



MINUTES  
**SPRING GROVE AREA SCHOOL DISTRICT  
BOARD OF SCHOOL DIRECTORS  
VOTING MEETING**

**DATE/TIME of MEETING:** November 8, 2021 @ 7:00 PM

**LOCATION of MEETING:** SPRING GROVE AREA MIDDLE SCHOOL  
244 OLD HANOVER ROAD, SPRING GROVE, PA

**ATTENDANCE:** **The following School Directors were in attendance:**  
Karen Baum, Maurice Gaskins, Cindy Huber, Ben Ramsay,  
Rachel Rohrbaugh, Todd Staub, Doug Stein, Dave Trettel, Doug White

**The following School Directors were absent:**

**The following Spring Grove Area School District Administrators were in attendance:**

Dr. George W. Ioannidis, Superintendent  
Dr. Steve Guadagnino, Assistant Superintendent  
Mr. Mark Czapp, Director of Business Operations/Board Secretary  
Ms. Karyn Brown, Director of Pupil Services

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A voting meeting of the Board of School Directors of the Spring Grove Area School District was held on Monday, November 8, 2021. Cindy Huber, Board President, called the meeting to order at 7:02 PM.

The Pledge of Allegiance was recited, and a moment of silence was observed. Roll call taken by the Board Recording Secretary reflected nine Board members present.

Huber reported there was an executive session held this evening at 6:00 PM for personnel and legal matters.

**SUPERINTENDENT UPDATE:**

Dr. Ioannidis reported that per a recent communication, Governor Wolf may be addressing a change in the mask order in January 2022. This report has no impact on the district's present operations; we continue to report positive case summaries to the Department of Health.

A discussion item included on this evening's agenda relates to a proposed onsite health care clinic. Ioannidis clarified that this item is not to consider a clinic for administration of the COVID vaccine; rather, the intent is to continue the conversation related to providing a venue for extension of health benefits to staff.

Ioannidis recognized Todd Staub and shared his personal appreciation for Staub's service to the District as a School Board Director since February 2013. Staub did not seek re-election at the close of his current four-year term; this evening marks his final meeting as board member. Cindy Huber also shared that Staub's financial background and leadership have been commendable. He has consistently bridged perspectives to make objective decisions for students.

Staub stated that his time on the school board has been a valuable experience. He shared that one of his main objectives has been to hire the superintendent. He has been proud to serve, and his years have been good.

**PUBLIC COMMENT:**

Micaela Nicholas, New Salem Borough, congratulated board members elected this week. Advocating for bus drivers and staff members, Nicholas stated that the option to mask should be extended to them as much as the district has given the choice to parents of students.

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Jordan Sharp, middle school student, expressed concerns about how the district is handling COVID-19 specifically related to mask exemptions. He believes current protocols have disregarded the health and safety of students and gave examples of another school that has taken a more stringent approach. As a student with a health condition, he takes the pandemic seriously and stated he does not feel safe in the school.

Damion Crawford, high school senior, stated that having experienced multiple acts of racism over the past two years, he does not feel he is being heard and he does not feel safe in the school.

**BOARD AND ADMINISTRATOR RESPONSE:**

Gaskins stated his appreciation for Staub as a colleague and valued friend and noted that Staub was influential in him serving on the board. Gaskins recognized student scholars who presented public comment and commended them for speaking. He reassured the students that they are being heard.

Ioannidis commended student presenters for their courage and gave credit to instructional staff for providing the educational skills necessary for them to address the board. Ioannidis stated that although there may not appear to be immediate actions, or a response may not appear to meet a specific request, the board and administration continue their commitment to treat every student and staff member with dignity, respect, and equity.

**CORRESPONDENCE:**

There was no correspondence.

