



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.

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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

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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.

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- 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			

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- 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.

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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