

# VOTING MEETING / DIRECTORS' STUDY FORUM



Spring Grove Area School District, Board of School Directors  
Monday, September 9, 2013 ~ Educational Service Center, 7:00 PM

**CALL TO ORDER (Voting meeting)**.....Douglas Stein

- Flag salute and moment of silence
- Roll call
- Documented or announced reasons for known absences
- Announcements regarding Executive Sessions held since last sunshine meeting:  
**August 19, 2013 for personnel reasons**

## **FORMAL AND INFORMAL REQUESTS TO ADDRESS THE BOARD**

- *(A maximum of five (5) minutes will be granted per individual and generally a maximum of thirty (30) minutes per meeting for this purpose. The Board's rules for hearing of members of the public can be altered on a temporary basis by the majority vote of the School Directors present.)*
- *The period of public comment is not designed to serve as an open dialogue, but rather to be an opportunity for district residents to express their opinions before the Board. The presiding officer may interrupt or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant. A limited response, for purposes of clarification only, may or may not be offered by either a board member or the school administration.*

**Kathy Sterner – Spring Grove Borough**  
**Rebecca Spangler – North Codorus Township**

## **BOARD and ADMINISTRATION RESPONSE TO PUBLIC COMMENT**

**CORRESPONDENCE** .....Douglas Stein

### **I. ACTION VOTING ITEMS** (*motion and second needed, roll call vote*)

- A. *BUDGET & FINANCE – Eric Cable*
- B. *PERSONNEL – Cindy Huber*

### **II. ADJOURNMENT of ACTION VOTING MEETING** (*motion and second needed, voice vote*)

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**CALL TO ORDER (Directors' Study Forum meeting)** .....Douglas Stein

## **FORMAL AND INFORMAL REQUESTS TO ADDRESS THE BOARD**

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## **BOARD and ADMINISTRATION RESPONSE TO PUBLIC COMMENT**

**I. BUSINESS/FINANCE COMMITTEE**

**A. BUDGET & FINANCE – Eric Cable**

- 1) Agreement of Sale and Purchase – former Spring Grove Elementary
- 2) Disposal of Obsolete / Surplus Items
- 3) 2012-2013 Year End Budgetary Transfers
- 4) 2014-2015 Proposed Budget Timeline – *G. Ioannidis*

**B. BUILDINGS & GROUNDS – Douglas White**

- 1) High School Rear Steps
- 2) Schedule Walk-through of District Facilities – *potential date of 10/19 or 10/26, G. Ioannidis*

**II. MANAGEMENT COMMITTEE**

**A. POLICY – Brent Hoschar**

- 1) Policy 605: FINANCES, Tax Levy – *revision*
- 2) PSBA Officer Candidates / Election Process – *G. Ioannidis*

**B. PERSONNEL – Cindy Huber**

- 1) Permission to Hire Neurological Support Classroom Aide / SGI – *Dr. Lombardo*

**III. PROGRAM COMMITTEE**

**A. CURRICULUM – Emily Sindlinger**

- 1) Religious Release – *Dr. Lombardo*
- 2) Act 82 – Educator Effectiveness – *Dr. Renaut*
- 3) Pennsylvania NCLB Waiver – *Dr. Renaut*
- 4) Proposal for Major Trip:
  - i. Introduction to Broadway/Choir Trip to NYC – January 29, 2014
  - ii. Leadership Experience and Development (LEAD) 2014 Conference – January 31 – February 2, 2014
  - iii. Science Olympiad State Competition – May 1-2, 2014

**IV. PLANNING (Items to be considered for future agendas)**

**V. ADJOURNMENT (*motion and second needed, voice vote*)**

**BUDGET & FINANCE BOARD ACTIONS REQUESTED:**

- A. **PLANCON-K – GENERAL OBLIGATION BONDS, SERIES OF 2013** – Approval to submit the attached PLANCON-K document to PDE, for the issuance of General Obligation Bonds, Series of 2013.

**PERSONNEL BOARD ACTIONS REQUESTED:**A. **RESIGNATIONS** – Approval of the following resignations:

- 1) **Paradise Elementary Cook** – Tammy Rinehart, effective September 27, 2013, due to personal reasons.
- 2) **Junior High School Assistant Field Hockey Coach** – Lea Guinn, effective August 15, 2013, due to personal reasons.
- 3) **Musical Choral Director** – R. David Berndt, effective August 23, 2013, due to relocating out of state.
- 4) **Musical Orchestra Director** – R. David Berndt, effective August 23, 2013, due to relocating out of state.
- 5) **Instructional Aide** – Christine Craver, effective August 21, 2013, due to personal reasons.

