

**COATESVILLE AREA SCHOOL DISTRICT  
SCHOOL BOARD MEETING MINUTES  
JANUARY 27, 2015 ~ 7:00 PM  
9/10 Center Auditorium**

**OPENING ACTIVITIES**

**1. CALL TO ORDER at 7:12 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**

Dean A. Snyder, President – absent	<i>(Finance &amp; Personnel Committee)</i>
Stuart C. N. Deets, Vice President – present	<i>(Operations and Finance &amp; Personnel Committees)</i>
Diane M. Brownfield – present	<i>(Education Committee)</i>
James Hills – present	<i>(Education and Operations Committees)</i>
Laurie C. Knecht – present	<i>(Operations Committee)</i>
Michele S. Maffei – present	<i>(Finance &amp; Personnel Committee)</i>
Deborah L. Thompson – present	<i>(Education and Policy Committees)</i>
Ann Wuertz – present	<i>(Policy Committee)</i>

**Student Representatives**

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

**Solicitor**

Michael I. Levin, Esquire – not present

**Administration**

Dr. Cathy Taschner, Superintendent of Schools – present  
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  
John Reid, Director of Pupil Services, Data & Assessment – present  
Dave Krakower, Director of High School & Curriculum Instruction – Special Education (6-12) – absent  
Jason Palaia, Director of Elementary Education & Special Education (K-5) – present

5. **MOMENT OF SILENCE AND SALUTE TO THE FLAG**

**ADDITIONS, DELETIONS OR MODIFICATIONS TO THE AGENDA**

*Deletion:*

5. E. Review of Revised Policy 103, Non-Discrimination in School, School Programs & Activities and Classroom – 2<sup>nd</sup> Reading (*Item previously tabled*)

*Additions:*

2. H. 1. a. 3) *Resignations - Regular – Administration – Dr. Angelo Romaniello, Jr.*

Settlement Agreement between Dr. Angelo Romaniello, Jr. and C. A. S. D.

Recommended Motion: That the Board of School Directors approve the settlement agreement between Dr. Angelo Romaniello and the Coatesville Area School District, as presented, and that the Board of School Directors accept Dr. Romaniello's resignation.

Motion: Stuart Deets                      Second: Deborah Thompson                      Vote: 7-0-0

2. H. 6. a. 1) *Furloughs/Job Elimination – Non-Certified – Manager Custodial/Building and Grounds*

Resolution Concerning Manager Custodial/Building and Grounds

Recommended Motion: That the Board of School Directors approve the Resolution concerning the Manager Custodial/Building and Grounds

2. H. 6. a. 2) *Furloughs/Job Elimination – Non-Certified – Maintenance Manager*

Resolution Concerning the Maintenance Manager

Recommended Motion: That the Board of School Directors approve the Resolution concerning the Maintenance Manager.

*The addition of motions 2-H-6-a and b were ratified under one vote:*

Motion: Michele Maffei                      Second: Diane Brownfield                      Vote: 7-0-0

2. H. 7. a. 1) *Change of Status – Non-Certified – Energy Manager*

Energy Manager Job Description Revision

Recommended Motion: That the Board of School Directors approve the revised job description for the Energy Manager, as presented, and that the title of the job description be amended to add the words 'Maintenance and Custodial'.

2. H. 8. Employment Dismissal – Megan Testa

RECOMMENDED MOTION: That the Board of School Directors approve the recommendation of the Administration that Megan Testa be dismissed from employment.

Motion: Michele Maffei                      Second: Deborah Thompson                      Vote: 7-0-0

2. I. Board Treasurer – Loree Lonsinger

Recommended Motion: That the Board of School Directors approve Loree Lonsinger as the Board Treasurer.

2. J. Donation of Defibrillators  
Recommended Motion: That the Board of School Directors accept the donation of five (5) Automated External Defibrillator machines from the Brandywine Health Foundation to be mounted in accessible areas in the Coatesville Area School District buildings.

Motion: Stuart Deets                      Second: Diane Brownfield                      Vote: 7-0-0

2. K. Vice President to Sign Agreements, Supplement Agreements & Other Documents  
Recommended Motion: That the Board of School Directors allow the Vice President to sign all agreements, supplement agreements or other documents as needed in the absence of the School Board President.

