



AGENDA – REGULAR VOTING MEETING

of the Spring Grove Area School District Board of School Directors

7:00 PM – Monday, October 26, 2020

Educational Service Center, 100 East College Avenue, Spring Grove, PA

PER THE GOVERNOR’S ORDERS, PHYSICAL ATTENDANCE AT THIS MEETING WILL BE LIMITED TO BOARD MEMBERS AND ASSIGNED ADMINISTRATORS ONLY.

A ZOOM WEBINAR LINK WILL BE PROVIDED FOR PARTICIPATION BY ALL OTHER INTERESTED ATTENDEES

I. 7:00 PM - Call to Order Regular Voting MeetingMS. CINDY HUBER

- Flag salute and moment of silence
- Roll call
- Documented or announced reasons for known absences
- Announcements regarding executive sessions held since the last sunshine meeting:

- **October 12, 2020 for Real Estate and Personnel Purposes**

II. Welcome Visitors: Formal and Informal requests to address the Board

Members of the public who are school district residents, own property within the school district, or are current district employees will be recognized and invited to speak on any matter concerning the operation of the schools of our district. Generally, a maximum of five (5) minutes will be granted per individual and 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. If the comments are in the form of a complaint, the procedure for handling complaints is to be followed.

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.

III. Board and Administration Response to Public Comment

IV. Superintendent’s Report DR. GEORGE W. IOANNIDIS

V. Student Representative’s Report.....MISS PAIGE LITTLE

VI. Correspondence.....MS. CINDY HUBER

VII. Legislative Update.....MR. TODD STAUB

VIII. York County School of Technology.....MR. DAVE TRETTEL

IX. York Adams Academy.....MRS. KAREN BAUM

X. Special Committee Reports (as needed)

XI. Approval of Minutes: (motion and second needed, voice vote)

- September 28, 2020 – Regular Voting Meeting
- October 12, 2020 – Voting Meeting
- October 12, 2020 – Directors’ Study Forum



XII. **Treasurer's Report:** *(motion and second needed, roll call vote)*

- September 30, 2020

XIII. **Departmental Reports/Board Action Requests** *(motion and second needed, roll call vote)*

- **BUSINESS/FINANCE REPORTS**

- Budget and Finance..... Mr. Todd Staub
- Buildings and Grounds ***For Information Only***
- Transportation..... Mrs. Rachel Rohrbaugh

- **MANAGEMENT REPORTS**

- Policy Mrs. Karen Baum
- Personnel..... Mr. Doug Stein

- **PROGRAM REPORTS**

- Curriculum Mr. Brent Hoschar

XIV. **Adjournment** *(motion and second needed, voice vote)*

XV. **Executive Session for Personnel**



MINUTES
SPRING GROVE AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS MEETING

DATE/TIME of MEETING: September 28, 2020 @ 7:00 PM

LOCATION of MEETING: SPRING GROVE AREA EDUCATIONAL SERVICE CENTER
100 EAST COLLEGE AVENUE, SPRING GROVE, PA 17362
VIRTUAL PARTICIPATION OPTIONAL VIA ZOOM
WEBINAR

ATTENDANCE: **The following School Directors were in attendance:**
Maurice Gaskins, Brent Hoschar (*Zoom*), Cindy Huber, Todd Staub,
Doug Stein, Dave Trettel

The following School Directors were absent:
Karen Baum, Rachel Rohrbaugh, Doug White

**The following Spring Grove Area School District Administrators
were in attendance:**
Dr. George W. Ioannidis, Superintendent
Dr. Mary Beth Grove, Assistant Superintendent (*Zoom*)
Mr. Mark Czapp, Director of Business Operations
Ms. Karyn Brown, Director of Pupil Services (*Zoom*)

The regular voting meeting of the Board of School Directors of the Spring Grove Area School District was held on Monday, September 28, 2020. Cindy Huber, Board President, called the meeting to order at 7:00 PM.

The Pledge of Allegiance was recited and a moment of silence was observed. Roll call taken by the Board Recording Secretary reflected five board members physically present, one board member attending remotely, and three board members absent.

Huber announced that the Board met earlier this evening for an executive session to discuss security matters.

BOARD ACTION:

1. Trettel moved and Staub seconded approval of the following:
 - A. Adoption of revisions to the K-12 Health and Safety Plan for Athletics to reflect attendance limits at School District athletic venues, excluding participants (athletes, coaches, officials, and event staff). The Administration is authorized to adjust these limits in response to judicial, executive and/or legislative order(s) or recommendations from the Commonwealth of Pennsylvania.

The recommended limits are as follows:

Papermakers Stadium – 665
High School Gymnasium – 122
SGI Grass Field – 168
Tennis Courts – 80
Tech Center Stadium – 431
Cross Country Course – 250
Middle School Stadium – 331

Following discussion concerning proposed revisions, the motion was unanimously approved by roll call vote.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
September 28, 2020, Voting Meeting**

PUBLIC COMMENT:

Mr. Jerry Mascaro, Music Boosters President, presented an update to board members concerning the district's music program, noting that his last report was January 2020. In-person concerts have been canceled. Options for YouTube recordings are being considered. Some musical groups are meeting in the auditorium. Marching band members will postpone their senior night to give football players more attendance capacity.

BOARD OR ADMINISTRATIVE RESPONSE:

There was no response.

