

**BOARD AGENDA**  
**February 24, 2011**  
**7:30 P.M.**  
**Avon Grove Intermediate School**

- **CALL TO ORDER**
- **ROLL CALL**
- **PLEDGE OF ALLEGIANCE**
- **COMMITTEES**
  - Facilities – Dennis Gerber
  - Curriculum – Debra L’Heureux
  - CCIU – Bonnie Wolff
  - Personnel – Bonnie Wolff
  - Finance/Budget – Bill Pew
  - PA Legislative Committee and Policy Updates - Jack Bartley
- **AD HOC COMMITTEES**
  - Strategic Facilities Committee – Bob Weidenmuller
  - Community Outreach Committee – Bob Weidenmuller
- **PRESENTATIONS**
  - Pamela Baker, Barbacane Thornton & Company LLP – 2009-2010 Audit
- **STUDENT COMMENTS**
- **PUBLIC COMMENT**
  - Comments must be addressed to agenda items only. Comments by individual members of the public will be limited to two (2) minutes during each comment period in accordance with the Board’s rules. All statements shall be directed to the presiding officer rather than to individuals.

**BUSINESS OFFICE**

- I. **Motion** to acknowledge receipt of the Avon Grove School District Audit Report as of and for the fiscal year ended June 30, 2010, prepared by Barbacane, Thornton and Company, Certified Public Accountants.
- II. **Motion** to approve the removal of delinquent tax liens on mobile home properties, as listed.
- III. **Motion** to approve Change Order #7, in the amount of \$24,949.82, for the Fred S. Engle Middle School Repairs and Limited Alterations project, in the favor of Bob Smith Contractors, Inc.

- IV. **Motion** to authorize the transfer of \$3,000,000.00 to the Avon Grove School District Capital Projects Fund to provide funds for capital improvements and equipment purchases.
- V. **Motion** to approve an Agreement with PECO Energy Company for Interruptible Electric service at all district owned buildings from June 1, 2011 to May 31, 2012, with an annual cost benefit to the district of \$21,576.00.
- VI. **Motion** to approve an addendum to Modular Classroom Lease #1950, for the lease of modular classrooms at the Fred S. Engle Middle School, at an annual cost of \$16,800.00, for a five year term, effective July 1, 2011.

VII. **Motion** to approve the following financial reports for the month of **January, 2011**  
**Financial Reports:**

General Fund	Food Service Fund
Capital Projects Fund	Student Activity Fund

VIII. **Motion** to approve Bills for payment: **February 3, 2011 – February 16, 2011**

General Fund	Wire Transfers	\$1,203,327.64	
	#63345- #63517	<u>\$794,429.55</u>	\$1,997,757.19
Capital Projects Fund	#63519 - #63520		\$25,299.65
Cafeteria Fund	#3429 - #3443		\$36,215.93
Student Activity Fund	#0420 - #0439		\$6,833.57
Total			<u>\$2,066,106.34</u>

**RECOMMENDED ACTIONS (Routine, Personnel, Staff and Students)**

- **Motion** to approve the consent agenda consisting of Routine, Personnel, Staff and Students.

I. **Routine**

- A. School Board Minutes of February 3, 2011 and February 10, 2011.

II. **Personnel**

**A. Resignations/Releases/Retirements/Leaves:**

**Instructional**

- 1. Approve the following retirements in accordance with the Voluntary Incentive Retirement Program detailed in the Memorandum of Understanding (MOU) between the Avon Grove School District Board of School Directors and the Avon Grove Education Association dated February 3, 2011. The retirement are effective at the conclusion of the 2010-2011 school year.

Name	Current Assignment	Applicable MOU Section
Caroline Hocking	Teacher, Penn London Elementary	19.2
Nancy Murphy	Teacher, Penn London Elementary	19.2

**Non-Instructional**

1. Family and Medical Leave of Absence of **Paul Grimsey**, Custodian at Penn London Elementary School, beginning on January 5, 2011, and returning on March 17, 2011.