Motion: Stuart Deets                      Second: Michele Maffei                      Vote: 7-0-0

**APPROVAL OF THE MINUTES**

**RECOMMENDED MOTION:** That the Board of School Directors approve the minutes for the November 25, 2014 School Board meeting subject to any addition, deletions, modifications or clarifications. (*Enclosure 1*)

Motion: Stuart Deets                      Second: Diane Brownfield                      Vote: 6-0-1

Approval of Minutes 11-25-2014 Approved Vote: 6-0-1 Abstained: Wuertz
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**APPROVAL OF THE MINUTES**

**RECOMMENDED MOTION:** That the Board of School Directors approve the minutes for the December 4, 2014 Reorganization Board meeting subject to any addition, deletions, modifications or clarifications. (*Enclosure 2*)

Motion: Sutart Deets                      Second: Michele Maffei                      Vote: 6-0-1

Approval of Minutes 12-4-2014/Reorganization Approved Vote: 6-0-1 Abstained: Wuertz
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**APPROVAL OF THE MINUTES**

**RECOMMENDED MOTION:** That the Board of School Directors approve the minutes for the December 4, 2014 Regular School Board meeting subject to any addition, deletions, modifications or clarifications. (*Enclosure 3*)

Motion: Stuart Deets                      Second: Deborah Thompson                      Vote: 6-0-1

Approval of Minutes 12-4-2014 Approved Vote: 6-0-1 Abstained: Wuertz
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**APPROVAL OF THE MINUTES**

**RECOMMENDED MOTION:** That the Board of School Directors approve the minutes for the December 16, 2014 Special Board meeting subject to any addition, deletions, modifications or clarifications. (*Enclosure 4*)

Motion: Stuart Deets                      Second: Diane Brownfield                      Vote: 7-0-0

Approval of Minutes 12-16-2014 Approved Vote: 7-0-0
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## **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.

1) Tim Long (*Caln Elementary Teacher*):

Mr. Long addressed a comment previously made regarding the CASD Anti-Harassment Policy, and he shared statistics resulting from unsupported, unprotected classification identified in the policy. He encouraged the Board to re-consider the suggestion to omit 'sexual orientation' from the policy, and he reminded the Board that, as educators, we must support *all* of our students.

2) Audra Ritter (*CATA President*):

Mrs. Ritter spoke about the changes and challenges confronting CASD. She assured everyone that CATA is focused. Mrs. Ritter quoted the District's Mission Statement and how it correlates to the students, as she reminded everyone to stay focused, despite the release of the investigative reports, for the sake of the students, ensuring them that they are the best in Chester County.

## **EXECUTIVE SESSION**

- An executive session was held at 5:30 p.m. on Tuesday, January 27, 2015 for legal, personnel and collective bargaining purposes.
- An executive session was held on Saturday, January 17, 2015 for legal, personnel, and collective bargaining purposes.
- An executive session was held on Wednesday, January 7, 2015 for legal and personnel reasons.

## **SUPERINTENDENT'S REPORT**

The superintendent's report was provided by Dr. Cathy Taschner.

## **IMPORTANT DATES**

<b>Date</b>	<b>Time</b>	<b>Meetings</b>	<b>Place</b>
February 10, 2015	6:00 PM	All Committee Meetings	9/10 Center Auditorium
February 16, 2015	~	<i>Observance of President's Day</i>	No School for Students & Staff
February 24, 2015	7:00 PM	School Board Meeting	9/10 Center Auditorium

## **SPECIAL REPORTS**

January is School Board Directors' month! Dr. Cathy Taschner presented the each board member with a Certificate of Recognition for their ongoing commitment to the students, faculty and staff of the Coatesville Area School District.

Dr. Taschner described events that took place during the Martin Luther King Day celebration on January 19<sup>th</sup> at the high school campus. She was moved by the “I have a dream...” speeches recited by the students, as she asked everyone to support the students in their dreams. A couple of the students have been invited to attend the February School Board Meeting to share their dream speeches.

Ms. Diane Brownfield plans on attending the C. C. I. U. Authority Board meeting in February.

The AFJROTC Military Ball was a success, and a good time was had by all!