SUPERINTENDENT'S REPORT:

Dr. Ioannidis recognized New Salem Elementary's Literacy Festival for being nominated and selected as an Exemplary Program during 2019-2020. Cyndi Cohen and Jody Warehime, New Salem Elementary Title I Reading Teachers, are responsible for the planning, implementation and success of the program. Ioannidis welcomed Mr. Shick, NSE Principal, to say a few words about the program and to congratulate Cohen and Warehime, who were participating virtually.

Congratulations to Brendan Livelsberger (drums) and Peyton Rohrbaugh (guitar) on being selected as part of the 2020 NAFME All National Honors Ensembles. Both are considered in the top three school rock/pop players in the US on their respective instruments.

Congratulations to high school seniors Breanna Kaltreider, Isabella Lam and Michael Shaqfeh on receiving a Letter of Commendation from the National Merit Scholarship Corporation for scoring in the top 3% of students in the country who took the PSATs last October.

Bryan Myers (grade 6) auditioned and was selected to participate in the York Junior Symphony Orchestra. Congratulations to Bryan.

Four teachers were offered congratulations for achieving Master degrees: Timothy Guy, Mikaela Huppman, Cynthia Back and Meghan Roy.

The USDA has extended school meal waivers tentatively through December 2020, giving the district the opportunity to offer and serve free breakfast and lunch meals to all children, regardless of a family's economic status.

Ioannidis concluded his report by recognizing Kyle Showalter, and members of the marching band and their families for giving up their seats to football players on Friday evening. He also thanked Mr. Richards and members of the AVJ Crew and Tech Crew staff for livestreaming the sports and offering families the option to view events.

STUDENT REPRESENTATIVE REPORT:

Ms. Huber welcomed and invited Miss Paige Little as this year's student representative to share her report. Little shared updates from each building. Lifetouch will be taking pictures of students, and Distance Learners along with SGFlex students are also invited to participate. Homecoming has been canceled, and members of Student Council are looking into alternatives for students to celebrate.

CORRESPONDENCE:

There was no correspondence.

Ms. Huber recognized and thanked many staff members who have written letters to the attention of the school board. She stated that board members have heard the concerns and offer support.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
September 28, 2020, Voting Meeting**

LEGISLATIVE UPDATE:

Ioannidis provided an update to Senate Bill 1286, that would establish a mandate waiver allowing school districts to waive certain state-imposed mandates if the school can prove its ability to operate in a more efficient manner. There is also consideration of House Bill 2438 that would expand broadband capability, a favorable consideration with distance learning models.

YORK COUNTY SCHOOL OF TECHNOLOGY REPORT:

Trettel reported that YCST met recently to review the proposed 2021-2022 budget and noted there were large health insurance claims paid out last year. The budget will be presented to superintendents in early October, then to the Joint Operating Committee for review, and be considered for adoption at the November 24th meeting.

YORK ADAMS ACADEMY REPORT:

There was no report.

POLICY COMMITTEE REPORT:

Mr. Trettel presented several policies for review. Ioannidis noted the following policies are being recommended for consideration and revision due to changes in Title IX requirements: Policies #103, #104, #247, #249, #252 (new), #317.1 and #824. The District solicitor has reviewed all suggested changes, and assigned Title IX coordinators will be participating in required training. The Board will consider approval of a first reading at the October 12th DSF and approval of a second and final reading at the October 26th Regular Voting Meeting.

APPROVAL OF MINUTES:

2. Trettel moved and Gaskins seconded approval of the following minutes: Regular Voting Meeting on August 24, 2020; Directors' Study Forum on September 14, 2020; and a Voting Meeting on September 14, 2020. The motion was unanimously approved by voice vote.

TREASURER'S REPORTS:

3. Following Todd Staub's presentation of the Treasurer's Report for month ending August 31, 2020, Staub moved and Rohrbaugh seconded approval of the report, unanimously approved by roll call vote.

BUSINESS/FINANCE REPORT:

4. Following a report of the Budget and Finance Committee's recommendations read by Todd Staub, Staub moved and Trettel seconded the following:
 - A. Approval of the Accounts Payable lists, as presented.
 - B. Approval of the attached 2021-2022 Budgetary Timeline for preparation, review and approval of the General Fund and Nutrition Services Fund budgets for the 2021-2022 fiscal year.

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

5. Following a report of the Buildings and Grounds Committee's recommendations read by Todd Staub, Staub moved and Trettel seconded the following:
 - A. Approval for Spring Grove Regional Parks and Recreation Center's (SGRPRC) usage of space at the Roth Church Road former Middle School building to house and operate childcare programs and SGRPRC offices, based upon terms and conditions agreed upon between SGASD and SGRPRC, at a cost of \$1,200.00 per month, for a period of 12 to 24 months, unless otherwise terminated as a result of a collaborative project.

