

VIRTUAL SPECIAL BOARD MEETING

The Special Legislative Meeting of the Board of School Directors of the Cheltenham School District was held on Tuesday, July 14, 2020, at 7:02 p.m. virtually via Zoom. The meeting was called to order by Board President, Ms. Haywood. Those present were: Mr. Cohen, Ms. Haywood, Mr. England, Mr. Schultz, Ms. Henry, Ms. Lowman, Mr. Fishbein, and Mr. England, Dr. Smith – Assistant Superintendent, Dr. Marseille – Superintendent, Mr. Roos -Solicitor, Ms. Michaels, Business Manager, and Mrs. Mance -Secretary.

Mr. Pender was absent.

The following members of the staff were present:

- Mr. Barone, Director of Technology
- Ms. Collins, Director of Secondary Education
- Mr. Kaufman, Director of Communications
- Ms. Tolbert- Jackson, Director of Human Resources
- Dr. Gallagher, Director of Special Education
- Dr. Cheryl Horsey, Director of Student Services
- Mr. Teasdale, Director of Facilities

There were 40 attendees online for the virtual board meeting.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Cheltenham Board member Mr. Burdell-Williams

PUBLIC COMMENT ON AGENDA ITEMS ONLY

Sherry Hazlewood, Glenside asked; Why is the District changing Dr. Reilly’s title? If his current position is not eliminated, how will the position be justified and what advantage will the Cheltenham School District have by moving Dr. Reilly from Supervisor to Director? How can we raise the salary of two Administrators and consider eliminating jobs of the CLASP and 2<sup>nd</sup> shift custodial staff?

Dr. Marseille responded to the change in Dr. Reilly’s position.

APPOINTMENT OF NEW BOARD MEMBER

Upon motion by Mr. Burdell-Williams, seconded by Mr. Fishbein, the following resolution was adopted:

RESOLVED, upon recommendation of the Board of School Directors the Board appoints Jennifer Lowman as a new Board member to fill the seat vacated by Tyrone Scott, II, effective Tuesday, June 30, 2020.

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell - Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, and Mr. England. Absent: Mr. Pender. Negative: None. Motion unanimously adopted.

INDUCTION OF NEW BOARD MEMBER

The new Board member Ms. Jennifer Lowman was sworn in by Judge Steven Tolliver.

APPROVAL OF ANTI-RACISM RESOLUTION

Upon motion by Mr. England, seconded by Mr. Cohen, the following resolution was adopted:

**Resolution Affirming the Board of Directors of the Cheltenham School District Commitment to Anti-racist, Diverse, Equitable and Inclusive Schools**

**WHEREAS**, we are deeply saddened and outraged by the recent killing of George Floyd and countless other senseless killings and violence against black men and women. The subsequent protests have shined a spotlight on the harmful effects of systemic racism and inequality. Furthermore, the public response has highlighted the racial trauma that our black students,

families, staff, and communities have not only endured for centuries but continue to face today. We specifically acknowledge the pain and trauma expressed by present and former students of the Cheltenham School District on posts we have read, and continue to read, on the BlacksInMontco Instagram page.

**WHEREAS**, we must recognize that racism and hate have no place in our schools and society. However, we must understand that racism is systemic, and it is unconsciously and consciously rooted into our institutions, policies, and practices. Consequently, we acknowledge that we must look at our own school policies and practices through an anti-racist and equity lens to address racism and inequity that still exist within our own school community.

**WHEREAS**, we acknowledge that, in Cheltenham, the work of anti-racism has been taking place for many years, and with increased intensity for the last few years, but that our efforts have not made the kind of impact we wish on the experiences of and outcomes for our Black students.

**WHEREAS**, we acknowledge that we have a special opportunity in Cheltenham to tackle racism by committing to anti-racist actions aimed at eliminating the continuing harmful effects of racism and inequality because we are fortunate to live in a community with the kind of diversity not enjoyed in many other places. Here, the impact of racism is experienced by a much larger population of Black students, so that the harm is not theoretical but real. Here, our White students have daily opportunities to learn about and understand the continuing effects of racism experienced by their peers.

