

BOARD AGENDA
February 3, 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**
 - Mr. Connor, Assistant Principal, Avon Grove High School - Student Athletic Recognition
 - Michelle Murphy, Avon Grove Sports Boosters – Field Signage
- **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 authorize the administration to post and make available for public inspection the Proposed Preliminary 2011-2012 General Fund Budget **OR** adopt a Resolution to opt out of the Act 1 of 2006 budget process and limit any 2011-2012 real estate tax increase to the Act 1 Index of 1.8%.
- II. **Motion** to approve Charge Order number one, in the amount of \$29,750.00, in the favor of GEN II Contracting Company, Inc. for the Penn London Elementary School Roof Replacement Project.

III. **Motion** to approve the following financial reports for the month of **December, 2010**

Financial Reports:

General Fund	Food Service Fund
Capital Projects Fund	Student Activity Fund

IV. **Motion** to approve Bills for payment: **January 6, 2011 – January 19, 2011**

General Fund	Wire Transfers	\$624,961.97	
	#63031- #63196	<u>\$704,993.14</u>	\$1,329,955.11
Capital Projects Fund	#63197 - #63199		\$73,252.33
Cafeteria Fund	#3396 - #3414		\$46,947.57
Student Activity Fund	#0405 - #0416		\$3,080.28
Total			<u>\$1,453,235.29</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 January 4, 2011
- B. School Board Minutes of January 13, 2011

II. Personnel

A. Resignations/Releases/Retirements/Leaves:

Non-Instructional

- 1. Resignation of **Michelle Buchanan**, General Cafeteria Worker at Fred S. Engle Middle School, effective January 21, 2011.

B. Appointments

Instructional

- 1. Appointment of **Jeanette Bergman** as Long Term Substitute at Fred S. Engle Middle School effective on or about February 8, 2011 through the end of the 2010/2011 school year, Step 1, Master's (pro-rated). Ms. Bergman is a graduate of Pennsylvania State University (B.A. English), and Gwynedd-Mercy College (Master Teacher Elementary Certification). Reason for opening: Family and Medical Leave of Absence/Childrearing Leave of Kelly Luckowski.

III. Staff and Students

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

Fred S. Engle School

Supplemental	Employee
Baseball, Boys, Gr 7	Matthew Tosti

B. **Motion** to approve the following student teachers for the 2010-2011 school year:

Student Teacher	College/University	Dates	Cooperating Teacher	School
Kelly McCune	U of D	01/28/11-03/18/11	Kim Rollings	PLE
Kelly McCune	U of D	03/22/11-05/20/11	Julie Boyd	MS
Ashley Mortimer	U of D	02/07/11-05/20/11	Amy Moschetto	HS
Kayla Noll	West Chester	03/14/11-05/05/11	Dawn Smith	PLE
Alexia Justis	U of D	02/07/11-05/20/11	Bill Stolle	HS

C. **Conference Request:**

- **Avon Grove High School Cheerleaders** to attend the Ches-Mont Championship at Henderson High School in West Chester, PA on Sunday, January 30, 2011. Total cost of trip: \$350.00; Funding Source: Avon Grove High School athletic account
- **Dr. Wendi Lee Foltz** to attend the 2011 Educational Office Professionals Conference at Penn State University on April 13 – 15, 2011. Funding Source: Educational Office Professionals Organization.
- **Avon Grove High School Cheerleaders** to attend the National Cheerleading & Dance Championship in Atlanta, GA on February 17-21, 2011. All expenses will be paid by the Cheerleaders and High School Sports Boosters.

D. **Motion** to approve the following individuals who have been evaluated as satisfactory, and are, therefore, eligible for tenure status and a professional employee contract:

Employee	School
Gail Berardi	PLE
Melissa Naylor	AGIS

E. **Motion** to approve the Agreement Between the Avon Grove School Board of School Directors and The Avon Grove Education Support Professional Association to modify the terms of the Collective Bargaining Agreement to provide for A Voluntary Retirement Incentive Program.