Vote by roll call resulted in the motion carrying with Trettel, Hoschar, Stein, Staub and Huber voting in favor. Gaskins voted against.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
September 28, 2020, Voting Meeting**

The following mandated fire drills were entered into the minutes:

<i>SCHOOL BUILDING</i>	<i>DATE OF DRILL</i>	<i>MINUTES</i>	<i>SECONDS</i>
New Salem Elementary	8/27/2020	1	27
Paradise Elementary	8/26/2020	1	45
Spring Grove Elementary	8/26/2020	1	23
Spring Grove Area Intermediate School			
Spring Grove Area Middle School	8/26/2020	2	51
Spring Grove Area High School			

6. Following a report of the Transportation Committee’s recommendations read by Maurice Gaskins, Gaskins moved and Trettel seconded the following:
- A. Approval of the following additional contracted Red Lion Bus Company Bus/Van Drivers for the 2020-2021 school year:
- 1) Jennifer Bishop
 - 2) Todd Fritz
 - 3) Wyatt Hinkle
 - 4) Karen Mauldin
 - 5) Keith Trump

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

MANAGEMENT REPORTS:

7. Following a report of the Policy Committee’s recommendations read by Dave Trettel, Trettel moved and Staub seconded the following:
- A. Approval of a second reading for the following policies:
- 1) Policy No. 333: EMPLOYEES, Professional Development
 - 2) Policy No. 815.1: OPERATIONS, Livestreaming
- B. Approval for Mark Czapp, School Board Secretary, to register votes on behalf of the Board of School Directors for election of the following PSBA Governing Board officers:
- 1) David Hein, *President Elect*
 - 2) Sabrina Backer, *Vice President*
 - 3) Michael Gossert, *Treasurer*
 - 4) Marsha Pleta, *Western at Large*
 - 5) Michael Faccinetto AND Marianne Neel, *PSBA Insurance Trust Trustee*
 - 6) Stephen Skrocki AND Tracy Long, *School Board Secretaries Forum Steering Committee*
- C. Acceptance of the following donation/grant in accordance with Board Policy No. 702, Gifts, Grants and Donations:
- 1) A monetary donation in the amount of \$2,500.00 from TE Connectivity to support the Student Launch Initiative (SLI) team.
 - 2) A monetary donation in the amount of \$1,000.00 from Stambaugh Plumbing & Heating, Inc., to support the Link Crew.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
September 28, 2020, Voting Meeting**

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

8. Following a report of the Personnel Committee's recommendations read by Doug Stein, Stein moved and Trettel seconded the following:

A. Approval of the following resignation:

1) Spring Grove Area High School Personal Care Assistant – Ms. Julia Cardenas, effective September 22, 2020, for personal reasons.

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

1) Spring Grove Elementary School Kindergarten Aide – Mrs. Lacie Evans, effective September 29, 2020. Compensation established at \$12.00 per hour for 5 hours per day, 180 days per year.

2) Spring Grove Area High School Library (Integrated Arts Center) Clerical Aide – Mrs. Carol Black, effective September 29, 2020. Compensation established at \$11.50 per hour for 5 hours per day, 180 days per year.

3) New Salem Elementary School Kindergarten Aide – Mrs. Maureen Kacpura, effective, September 29, 2020. Compensation established at \$11.00 per hour for 5 hours per day, 180 days per year.

C. Approval of the following professional substitute for the 2020-2021 school year at a rate of \$110.00 per day and \$125.00 per day beginning on the 21st day cumulative, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:

1) Dakota Laughman

D. Approval of the following classified substitute for the 2020-2021 school year at the hourly rate indicated on the Support Staff/Substitute Salary Matrix, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:

1) Sandra Irwin-Tiller

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

ADJOURNMENT:

Trettel moved for adjournment at 7:57 PM. Trettel seconded. The meeting adjourned by unanimous voice vote.

RESPECTFULLY SUBMITTED BY:

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



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

DATE/TIME of MEETING: October 12, 2020 @ 7:00 PM

LOCATION of MEETING: SPRING GROVE AREA EDUCATIONAL SERVICE CENTER
100 EAST COLLEGE AVENUE, SPRING GROVE, PA 17362
VIRTUAL PARTICIPATION OPTIONAL VIA ZOOM WEBINAR

ATTENDANCE: **The following School Directors were in attendance:**
Karen Baum, Maurice Gaskins, Brent Hoschar, Cindy Huber,
Rachel Rohrbaugh (*Zoom*), Doug Stein, Doug White (*Zoom*)

The following School Directors were absent:
Todd Staub, Dave Trettel

The following Spring Grove Area School District Administrators were in attendance:
Dr. George W. Ioannidis, Superintendent
Dr. Mary Beth Grove, Assistant Superintendent
Mr. Mark Czapp, Director of Business Operations
Ms. Karyn Brown, Director of Pupil Services

A voting meeting of the Board of School Directors of the Spring Grove Area School District was held on Monday, October 12, 2020. Cindy Huber, Board President, called the meeting to order at 7:00 PM.

The Pledge of Allegiance was recited and a moment of silence was observed. Roll call taken by the Board Recording Secretary reflected five Board members physically present, with Rohrbaugh and White joining remotely. Staub and Trettel were out for personal reasons.

Huber stated there was an executive session held on September 28th for Act 44 safety and security purposes, and a second executive session on September 28th for labor relations and personnel matters. There was an executive session held at 6:00 PM prior to the public meeting this evening for legal and real estate purposes, and there will be an executive session following adjournment of tonight's meeting to discuss personnel.

PUBLIC COMMENT:

Marlene Pantalone, Jackson Township, commented on the impressive start to the school year. She asked board members to not approve the proposed change to the school calendar for early dismissals each Wednesday through the remainder of the 20-21 school year.

Betty Stein, Jackson Township resident and SGRPRC board president, noted her availability to answer any questions regarding the proposed 2021 SGRPRC budget included on the agenda.

Stacy Lutter, Jefferson resident, shared her concerns about the proposed change to the school calendar and her opposition due to childcare issues and unreliable internet access at home.

Michael Rocks, Jackson Township, commented on the huge impact that a decision to have Wednesday early dismissals would have on his family due to both parents working, childcare costs and a limited household income. He asked board members to not approve the change.