The Board acknowledged Ms. Frances Sheehan and the Brandywine Health Foundation for their generous donation of five (5) Automated External Defibrillator machines to the Coatesville Area School District in honor of National Heart Month (*February*).

### **STUDENT REPRESENTATIVE’S REPORT**

The student representative’s report was provided by Katie Stefanski.

### **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** (*Dean Snyder, School Board President*)

**RECOMMENDED MOTION:** That the Board approve the consent agenda items:

Consent Agenda Approved Vote: 7-0-0
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*Items to be removed from Consent Agenda:*

- 2. G. Memo of Voluntary Consent
- 2. H. 1. a. 3) Resignation/Settlement Agreement between Angelo Romaniello & CASD
- 2. H. 6. a. 1) Job Elimination/Furlough – Non-Certified – Manager Custodial/Building & Grounds
- 2. H. 6. a. 2) Job Elimination/Furlough – Non-Certified – Maintenance Manager
- 2. H. 4. b. 1-3) Change of Status – Federation – Hedrick Cheung, Candelaria Lopez & Quincy Teel
- 5. F. Review of New Policy 103.1 - Non-Discrimination in Employment – 2<sup>nd</sup> Reading
- 5. G. Review of New Policy 103.2 – Equal Employment Opportunity Policy & Affirmative Action Program – 2<sup>nd</sup> Reading
- 5. H. Review of Revised Policy 104 - Non-Discrimination in Employment & Contract Practices – 2<sup>nd</sup> Reading
- 5. I. Review of Revised Policy 615 – Payroll Deductions–1<sup>st</sup> Reading
- 5. J. Review of Policy 309.1, Resignations of Administrative Employees - 1<sup>st</sup> Reading
- 5. K. Review of Policy 409.1, Resignations of Professional Employees - 1<sup>st</sup> Reading
- 5. L. Review of Policy 509.1, Resignations of Classified Employees – 1<sup>st</sup> Reading

Motion: Laurie Knecht

Second: Diane Brownfield

Vote: 7-0-0

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

A. **Bills Payable and Financial Statements**

**RECOMMENDED MOTION:** That the Board of School Directors approve the bills payable and the financial statements as submitted for the month ending December 31, 2014.

B. **Berkheimer One Source Comparison and Processing of Act 80 Records**

**RECOMMENDED MOTION:** That the Board of School Directors approve the proposal of Berkheimer One Source to provide Act 80 Comparison Records for the amount of \$745.00. The Act 80 Comparison accurately determines a taxpayer's resident taxing jurisdiction. The accuracy of the data is important when the district's personal income aid ratio is calculated.

C. **Valuation Engineers Incorporated Proposal for Appraisal Services**

**RECOMMENDED MOTION:** That the Board of School Directors approve the proposal of Valuation Engineers Incorporated to complete a district wide appraisal for an amount of \$14,500.00. This will correct audit finding 13-2 on page 47 of the 2012-13 audit report.

D. **Technology Staffing Agreement**

**RECOMMENDED MOTION:** That the Board of School Directors extend the Chester County Intermediate Unit Technology Staffing Agreement, as stipulated, until March 24, 2015.

E. **Reject Two-Way Radio Bids**

**RECOMMENDED MOTION:** That the Board of School Directors reject all bids received for Two Way Radio Services.

F. **Maillie LLP**

**RECOMMENDED MOTION:** That the Board of School Directors approve the proposal of Maillie LLP to audit the Coatesville Area High School Project #3400 for the time period of August 2006 - September 2010 for an estimated amount of \$2,500.00 plus out of pocket expenses (postage, copying, etc.). An independent audit report is required to complete the final cost report and establish the permanent reimburse rate. Attached is a sample of the independent auditor letter. (*Enclosure 5*)

G. **Memorandum of Voluntary Consent**

**RECOMMENDED MOTION:** That the Board of School Directors authorize the Superintendent to execute on behalf of the School District such Memorandum of Voluntary consent as requested in order to allow a search of school district records and other things in relationship to criminal investigations that the district attorney's office and/or law enforcement is/are conducting provided that the following conditions are met:

- 1) That this consent does not apply to any record or matter that is confidential under law or contract;
- 2) That the Superintendent does not object to the Consent of a particular request; provided that in these instances that the Superintendent does not sign a requested consent, that the Superintendent so advise the School Board.

