

August 23, 2016
Office of the Secretary
Wayne, PA

Videotape URL: http://videos.rtsd.org/tight_url.cfm/URLID/100391

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A meeting of the Radnor Township Board of School Directors was called to order at 7:24 p.m. on the above date at the Radnorshire Room, Radnor Township Building by School Board President Susan Michaelson.

Present:	Susan Michaelson	Michael Miller	Susan Stern
	David Falcone	Lydia Solomon	Julia Bohnenberger
	Amy Goldman		

Absent:	Patricia Booker	Charles Madden
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Also present were Superintendent Michael Kelly, Michelle Diekow, Maureen McQuiggan, Michael Petitti, Todd Stitzel, Anthony Rybarczyk, Penny Tansey, Kevin Kane, Anthony Stevenson, Joan Cusano, Byron McCook, Dan Bechtold, Solicitor Mike Kristofco, six members of the public and one member of the press.

REPORT ON EXECUTIVE SESSIONS

Following the Pledge of Allegiance, Ms. Michaelson reported that the Board met in Executive Session on the following dates and discussed:

June 30, 2016	Board Coaching with an Outside Consultant
July 12, 2016	Superintendent Search Consultant
July 20, 2016	Superintendent Search Consultant
August 16, 2016	Board Coaching Follow Up
August 23, 2016	Personnel Matters

REPORT FROM STUDENTS

No report

REPORT FROM SUPERINTENDENT

Dr. Kelly reported on District highlights and upcoming events.

BOARD MEETING AGENDA AUGUST 23, 2016

RESOLUTION OF APPRECIATION FOR RETIRING DIRECTOR OF INSTRUCTIONAL TECHNOLOGY, MS. JOAN CUSANO

The Resolution of Appreciation below has been prepared to honor Ms. Joan Cusano for her dedicated service to the Radnor Township School District.

A **MOTION** was made by Ms. Stern, seconded by Mr. Falcone that the Board adopt the following resolution:

WHEREAS, Ms. Joan Cusano has served the Radnor Township School District since 1999;

WHEREAS, during her years of service to the district, Ms. Cusano's contributions have included:

1. Establishing the Aligning Curriculum with Technology and Standards (ACTS) program in 2005, which empowered teachers to thoughtfully and responsibly explore the use of the latest instructional resources in their classrooms through participating in a 50-hour, year-long intensive development program culminating in technology integrated classroom activities across multiple grade levels and subject areas;
2. Leading the annual technology professional staff development day by planning and arranging a diverse selection of multiple concurrent workshops presented by many local and national experts from industry and higher education as well as showcasing our teachers and their instructional technology activities developed and used in their classrooms;
3. Launching the district's first learning management system, Schoology, thereby enabling and connecting learning between home and school and enhancing communication among students, teachers and parents;
4. Representing the district by presenting on multiple occasions at the annual International Society for Technology in Education Conference and the Pennsylvania Education Technology Expo and Conference;
5. Maintaining a steadfast commitment to the integration of instructional technology in ways that enrich and enhance learning, elevate the rigor of instruction and streamline teachers' instructional responsibilities;
6. Ensuring that every student receives equitable and safe access to technology instruction and resources by personally reviewing and approving the use of

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desktop and mobile technology applications;

- 7. Creating, encouraging and supporting building-level technology teams as a method of fostering technology leadership; and
- 8. Creating effective and efficient processes for the rollout, management and maintenance of various technologies that support instruction, most notably the district’s 1-to-1 iPad Program, but also student laptops, Smartboards, and projectors.

NOW, THEREFORE, BE IT RESOLVED, as a result of these and many other contributions, that members of the Board of School Directors of the Radnor Township School District hereby express their appreciation and gratitude to Ms. Joan Cusano for her dedicated and excellent service to the District and its students, and to the residents of Radnor Township. In public recognition of this service, this resolution is presented by unanimous vote of the Board of School Directors at its meeting on August 23, 2016, and is recorded in the proceedings of the meeting.

The motion carried with the following vote of the Board:

Ayes:	Susan Michaelson	Michael Miller	Susan Stern
	David Falcone	Amy Goldman	Julia Bohnenberger
	Lydia Solomon		

Nays:

The motion carried 7-0.

RESOLUTION HONORING DR. MICHAEL KELLY

The Resolution of Appreciation below has been prepared to honor Dr. Michael J. Kelly for his three years of service as superintendent of Radnor Township School District.

A **MOTION** was made by Ms. Stern, seconded by Mr. Falcone, that the Board adopt the following resolution:

WHEREAS, Dr. Michael J. Kelly has served the Radnor Township School District as superintendent since the start of the 2013 school year;

WHEREAS, during his years of service to Radnor Township School District, all five schools earned a Governor’s Award for Excellence in Academics; Radnor Middle School was named a National Blue Ribbon School and designated a Pennsylvania Don Eichhorn Schools: “Schools to Watch”; the district was placed on the College Board’s Advanced

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Placement Honor Roll for the first time; and Radnor High School was named the fourth-best high school in Pennsylvania by *Newsweek*;

WHEREAS, during his years of service to Radnor Township School District, several new services, initiatives and projects were launched or are in the process of being implemented, including a redesigned website and district e-newsletter; the Schoology Learning Management System; a new K-8 mathematics program, Math in Focus; propane-powered buses; Elementary STEM Night, Summer School at Radnor High School; a first-ever Summer Theatre program; and the installation of the Wall of Honor at Radnor High School;

WHEREAS, during his years of service to Radnor Township School District, the district implemented the Main Line's first full-day kindergarten program and completed renovations and additions at Radnor High School, Ithan Elementary School and Wayne Elementary School;

NOW, THEREFORE BE IT RESOLVED that the members of the Board of School Directors of the Radnor Township School District hereby express their sincere appreciation and gratitude to Dr. Michael J. Kelly for his years of dedicated and excellent service to Radnor Township School District, the children of the community, and the residents of Radnor Township.