Audra Gardner, Jackson Township, asked the board to consider giving parents the option to use a full day of distance learning for their child/children on early dismissal days, and stated that transportation and childcare will be an issue for her family, if approved.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
October 12, 2020, Voting Meeting**

Aaron Longenecker, Heidelberg Township, stated his agreement to have students back in the classroom full time this school year and his disapproval with throwing another change at students by introducing early dismissals to the calendar, just when they were getting acclimated to a routine.

Sarah Potts, Paradise Township, stated that changes resulting from the pandemic have been difficult and emotional for her family. Her children may lose out if needing to be enrolled as full-time distance learners as a result of challenges to an early dismissal day each week. She asked the board to not approve the changes.

Mr. Enck read an email submitted from Tracey Glace stating several concerns with early dismissal days.

Daniel Lee, New Salem Borough, stated that Friday is a better day than Wednesday, if the board is going to approve early dismissal days.

Melissa Speer, resident of Spring Grove, stated that in-person learning is what's best for kids, and our kids have already lost so much. She encouraged the board to not approve the early dismissals.

BOARD OR ADMINISTRATIVE RESPONSE:

Gaskins recognized the need for kids to be in school and stated that the board is very aware of the ongoing challenges presented to families and staff resulting from the pandemic. He praised the administration for practicing transparency and for taking into consideration other options to provide the necessary time and resources needed for students to receive a quality learning program.

Rohrbaugh, White and Huber thanked everyone who spoke and stated the District's continued focus is to do what's in the best interests of our educators as well as our students. Although the board may consider approval of the modified schedule this evening, the administration will be asked to continue to look at options that could adjust the early dismissals later in the year. Baum suggested a review in January.

Stein read a statement acknowledging the hard work of the teachers and his agreement with offering support. If approved, he requested written data analysis of the modified schedule at a future meeting, showing the long-term benefits of the change.

Ioannidis noted that as COVID-19 cases continue to rise, there may be a time when all students must remain home and practice distance learning resulting from a forced closure. The proposed change will support teachers as they continue plan and prepare materials to educate students in the distance learning environment. Assigning a teacher or teachers to distance learning by grade level is not a viable option due to certification issues and logistical challenges. The administration continues to evaluate the option for students to participate in a full day of distance learning on early dismissal days.

CORRESPONDENCE:

There was no correspondence to report.

ACTION ITEMS:

POLICY

1. Following a report of the Policy Committee's recommendations read by Karen Baum, Baum moved and Gaskins seconded the following:
 - A. Adoption of the attached, updated 2020-2021 School Calendar, revised to include early dismissals for students in grades K-4 as listed. Students at the elementary level will continue to receive 900 hours of instruction notwithstanding the early dismissals. It is noted that students in grades 5-12 will be dismissed early on the dates listed, but will be provided instructional activities on such dates as provided in the Resolution on Instructional Hours approved by the Board on August 10, 2020. It is noted that teachers

**Spring Grove Area School District
Board of School Directors Meeting Minutes
October 12, 2020, Voting Meeting**

will work normal work hours per the collective bargaining agreement on early dismissal days in order to plan for instruction and support student needs.

B. Approval of a second reading for the following policies:

- 1) Policy No. 103: PROGRAMS, Discrimination/Title IX Sexual Harassment Affecting Students
- 2) Policy No. 104: PROGRAMS, Discrimination/Title IX Sexual Harassment Affecting Staff
- 3) Policy No. 247: PUPILS, Hazing
- 4) Policy No. 249: PUPILS, Bullying/Cyberbullying
- 5) Policy No. 252: PUPILS, Dating Violence
- 6) Policy No. 317.1: EMPLOYEES, Educator Misconduct
- 7) Policy No. 824: OPERATIONS, Maintaining Professional Adult/Student Boundaries

Hoschar requested a separate vote on items A and B.

Vote by roll call on item A resulted in the motion carrying, with Stein, Baum, White, Rohrbaugh, Gaskins and Huber voting in favor. Hoschar voted against.

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

Ioannidis thanked Board members and parents for their many comments and support. Balancing the positive educational experience for in-class students and distance learners has been challenging and proposing a change to the calendar was not an easy decision. We still have a way to go, and Ioannidis noted his gratitude for the leadership, instructional and support teams we have in place.

PERSONNEL

2. Following a report of the Personnel Committee's recommendations read by Doug Stein, Stein moved and Baum seconded the following:

A. Approval of the following resignation:

- 1) New Salem Elementary Building Secretary – Mrs. Margo Ilgenfritz, effective January 4, 2021, for the purposes of retirement after 31 years with the district.

B. Approval of the following transfers:

- 1) Paradise Elementary Part-Time Learning Support Aide – Mrs. Karen Sterner from Spring Grove Area High School Part-Time Guidance Secretary to Paradise Elementary Part-Time Learning Support Aide, effective October 13, 2020. Compensation established at \$11.28 for 4 hours per day, 180 days per year.
- 2) Spring Grove Area High School Full-Time Cook – Ms. Amy Jackson from Spring Grove Area High School Part-Time Cook to Spring Grove Area High School Full-Time Cook, effective October 13, 2020. Compensation established at the current hourly rate for 6 hours per day, 180 days per year.