**ACTION ITEMS:**

**PERSONNEL**

1. Following a report of the Personnel Committee's recommendations read by Doug Stein, Stein moved and Baum seconded the following:
  - A. Approval to acknowledge each administrative and Level V employee to be compensated an additional five (5) days of vacation at the current per diem rate of the employee, to be processed and payable with the first pay date in January 2022.
  - B. Approval of the following retirement resignation, with regret:
    - 1) Spring Grove Area School District Director of Pupil Services – Ms. Karyn Brown, effective August 5, 2022, for the purposes of retirement following 16 years of service to the School District and 31 years in education.
  - C. Approval of the following resignations:
    - 1) Spring Grove Area School District Instructional Assistant – Special Education – Personal Care – Ms. Amanda Pittinger, effective September 30, 2021.
    - 2) Spring Grove Area High School Nutrition Support – Part Time – Ms. Kristin Moore, effective October 19, 2021, for personal reasons.
    - 3) Spring Grove Area High School Nutrition Support – Part Time – Mr. Carl Stremmel, effective October 29, 2021, for personal reasons.
    - 4) Spring Grove Area School District Musical Choral Director (Extracurricular Position) – Mrs. Abigail Kirkpatrick, effective November 1, 2021, for personal reasons.

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D. Approval of the following request for uncompensated leave:

- 1) Spring Grove Area Middle School Special Education Instructor – Mrs. Kristin Brenner, effective approximately February 7, 2022, through approximately May 4, 2022.

E. Approval of the following appointments, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:

- 1) Spring Grove Area School District Elementary Assistant Principal – Dr. Marvin London, effective January 3, 2022, or earlier if/as negotiated with the current employer. Compensation established and prorated at an annual rate of \$95,000.00.
- 2) Spring Grove Elementary School Instructional Assistant Special Education (Personal Care) – Ms. Rebecca Smith, effective November 9, 2021. Compensation established at \$12.48 per hour for 7 hours per day, 180 days per year.
- 3) Spring Grove Area High School Instructional Assistant – Special Education – Emotional Support – Mrs. Heidi Bortner effective November 9, 2021. Compensation established at \$12.48 per hour for 7 hours per day, 180 days per year.
- 4) New Salem Elementary School Nutrition Support – Ms. Christine Jackson, effective November 9, 2021. Compensation established at \$12.05 per hour for 4 hours per day, 180 days per year.

F. Approval of the following individuals pending receipt of clearances and completed Act 168 disclosure forms from previous employers. Compensation established at \$10.25 per hour:

- 1) Emily Lupian, Student Instructional Assistant
- 2) Morgan Molison, Student Instructional Assistant
- 3) Ally Rue, Student Instructional Assistant

G. Approval of the following individuals, pending receipt of updated clearances, for the 2021-2022 school year to work athletic events at the established event rate in the matrix:

- 1) Lindy Eisenhart
- 2) Nathan Wertz

H. Approval of the following classified substitutes for the 2021-2022 school year at the hourly rates indicated on the Support Staff Compensation (Minimum Salary) Matrix, provisionally hired pending receipt of updated clearances, and completed Act 168 disclosure forms from previous employers:

- 1) Beverly Brunner
- 2) Megan Rodgers
- 3) Gerald Rohrbaugh

Vote by roll call resulted in the motion carrying, with a unanimous vote by Board members.

Gaskins congratulated Karyn Brown on her impending retirement and thanked her for her years of continued service to and support of students within the school district. Rohrbaugh reiterated Gaskins' comments, acknowledging Brown for her tireless efforts to advocate for kids. Ioannidis echoed board members' sentiments and thanked Brown for her personal and professional influence, in addition to her being an activist on behalf of students.

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Ioannidis welcomed and introduced Dr. London as the newest member of the administrative team.

**ADJOURNMENT:** Trettel moved for adjournment at 7:38 PM. Gaskins seconded. The meeting adjourned by unanimous voice vote.

**RESPECTFULLY SUBMITTED BY:**

Mark A. Czapp,  
Director of Business Operations/Board Secretary