In public recognition of this service, this resolution is presented by vote of the Board of School Directors at its meeting on August 23, 2016, and is recorded in the proceedings of the meeting.

The motion carried with the following vote of the Board:

Ayes:	Susan Michaelson	Michael Miller	Susan Stern
	David Falcone	Amy Goldman	Julia Bohnenberger
	Lydia Solomon		
Nays:			

The motion carried 7-0.

COMPREHENSIVE PLAN UPDATE

Dr. Maureen McQuiggan, Director of Curriculum, Instruction and Professional Development, gave a brief update on the Comprehensive Plan by reviewing the systemic improvements in the district over the last three years.

PUBLIC COMMENT

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Cindy Spurdle, 106 Valley Forge Terrace, Wayne

- Questioned if the comprehensive plan presentation will be available to public
- Requested a systemized study of goals and cost for full day kindergarten
- Questioned where the board stands on CARFAC or something similar
- Thank you for meetings being available on the website
- Question what the dollar amount of the waived tuition is for ABC students
- Questioned if the student handbooks have been reviewed by the board prior to the vote
- Recommends a change to agenda item to rescind policy 422 – change 829 to 826
- Questioned why 2016 summer school personnel appointments are so late
- Questioned if the 3 identified watch positions being filled due to increase in enrollment
- Questioned when the new substitute per diem rates will go into effect
- Questioned if S4T is the sole source for RTSD substitutes
- Suggested that substitute teachers be paid an hourly rate instead of per diem rate
- Requested the AR for Policy No. 826
- Questioned if Policy No. 826 will be part of the coaches handbook

Judy Sherry, 725 Governors Circle, Newtown Square

- Suggested that the formula being used to pay coaches should be reviewed as the criteria is subjective and arbitrary
- Questioned what the process for hiring is and evaluating the extra 6 football coaches as listed on the football website; what is their salary; who is paying their salary; are they Board approved
- Requested an audit of building discretionary funding over the past three years
- Requested an update on CARFAC
- Suggested creating a simple chart for substitutes showing differences between this year and previous years for the hiring process, compensation, salary and benefits

Dan Sherry, 725 Governors Circle, Newtown Square

- Suggested recreating IAAC (Intra Athletic Advisory Council) comprised of administrators, faculty, coaches, parents and community whose purpose would be to provide guidance and counsel to the athletic director. The previous committee established policies to present to the Board, procedures to pursue grievances and created code of conduct.

Rick Eckstein, 334 Strathmore Drive, Rosemont

- Questioned if Policy No. 826 and Policy No. 247 will be finalized tonight or will be continued for discussion at the policy committee meeting
- Stated that the district must be aware of the perceptions of conflict of interest
- Prefers the old policy that says no gifts
- Questioned if the district considers forced calisthenics to be hazing
- Noticed the disparities between male and female athletic coaches compensation

Public Comment By email

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Debbie Singer, 169 S. Spring Mill Road, Villanova

--Please enforce the 3 minute rule with regard to public comment

Jennifer Brown, Lewis Lane, Bryn Mawr

--Discourages giving raises to school administrators when teaching positions have been cut

REPORTS FROM BOARD COMMITTEES

Curriculum

No report

Facilities

No report

Finance

Ms. Michaelson summarize the August 16, 2016 Finance Committee meeting for Ms. Booker. The topics discussed included:

Other Contracts- Personnel - Supplemental and Coaching rates

- This is the long awaited product of the work done to establish process and standards around salaries, job descriptions, and feedback for our coaches, club and activity sponsors.
- Todd and Michelle, along with building principals and AD, have done a nice job of documenting our current state, and gathering helpful bench marking information.
- While there is more work to be done, the team has made really good progress in creating and implementing the following:
 - A comprehensive list of job descriptions - including responsibilities and expectations for club and activity sponsors, and department chair
 - A coaches handbook - including responsibilities and expectations for our coaching staff
 - A coaching evaluation process - to be rolled out starting with the Fall '16 season, giving parents and students an opportunity to provide anonymous feedback on the sports programs in which they participate
 - A salary structure that is documented, competitive, and equitable - our committee reviewed the details including the establishment of a formula used to calculate rates, that has a common base rate and make provisions for the number of hours, student participation rate, knowledge needed, and degree of pressure. There is an additional calculation for years of service that will also take into consideration the evaluation process.

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- Positions that are no longer needed/filled have been eliminated, and positions that have not been recognized and/or not compensated appropriately in the past have been rectified.
- The net impact of the salary structure is a small increase, ~\$15K, depending on how many of the positions actually are filled this year, but it is covered by funds in the approved budget already.
- Our committee is recommending these changes be adopted by the board this evening by approving item #25 - with the updated modifications provided by Todd tonight - in the revised Attachment #6 (as noted below).
- Our committee will continue to work on items including a policy or A/R Resolved that documents the application & award process for these assignments, and policy or A/R Resolved for the creating of a new club or activity including funding requests. Output of these Resolveds will be forwarded to the other appropriate committees for review.

Other contracts - changes to Professional and Support staff hourly/daily rates

- Also a subject that has been around for some time, and brought to the forefront this year driven by the concerns about the disturbing trend of having trouble with our substitute fill rate. This past year we had an increase in the number of classes taught by non-traditional methods (via admin, use of para-professionals, or teaching staff covering classes through during open period). There are concerns about the sustainability of using these alternate methods, and concerns about the consistent delivery of education.
- Again, Todd and Michelle, along with building principals, have done a nice job of documenting our current state, and gathering helpful bench marking information.
- The committee reviewed a number of aspects related to better positioning Radnor as we move through a period where the number of teachers and substitute teachers are at an all-time low. Several aspects were reviewed and actions taken and/or recommended:
 - The contract with Source4Teachers the board already approved and has been executed in May, 2016.
 - Review of the other substitute salaries in the district - these have been increasing over time, while the teachers Per Diem has not, resulting in inequity internal to the district and higher than appropriate when compared to our neighboring districts. Recommended modifications on the agenda
 - Review of the three levels of substitute teacher salaries in the District - with Resolveds to increase the Per Diem from \$100 to \$110, and a modification of the extended Per Diem, for those who work 15-89 consecutive days, to be more in line with other districts. There are no recommended changes to the "long term sub" which is part of the Collective Bargaining Agreement.
 - The net impact of the Resolved is a ~\$52k reduction in overall substitute costs annually, based on 2015-16 usage. While a reduction may seem

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inconsistent with the perceived need to pay more to fill our substitute teacher positions, the real result is that the funds are appropriately placed in the area of concern/trouble.

