

TO: Board of School Directors

FROM: Suzanne E. Sterner, Board Recording Secretary

SUBJECT: Meeting Minutes – Voting Meeting

DATE OF MEETING/ August 1, 2011  
DATE/TIME: 7:00 PM

LOCATION: Educational Service Center

PARTICIPANTS:

School Board: Mike Brookhart, Eric Cable, Mary Dolheimer,  
Emily Sindlinger, Doug Stein

District: Karyn Brown, Robert Lombardo, David Renaut

Absent: Brent Hoschar, Cindy Huber, Anne Jones, Stacy Meyer

The voting meeting of the Board of School Directors of the Spring Grove Area School District was called to order at 7:00 PM by Douglas Stein, Board President. Following the pledge of allegiance and a moment of silence, roll call indicated five Board members present. Mr. Stein noted Brent Hoschar, Stacy Meyer, Cindy Huber and Anne Jones absent for personal reasons.

Mr. Stein announced one executive session held since the last sunshine meeting, on July 18, 2011, for personnel purposes.

#### **PUBLIC COMMENT**

Jen Snyder, Heidelberg Township, addressed the board concerning existing board policy language which permits admission of a child to first grade if they have turned five by September 1<sup>st</sup>, have completed a full day of kindergarten in a public or private school, and demonstrate readiness for entry by the first day of school with written request of parent, recommendation of district psychologist and approval of the Superintendent. Mrs. Snyder's youngest child turned five on September 2, 2010, missing the cutoff by one day. Mrs. Snyder has enrolled the child in kindergarten, but feels her daughter is ready for first grade and asked the board to consider flexibility in – or a change to – existing policy language, to allow for her daughter to begin first grade without completing the full day kindergarten requirement.

#### **BOARD and ADMINISTRATIVE RESPONSE**

Mr. Stein stated that established board policies are a result of many years of board discussions and experiences with students, parents, and the educational processes. Mr. Stein shared any consideration to change existing policy requires the administration to research existing language, and bring any recommendations for revision to the board at a future discussion meeting. Prompted by Mrs. Snyder's comments, Mr. Stein asked the administration to review the district's Admission of Students policy, summarize, and bring back to the board in the form of a memo on August 15.

## **MANAGEMENT REPORT**

1. Following a report of the Personnel Committee's recommendations read by Mary Dolheimer, Ms. Dolheimer moved and Eric Cable seconded the following:
  - I. Approval of the following resignations:
    - A. New Salem Elementary Kindergarten Aide – Cheryl Rohrbaugh, effective July 20, 2011, due to accepting a position outside of the district.
    - B. Paradise Elementary Kindergarten Aide – Shanda Venditto, effective July 21, 2011, due to accepting a position outside of the district.
    - C. New Salem Elementary Health Care Assistant – Marsha Snyder, effective August 15, 2011, due to accepting a position outside of the district.
    - D. Spring Grove Elementary/Paradise Elementary Learning Support Instructor – Christina Intoccia, effective August 2, 2011, due to personal reasons.
  - II. Approval of the following appointments:
    - A. District Dental Hygienist – Karla McCleary, to serve the district as a Dental Hygienist in conjunction with the Dental Hygiene Program for a total of 74 days during the 2011-2012 school year, pending receipt of appropriate PA Dental Hygienist certification. Compensation established at a per diem rate of Step 1 of the Bachelor's schedule.
    - B. Intermediate Short-term Substitute Elementary Instructor – Anna Hill, effective August 22, 2011, through approximately November 15, 2011, as long as professional employee is on child rearing leave of absence. Compensation established at \$110.00 per day for the first 30 days. On the 31<sup>st</sup> day, compensation to be at a per diem of Step 1 of the Bachelor's schedule.
    - C. Intermediate Short-term Substitute Reading Specialist – Melissa Snyder, effective August 22, 2011, through approximately October 4, 2011, as long as professional employee is on a child rearing leave of absence. Compensation established at \$110.00 per day for the first 30 days. On the 31<sup>st</sup> day, compensation to be at a per diem of Step 1 of the Bachelor's schedule.
    - D. Middle School Learning Support Aide – Suzanne Hoffman, as a part-time, 4 hours per student day, aide, effective August 24, 2011. Compensation established at a total hourly wage of \$9.27 per hour.
    - E. Student Technology Assistant – Andrew O'Brien, as a part-time, Student Technology Assistant, pending receipt of current favorable Act 34 and Act 151 clearances, effective June 6, 2011. Compensation established at \$7.50 per hour.