***Background Information:*** Ms. Craver's elementary aquatic aide position was abolished at the end of the 2012-2013 school year. Ms. Craver was not interested in transferring into any aide vacancies within the district.

B. **FAMILY AND MEDICAL LEAVE OF ABSENCE** – Approval of the following request for family and medical leave:

- 1) **Paradise Elementary Cafeteria Employee** – Gloria Henry, beginning August 21, 2013, for approximately 6 weeks and not to exceed the 12 week maximum as outlined under the Family and Medical leave guidelines for the restoration of health.

C. **MILITARY LEAVE OF ABSENCE** – Approval of the following request for military leave:

- 1) **High School Special Education Instructor** – Christopher Roth, beginning August 19, 2013, through approximately September 2, 2013.

D. **UNCOMPENSATED LEAVE OF ABSENCE** – Approval of the following request for uncompensated leave:

- 1) **New Salem Elementary Instructor** – Melissa Dantro, beginning approximately October 12, 2013, for approximately 6 weeks, for child rearing purposes.

E. **APPOINTMENTS** – Approval of the following appointments:

- 1) **Middle School Cafeteria Monitor Aide** – Carrie Haberkam-Miller, as a part-time, 2.5 hours per student day aide, effective August 21, 2013. Compensation established at \$9.17 per hour base rate.

***Background Information:*** This vacancy occurred with the recent resignation of Rochelle Messersmith. Ms. Haberkam-Miller has been a substitute aide in the district for the past 3 years.

- 2) **Middle School Cafeteria Monitor Aide** – Wendy Wiest, as a part-time, 2.5 hours per student day aide, effective August 21, 2013. Compensation established at \$9.17 per hour base rate.

**Background Information:** *This vacancy occurred with the recent resignation of Chanda Dye. Ms. Wiest had been a previous substitute in the district.*

- 3) **High School Custodian** – David Miller, as a part-time, 1<sup>st</sup> shift custodian, effective August 21, 2013. Compensation established at \$9.54 per hour base rate.

**Background Information:** *This vacancy occurred with the transfer of Rhonda Priest. Mr. Miller worked for the district as a summer painter and in various substitute capacities.*

- 4) **Paradise Elementary and Intermediate School Clerical Support Aide** – Tina Stiles, as a part-time, 4 hours per teacher day, Clerical Support Aide, effective August 20, 2013. Compensation established at \$9.17 per hour base rate.

**Background Information:** *This vacancy occurred with the recent resignation of Arlene Gruver from this position. Mrs. Stiles had previously been the office manager for the County of York, District Court 19-2-04.*

- 5) **Paradise Elementary Kindergarten Aide** – Kerry Organ, as a part-time, 3.5 hours per student day, Kindergarten Aide, effective August 21, 2013. Compensation established at \$9.17 per hour base rate.

**Background Information:** *This vacancy occurred with the recent resignation of Cara Sullivan. Ms. Organ previously was employed at Joyful Noise Preschool as a Preschool Instructor. She holds a Master's degree in Leadership in Teaching from College of Notre Dame of Maryland and a Bachelor's degree in Physical Education from West Virginia University. Ms. Organ was a Physical Education Instructor for Baltimore County Public Schools. She holds the office of PTO Treasurer at New Salem Elementary and has been volunteering in the classrooms.*

- 6) **High School Short-term Substitute Librarian** – Christina Iwanowicz, effective August 30, 2013, for approximately 12 weeks for so long as regular professional employee is on a child rearing leave of absence during the 2013-2014 school year. Compensation established at \$110.00 per day for the first 30 days. On the 31<sup>st</sup> day, compensation to be a proration of Step 1 of the Bachelor's Schedule.

**Background Information:** *Ms. Iwanowicz will cover during Sierra Rhodes' leave of absence. She received her Bachelor's degree in English & History from Goucher College and her English teaching certification from Saint Joseph's University. She currently is completing her Master's degree in Secondary Education from Saint Joseph's University. Ms. Iwanowicz has 14 years of experience as a reporter for daily papers in Allentown and York.*

- 7) **Paradise Elementary Short-term Substitute Elementary Instructor** – Sabrina Jackson, effective approximately September 4, 2013, until approximately January 6, 2014, for so long as regular professional employee is on a child rearing leave of absence during the 2013-2014 school year. Compensation established at \$110.00 per day for the first 30 days. On the 31<sup>st</sup> day, compensation to be a proration of Step 1 of the Bachelor's Schedule.