- Our committee is recommending these changes be adopted by the board this evening by approving item #21 &27.
- Our committee also recommended the Curriculum Committee take a more detailed review of Substitute Teacher policies, A/Rs, and training/orientation materials to be sure that we adequately support those who do serve as Substitute Teachers and that we create an environment that will encourage good teachers to keep coming back to Radnor.
- Our committee with continue to work with Todd to establish visual metrics whereby the board can monitor the ongoing fill rate, and if necessary, our committee will revisit the impact the salary may have on our fill rate and the school year continues.

Thanks to Todd, Michelle, the principals, AD and other staff, for all of their hard work in getting these two matters to a better place. It is much appreciated!

Policy

Mr. Falcone summarized the August 9, 2016 Policy Committee Meetings. The topics discussed included: *Policy No. 628, Federal Fiscal Compliance, Policy No. 826, Conflict of Interest and Gifts, Policy No. 247, Anti-Hazing, Policy No. 253, Eligibility for Participation in School Related Activities, Policy No. 103, Nondiscrimination in School and Classroom Practices and Policy No. 827, Travel Expenses Federal Programs* are being recommend as first read with a request to waive the second reading. *Policy No. 903, Public Participation in Meetings and Policy No. 011 Board Governance Standards/Code of Conduct* will continue to be discussed at a future policy committee meeting.

Government Relations/Communications

Ms. Goldman summarized the August 16, 2016 Government Relations/Communications Meeting. Communications topics discussed included: year in review of communications highlights for 2015-16; analytics of Radnor Reader and district website viewership; the plan for the superintendent search stakeholders group; and streaming and archiving options for Board meetings. Government Relations topics discussed included: Dr. Michael Webb, Director of Curriculum at DCIU, provided a summary of finding and recommendations by PDE to PA legislature regarding Keystone exams as requirement for graduation.

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ELECTION OF DELAWARE COUNTY INTERMEDIATE UNIT BOARD OF DIRECTORS

All nominations have been received and the Delaware County Intermediate Unit has requested the Board to take action on electing the board members listed below for the terms indicated as Board of Directors for the Delaware County Intermediate Unit:

Charlie Warren – Chester Upland: July 1, 2016 – June 30, 2019
Edward Harris – Interboro: July 1, 2016 – June 30, 2019
Patricia Booker – Radnor: July 1, 2016 – June 30, 2019
Harry McElwee – Ridley: July 1, 2016 – June 30, 2019
Edward McBride – Southeast Delco: July 1, 2016 – June 30, 2019

A **MOTION** was made by Ms. Stern, seconded by Mr. Miller that the Board vote and approve Charlie Warren, Edward Harris, Patricia Booker, Harry McElwee and Edward McBride as Board of Directors for the Delaware County Intermediate Unit with a term July 1, 2016 through June 30, 2019. (*Roll Call Vote*)

The motion carried with the following roll call vote of the Board:

Ayes:	Susan Michaelson	Michael Miller	Susan Stern
	David Falcone	Amy Goldman	Julia Bohnenberger

Nays:

ABSTENTIONS: Lydia Solomon*

**Employed by DCIU*

The motion carried 6-0 with 1 abstention.

CONSENT AGENDA

A **MOTION** was made by Mr. Miller, seconded by Mr. Falcone, to accept the Consent Agenda items excluding the following items:

<i>Agenda Item #8</i>	<i>Request Approval For Contracts And/Or Agreements</i>
<i>Agenda Item # 19</i>	<i>Approval of Student Handbooks</i>
<i>Agenda Item # 20</i>	<i>Policy for First Reading and Requesting Second Reading be Waived</i>
<i>Agenda Item # 24</i>	<i>Personnel Categories</i>

APPROVAL OF MINUTES

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RESOLVED:

That the Board approve the following minutes:

Board Meeting – June 23, 2016

FINANCIAL REPORTS

RESOLVED:

That the Board approves the following Financial Reports:

JUNE 2016

A.	Fund Profiles: All Funds	June 2016
B.	Bills List: All Funds	June 2016
C.	Fund Investments: All Funds	June 2016
D.	General Fund:	
	Budget Comparison Reports:	
	Revenues (Green)	June 2016
	Expenditures (Blue)	June 2016
	Summary of Major Expenses by Function (Yellow)	June 2016
	Summary of Major Expenses by Object (Pink)	June 2016

JULY 2016

A.	Fund Profiles: All Funds	July 2016
B.	Bills List: All Funds	July 2016
C.	Fund Investments: All Funds	July 2016
D.	General Fund:	
	Budget Comparison Reports:	
	Revenues (Green)	July 2016
	Expenditures (Blue)	July 2016
	Summary of Major Expenses by Function (Yellow)	July 2016
	Summary of Major Expenses by Object (Pink)	July 2016

ACCEPTANCE OF GIFTS, GRANTS, DONATIONS

Pursuant to *Board Policy No. 702, Gifts, Grants, Donations* the Board of School Directors appreciates financial gifts which from time to time are offered by individuals, businesses and community organizations to enhance or extend the programs in the schools. The Board has the authority to accept gifts and donations at a business meeting of the Board made to the School District or to any District school. The following list is presented to the Board for acceptance:

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Donor	Recipient of Donation	Gift or Donation	Estimated Value
RES PTO	Radnor Elementary	Balls and Bean Bags for Physical Education	\$299.57

RESOLVED:

That the Board accept the aforementioned donation.