III. Approval of tenure for the following Temporary Professionals of the Spring Grove Area School District whose work has been certified by the District Superintendent during the last four (4) months of the third year of service as being satisfactory and meeting all requirements as set forth in Section 24PS 11-1108 of the Pennsylvania School Code, to be extended a tenure contract as provided for professional employees:

- A. Adelle Campbell – Elementary Psychologist
- B. Jennifer Alwine – New Salem Elementary, Elementary Instructor
- C. Stacey Bupp – Paradise Elementary, IST/Gifted Instructor
- D. Emily Sprenkle – Intermediate School, Special Education Instructor
- E. Christina Intoccia – Spring Grove & Paradise Elementary, Special Education Instructor
- F. Lisa Hall – Middle School, Reading Specialist
- G. Ronald Somerville – Aquatics and Spring Grove Elementary, Health/Physical Education Instructor
- H. Benjamin Neiderer – High School, Mathematics Instructor
- I. Melissa Jankowiak – New Salem Elementary, Kindergarten Instructor

IV. EXTRACURRICULAR ACTIVITIES – Approval of the following individuals in the designated extracurricular activities for the 2011-2012 school year:

- A. Extracurricular employees as outlined in the agreement between the Spring Grove Area School District and the Spring Grove Education Association.

<b>Extracurricular Activity</b>	<b>Name</b>	<b>Stipend</b>
<b>ENTIRE YEAR</b>		
Middle School Band Director	Kevin Baum	\$2,787.00
High School Stage Band, Concert Band, Brass Ensemble Director	Daniel Brenner	\$1,986.00
High School Choral Director	Brian Buterbaugh	\$1,667.00
High School Orchestra Director	Brian Buterbaugh	\$1,667.00
High School Yearbook Advisor	Wallace Yowaiski	\$2,500.00
High School Newspaper Advisor	Crystal Holtzman	\$2,039.00
High School Student Council Advisor	Edel Quinn	\$1,667.00
High School Competition Cheerleading Coach	Angela O'Brien	\$1,770.00
Intermediate School Band Instructor	Kevin Baum	\$1,092.00
High School National Honor Society Co-Advisors	Benae Hoffnagle Pamela Kimber	\$ 471.00 \$ 422.00
High School Assistant Student Council Advisor	Hailey Holder	\$ 728.00
Middle School Newspaper Advisor	Korie Young	\$ 750.00
<b>FALL SEASON</b>		
High School Marching Band Director	Daniel Fake	\$3,898.00
Head Girls' Volleyball Coach	Dawn Myers	\$3,095.00
Head Golf Coach	Duane Warehime	\$2,522.00
Head Girls' Tennis Coach	Holly Metzger	\$2,111.00
Assistant Boys' Soccer Coach	Apichit Nilphai	\$1,667.00
Assistant Girls' Volleyball Coach	Lisa Little	\$1,814.00
Assistant Girls' Tennis Coach	Lindsay Grosso	\$1,770.00
Assistant JH Field Hockey Coach	Brooke Aumen	\$1,667.00
High School Marching Band Assistant Band Director	Kyle Showalter	\$1,667.00