Memo of Voluntary Consent
Approved
Vote: 7-0-0

Motion: Michele Maffei

Second: Deb Thompson

Vote: 7-0-0

**H. Human Resources**

**1. Resignations - Regular and Extra Duty**

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

a. ADMINISTRATION

- 1) Malinics, Martin, Network Manager for the Coatesville Area School District. Letter Dated: 1/14/15. Reason: Retirement. Effective: 3/12/15.
- 2) Olseski, Jr., Anthony F., Police Officer for the Coatesville Area School District. Letter Dated: 1/12/15. Reason: Retirement. Effective: 2/2/15.
- 3) Romaniello, Jr., Angelo – Assistant Superintendent for the Coatesville Area School District. Reason: Resignation. Resolution Dated: 1/26/2015. Effective: 1/31/2015.

**Resignation/Settlement Agreement between Angelo Romaniello & CASD**

**Recommended Motion:** That the Board of School Directors approve the settlement agreement between Dr. Angelo Romaniello, Jr. and the Coatesville Area School District, as presented, and that the Board of School Directors accept Dr. Romaniello's resignation.

Resignation/Settlement Romaniello, Jr.  Approved  Vote: 7-0-0
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Motion: Stuart Deets      Second: Diane Brownfield      Vote: 7-0-0

b. CATSS

- 1) Grannells, Bonnie, Facilities Secretary for the Coatesville Area School District. Letter Dated: 12/15/14. Reason: Retirement. Effective: 2/2/15.
- 2) Hooper, Wendy, 2.0 Hour Cafeteria/Playground Aide for the King's Highway Elementary School. Letter Dated: 12/18/14. Reason: Personal. Effective: 12/31/14.
- 3) Patton, Gwen, 6.5 Hour Special Education Classroom Aide for the Friendship Elementary School. Letter Dated: 1/12/15. Reason: Retirement. Effective: 1/12/15.

c. FEDERATION

- 1) Montgomery, Tyler, Substitute Custodian for the Coatesville Area School District. Letter Dated: 1/12/15. Reason: Personal. Effective: 1/12/15.
- 2) Priori, Mario, Tradesman Electronic Technician for the Coatesville Area School District. Letter Dated: 1/14/15. Reason: Retirement. Effective: 1/23/15.

d. EXTRA DUTY

- 1) Haiko, Kristi, Assistant Cheerleading Coach for the Coatesville Area Senior High School Campus. Letter Dated: 1/6/15. Reason: Personal. Effective: 1/6/15.
- 2) Herr, Ashley, 8<sup>th</sup> Grade Track Coach for the South Brandywine Middle School. Letter Dated: 1/6/15. Reason: Personal. Effective: 1/6/15.
- 3) Hummel, Matthew, 7<sup>th</sup> Grade Track Coach for the South Brandywine Middle School. Letter Dated: 1/14/15. Reason: Personal. Effective: 1/14/15.

2. **New Appointments - Regular and Extra Duty**

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

a. EXTRA DUTY

- 1) Holmes, Cassandra, 21<sup>st</sup> CCLC (Cohort 6A) Afterschool Program Aide for the South Brandywine Middle School. Salary: \$10.50/hr. Effective: 1/12/15. SP4: Staff.

3. **Leave(s) of Absence**

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

a. ADMINISTRATION

- 1) Conlin, Ray, Benefits and Safety Specialist for the Coatesville Area School District. Letter Dated: 12/23/14. Effective: 1/19/15 – 3/16/15.
- 2) Foley, Robert, Maintenance Manager for the Coatesville Area School District. Letter Dated: 12/2/14. Effective: 12/2/14 – 1/16/15.
- 3) MacNamara, Joseph, Assistant Principal for the Coatesville Area Senior High School Campus – 9/10 Center. Letter Dated: 11/24/14. Effective: 11/17/14 – 11/25/14.
- 4) Skiles, Lisa, Cook/Manager for the King's Highway Elementary School. Letter Dated: 1/13/15. Effective: 12/10/14 – 2/23/15.
- 5) Zeigler, Erika, Director of Human Resources for the Coatesville Area School District. Letter Dated: 11/20/14. Effective: 3/5/15 – 5/28/15.

b. CATA

- 1) Chalfant, W. Jesse, 3<sup>rd</sup> Grade Teacher for the King's Highway Elementary School. Letter Dated: 12/18/14. Effective: 2/23/15 – 4/1/15.