APPROVAL PTO SPONSORED OF FALL STUDENT ACTIVITIES AND CLUBS

The following PTO Sponsored Fall, 2016 Student Activities and Clubs are hereby submitted for Board Approval in keeping with District Insurance Guidelines.

School Sponsor	Name of Activity/Club	Type of Activity/Club
Wayne Elementary School PTO	Yoga Club	Student
	Lego Robotics Club	Student
	Volleyball Club	Student
	Lego Club	Student
	Drawing Club	Student
	Glee Club	Student
	Chess Club	Student
	Drama Club	Student
	Sports Club	Student
	Great Books & Bookmaking Club	Student
	Puppet Club	Student
	iPad Club	Student
	Running Club	Student
	Science Explorer Club	Student
Radnor Elementary School PTO	Musical Theatre Club	Student
	Chess Club	Student
	Reading/Writing Club	Student
	Engineering For Kids	Student
	Hip Hop Club	Student
	Language Club	Student
Ithan Elementary School PTO	Art Club	Student
	Before School Sports	Student
	Chess Club	Student
	Cooking Club	Student
	Drama Club	Student
	Hip Hop Club	Student
	Language Club	Student
	Lego Robotics Club	Student
Running Club	Student	

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	Science Club	Student
	Tennis Club	Student
	Yoga Club	Student

RESOLVED:

That the Board approves the aforementioned Student Activities/Clubs for Fall 2016.

SPECIAL EDUCATION IDEA PASS-THROUGH MONIES AGREEMENT 2016-17

The Radnor School District annually enters into an agreement with the Delaware County Intermediate Unit for the processing and disbursing of IDEA funds.

RESOLVED:

That the Board approve the 2016-17 Special Education IDEA Pass-Through Monies Agreement and agrees that the funds in the amount of \$472,405 paid under this agreement are federal funds under the Individuals with Disabilities Education Act (IDEA) Special Education-Grants to States Program-H027A110093 (FFY 2017) as well as the Speciation Education-Grants to States-CFDA-84.027 and that the school district will comply with all regulatory aspects of the legislation and corresponding regulations.

2016-2017 DISTRICT INSURANCE RENEWAL RATES

Quotes for all 2016-2017 District insurance policies were solicited and quoted by the District's Broker of Record, Arthur J. Gallagher Risk Management Services, Inc. The attached spreadsheet compares the 2016-2017 rates with the actual rates for prior fiscal year. Overall the quoted prices were \$17,243 below what was budgeted. The total increase over the prior fiscal year was \$11,627. (*See Addendum*)

RESOLVED:

That the Board approves the 2016-2017 insurance portfolio be renewed for all policies as presented.

REQUEST APPROVAL OF TAX ASSESSMENT APPEAL SETTLEMENT

the District's Special Legal Counsel recommends the settlement of Tax Assessment Appeals for Folio #36-01-00575-00 at an assessed value of \$600,000.

RESOLVED:

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That the Board approves the settlement of the foregoing Tax Assessment Appeals as recommended by the District’s Special Legal Counsel.

REQUEST TO WAIVE TUITION FOR ABC STUDENTS

Since May 1977, the School Board has waived full tuition for student involved in the Radnor ABC (A Better Chance) program. The Board has received a letter from Chris Kingsberry, Dave Pelton and Eric Janson of Radnor ABC, requesting tuition waiver for eight ABC students for the 2016-17 school year. The Superintendent strongly supports the ABC program and believes that ABC students at Radnor High School offer to other students a global perspective on the world and its concerns. Further, the ABC students offer all students and faculty an awareness of cultural differences, and extraordinarily enhances the learning and teaching environment in the High School.

RESOLVED:

That the Board grant a full tuition waiver for eight Radnor ABC students for the 2016-2017 school year.

APPROVE AND AWARD 2016-2017 BID SUPPLY AND EQUIPMENT BIDS

For the fifth consecutive year District Administration has worked with building and department level staff to bring most of the annual supply and equipment bidding process back in-house in lieu of participation in the DCIU purchasing consortium in order to provide better variety and control over the bid and award process. We are pleased to report that bids were solicited and opened on August 10, 2016 in the following categories:

Copy Paper (White only)

The bid for white copy paper was previously rejected in June and rebid. Administration has completed the analysis of all bids received in the area of Copy Paper and makes the Resolved that the below listed bids be accepted and awarded as follows:

Bid Category	Vendor Name	Total Bid Submitted	Award Amount
Copy Paper (White 8 ½ x 11)	Contract Paper Group <i>Alt</i>	\$37,387.60	\$0.00
	Lindenmeyr Munroe <i>Alt</i>	\$40,407.60	\$0.00
	Office Basics <i>Alt</i>	\$36,542.00	\$36,542.00
	Office Basics	\$48,320.00	\$0.00
	Paper Mart <i>Alt</i>	\$37,523.50	\$0.00
	Paper Mart	\$40,030.10	\$0.00
	Staples	\$46,236.20	\$0.00
	<i>“Alt”=Alternate Bid</i>	GRAND TOTAL	\$36,542.00

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RESOLVED:

That the Board accept and award the District's Copy Paper Supply to the above listed vendor in the amount specified per the terms and conditions of District bid specifications. Funds to be appropriated from the General Fund as 2016-2017 expenditures.

REQUEST TO ACCEPT AND APPROVE TUITION RATES

At its June 25, 2015 public meeting, the Board approved the Radnor Township School District 2015-2016 tentative tuition rates of \$16,322.15 per kindergarten/elementary (K-6) student, and \$16,821.34 per secondary (7-12) student. These rates were used for billing purposes during the 2015-2016 school year. Pennsylvania Department of Education Comptroller approved Radnor's actual 2015-2016 final tuition rates which are based on 2014-2015 operating costs.

RESOLVED:

That the Board approves the actual 2015-2016 tuition rates as follows:

Kindergarten/Elementary (K-6)	\$16,322.15
Secondary (7-12)	\$16,821.34

It is further recommended that the 2016-2017 tuition rates be based on the actual 2015-2016 rates until PDE confirms the new 2016-2017 rates, at which time any persons or organizations making tuition payments for the 2016-2017 school year will be notified of any additional amounts due.