High School Fall Drama Coach	Claire Shubert	\$1,983.00
Assistant Fall Drama Coach	Sara Smith	\$ 750.00
Football Cheerleading Coach	Angela Davidson	\$ 773.00
<b>WINTER SEASON</b>		
Head Boys' Basketball Coach	J. Ryan Luckman	\$4,191.00
Head Girls' Basketball Coach	Vance Myers	\$5,263.00
Head Wrestling Coach	Anthony Miller	\$5,544.00
Head Swimming Coach	Peggy Kile	\$2,664.00
Assistant Girls' Basketball Coach	Bill Stiles	\$2,824.00
Assistant Wrestling Coach	Kevin Paules	\$2,664.00
Assistant Wrestling Coach	Kyle Sprenkle	\$2,448.00
Spring Musical Director	Jessica Staub	\$2,909.00
Head JH Girls' Basketball Coach	Brian Leib	\$1,966.00
Head JH Wrestling Coach	Joshua Ross	\$2,326.00
Assistant Swimming Coach	David Kile	\$1,718.00
Assistant Swimming Coach	Suzanne Hoffman	\$1,718.00
Assistant JH Boys' Basketball Coach	Wayne Dull	\$1,906.00
Assistant JH Girls' Basketball Coach	Allison Gibson	\$1,770.00
Assistant JH Wrestling Coach	Kevin Henning	\$1,770.00
Basketball Cheerleading Coach	Theresa Henry	\$ 826.00
Wrestling Cheerleading Coach	Angela O'Brien	\$ 773.00
JH Basketball Cheerleading Coach	Jessica Mummert	\$ 728.00
<b>SPRING SEASON</b>		
Head Baseball Coach	Eric Zeigler	\$3,248.00
Head Girls' Soccer Coach	Emily Mahon	\$2,522.00
Head Boys' Lacrosse Coach	Steve Richards	\$2,522.00
Head Boys' Track Coach	Tim Conaway	\$4,730.00 combined
Head Girls' Track Coach	Tim Conaway	2 positions
Head Softball Coach	Mark Hull	\$2,522.00
Head Boys' Volleyball Coach	Mark Neal	\$2,509.00
Head Boys' Tennis Coach	Holly Metzger	\$2,201.00
Head JH Track Coach	Wayne Dull	\$1,920.00
Head JH Girls' Volleyball Coach	Dawn Myers	\$2,520.00
Assistant Baseball Coach	Kevin Stiffler	\$2,040.00
Assistant Baseball Coach	Nathan Wertz	\$1,718.00
Assistant Girls' Soccer Coach	Apichit Nilphait	\$1,667.00
Assistant Girls' Soccer Coach	David Roy	\$1,719.00
Assistant Boys' Track Coach	Kyle Sprenkle	\$1,709.00
Assistant Girls' Track Coach	Stacey Strayer	\$1,667.00
Assistant Girls' Track Coach	Steve Perago	\$2,205.00
Assistant Track Coach	Brian Bahn	\$1,983.00
Assistant Track Coach	Don Karnas	\$2,318.00
Assistant Boys' Volleyball Coach	Michael Torres	\$2,448.00
Assistant JH Girls' Volleyball Coach	Lisa Little	\$1,803.00
Assistant Softball Coach	William Elgin	\$1,718.00
Assistant Softball Coach	Jim Evans	\$1,814.00
Assistant JH Track Coach	Brent Hoffman	\$1,667.00
Assistant JH Track Coach	Brooke Aumen	\$1,667.00
Assistant JH Track Coach	Renee Eaton	\$1,667.00

***Background Information:*** Listed on the following chart are the collective bargaining positions which were either previously approved by the Spring Grove Area School District Board of School Directors or which still remain vacant.

<b>Extracurricular Activity</b>	<b>Name</b>	<b>Stipend</b>
<b>ENTIRE YEAR</b>		
Middle School Student Council and Activity Fund Advisor		
<b>FALL SEASON</b>		
Head Football Coach	Russell Stoner	\$4,304.00
Head Field Hockey Coach		
Head Boys' Soccer Coach	Matthew Spahr	\$2,785.00
Assistant Football Coach	Wil Rider	\$2,540.00
Assistant Football Coach	Shane Grim	\$2,448.00
Assistant Football Coach	Kyle Sprenkle	\$2,448.00
Assistant Football Coach	Greg Bowman	\$2,479.00
Head JH Football Coach-9 <sup>th</sup> Grade		
Head JH Football Coach-8 <sup>th</sup> Grade		
Head JH Football Coach-7 <sup>th</sup> Grade		
Head Cross Country Coach	Brian Bahn	\$1,966.00
Head JH Field Hockey Coach		
Assistant Field Hockey Coach		
Assistant Boys' Soccer Coach		
Assistant Cross Country Coach	Jordan Rickert	\$1,667.00
Assistant JH Football Coach-9 <sup>th</sup> Grade		
Assistant JH Football Coach-8 <sup>th</sup> Grade		
Assistant JH Football Coach-7 <sup>th</sup> Grade		
Head JH Cross Country Coach		
JH Football Cheerleading Coach	Lori Eichelberger	\$ 783.00
<b>WINTER SEASON</b>		
Assistant Boys' Basketball Coach		
Head JH Boys' Basketball Coach		
JH Wrestling Cheerleading Coach		
<b>SPRING SEASON</b>		
Head Girls' Lacrosse Coach		
Assistant Boys' Lacrosse Coach		
Assistant Girls' Lacrosse Coach		

- B. Extracurricular employees in non-collective bargaining positions to provide additional assistance needed to work with the various extracurricular activities at the maximum compensation listed.