**Background Information:** Ms. Jackson will cover during Stephanie Winemiller's leave of absence. She received her Bachelor's degree in Elementary Education from Millersville University where she graduated Cum Laude. Ms. Jackson has been doing substitute assignments for the Dallastown Area School District.

- 8) **New Salem Elementary Short-term Substitute Elementary Instructor** – Jami Myers, effective approximately October 12, 2013, for approximately 6 weeks, for so long as regular professional employee is on a child rearing leave of absence during the 2013-2014 school year. Compensation established at \$110.00 per day for the first 30 days. On the 31<sup>st</sup> day, compensation to be a proration of Step 1 of the Bachelor's Schedule.

**Background Information:** Ms. Myers will cover during Melissa Dantro's leave of absence. She received her Bachelor's degree in Elementary & Early Childhood Education from Shippensburg University. Ms. Myers has been a substitute teacher at various local school districts.

- 9) **Spring Grove Elementary Short-term Substitute Elementary Instructor** – Karen Salter, effective approximately October 4, 2013, until approximately January 6, 2014, for so long as regular professional employee is on a child rearing leave of absence during the 2013-2014 school year. Compensation established at \$110.00 per day for the first 30 days. On the 31<sup>st</sup> day, compensation to be a proration of Step 1 of the Bachelor's Schedule.

**Background Information:** Ms. Salter will cover during Lora Workinger's leave of absence. She received her Bachelor's degree in Elementary Education from Millersville University. She previously was employed as an Instructional Assistant with York Academy Regional Charter School.

- 10) **Junior High School Assistant Field Hockey Coach** – Michelle Garrett, effective August 21, 2013, for the 2013-2014 school year. Compensation established at \$1,667.00, in accordance with the Collective Bargaining Agreement with the Spring Grove Education Association.

**Background Information:** This vacancy occurred with the recent resignation of Lea Guinn. Ms. Garrett had played High School hockey for 4 years. She currently is employed in the district as an Instructional Aide at the High School.

- 11) **Junior High School Assistant Football Coach** – Matthew Foltz, effective August 19, 2013, for the 2013-2014 school year, pending receipt of current favorable PA Child Abuse background clearance. Compensation established at \$1,667.00, in accordance with the Collective Bargaining Agreement with the Spring Grove Education Association.

**Background Information:** This vacancy occurred with the recent transfer of Ryan Rabuck to Head Junior High School Football Coach. Mr. Foltz coached youth football for several years and played high school football for 4 years.

- F. **CLASSIFIED SUBSTITUTES** – Approval of the following classified substitutes for the 2013-2014 school year at the hourly rate approved in the Classified Wage & Salary Guidelines:

- 1) Deborah Brooks
- 2) Billie Durst
- 3) Cynthia Ferrence
- 4) Jennifer Krug
- 5) Charles Lusco
- 6) Tammy Rinehart

G. **INSTRUCTIONAL SUBSTITUTES** – Approval of the following professional substitutes for the 2013-2014 school year at a rate of \$95.00 per day and \$110.00 per day beginning on the 21<sup>st</sup> day cumulative:

- 1) Courtney Farmer – Elementary PK-4
- 2) Sabrina Jackson – Elementary K-6 & Early Childhood N-3
- 3) Andrew Koman – Social Studies 7-12
- 4) Rebecca Krape – Elementary K-6
- 5) Jami Myers – Elementary K-6 & Early Childhood N-3
- 6) Lisa Parrott – German & Biology
- 7) Karen Salter – Elementary K-6
- 8) Tiffany Skias – Mathematics 7-12

H. **GUEST TEACHER SUBSTITUTES** – Approval of the following individuals holding a Bachelor’s degree and completing the District’s Guest Teacher orientation program to substitute teach in all subject areas during the 2013-2014 school year at a rate of \$95.00 per day and \$110.00 per day beginning on the 21<sup>st</sup> day cumulative:

- 1) Kevin Henning
- 2) Linda Paulus
- 3) Dirk Shearer
- 4) Lisa Wildasin
- 5) Kristin Yeager Adams

I. **INTERSCHOLASTIC PERSONNEL** – Approval of the following individual for the 2013-2014 school year to work athletic events at the established rate of \$8.00 per hour:

- 1) Philip Lehman