2017-2018 TENTATIVE GENERAL FUND BUDGET CALENDAR

Administration has prepared and is recommending the adoption of a tentative 2017-2018 General Fund Budget Calendar to establish milestone dates for internal budget preparation, public notice and review by the Board. The 2017-2018 tentative General Fund Budget Calendar also represents and recognizes a combination of dates mandated by the provisions in Special Session of 2006 Act 1 and Section 687 of the Pennsylvania School Code of 1949 (*See Addendum*).

RESOLVED:

That the Board adopt the 2017-2018 General Fund Budget Calendar as presented.

REQUEST APPROVAL FOR EDUCATIONAL PLACEMENTS

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Request approval for the following student educational placement agreements where programming will be provided in lieu of District special educational services (the district cost is included in the General Fund Budget).

Service/Provider	School Year	Cost to District (not to exceed)	Services Provided	Tuition Recovery
Transition Services	Until 1/31/17	\$6,800	Transition Programming	N/A
Alternative Placement	2015-2016	\$1,600	Special Education ESY Programming	N/A
Alternative Placement	2016-17	\$1,350	Special Education ESY Programming	N/A
Alternative Placement	2016-17 2017-18 ESY	\$27,600 \$30,125 \$525	Special Education Programming	N/A
Alternative Placement	2015-2016 ESY 2016-17	\$2,150 \$18,545	Special Education Programming	N/A
Alternative Placement	2016-17 2017-18	\$35,625 \$35,626	Special Education Programming	N/A
Approved Private School	2016-17 & ESY 2017-18 & ESY	\$67,711 \$4,472 \$67,711 \$4,472	Special Education Programming	N/A
Alternative Placement	2015-16 ESY	\$675	Special Education Programming	N/A
Educational Services	Until June 30, 2017	\$55,000	Educational Expenses	N/A

RESOLVED:

That the Board approve the aforementioned educational placements.

REQUEST APPROVAL FOR RELATED SERVICE PROVIDER

The Administration requests approval for the following service providers for the 2016-17 School Year.

Agreement/Service	School Year	Cost to District	Services Provided
Contracted Psychologists: Sandy Schoenholtz Kristie Drayo Kate Lester Katie H. Formica Richard Doolan	2016-2017	\$550 – Full Evaluation \$250 – Gifted and Reevaluations	Services to be used when required for compliance with state evaluation timelines.

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Dr. Rockland D. Walker, Radnor Family Practice	2016-2017	\$5,000 retainer	Physician on retainer for 2016-17 school year.
General Healthcare Resources, Inc.	2016-17	Up to \$52/hr. for Nurses; Up to \$21/hr. for PCAs; Up to \$80/hr. for OT/PT/SP services	To be used on an as needed basis in the event present alternatives are exhausted.
CADES	2016-17	\$183.60 per day, 5 days per week	Individualized support as per student plan.
Criticare	2016-17	Up to \$50/hr. for RN Up to \$25/hr. for PCA	Substitute services as needed.

RESOLVED:

That the Board approve the aforementioned service provider.

SUSPENDING EXCEPTION TO SUBSTITUTE TEACHER PAY RATE

School Board *Policy No. 405, Employment of Substitute Professional Employees (Policy 405) (See Addendum)*, provides an exception to the daily rate paid to substitute professional employees, which is otherwise set by the Board, and reads as follows:

Exception to this daily rate shall be when a substitute is employed continuously for the same regular teacher. On the fifteenth (15th) and each subsequent day of such service, the daily rate shall be determined by pro-rating the salary of the substitute as if s/he were a professional employee. Additionally, beginning with day fifteen (15), sick days will accrue at the rate of one (1) day per month and personal days will accrue at the rate of one half (1/2) day for each forty-five (45) days of service.

During the July 19, 2016 Finance Committee Meeting, the Finance Committee discussed and recommended that this exception be suspended by the start of the 2016-2017 school year and be removed from the Policy. Thereafter, during the July 26, 2016 Policy Committee Meeting, the Policy Committee further recommended that *Policy No.405* be thoroughly reviewed in its entirety and revised as needed, but concurred with the Finance Committee that the exception be suspended by the start of the 2016-2017 school year.

RESOLVED:

The Board directs Administration to suspend implementation of the exception to the daily rate paid to substitute professional employees effective September 6, 2016.

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REQUEST TO REVISE BUSINESS MEETING CALENDAR

At the June 28, 2016 Business Meeting the schedule for 2016-2017 Business Meetings was approved. Since that time a revision to the calendar has been made to change the November 15, 2016 meeting to November 29, 2016. The time and location of the meeting have not changed.

RESOLVED:

That the Board accept the change to the November 2016 public business meeting as shown above.

REQUEST TO RESCIND *POLICY NO. 422, GIFTS*

At the August 9, 2016 Policy committee meeting a Resolved was made by the District Solicitor and approved by the committee to include the wording from *Policy No. 422, Gifts (See Addendum)* in the new *Policy No. 826, Conflict of Interest and Gifts* and upon approval of the new Policy 826, Policy 422 is to be rescinded from the existing RTSD Policy Manual.

RESOLVED:

That the Board of School Directors rescind the existing RTSD *Policy No. 422, Gifts* and withdraw the policy from inclusion in the RTSD Policy manual.

APPOINTMENT OF INTERIM/ACTING SUPERINTENDENT

During the June 16, 2016 Special Board Meeting, the Board of School Directors appointed Dr. Anthony Costello to serve as Acting Superintendent beginning September 1, 2016. Given that there will be a gap in time between Dr. Kelly's retirement as Superintendent and Dr. Costello's start date as Acting Superintendent, an Acting Superintendent needs to be appointed to serve from August 26, 2016 through August 31, 2016. It is recommended that Human Resources Director, Mr. Todd Stitzel, be appointed to serve in this capacity and he has agreed to do so at no additional compensation.