<b>Extracurricular Activity</b>	<b>Name</b>	<b>Stipend</b>
<b>ENTIRE YEAR</b>		
District Aquatics Director	Peggy Kile	\$1,639.00
<b>FALL SEASON-SENIOR HIGH MARCHING BAND</b>		
Music & Drill Instructor	Catherine Bollinger	\$1,800.00
Music & Drill Instructor	Renee Eaton	\$1,800.00
Drill Instructor	Stacy Jamison	\$1,486.00
Drill Instructor	Daniel Brenner	\$1,400.00

Assistant Drill Instructor	Ashley Schumacher	\$1,000.00
Band Front Routine Development	Robert Eisenhour	\$1,000.00
Woodwind Instructor	Jennifer Kahl	\$1,274.00
Brass Instructor	Kurtis Baum	\$1,346.00
Band Camp Woodwind Instructor	Stacey Jamison	\$ 438.00
Band Front Instructor	Robert Eisenhour	\$1,800.00
Assistant Band Front Instructor	Alpha Harrison	\$1,500.00
Drill Design	M. Cameron Willey	\$3,708.00
<b>WINTER SEASON – INDOOR GUARD &amp; MUSICAL</b>		
Indoor Guard Director	Robert Eisenhour	\$1,200.00
Indoor Guard Instructor	Katie Brown	\$1,000.00
Indoor Guard Instructor	Alpha Harrison	\$1,030.00
Indoor Percussion Instructor	Dan Brenner	\$1,000.00
Indoor Percussion Director	Tim Bupp	\$1,200.00
Indoor Guard Routine Development	Robert Eisenhour	\$1,000.00
Musical Choral Director	R. David Berndt	\$1,030.00
Musical Orchestra Director	R. David Berndt	\$1,061.00
Musical Light & Sound Advisor	Sara Smith	\$ 562.00
Musical Designer & Set Manager	Rene Staub	\$ 477.00
Musical Choreographer	Nikole Bull	\$ 515.00

***Background Information:*** Listed on the following chart are the non-collective bargaining positions which were either previously approved by the Spring Grove Area School District Board of School Directors or which still remain vacant.

<b>Extracurricular Activity</b>	<b>Name</b>	<b>Stipend</b>
<b>FALL SEASON-SENIOR HIGH MARCHING BAND</b>		
Percussion Music Development	CONTRACTED WITH Aaron Guidry	CONTRACT FEE \$1,200.00
Percussion Instructor		
Assistant Percussion Instructor		
Music Development	CONTRACTED WITH Aaron Guidry	CONTRACT FEE \$3,000.00

The board discussed the discrepancy between extracurricular band staffing versus coaches, stating it has been a recurring concern over recent years. Dr. Lombardo stated a resolve will come when the board decides to either hire more coaches or eliminate band positions. The board also noted concern over the number of extracurricular vacancies indicated. Dr. Lombardo stated a particular difficulty this year is the present hiring freeze, as well as a low salary structure for these stipend positions. The Superintendent also noted the best time to discuss salaries is during contractual negotiations.

Vote by roll call on all items presented resulted in the motion carrying with a unanimous vote by board members in favor.

**PROGRAM REPORT**

2. Following a report of the Curriculum Committee's recommendations read by Emily Sindlinger, Mrs. Sindlinger moved and Mary Dolheimer seconded the following:

I. Approval for Tonja Beerhues, an International Exchange Student from Germany, to attend the Spring Grove Area High School on a tuition-free basis, for the 2011-2012 school year.

Vote by roll call on the item presented resulted in the motion carrying with a unanimous vote by board members in favor.

Emily Sindlinger moved for adjournment at 7:29 PM. The motion was seconded by Eric Cable and unanimously approved by voice vote.

Mr. Stein announced an executive session at 7:29 PM for legal and personnel purposes. Upon the board's return from executive session, Doug will call the discussion meeting to order.

Respectfully submitted,

Suzanne E. Sterner  
Board Recording Secretary