- 2) Polk, Erica, ESL Teacher for the Coatesville Area Senior High School Campus. Letter Dated: 12/8/14. Effective: 2/3/15 – 4/3/15.
- 3) Shick, Erin, Kindergarten Teacher for the King’s Highway Elementary School. Letter Dated: 12/23/14. Effective: 1/14/15 – 2/12/15.
- 4) Struk, Irena, Spanish/Russian Teacher for the Coatesville Area Senior High School. Letter Dated: 12/5/14. Effective: 12/8/14 – 12/19/14.

c. FEDERATION

- 1) Jelke, Rose, 5.25 General Utility Worker for the King’s Highway Elementary School. Letter Dated: 12/9/14. Effective: 12/11/14 – 12/19/14.
- 2) Raysor, David, Custodian for the Coatesville Area Senior High School. Letter Dated: 12/30/14. Effective: 12/31/14 – 1/23/15.

4. **Change of Status**

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

a. CATSS

- 1) Loughead, Paula, move from 4.75 Hour Instructional Aide for the Rainbow Elementary School to 6.5 Hour Special Education Classroom Aide for the Friendship Elementary School. Effective: 1/20/15.

b. FEDERATION

- 1) Cheung, Hedrick, move from Custodian Level “D” @ \$18.68/hr. for the Benner Building to Custodian Level “C” @ \$19.07/hr. for the Benner Building. Effective: Retroactive to 10/31/14.
- 2) Lopez, Candelaria, move from Custodian Level “B” @ \$19.48/hr. for the Coatesville Area Senior High School to Custodian Level “A” @ \$20.05/hr. for the Coatesville Area Senior High School. Effective: Retroactive to 10/16/14.
- 3) Teel, Quincy, move from Custodian Level “C” @ \$19.07/hr. for the Coatesville Area Senior High School to Custodian Level “B” @ \$19.48/hr. for the Coatesville Area Senior High School. Effective: Retroactive to 11/1/14.

Change of Status Federation  Hedrick Cheung Candelaria Lopez Quincy Teel  Approved  Vote: 7-0-0
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*Motion items 1, 2 & 3 were ratified under one vote:*

Motion: Deb Thompson      Second: Diane Brownfield      Vote: 7-0-0

5. **Tenure**

**RECOMMENDED MOTION:** That the Board of School Directors approve tenure for the following temporary professionals who have been certified by the District Superintendent as being eligible for the professional status. Each person shall be provided with a Professional Employee Contract per Section 1108 of the School Code.

Paul Girafalco - 8/22/14

Terence Wiggins - 8/22/14

6. **Job Elimination / Furlough(s)**

**RECOMMENDED MOTION:** That the Board of School Directors approve the Resolution concerning the Custodial/Building and Grounds Manager and the Maintenance Manager.

a. NON-CERTIFIED

- 1) Como, Matthew, Custodial/Building & Grounds Manager for the Coatesville Area School District. Effective: 1/27/2015.
- 2) Foley, Robert, Maintenance Manager for the Coatesville Area School District. Effective 1/27/2015.

Job Elimination Matt Como Robert Foley  Approved  Vote: 7-0-0
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*Motion items 1 and 2 were ratified under one vote:*

Motion: Deb Thompson

Second: Diane Brownfield

Vote: 7-0-0

7. **Change of Status**

**RECOMMENDED MOTION:** That the Board of School Directors approve the revised job description for the Energy Manager, as presented, and that the title of the job description be amended to add the words 'Maintenance and Custodial'.

a. NON-CERTIFIED

- 1) Davis, Keith, Energy, Maintenance & Custodial Manager for the Coatesville Area School District. Effective: 1/28/2015.

8. **Employment Dismissal – Megan Testa**

**RECOMMENDED MOTION:** That the Board of School Directors approve the recommendation of the Administration that Megan Testa be dismissed from employment effective immediately, subject to whatever rights she may have under any collective bargaining agreement, it being expressly understood that the School District hereby retains any and all defenses it has under the collective bargaining agreement, applicable law or otherwise, and that racist postings by School District personnel and officials on social media or otherwise will not be tolerated.