**B. Appointments**

**Instructional**

1. Appointment of **Nicole Farina** as a Long Term Substitute at Avon Grove Intermediate School, effective February 8, 2011 through the end of the 2010-2011 school year. Ms. Farina is a graduate of Penn State University (B.S. Special Education). Reason for the opening: Resignation of Barbara Moyer.

**Non-Instructional**

1. Appointment of **Denise Solon** as Instructional Aide – English Language Learners at Fred S. Engle Middle School, at \$11.58/hour, 5.5 hours/day, 182 days/year, effective February 25, 2011 through the end of the 2010-2011 school year. Reason for opening: Resignation of Lucinda Robinson-Currie. This position is grant funded (Title III) through the end of the 2010-2011 school year.
2. Change of Status of **Bob Combs** from Head Custodian (M1) at \$14.59 per hour to Full-Time Custodian (M3) at \$12.27 per hour, effective October 4, 2010. Reason for change of status: Employee’s request.

**III. Staff and Students**

**A. Conference Request:**

- Avon Grove High School Indoor Track Team to attend the PTFCA Indoor State Championships at Penn State University, State College, PA on February 25 – 26, 2011. Total cost paid per student: \$50.50.

- B. Motion** to approve the following supplemental contracts for the 2010 – 2011 school year upon the execution of a signed contract:

***Avon Grove High School***

<b>Supplemental</b>	<b>Employee</b>
Soccer, Girls’ – Head Coach	Peter J. Rohall
Baseball Head Coach	Tim Rector
Baseball, Asst 1 (V)	John Wockenfuss-80%,George Allen-20%
Baseball, Asst 2 (JV)	Robin Prescott-50%- George Allen-50%
Baseball, Asst 3 (9th Grade)	John Hashagen-40%,Jason McGehean-50%
Softball Head Coach	Vic Pesce
Softball, Asst 1 (V)	Mark Odren
Softball, Asst 2 (JV)	Jackie Kline

Softball, Asst 3 (JV)	Justine Walter
Lacrosse, Boys' Head Coach	Eric Jackson
Lacrosse, Boys', Asst 1	Keevin Gailbraith
Lacrosse, Boys' Asst 2	Jamie Schemmer
Lacrosse, Girls' Head Coach	Lisa Schweiger
Lacrosse, Girls', Asst 1	Lauren Morton
Lacrosse, Girls' Asst 2	Mary Montgomery
Tennis, Boys' Head Coach	Angie Wilson
Tennis, Boys' Asst 1	Debbie Ward
Track, Boys' Head Coach	Carl Benson
Track, Boys' Asst 1	Paul Eyanson
Track, Boys', Asst 2	Bill Langhorne
Track, Girls' Head Coach	Wayne Howard
Track, Girls', Asst 1	Abby Davis
Track, Girls', Asst 2	Warren Jarret
Volleyball, Boys' Head Coach	John Regener
Volleyball, Boys', Asst 1	Andrew Moister

C. **Motion** to approve the following Memorandum of Understanding between The Avon Grove School District and the Avon Grove Education Association.

**MEMORANDUM OF UNDERSTANDING**

**Recitals**

**WHEREAS, the Avon Grove School District ("School District) and the Avon Grove Education Association ("Association") are parties to a collective bargaining agreement ("CBA"); and**

**WHEREAS, there is nothing in the CBA addressing certain issues associated with reduction in force or seniority; and**

**WHEREAS, the parties would like to agree on certain rules pertaining to reduction in force or seniority in order to avoid confusion or disputes;**

**NOW, THEREFORE, intending to be legally bound hereby, the parties agree to the following effective on the date last signed by either party hereto:**

- 1. In the event of a reduction in force, there shall be "straight line" realignment and not "checkerboard" realignment.**
- 2. Seniority shall be calculated in accordance with the following rules:**
  - a. Seniority shall be defined by the length of continuous service (including approved leaves of absence) in the school district calculated from the date of board approval of their employment with the district or the first date of employment, whichever is earlier. If records do not exist as to the first date of work where that is earlier than the board approval date, the first work day of the school year shall be used.**
  - b. In the event that two or more employees were approved for employment on the same day, and otherwise have the same seniority, it will be deemed that the employees have a tie in seniority, which will be broken by drawing names from a basket at a meeting scheduled on a date and time mutually agreed upon the parties. The affected employees shall have the right to attend this lottery.**