AGREEMENT
Between the Avon Grove School District Board of School Directors
And
The Avon Grove Educational Support Professional Association

WITNESSETH:

WHEREAS, the Avon Grove School District School Board of School Directors (“Board”) and the Avon Grove Educational Support Professional Association (“Association”) are presently parties to

a collective bargaining agreement covering the period of July 1, 2009 through June 30, 2014 (“CBA”); and

WHEREAS, it is the intent of the Board and Association to modify the terms of the CBA to provide for A Voluntary Retirement Incentive Program; and

NOW, THEREFORE, the Board and Association agree to modify the terms of the CBA as follows:

- 1) At the conclusion of the 2010-2011 school year, a full-time employee who has twenty-five (25) years of service and is eligible for full retirement benefits under PSERS guidelines, and who elects to retire at the end of the 2010-2011 school year will receive a payment of five thousand (\$5,000) dollars. Employees who are less than full-time shall have the payment prorated based on the number of scheduled hours per year divided by 2,088 hours multiplied times \$5,000.
- 2) The effective date of retirement must fall between the last student day of the 2010-2011 school year and the first student day of the 2011-2012 school year.
- 3) Employees must notify in writing the Administration of their intent to retire by March 3, 2011, in order to be entitled to receive the aforesaid payment. Time is hereby declared to be of the essence.
- 4) The Board may, at its discretion, waive any and all eligibility requirements on an individual basis. This waiver is not to be considered precedent-setting, or a past practice.

IN WITNESS WHEREOF, the parties hereto by their respective officers who are duly authorized to act on behalf of their principals have executed this agreement in accordance with the laws of this Commonwealth.

- F. **Motion** to approve the Agreement Between the Avon Grove School Board of School Directors and The Avon Grove Education Association to modify the terms of the Collective Bargaining Agreement to provide for A Voluntary Retirement Incentive Program.

AGREEMENT
Between the Avon Grove School District Board of School Directors
And
The Avon Grove Education Association

WITNESSETH:

WHEREAS, the Avon Grove School District School Board of School Directors (“Board”) and the Avon Grove Education Association (“Association”) are presently parties to a collective bargaining agreement covering the period of July 1, 2007 through June 30, 2012 (“CBA”); and

WHEREAS, it is the intent of the Board and Association to modify the CBA, Section 19.0, Voluntary Retirement Incentive Program; and

NOW, THEREFORE, the Board and Association agree to amend the CBA as follows:

19.0 VOLUNTARY RETIREMENT INCENTIVE PROGRAM

An early retirement incentive plan will be offered as follows:

1) At the conclusion of the 2010-2011 school year, any full time employee with at least fifteen (15) years of service in the district and who does not qualify for full retirement benefits under PSERS guidelines, who elects to retire, will receive a payment of ten thousand (\$10,000) dollars. This payment may be taken in one lump sum, payable at a time designated by the retiree. Payment must be taken within five years of retirement. The retiree may elect to take this payment in five (5) consecutive, equal annual payments beginning at a time designated by the retiree. Payments must begin within five years of retirement. Should a retiree die prior to receiving full payment, the remainder of the full amount shall be paid to the retiree's named PSERS beneficiary (beneficiaries).

2) At the conclusion of the 2010-2011 school year, any full time employee who is eligible for full retirement benefits under PSERS guidelines, and who elects to retire at the end of the 2010-2011 school year will receive a payment of twenty thousand (\$20,000) dollars. Payments will be made under the same terms as in Section (1) above.

3) Employees who are regularly scheduled to work less than full time (seven and one half hours per day, 190 days per year) who otherwise meet the eligibility requirements set forth in paragraphs 1 or 2 above, shall be eligible to receive a pro-rated incentive based on the number of hours and days worked as compared to full time employment.

4) Employees must notify in writing the Administration of their intent to retire by March 3, 2011, in order to be entitled to receive the aforesaid payments. Time is hereby declared to be of the essence.

5) The effective date of retirement must fall between the last student day of the 2010-2011 school year and the first student day of the 2011-2012 school year.

6) The Board may, at its discretion, waive any and all eligibility requirements on an individual basis. This waiver is not to be considered precedent-setting, or a past practice.

IN WITNESS WHEREOF, the parties hereto by their respective officers who are duly authorized to act on behalf of their principals have executed this agreement in accordance with the laws of this Commonwealth.

IV. Transportation

V. Facilities

VI. 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