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

- 1) Paradise Elementary Part-Time Learning Support Aide – Mrs. Stacy Ferencz, effective October 13, 2020. Compensation established at \$11.28 per hour for 4 hours per day, 180 days per year.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
October 12, 2020, Voting Meeting**

- 2) Spring Grove Area School District Elementary Clerical Aide – Mrs. Pamela Smith, effective October 13, 2020. Compensation established at \$10.61 per hour for 4 hours per day, 190 days per year.

- D. Approval of the following individuals, pending receipt of updated clearances, for the 2020-2021 school year to work athletic events at the established event rate in the matrix:

		Appointment
1)	1)	Donald Carl
2)	3)	David Gipe
3)	4)	Mark Hull
4)	6)	Peggy Kile
5)	7)	Anthony Miller
6)	8)	Tamrah Reitmeyer
7)	10)	Gerald Rohrbaugh
8)	11)	Joshua Ross
9)	12)	William Stiles
10)	13)	Steve Young
11)	14)	Eric Zeigler

- E. Approval of the following individuals, pending receipt of updated clearances, for the 2020-2021 school year to work athletic events at the established event rate in the matrix:

		Appointment			Appointment
1)		Karen Baumgardner	24)		Charles Lusco
2)		Stephanie Becker	25)		Cameron Mummert
3)		Dianne Breeden	26)		Kelly Nell
4)		Donald Carl	27)		Amanda Pittinger
5)		Heidi Cavanaugh	28)		Jill Reed
6)		Monica Eckenrode	29)		Tamrah Reitmeyer
7)		Mike Eisenhart	30)		Gerald Rohrbaugh
8)		Joshua Fishel	31)		Theresa Rohrbaugh
9)		Shawn Fishel	32)		Joshua Ross
10)		Michelle Garrett	33)		Janet Senft
11)		Kristina Gartrell	34)		Leslie Sprenkle
12)		Lance Genicola	35)		Tina Stiles
13)		David Gipe	36)		Tyler Stiles
14)		Tammy Herman	37)		William Stiles
15)		Sarah Hipp	38)		Lori Stine
16)		Kervin Hoover	39)		Kimberly Swiger
17)		Mark Hull	41)		Rebecca Thoman
18)		Amy Jackson	42)		Michael Treadway
19)		Michele Jones	43)		Brandon Vieth
20)		Stephen Kern	44)		Steve Warner
21)		Dana Kile	45)		Pearl Wintrose
22)		Shannon Knotts	46)		Steve Young
23)		Scott Leppo			

**Spring Grove Area School District
Board of School Directors Meeting Minutes
October 12, 2020, Voting Meeting**

- F. Approval of the following professional substitutes for the 2020-2021 school year at a rate of \$110.00 per day and \$125.00 per day beginning on the 21st day cumulative, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:
- 1) Lacie Evans
 - 2) Justice White
- G. Approval of the following Act 86 substitutes for a maximum of 20 days for the 2020-2021 school year at a rate of \$110.00 per day, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:
- 1) Lauren Grove
 - 2) Alexandra Hickey
 - 3) Kaitlyn Hopple
 - 4) Vanessa Valencia
- H. Approval of the following registered nurse substitute for the 2020-2021 school year at the rate of \$30.00 per hour, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:
- 1) Rebecca Swift
- I. Approval of the following classified substitutes for the 2020-2021 school year at the hourly rates indicated on the Support Staff/Substitute Salary Matrix, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:
- 1) Tyler Amspacher
 - 2) Jeannine Bales
 - 3) Donna Lebo

Rohrbaugh requested a separate vote on items D and E.

Vote by roll call on items D and E resulted in the motion carrying, with Gaskins, Hoschar, Stein, White, Baum and Huber voting in favor. Rohrbaugh abstained.

Vote by roll call on all remaining items, excluding D and E, resulted in the motion carrying with a unanimous vote by Board members.

CURRICULUM

3. Following a report of the Curriculum Committee's recommendations read by Brent Hoschar, Hoschar moved and Rohrbaugh seconded the following:
- A. Approval for Brian Hastings, High School Science teacher, and a chaperone to accompany approximately 12 high school students to a rocket launch at the Maryland Delaware Rocketry Association in Price, MD, on Saturday, October 17, or Sunday, October 18, 2020, depending on weather and current travel restrictions associated with the pandemic.

Vote by roll call resulted in the motion carrying by unanimous vote.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
October 12, 2020, Voting Meeting**

ADJOURNMENT: Baum moved for adjournment at 8:12 PM. Gaskins seconded. The meeting adjourned by unanimous voice vote.

RESPECTFULLY SUBMITTED BY:

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



MINUTES
SPRING GROVE AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
DIRECTORS' STUDY FORUM MEETING

DATE/TIME of MEETING: October 12, 2020 @ 8:12 PM

LOCATION of MEETING: SPRING GROVE AREA EDUCATIONAL SERVICE CENTER
100 EAST COLLEGE AVENUE, SPRING GROVE, PA 17362
VIRTUAL PARTICIPATION OPTIONAL VIA ZOOM WEBINAR

ATTENDANCE: **The following School Directors were in attendance:**
Karen Baum, Maurice Gaskins, Brent Hoschar, Cindy Huber,
Rachel Rohrbaugh (*Zoom*), Doug Stein, Doug White (*Zoom*)

The following School Directors were absent:
Todd Staub, Dave Trettel

The following Spring Grove Area School District Administrators were in attendance:
Dr. George W. Ioannidis, Superintendent
Dr. Mary Beth Grove, Assistant Superintendent
Mr. Mark Czapp, Director of Business Operations
Ms. Karyn Brown, Director of Pupil Services

A Directors' Study meeting of the Board of School Directors of the Spring Grove Area School District was held on Monday, October 12, 2020, following adjournment of the voting meeting. Cindy Huber, Board President, called the meeting to order at 8:12 PM, noting the same Board members in attendance from the earlier voting meeting.

