Motion by Mrs. Smith, seconded by Mr. Ward, approved by roll call 9-0.

Budget Transfer

Recommend that the attached budget transfer #1, for the fiscal year 2002/2003 in the total amount of \$574,750.00 be accepted as presented.

Motion by Mrs. Smith, seconded by Ms. Shanoski. Discussion followed. Mrs. Smith called the question. Motion approved by roll call 8-0. Mrs. Shells was not present.

Cooling Towers

Recommend that a contract be entered into with the firm of Rees Industries, Inc. in the amount of \$189, 649.00 as recommended by Mr. Joseph Licata, Director of Operations for the District for the Cooling Towers at NAHS.

Motion by Mr. Delaney, seconded by Ms. Shanoski, approved by roll call 8-0. Mrs. Shells was not present.

Graphics Department

Recommend that the position of Graphics Assistant (ESPA Contract – Secretary V) be created effective immediately.

Motion by Mrs. Custer, seconded by Mr. Delaney, approved by roll call 8-0. Mrs. Shells was not present.

Graphics Department

Recommend that the position in the Graphics Department of a full-time secretary be filled by Carla Colson at Secretary Level V Step 2, at an annual salary of \$19,748.00 and will also entitle her to the regular fringe benefit package for that position.

Motion by Mrs. Smith, seconded by Mr. Delaney, approved by roll call 9-0.

Equipment/Laundry Manager

Recommend that the salary for Mr. Lawrance A. Walker, who is the equipment/laundry manager for the school district, be set at an annually salary of \$20,220.00 prorated for the balance of this school year and for future years until the Board considers another adjustment.

Motion by Mrs. Custer, seconded by Mr. Delaney, approved by roll call 9-0.

Human Resources

Recommend that a stipend of \$500.00 per month be given to Ms. Michelle Longo while she has filled in for the position of Director of Human Resources. At this point in time she will be entitled to payment for the months of July, August, September, and October and recommend that she continue to receive this stipend until the position is filled.

Motion by Ms. Shanoski, seconded by Mr. Ward, approved by roll call 8-1. (Smith).

Business Office

Recommend that a \$1,000 per month stipend be given to Mrs. Ann Marie Rohricht for filling in during the absence of P. Thomas Padden, Business Administrator of the School District. This would represent a stipend for the months of June and July 2002.

Motion by Mrs. Custer, seconded by Ms. Shanoski, approved by roll call 9-0.

Executive Session

The Board went into Executive Session from 9:10 PM to 10:10 PM to discuss student discipline matter.

Enrollment

NASD Enrollment	10/31/02	PPS#1
Non-Public Enrollment	10/31/02	PPS#2

Scheduled Board Meetings

November 25, 2002	Regular Meeting	7:30 PM
December 2, 2002	Reorganization	7:30 PM

Superintendent Search

Mrs. Meng announced that a committee has been formed consisting of Mrs. Custer, Mrs. Smith, Ms. Shanoski, and Mr. Delaney.

Audience Recognition

Mrs. Vanessa Cummings, parent, addressed the board regarding student discipline at the high school. Mr. Richard McCray, parent, also spoke to the board regarding parent involvement and student discipline.

Adjournment

Upon motion by Mrs. Custer, seconded by Mrs. Smith, and unanimously approved, the meeting adjourned at 10:40 PM.

Kathleen M. Lally, Secretary