- c. **During employment on a part-time basis in the bargaining unit, proportionate seniority credit shall be granted;**
  - d. **Fractional service shall be rounded to the nearest tenth of a year, both for purposes of part-time service and for service that is less than a year in length. For service that is less than a year in length, the fraction shall be determined by the number of work days employed during the year, divided by the total number of work days for that individual during the year. The fraction shall then be converted to a decimal and then rounded to the nearest tenth.**
  - e. **If there is a break in service, seniority shall not be counted for the time before the break in service or during the break in service. A break in service shall mean a time when there is no employment relationship between the School District and employee resulting from such things as retirement, resignation and dismissal.**
3. **The School District shall prepare a seniority list within thirty (30) calendar days of the effective date of this MOU and shall provide a copy to the Association.**
- a. **The seniority list shall state the length of service and the areas of certification of each employee. It shall be organized with the employee with the most seniority at the top and the employee with the least seniority at the bottom.**
  - b. **The Association shall review the seniority list and shall advise the School District in writing within twenty (20) calendar days of its receipt of the seniority list whether it believes there are any errors in the seniority list.**
  - c. **In the event that the Association believes that there are errors, the Association shall identify those errors specifically and state the rationale for its position for each alleged error identified. The School District and the Association meet at a mutually convenient date within ten (10) calendar days to review the situation and to attempt to resolve all disputes. In the event that the parties cannot resolve their differences, they shall select Margi Brogan, John Skonier, Tim Brown or Bob Gifford, (or some other mutually agreeable arbitrator) to act as an arbitrator to resolve the dispute. The decision of the arbitrator shall be final and binding and neither side may file an appeal. The parties agree that time is of the essence and that the arbitrator who can meet the soonest shall be utilized unless the parties mutually agree otherwise.**
  - d. **The seniority list shall be considered binding and not subject to attack except with regard to those situations specifically identified as stated above. When the disputes that may be identified above have been resolved in accordance with the foregoing procedures, the entire seniority list shall be deemed final and binding.**
4. **The seniority list shall be updated as employees are hired or assigned into the bargaining unit and as a break in service arises for any employees. A copy of the seniority list shall be provided to the Association on or about October 30 each year and upon request, provided that the Association will not make an unreasonable number of requests in any year. The parties agree to meet at least once a year no later than November 30 of each year, to review the seniority list. If there are any disputes as to the seniority list, it shall be resolved in accordance with the procedures set forth above.**
- D. **Motion** to accept a donation from the West Grove – Avondale Rotary Club, as per School Board Policy #702 and the Gift Policy Procedures Guidelines, for Avon Grove Intermediate School Robotics Club (Valued at \$500).
  - E. **Motion** to retain Sweet, Stevens, Katz & Williams LLP to provide services to the Avon Grove School District during the 2010-2011 school year at a cost of \$7,500.00 per year.

F. **Motion** to approve the Avon Grove School District Calendar for the 2011-2012 school year.

G. **Motion** to approve additional District Substitutes for the 2010-2011 school year as listed below:

Last Name	First Name	
Robinson	Dawn	Non-Instructional
Stahl	Jill	Instructional

**III. Transportation**

**IV. Facilities**

**V. Curriculum**

**• OLD BUSINESS**

- Proposed School Board Policy #707 – Use of School Facilities, #707AR Administrative Rule – Use of School Facilities and Facility Use Fees.

**• NEW BUSINESS**

**• SUPERINTENDENT’S REPORT**

**• UPCOMING MEETINGS AND EVENTS**

**• ADDITIONAL INFORMATION**

**• PUBLIC COMMENT**

- Comments may be made about any school district issue. Comments by individual members of the public will be limited to two (2) minutes during each comment period in accordance with the Board’s rules. All statements shall be directed to the presiding officer rather than to individuals. The presiding officer may interrupt or terminate a participant’s statement when the statement is abusive, repetitive or disruptive.

**• ADJOURNMENT** Time