I. **Board Treasurer – Loree Lonsinger**

**RECOMMENDED MOTION:** That the Board of School Directors approve Loree Lonsinger as the Board Treasurer.

**J. Donation of Defibrillators**  
**RECOMMENDED MOTION:** That the Board of School Directors accept the donation of five (5) Automated External Defibrillator machines from the Brandywine Health Foundation to be mounted in acceptable areas in the Coatesville Area School District buildings.

**K. Vice President to Sign Agreements, Supplement Agreements & Other Documents**  
**RECOMMENDED MOTION:** That the Board of School Directors allow the Vice President to sign all agreements, supplement agreements or other documents as needed in the President's absence.

**3. EDUCATION COMMITTEE (Deborah Thompson, Chair)**

**A. Homebound Instruction Students**  
**RECOMMENDED MOTION:** That the Board of School Directors approve the Homebound Instruction for students #002, #003, #004, #005 and #006.

**B. 2015-2016 School Calendar**  
**RECOMMENDED MOTION:** That the Board of School Directors approve the school calendar for the 2015-2016 school year.

**C. Lock in Graduation Date**  
**RECOMMENDED MOTION:** That the Board of School Directors approve Thursday, June 4, 2015 as the official date for graduation ceremonies for the Class of 2015.

**D. Lifetouch Photography Agreement**  
**RECOMMENDED MOTION:** That the Board of School Directors approve Lifetouch Photography Agreement for the 2015-2016 school year for 9/10 Center.

**E. Community Partnerships**  
**RECOMMENDED MOTION:** That the Board of School Directors approve the following Community Organizations as Community Partners with the Coatesville Area School District:

- 1) Bridge Academy (*Enclosure 6*)
- 2) Coatesville Community & Educational Foundation

**4. OPERATIONS COMMITTEE (James Hills, Chair)**

**A. Technology Audit Report**  
**RECOMMENDED MOTION:** That the Board of School Directors accept the findings and recommendations of the Technology Audit Report completed by the Chester County Intermediate Unit.

**B. Demand Response Program**  
**RECOMMENDED MOTION:** That the Board of School Directors approve Johnson Controls for Demand Response Programs.

5. **POLICY COMMITTEE** (*Ann Wuertz, Chair*)

A. **Review of Policy 601 – Budget & Financial Management – 1<sup>st</sup> Reading**

**RECOMMENDED MOTION:** That the Board of School Directors approve the 1<sup>st</sup> reading of Policy 601, Budget and Financial Management.

B. **Review of Revised Policy 348–Unlawful Harassment for Administrative Employees–2<sup>nd</sup> Reading**

**RECOMMENDED MOTION:** That the Board of School Directors approve the 2<sup>nd</sup> reading of revised Policy 348, Unlawful Harassment for Administrative Employees, with revisions.

C. **Review of Revised Policy 448–Unlawful Harassment for Professional Employees–2<sup>nd</sup> Reading**

**RECOMMENDED MOTION:** That the Board of School Directors approve the 2<sup>nd</sup> reading of revised Policy 448, Unlawful Harassment for Professional Employees, with revisions.

D. **Review of Revised Policy 548–Unlawful Harassment for Classified Employees–2<sup>nd</sup> Reading**

**RECOMMENDED MOTION:** That the Board of School Directors approve the 2<sup>nd</sup> reading of revised Policy 548, Unlawful Harassment for Classified Employees, with revisions.

E. **Review of New Policy 103.1 – Non-Discrimination in Employment – 2<sup>nd</sup> Reading**

**RECOMMENDED MOTION:** That the Board of School Directors approve the 2<sup>nd</sup> reading of Policy 103.1, Non-Discrimination in Employment.

F. **Review of New Policy 103.2 – Equal Employment Opportunity Policy and Affirmative Action Program – 2<sup>nd</sup> Reading**

**RECOMMENDED MOTION:** That the Board of School Directors approve the 2<sup>nd</sup> reading of Policy 103.2, Equal Employment Opportunity Policy and Affirmative Action Program, with amendments.