**WHEREAS**, we must listen to the voices of staff, students, families, and communities who have historically endured discrimination and marginalization. Their lived experiences and stories require attention, require respect, require empathy, and most importantly require action. Therefore, it is essential that we continue to expect that a diversity of students, families, and community members, specifically those that have been ignored, discriminated against, and marginalized, are heard and included on substantive school and district issues.

**WHEREAS**, we must better educate ourselves and seek to educate the community on the historical and current impact of racism and discrimination on our students, families, and communities, as well as understand our role in perpetuating such inequity. Through continuous professional development and engagement of our students, staff and community in honest conversations and listening sessions about racial inequity, we hope to build partnerships in the community committed to overcoming racism and other institutional barriers. By doing so, we can create opportunities to ensure that each child in our school district has the tools and supports needed to thrive.

**WHEREAS**, we must advocate to advance civil rights and cultivate an anti-racist school climate necessary to meet the needs of ALL students in our care. Our students, no matter their race, ethnicity, religion, gender, sexual orientation, socioeconomic status, language ability, disability, and other identities, deserve to feel safe, to feel seen, and to feel affirmed.

**WHEREAS**, we are committed to continuing our efforts to root out racist policies and practices.

**NOW, THEREFORE BE IT RESOLVED** that the Cheltenham School Board, unequivocally stand firm in our collective responsibility to foster an equitable and inclusive environment for every student, staff member, parent, and community member. We commit to use our role as school board directors to recognize, respond, and speak out against injustice and racial inequity in our school community. In support of this goal, the Cheltenham School Board commits to the following action steps: adopting an equity policy and plan, redoubling our efforts to provide cultural proficiency professional development, adopting curriculum that reflects the rich cultural diversity of our community and nation, and continuous evaluation of our policies, practices and data to address

APPROVAL OF ANTI-RACISM  
RESOLUTION  
(continued)

inequities in our schools. This specifically includes pursuing the ideals set forth in our recently adopted equity policy and listening to our students and their parents because their stories about the continuing impact of racist policies and practices must inform our efforts going forward.

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell - Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, Ms. Lowman, and Mr. England. Absent: Mr. Pender. Negative: None. Motion adopted.

Dr. Marseille thanked the Board for passing the Anti-Racism resolution.

PERSONNEL  
Appointment of  
Administrator  
Approval of Change in  
Position  
Approval of Change in  
Compensation  
Approval of New Position  
Appointment of Summer  
School Personnel  
Extra Duty/Extra Pay

Upon motion by Mr. Fishbein, seconded by Mr. England, the following resolution was adopted:

Resolved, upon recommendation of the administration the Board of School Directors approves the appointment of Kyaw (Joe) Myat as Supervisor of Technology, Administration Building, CASSA classification, at an annual 2020-2021 salary of \$100,000, prorated, to be hired provisionally pending statutory requirements, effective July 28, 2020.

Resolved, upon recommendation of the administration the Board of School Directors approves the administrator position of Director of S.T.E.M., per the position description provided to the Board, pursuant to Policy #301.

Resolved, upon recommendation of the administration the Board of School Directors approves the personnel listed, per attachment entitled "2020 Summer Experience Personnel", to serve as the Summer Experience Program Staff from July 06, 2020 through July 30, 2020, at an approved rate of \$36.90 per hour.

Resolved, upon recommendation of the administration the Board of School Directors approves the following Extra Duty/Extra Pay assignments, per the attachment, at a rate of \$227.50 per unit, as listed.

On roll call, the following voted in the affirmative: Mr. Cohen, Ms. Haywood, Mr. Burdell - Williams, Mr. Schultz, Ms. Henry, Mr. Fishbein, and Mr. England. Absent: Mr. Pender. Abstain: Ms. Lowman. Negative: None. Motion adopted.