RESOLVED:

The Board of School Directors appoints Mr. Todd Stitzel to serve as Acting Superintendent from August 26, 2016 through August 31, 2016.

OTHER CONTRACTS - PERSONNEL

RESOLVED:

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The administration recommends that the Board approve the Supplemental Activities and Coaching rates as attached. (*See Addendum*)

RESOLVED:

The administration recommends that the Board approve the substitute worker rates as listed below:

Professional

Daily Substitute	\$110.00/day
Extended Per Diem Substitute	\$150.00/day
<i>(Single assignment day 15-89)</i>	

Support

Substitute Paraprofessional	\$15.02/hr.
Substitute Custodian	\$14.30/hr.
Substitute Cafeteria Team Member	\$12.19/hr.
Substitute Office Worker	\$13.59/hr.
Substitute Fueler	\$16.08/hr.
Substitute Maintenance/Fueler	\$27.79/hr.
Substitute Bus Driver	\$19.78/hr.
<i>(.50¢ less for trainee)</i>	
Substitute Bus Monitor	\$15.02/hr.

Rates effective for new substitute workers hired on or after 7/1/2016

EMPLOYMENT CONTRACTS

RESOLVED:

That the Board approve a four year Employment Agreement for the position of Business Administrator between Ms. Michelle Diekow and Radnor Township School District commencing on July 1, 2016 and ending at the close of business on June 30, 2020, at an annual base salary of \$165,000.

RESOLVED:

That the Board approve a five year Employment Agreement for the position of Director of Human Resources between Mr. Todd Stitzel and Radnor Township School District commencing on July 1, 2016 and ending at the close of business on June 30, 2021, at annual base salary of \$160,140.

The motion carried with the following vote of the Board:

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Ayes: Susan Michaelson Michael Miller Susan Stern
David Falcone Amy Goldman Julia Bohnenberger
Lydia Solomon

Nays:

The motion carried 7-0

REQUEST APPROVAL FOR CONTRACTS AND/OR AGREEMENTS

Request approval for the following contracts and/or agreements to be provided as requested to the Radnor Township School District. These items are within current budget limits unless otherwise noted.

Service Provider	Year (Date)	Cost to District	Service Provided
Interactive Health LLC dba ACA Track	8/3/2016 – 6/30/2017	Not to exceed \$9,500	Affordable Care Act (ACA) Administrative Services
Partnering For Academic Excellence, LLC	8/2016 – 6/2017	Not to exceed \$40,000.00	Professional Development
Pennsylvania Trust	7/1/2016 – 12/31/2018	Not to exceed \$7,500	Conrad Siegel Actuaries Consulting Services for GASB 45/75 Valuation and Related Services
Wawa	8/24/2016 – 6/30/2017	Based on usage	Annual Milk, Juice/Beverage quote award for Food Service

A **MOTION** was made by Ms. Stern, seconded by Mr. Falcone, that the Board approves the aforementioned contracts and/or agreements.

The motion carried with the following vote of the Board:

Ayes: Susan Michaelson Michael Miller Susan Stern
David Falcone Amy Goldman Julia Bohnenberger
Lydia Solomon

Nays:

The motion carried 7-0

APPROVAL OF STUDENT HANDBOOKS

The High School, Middle School, and elementary Schools Student handbooks are being reviewed and updated. Administration is requesting that the Board approve the 2016-2017 High School Handbook, and direct administration to use the draft Middle School and

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Elementary Schools Handbooks as guidelines until they are brought back to the Board for approval in September.

A **MOTION** was made by Ms. Stern, seconded by Ms. Solomon, that the Board approve the High School Handbook, and direct administration to use the draft Middle School and Elementary Schools handbooks as guidelines until they are brought back to the Board for approval in September.

The motion carried with the following vote of the Board:

Ayes:	Susan Michaelson	Michael Miller	Susan Stern
	David Falcone	Amy Goldman	Julia Bohnenberger
	Lydia Solomon		

Nays:

The motion carried 7-0

POLICY FOR FIRST READING AND REQUESTING SECOND READING BE WAIVED

The following policies are presented for first reading, waive the second reading and approve for distribution and implementation. (*Attachment #3*):

Policy No. 628, Federal Fiscal Compliance

Policy No. 826, Conflict of Interest and Gifts

Policy No. 247, Anti-Hazing

Policy No. 253, Eligibility for Participation in School Related Activities

Policy No. 103, Nondiscrimination in School and Classroom Practices

Policy No. 827, Travel Expenses Federal Programs

Note: *Prior edits to these policies are available on the District's website. See attachments posted as part of the Policy Committee Meeting (August 9, 2016).*

A **MOTION** was made by Ms. Stern, seconded by Mr. Falcone, that the Board receive the following policies for first reading, waive second reading and approve for distribution and implementation with a wording change to Policy No. 826:

Policy No. 628, Federal Fiscal Compliance

Policy No. 826, Conflict of Interest and Gifts

Policy No. 247, Anti-Hazing

Policy No. 253, Eligibility for Participation in School Related Activities

Policy No. 103, Nondiscrimination in School and Classroom Practices

Policy No. 827, Travel Expenses Federal Programs

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The motion carried with the following vote of the Board:

Ayes: Susan Michaelson Michael Miller Susan Stern
 David Falcone Amy Goldman Julia Bohnenberger
 Lydia Solomon

Nays:

The motion carried 7-0

PERSONNEL-CATEGORIES

A **MOTION** was made by Ms. Solomon, seconded by Ms. Stern, that the following Personal Action items be accepted:

Category	Name	Position	School/Department	Effective	Salary
RETIREMENTS	Michael J. Kelly	Superintendent of Schools	District	8/25/16	N/A
RESIGNATIONS	Joseph Cannella	Supervisor of Data & Achievement	District	10/5/2016	N/A
	Joseph Devine	Assistant Principal	Ithan Elementary School & Radnor Elementary School	TBD	N/A
	Stephanie Friel	Teacher	Ithan Elementary School	6/30/2016	N/A
	Jessica Lagreca	Teacher	Radnor Elementary School	6/30/2016	N/A
	Deborah McKenna	Paraprofessional	Radnor Middle School	7/29/2016	N/A
	Danielle Mercurio	Teacher	Radnor Middle School	6/30/2016	N/A
	Denise Murrison	Staff Nurse	Radnor High School	8/3/2016	N/A
APPOINTMENTS	Shana Savard	Paraprofessional	Radnor High School	8/9/2016	N/A
	Tyshinda Deshields	ESY Paraprofessional	District	Summer 2016	\$15.69/hr.
	Amy Thompson	ESY Paraprofessional	District	Summer 2016	\$15.69/hr.
	Michael McBride	Summer School – Teacher	District	Summer 2016	\$45.00/hr.
	Erin Galvin (Replacing Laura Keenan)	1.0 Temporary Professional Employee (Elementary)	Ithan Elementary School	2016-2017 school year	\$51,000.00
	Rachel Hudak (Replacing Amy Schule)	1.0 Long-Term Substitute (Elementary)	Radnor Elementary School	1 st Semester 2016-2017 school year	\$50,000.00 (to be prorated)
	Samantha Hunter (Replacing Megan Wagner)	1.0 Temporary Professional Employee (Elementary)	Radnor Elementary School	2016-2017 school year	\$58,100.00
Marla Levin (Watch position)	1.0 Long-term Substitute (Elementary)	Wayne Elementary School	2016-2017 school year	\$63,500.00	

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Marie Lawrence <i>(Replacing Vicki Boettcher)</i>	1.0 Professional Employee <i>(Elementary)</i>	Ithan Elementary School	2016-2017 school year	\$60,100.00
Corry Maloney <i>(Replacing Katherine Doyle)</i>	1.0 Temporary Professional Employee <i>(Elementary)</i>	Radnor Elementary School	2016-2017 school year	\$57,000.00
Caitlin Naylor <i>(Replacing Stephanie Friel)</i>	1.0 Professional Employee <i>(Elementary)</i>	Ithan Elementary School	On or before 10/8/2016	\$58,000.00 <i>(to be prorated)</i>
Samantha Paolucci <i>(Replacing Mary Lanciano)</i>	1.0 Temporary Professional Employee <i>(Special Education)</i>	Ithan Elementary School	2016-2017 school year	\$56,000.00
Edward Ruby <i>(Replacing Lori Barsh)</i>	0.4 Temporary Professional Employee <i>(Social Studies)</i>	Radnor High School	2016-2017 school year	\$56,000.00 <i>(to be prorated)</i>
Hillary Schwartz <i>(Watch position)</i>	1.0 Long-term Substitute <i>(Elementary)</i>	Radnor Elementary School	2016-2017 school year	\$50,000.00
Marisa Thomas <i>(Watch position)</i>	1.0 Long-term Substitute <i>(Elementary)</i>	Wayne Elementary School	2016-2017 school year	\$51,000.00
Kyle Yeiter <i>(Pending clearances) (Replacing Danielle Mercurio)</i>	1.0 Temporary Professional Employee <i>(Soundings)</i>	Radnor Middle School	2016-2017 school year	\$52,000.00
Alexandra Celli <i>(Pending clearances) (New position)</i>	Paraprofessional	Ithan Elementary School	2016-2017 school year	\$15.69/hr.
Lori Geiling <i>(Replacing Miriam Richard)</i>	Paraprofessional	Ithan Elementary School	2016-2017 school year	\$15.69/hr.
Kendra Green <i>(Pending clearances) (New position – previously contracted)</i>	Paraprofessional	Ithan Elementary School	2016-2017 school year	\$15.69/hr.
Natalia Pelaez <i>(Pending clearances) (New position)</i>	Paraprofessional	Ithan Elementary School	2016-2017 school year	\$15.69/hr.
Erin Dillon <i>(Pending clearances) (New position)</i>	Paraprofessional	Radnor Elementary School	2016-2017 school year	\$15.69/hr.
Erik Kyser <i>(Pending clearances) (New position)</i>	Paraprofessional	Radnor Elementary School	2016-2017 school year	\$15.69/hr.

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	Michael Portello (<i>Pending Clearances</i>) (<i>Replacing Daniel Berardi</i>)	Special Support Paraprofessional	Radnor Elementary School	2016-2017 school year	\$17.21/hr.
	Laura Schultz (<i>Pending clearances</i>) (<i>Replacing Shirley Wilcox</i>)	Paraprofessional	Wayne Elementary School	2016-2017 school year	\$15.69/hr.
	Debra Volk (<i>New position</i>)	Paraprofessional	Wayne Elementary School	2016-2017 school year	\$15.69/hr.
	Mary Jo Mortimer (<i>Replacing Alyce Spence</i>)	Food Service Team Member	Radnor Middle School	2016-2017 school year	\$13.22/hr.
	William Braun (<i>Pending clearances</i>) (<i>Replacing Alvin Divers</i>)	Bus Driver	Transportation	2016-2017 school year	\$24.73/hr.
	Harry McCullough (<i>Pending clearances</i>) <i>Replacing Judith Batter</i>)	Bus Driver	Transportation	2016-2017 school year	\$24.73/hr.
APPOINTMENTS	Morgan Cardamone (<i>Pending clearances</i>) (<i>New position</i>)	Paraprofessional	Ithan Elementary School	2016-2017 school year	\$15.69/hr.
	Kristin Dovell (<i>Pending clearances</i>) (<i>Replacing Nita Pattni</i>)	Paraprofessional	Ithan Elementary School	2016-2017 school year	\$15.69/hr.
	Vera Correa-Meyer (<i>Pending clearances</i>) (<i>Replacing Brooke Seiple</i>)	Paraprofessional	Radnor Elementary School	2016-2017 school year	\$15.69/hr.
CHANGE OF ASSIGNMENT/ STATUS	Alicia Agatone (<i>Replacing Candice Stringer</i>)	Art Teacher	Radnor High School to Elementary	2016-2017 school year	No change
	Mary Ellen Costello (<i>replacing Susan Goldmann</i>)	Math Teacher	Radnor Middle School to Radnor High School	2016-2017 school year	No change
	Charles Horner	0.8 RHS H & PE and 0.2 RMS Tech Ed Teacher	Radnor High School to Radnor High School and Radnor Middle School	2016-2017 school year	No change
	Christopher Kelly	0.8 RMS Tech Ed and 0.2 RHS Tech Ed Teacher	Radnor Middle School to Radnor Middle School and Radnor High School	2016-2017 school year	No change