PUBLIC COMMENT:
There was no public comment.

BOARD OR ADMINISTRATIVE RESPONSE:
n/a

BUSINESS/FINANCE COMMITTEE REPORTS:

Budget and Finance

Mark Czapp, Director of Business Operations, presented the proposed 2021 Spring Grove Regional Parks and Recreation Center (SGRPRC) budget for review. As members of a Cooperative Agreement with SGRPRC, the Board annually considers approval, and the proposed budget will be included among other action items presented with the October 26th regular voting meeting agenda.

Czapp shared information regarding the proposed 2021-2022 general fund budget, recapping last and current fiscal years and noting the official Base Act 1 Index of 3% and Spring Grove's Enhanced Act 1 Index of 3.7%. The deadline for the Board's adoption of a resolution not to exceed the index or posting of a preliminary budget is January 25, 2021. Czapp shared projected student enrollment data and current assessed property values, and shared comparisons of York County school districts' millage rates and MV/PI ratios. An updated presentation is anticipated for the November 9th DSF. Stein requested an average cost per student.

Chris Enck, District Technology Coordinator, presented a request to enter into agreement with SecondLifeMac as the chosen reseller of the District's used iPads at the high school. As highest bidder, SecondLifeMax will purchase the listed units at the price of \$234,000 and will waive all fees for missing cables and/or chargers in addition to covering packaging, on-site labor, shipping and transportation. The Board will consider approval at the October 26th regular voting meeting.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
October 12, 2020, Directors' Study Meeting**

MANAGEMENT COMMITTEE REPORTS:

Policy

Ioannidis presented the proposed 2021 Board Meeting Schedule for review. The Board will consider approval at the October 26th regular voting meeting.

Baum presented proposed revisions to the following policies for review and consideration: #203, #209, #309.1 (new), #314, #332, #334, #340 and #705. The proposed changes reinforce the Board's and the Administration's authority to take action as a result of language included in the District's adopted Health and Safety Plan. The Board will consider approval of a first reading at the October regular voting meeting.

Personnel

Stein presented a memorandum proposing personnel action items for consideration of approval at the October 26th voting meeting.

PROGRAM COMMITTEE REPORTS:

Curriculum

Hoschar presented two major trip proposals for review and consideration: Rocket Launch at MDRA in November 2020, and NASA Student Launch Initiative in April 2021. The Board will consider approval of the trips at the October regular voting meeting.

FUTURE PLANNING ITEMS:

As a result of the Board's approval of Wednesday early dismissal days, Huber requested the administration's continued consideration of all options related to the school calendar change, including the possibility of students' participation in full-day distance learning on those Wednesdays. The administration will provide an update with results and success of the change at a January 2021 meeting.

Gaskins requested an update regarding intentions for spectator capacities with winter sports, and continued conversation about the use of facilities by the District's Youth Clubs and school-affiliated organizations.

ADJOURNMENT: Gaskins moved for adjournment at 8:52 PM. Baum seconded. The meeting adjourned by unanimous voice vote.

RESPECTFULLY SUBMITTED BY:

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

TREASURER'S REPORT FOR THE MONTH ENDING September 30, 2020

GENERAL FUND - CHECKING

<u>Balance 09/30/2020</u>		9,615,375.23	\$9,615,375.23
<u>Receipts</u>			
	Total Receipts (as per attached)	32,825,720.96	\$32,825,720.96
<u>Expenditures</u>			
	Paid bills/Payroll through September 30, 2020	8,753,349.01	\$8,753,349.01
	Voided Checks		\$0.00
<u>Balance 09/30/2020</u>	ACNB (.95%)	<u>\$51,194,445.20</u>	\$33,687,747.18

GENERAL FUND - INVESTMENTS

<u>Balance 09/30/2020</u>			
	PLGIT Plus (.02%)	1,535.12	
	PSDLAF - Max (.10%)	3,338,664.70	
	PSDLAF - CIT Bank (0.15%) 1/25/21	245,000.00	
	PSDLAF - CrossFirst Bank (0.60%) 3/08/21	245,000.00	
	PSDLAF - The First Bancorp (0.16%) 4/26/21	245,000.00	
	PSDLAF - Malvern Federal Savings Bank (0.40%) 6/10/21	245,000.00	
	PSDLAF - Vast Bank USSC (0.21%) 7/28/21	245,000.00	
	PSDLAF - Full Flex Pool (.09%) 8/27/2020	3,000,000.00	
	PSDLAF - Full Flex Pool (.02%) 8/27/2020	1,500,000.00	
			\$9,065,199.82
GENERAL FUND - TOTAL			\$42,752,947.00

NUTRITION SERVICES FUND

<u>Balance 08/31/2020</u>		520,565.24	\$520,565.24
<u>Receipts</u>			
	Total Receipts (as per attached)	25,254.28	\$25,254.28
<u>Expenditures</u>			
	Paid bills through September 30, 2020	88,713.08	\$88,713.08
	Voided Checks	<u>18.40</u>	\$18.40
<u>Balance 09/30/2020</u>	ACNB (.95%)	<u>\$457,106.44</u>	\$457,106.44
NUTRITION SERVICES FUND TOTAL			\$457,088.04