G. **Review of Revised Policy 104 – Non-Discrimination in Employment and Contract Practices – 2<sup>nd</sup> Reading**

**RECOMMENDED MOTION:** That the Board of School Directors approve the 2<sup>nd</sup> reading of Policy 104, Non-Discrimination in Employment and Contract Practices, and waive the 30-day public review, as amended.

*Motion items F, G and H were ratified under one vote:*

Motion: Michele Maffei

Second: Deborah Thompson

Vote: 6-1-0

H. **Review of Revised Policy 615 – Payroll Deductions – 1<sup>st</sup> Reading**

**RECOMMENDED MOTION:** That the Board of School Directors approve the 1<sup>st</sup> reading of Policy 615, Payroll Deductions, to add the Coatesville Community Education Foundation. (*Enclosure 7*)

Review of New/Revised Policies 103.1 103.2 104  Approved  Vote: 6-1-0  Opposed: Knecht
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- I. Review of New Policy 309.1 – Resignations of Administrative Employees – 1<sup>st</sup> Reading**  
**RECOMMENDED MOTION:** That the Board of School Directors approve the first reading of Policy 309.1, Resignation of Administrative Employees. (*Enclosure 8*)
- J. Review of New Policy 409.1 – Resignations of Professional Employees – 1<sup>st</sup> Reading**  
**RECOMMENDED MOTION:** That the Board of School Directors approve the first reading of Policy 409.1, Resignation of Professional Employees. (*Enclosure 9*)
- K. Review of New Policy 509.1 – Resignations of Classified Employees – 1<sup>st</sup> Reading**  
**RECOMMENDED MOTION:** That the Board of School Directors approve the first reading of Policy 509.1, Resignation of Classified Employees. (*Enclosure 10*)

Review of New/Revised Policies 615 309.1 409.1 509.1  Approved  Vote: 7-0-0
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*Motion items I, J, K and L were ratified under one vote:*

Motion: Deborah Thompson    Second: Diane Brownfield    Vote: 7-0-0

### **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) Fonz Newsuan commented on information he acquired by reading the Grand Jury Investigative Report. He believes the performance of the Human Resources Director should be re-evaluated, and investigated to the fullest, in regards to her complicity in hiring irregularities in the school district. If irregularities are discovered, contrary to procedures set forth by school district, he feels her position with CASD should be terminated. No administrator should be so threatened by a superintendent, or anyone else who serves in a similar capacity, that they fail to blow the whistle or uphold the integrity of the Coatesville Area School District. He also expressed his dissatisfaction in learning of the inflated percentages of Mr. Como's raises.
- 2) Greg Wynn requested the status, and the release date, of the Conrad O'Brien report.
- 3) Bill Androwick read a prepared statement addressing the Board and Administration on their decision to eliminate his position while he was out on a medical leave of absence.
- 4) Vince Rose (*Caln Township*) thanked Dr. Taschner for attending the Caln Elementary School Science Fair. He also thanked Dr. Taschner for her transparency, and for caring.
- 5) Coleen Beckershoff reminded the audience that November elections are coming soon and to be mindful about getting out the vote to replace unfavorable board members who do not represent [us], so that sins of the past are not repeated, and to be a 'voice'.
- 6) Mary Beth Guiseppa suggested gathering a group of students, and/or having a fierce conversation with teachers, to determine where things are going wrong in CASD, before recommending additional training for the teachers.

### **ADDITIONAL BOARD MEMBERS' REPORTS**

Several comments were made by various board members about the District's immediate needs, and how the Board might partner with teachers to make the learning experiences better for our students and included discussion on what it will take to get more parents involved.

Dr. Cathy Taschner was pleased to acknowledge these discussions concerning the students and academic achievement. She thanked everyone involved in the discussion and felt this was a good meeting.

### **INFORMATION ITEMS**

- CASD & Charter School Enrollment Report as of January 1, 2015 (*Enclosure 11*)

### **ADJOURNMENT**

This meeting was adjourned at 8:52 p.m. on a motion by Laurie Knecht and seconded by Diane Brownfield.

Respectfully submitted,  
*Karen Jackson, Recording Secretary*

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Ronald G. Kabonick, School Board Secretary

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