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	Kristin Mihaly	1.0 Spanish Teacher	Radnor High School and Radnor Middle School to Radnor Middle School	2016-2017 school year	No change
	Jessica Munoz	0.6 Spanish Teacher	Radnor Middle School to Radnor High School	2016-2017 school year	No change
	Tatyana Oksyuk	0.8 RHS Music and 0.2 RMS Music Teacher	Radnor High School to Radnor High School and Radnor Middle School	2016-2017 school year	\$58,000.00
	Steffi Pugh	0.3 RMS Gifted and 0.7 RHS Gifted Teacher	Radnor Middle School to Radnor Middle School and Radnor High School	2016-2017 school year	No change
	Christin Schwartz <i>(Replacing Melissa McLaughlin)</i>	1.0 FACS Teacher to 1.0 Elementary Teacher	Radnor High School to Wayne Elementary School	2016-2017 school year	No change
	Christine Walsberg <i>(replacing Claudia Wissert-Siverman)</i>	0.4 German Teacher	Radnor High School to Radnor Middle School	2016-2017 school year	No change
	Claudia Wissert-Siverman <i>(Replacing Mariam Bumbaca)</i>	German Teacher	Radnor Middle School to Radnor High School	2016-2017 school year	No change
	Steven Yates	0.8 RHS French and 0.2 RMS French Teacher	Radnor High School to Radnor High School and Radnor Middle School	2016-2017 school year	No change
	Beth Zigmont	Gateways to K-8 STEM	Radnor Middle School to K-8	2016-2017 school year	No change
	Christina DeFazio	Secretary to the Curriculum Office to Student Services Scheduling Secretary <i>(12 month)</i>	District	8/22/2016	No change
	Gina Console	Paraprofessional to Student Services Scheduling Secretary <i>(10 month)</i>	District	8/16/2016	\$20.18/hr.
	Sonia Ford <i>(Replacing Edward Hargadon)</i>	Bus Monitor to Bus Driver	Transportation	2016-2017 school year	\$24.73/hr.
LEAVES OF ABSENCE	Francine Grossman	Paraprofessional	Radnor Middle School	2016-2017 school year	N/A
	Margaret Kauffman	Paraprofessional	Wayne Elementary School	9/6/2016 through 1/2/2017	N/A
	Amy Schule	Teacher	Radnor Elementary School	11/28/2016 through 1/27/2017	N/A

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ADDITIONS TO THE SUBSTITUTE LIST	Sean DeSilva <i>(Pending clearances)</i>	Substitute Mechanic/Fueler	Transportation	2016-2017 school year	\$27.79/hr.
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The motion carried with the following vote of the Board:

Ayes: Susan Michaelson Michael Miller Susan Stern
David Falcone Amy Goldman Julia Bohnenberger
Lydia Solomon

Nays:

The motion carried 7-0

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REPORTS FROM BOARD LIAISONS

Representatives may report on items pertinent to school district business.

Delaware County Community College

Ms. Solomon reported that Delaware County Community College will be having their annual Appreciation Dinner on October 26, 2016. All Board members from Delaware County school are invited and she encourages RTSD Board members to attend.

Delaware County Intermediate Unit

No report

Federal Relations Network

No report

IU Legislative Council/Pennsylvania School Boards Association

No report. Recessed for the summer.

Parks & Recreation Board (Township)

Ms. Michaelson reported that the Parks and Recreation Board of the Township met on July 26, 2016 and discussed the following: naming Ithan Park to honor Anna Moffo or Lisa Paolino; formation of a challenger recreational sports league; capital improvement plans and facilities. Upcoming events are: Radnor Fall Festival on 9/18, Active Aging Awareness event on 9/18 and the Fall Harvest Pumpkin Patch on 10/9.

PTO Coordinating Council

Ms. Goldman reported that PTO Coordinating Council did not meet this month. The next meeting will be October 10.

Radnor Educational Foundation/ Radnor Alumni Council

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Mr. Miller reported that the last meeting was in June and they are adjourned for the summer.

Radnor High School Scholarship Fund

Ms. Stern reported that despite the weather, the Radnor High School Scholarship Fund has a spectacular fireworks show on July 4 and are continuing to celebrate their 50th anniversary. They will have a table at the Radnor Fall Festival.

Radnor PAGE

No report

NEW BUSINESS

No new business

BOARD ANNOUNCEMENTS

Next Meetings:

Date	Time	Activity/Event	Location
September 13, 2016	9:00 AM	Policy Committee Meeting	Administration Building, Ground Floor Conference Room
	4:00 PM	Government Relations/Communications Committee Meeting	
	5:00 PM	Facilities Committee Meeting	
September 20, 2016	3:00 PM	Finance Committee Meeting	Administration Building, Ground Floor Conference Room
	4:30 PM	Curriculum Committee Meeting	
September 27, 2016	7:00 PM	Business Meeting	Radnor Township Building, Radnorshire Room

PUBLIC COMMENT ON NEW ISSUES RAISED OR SUBJECTS DEVELOPED

No public comment

ADJOURNMENT

Having no further business to come before the Board, upon motion of Mr. Falcone, seconded by Ms. Goldman, and carried by unanimous affirmative vote of all members present and with no abstentions; the meeting was adjourned at 9:20 p.m.

Respectfully submitted,

Michelle Diekow
Secretary
Board of Director