CAPITAL RESERVE FUND

<u>Balance 08/31/2020</u>		8,463.25	\$8,463.25
<u>Receipts</u>			
	Interest	255.82	
	Deposit	600,000.00	\$600,255.82
<u>Expenditures</u>			
	Paid bills through September 30, 2020		\$0.00
<u>Balance 09/30/2020</u>	ACNB (.95%)	<u>608,719.07</u>	\$608,719.07

CAPITAL RESERVE INVESTMENTS

	PSDLAF PSDMAX (.010%)		\$1,002,072.31
			\$1,002,072.31
CAPITAL RESERVE TOTAL			\$1,610,791.38

Invoices presented for Board approval - October 2020	\$0.00

STUDENT ACTIVITY FUNDS

<u>Balance 09/30/2020</u>			
	Elementaries	5,348.48	
	Intermediate School	7,150.56	
	Middle School	2,947.82	
	High School	93,895.34	
STUDENT ACTIVITY FUNDS-TOTAL			\$109,342.20



BUDGET AND FINANCE BOARD ACTIONS REQUESTED:

- A. **ACCOUNTS PAYABLE LIST** – Approval of the Accounts Payable lists, as presented.
- B. **2021 PROPOSED SGRPRC BUDGET** – Approval of the Spring Grove Regional Parks and Recreation Center proposed 2021 budget as presented on October 12, 2020.
- C. **DISPOSAL OF OBSOLETE TECHNOLOGY EQUIPMENT** – Approval to award the Agreement for Resale to SecondLife Mac as the chosen reseller to purchase used iPads being refreshed at the high school, for the proposed price of \$234,000 and waiving all fees for any missing cables and/or chargers, and with packaging materials, on-site labor, shipping and transportation costs provided by the company.



FOR INFORMATION ONLY:

NOTE: BUILDING FIRE DRILLS WERE NOT REQUIRED AS OF THE TIMING OF THIS REPORT, PENDING FURTHER INSTRUCTION FROM PDE.

<i>SCHOOL BUILDING</i>	<i>DATE OF DRILL</i>	<i>MINUTES</i>	<i>SECONDS</i>
New Salem Elementary			
Paradise Elementary			
Spring Grove Elementary			
Spring Grove Area Intermediate School	08/28/2020	2	50
Spring Grove Area Middle School			
Spring Grove Area High School			



TRANSPORTATION BOARD ACTIONS REQUESTED:

A. **2020-2021 RED LION BUS/VAN DRIVERS** – Approval of the following additional contracted Red Lion Bus Company Bus/Van Drivers for the 2020-2021 school year:

- 1) Kimberly Adams
- 2) Mariandi Bonthuys
- 3) Ross Mounds

B. **2020-2021 KRISE BUS/VAN DRIVERS** – Approval of the following additional contracted Red Lion Bus Company Bus/Van Drivers for the 2020-2021 school year:

- 1) Alison Anderson
- 2) Gary Becker
- 3) Amber Burness
- 4) Sheila Gladfelter
- 5) Abbagail Green
- 6) Fay Krout
- 7) Chad McMaster
- 8) Donald Rollins
- 9) Tamatha Smith
- 10) Michele Stonesifer
- 11) George Swartz

POLICY BOARD ACTIONS REQUESTED:

- A. **FIRST READING** – Approval of a first reading for the following policies:
- 1) Policy No. 203: PUPILS, Immunizations and Communicable Diseases (*revised*)
 - 2) Policy No. 209: PUPILS, Health Examinations/Screenings (*revised*)
 - 3) Policy No. 309.1: EMPLOYEES, Telework (*new*)
 - 4) Policy No. 314: EMPLOYEES, Physical Examination (*revised*)
 - 5) Policy No. 332: EMPLOYEES, Working Periods (*revised*)
 - 6) Policy No. 334: EMPLOYEES, Sick Leave (*revised*)
 - 7) Policy No. 340: EMPLOYEES, Responsibility for Student Welfare (*revised*)
 - 8) Policy No. 705: PROPERTY, Facilities and Workplace Safety (*revised*)
- B. **SECOND READING** – Approval of a second and final reading for the following policies and retirement of harassment policies as a result of consolidating language of #248 and #348 with #103 and #104:
- 1) Policy No. 103: PROGRAMS, Discrimination/Title IX Sexual Harassment Affecting Students
 - 2) Policy No. 104: PROGRAMS, Discrimination/Title IX Sexual Harassment Affecting Staff
 - 3) Policy No. 247: PUPILS, Hazing
 - 4) Policy No. 249: PUPILS, Bullying/Cyberbullying
 - 5) Policy No. 252: PUPILS, Dating Violence
 - 6) Policy No. 317.1: EMPLOYEES, Educator Misconduct
 - 7) Policy No. 824: OPERATIONS, Maintaining Professional Adult/Student Boundaries
- C. **2021 SCHOOL BOARD MEETING CALENDAR** – Approval of the attached schedule of meetings of the Board of School Directors for the 2021 calendar year.
- D. **DONATIONS** – Acceptance of the following donation/grant in accordance with Board Policy No. 702, Gifts, Grants and Donations:
- 1) A donation of 39 cases of water and 780 bottles of Gatorade from Weis Markets for Spring Grove student athletes for consumption during the sports season as a result of restrictions to the use of common source large beverage containers due to the pandemic.