Upon motion by Mr. Fishbein, seconded by Mr. Cohen, the following resolution was adopted:

Resolved, upon recommendation of the administration the Board of School Directors approves the ratification of a change in position for Dr. Brian Reilly, from: Supervisor of S.T.E.M. at the Administration Building, to: Director of S.T.E.M., CASSA classification, at an annual 2020-2021 at a salary of \$135,000, effective July 1, 2020.

On roll call, the following voted in the affirmative: Mr. Cohen, Mr. Schultz, Ms. Henry, Mr. Fishbein, and Mr. England. Absent: Mr. Pender. Abstain: Ms. Lowman. Negative: Mr. Burdell - Williams and Ms. Haywood. Motion adopted.

Upon motion by Mr. Cohen, seconded by Mr. England, the following resolution was adopted:

Resolved, upon recommendation of the administration the Board of School Directors approves the annual salary of David Teasdale, Director of Facilities and Maintenance, to be increased to \$135,000, effective July 1, 2020.

On roll call, the following voted in the affirmative: Mr. Cohen, Mr. Schultz, Mr. Fishbein, Mr. Burdell -Williams, and Mr. England. Absent: Mr. Pender. Abstain: Ms. Lowman. Negative: Ms.

Henry and Ms. Haywood. Motion adopted.

EDUCATIONAL AFFAIRS  
Approval of Instructional  
Materials Purchase/License  
from SAVAAS Learning  
Approval of Purchase  
Agreement for Professional  
Development Services  
Approval of Educational  
Services Agreements  
Acceptance of Donations

Upon motion by Mr. Fishbein, seconded by Mr. Burdell-Williams, the following resolution was adopted:

Resolved, upon recommendation of the administration the Board of School Directors approves the purchase of textbooks, digital licenses, and other instructional materials from SAVAAS Learning in the amount of \$80,458.26. Half of this amount will be paid during the 2020-2021 fiscal year, and the balance will be paid in the 2021-2022 fiscal year, as outlined in the attached documents.

Resolved, upon recommendation of the administration the Board of School Directors approves the purchase agreement with Solution Tree, as presented, for professional development services related to flexible scheduling at Cedarbrook Middle School and Cheltenham High School.

Resolved, upon recommendation of the administration the Board of School Directors approves the educational service agreements between the District and parents of the students identified below by confidential student number in the form presented to the Board:

- Student # 408391

RESOLVED, upon recommendation of the Administration the Board accepts the donation of \$100.00 from David and Carol Coffin for grocery gift cards for Cheltenham community families.

RESOLVED, upon recommendation of the Administration the Board accepts the donation of \$500.00 from James and Deepthi Foxhall for grocery gift cards for Cheltenham community families.

RESOLVED, upon recommendation of the Administration the Board accepts the donation of \$500.00 from Rotary International District 7450 for grocery gift cards for Cheltenham community families.

RESOLVED, upon recommendation of the Administration the Board accepts the donation of \$100.00 from Vahey Family Insurance for grocery gift cards for Cheltenham community families.

On roll call, the following voted in the affirmative: Mr. Cohen, Mr. Schultz, Mr. Fishbein, Mr. Burdell -Williams, Ms. Henry, Ms. Haywood, and Mr. England. Absent: Mr. Pender. Abstain: Ms. Lowman from items, 1, 2, & 3. Negative: None. Motion adopted.

PUBLIC COMMENT

Pam Albright, Melrose Park, shared a comment in regards to the Anti-Racism resolution.

Maria, Glenside asked; Why is the District giving raises when we are in a financial hardship?

Tori/ Cheltenham asked; Will there be a second look at students who need emotional support?

Tom Peterson, Cheltenham, commented on the CLASP and 2<sup>nd</sup> shift custodians being outsourced.

Ken Buckwalter, CSD staff member asked; What is the reason for giving Mr. Teasdale a raise?

MEETING ADJOURNED

Upon motion by Mr. Williams, seconded by Mr. Fishbein and unanimously approved, the meeting was adjourned at 8:32 p.m.

DocuSigned by:

*Crystal Mance*

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Secretary

DocuSigned by:

*Julie Haywood*

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President