2021 Board Meeting Schedule

The Board of School Directors of the *Spring Grove Area School District* will meet on the following dates in the Educational Service Center, 100 East College Avenue, Spring Grove, PA beginning at 7:00 p.m., unless otherwise noted. The first meeting of the month (Directors' Study Forum) is typically a discussion meeting but may include critical voting items. The second meeting of the month is typically a regular voting meeting. July and December are months that include only one meeting, as noted.

<i>JANUARY</i>		<i>JULY</i>	
January 11, 2021	Directors' Study Forum / Voting Meeting	July 19, 2021 (Third Monday)	Regular Voting Meeting
January 25, 2021	Regular Voting Meeting		
<i>FEBRUARY</i>		<i>AUGUST</i>	
February 8, 2021	Directors' Study Forum / Voting Meeting	August 9, 2021	Directors' Study Forum / Voting Meeting
February 22, 2021	Regular Voting Meeting	August 23, 2021	Regular Voting Meeting
<i>MARCH</i>		<i>SEPTEMBER</i>	
March 8, 2021	Directors' Study Forum / Voting Meeting /	September 13, 2021	Directors' Study Forum / Voting Meeting
March 22, 2021	Regular Voting Meeting	September 27, 2021	Regular Voting Meeting
<i>APRIL</i>		<i>OCTOBER</i>	
April 12, 2021	Directors' Study Forum / Voting Meeting	October 11, 2021	Directors' Study Forum / Voting Meeting
April 26, 2021	Regular Voting Meeting (Spring Grove Area Middle School, LGI #242)	October 25, 2021	Regular Voting Meeting (Spring Grove Area Intermediate School, Gymnasium)
<i>MAY</i>		<i>NOVEMBER</i>	
May 10, 2021	Directors' Study Forum / Voting Meeting	November 8, 2021	Directors' Study Forum / Voting Meeting
May 24, 2021	Regular Voting Meeting	November 22, 2021	Regular Voting Meeting
<i>JUNE</i>		<i>DECEMBER</i>	
June 14, 2021	Directors' Study Forum / Voting Meeting	December 6, 2021 (1 st Monday)	Reorganization / Voting Meeting
June 28, 2021	Regular Voting Meeting @ 7:00 PM / Directors' Study Forum following	Board Approved:	

Board Retreat to be scheduled June/July, 2021 – closed to public.

PERSONNEL BOARD ACTIONS REQUESTED:

- A. **RESIGNATIONS** – Approval of the following resignations:
- 1) **Spring Grove Area High School Part-Time Cook** – Ms. Sandra Messinger, effective October 13, 2020, for personal reasons.
 - 2) **New Salem Elementary Full-Time Cook** – Ms. Deborah Altland, effective December 23, 2020, for the purposes of retirement after 25 years with the district.
- B. **APPOINTMENTS** – 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 Middle School Full-Time Custodian** – Ms. Brianna R. Schoenenbeger, effective October 27, 2020. Compensation established at \$11.82 per hour for 8 hours per day, 260 days per year.
 - 2) **Spring Grove Area High School Part-Time Cook** – Mrs. Beth Altland, effective October 27, 2020. Compensation established at \$10.89 for 3.5 hours per day, 180 days per year.
 - 3) **Spring Grove Area Middle School Personal Care Assistant** – Ms. Kelly Mummert, effective October 27, 2020. Compensation established at \$11.28 per hour for 7 hours per day, 180 days per year.
- C. **GUEST SUBSTITUTE** – Approval of the following individual holding a Bachelor’s degree and completing the District’s Guest Teacher orientation program to substitute teach in all subject areas during the 2020-2021 school year at a rate of \$110.00 per day and \$125.00 per day beginning on the 21st day cumulative, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:
- 1) Kerry Organ
- D. **ACT 86 DAY-TO-DAY STUDENT SUBSTITUTE** – Approval of the following Act 86 substitute for a maximum of 20 days for the 2020-2021 school year at a rate of \$110.00 per day, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:
- 1) Brittany Rife
- E. **CLASSIFIED SUBSTITUTE** – Approval of the following classified substitute for the 2020-2021 school year at the hourly rates indicated on the Support Staff/Substitute Salary Matrix, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:
- 1) Devin Altland



PERSONNEL REPORT / FOR INFORMATION ONLY

FAMILY MEDICAL LEAVE ACT (FMLA) LEAVES GRANTED:

<i>EMPLOYEE NAME</i>	<i>BUILDING</i>	<i>DEPARTMENT</i>	<i>DATE LEAVE BEGINS</i> <i>(approximately)</i>	<i>DATE LEAVE ENDS</i> <i>(approximately)</i>
Ellen Wyatt	High School	Custodial Services	09/28/2020	12/21/2020
Cynthia Cohen	New Salem	Reading	10/05/2020	12/04/2020
Lindsay Alley	New Salem	1 st Grade	11/22/2020	02/21/2021

CURRICULUM BOARD ACTIONS REQUESTED:

- A. **TRIP REQUEST** – Approval for Brian Hastings, High School Science teacher, and a volunteer to accompany approximately 11 high school students to future rocket launches at the Maryland Delaware Rocketry Association in Price, MD, on a weekend to be determined in November 2020, depending on weather and current travel restrictions associated with the pandemic.

- B. **TRIP REQUEST** – Approval for Brian Hastings, High School Science teacher, and a volunteer to accompany approximately 12 high school students to a NASA Student Launch Initiative rocket launch in Huntsville, AL, on April 5 - April 12, 2021, depending on weather and current travel restrictions associated with the pandemic.