



AGENDA

VOTING MEETING / DIRECTORS' STUDY FORUM MEETING

of the Spring Grove Area School District Board of School Directors

Monday, September 14, 2020 @ 7:00 PM

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

VOTING MEETING

I. Call To Order CINDY HUBER

- Flag salute and moment of silence
- Roll call
- Documented or announced reasons for known absences
- Announcements regarding Executive Sessions held since last sunshine meeting: n/a

II. 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. Possible Board and/or Administration Response to Public Comment

IV. Correspondence CINDY HUBER

V. Action Voting Items (Motion and second needed, roll call vote)

- A. Transportation RACHEL ROHRBAUGH
- B. Policy KAREN BAUM
- C. Personnel DOUG STEIN
- D. Curriculum BRENT HOSCHAR

VI. Adjournment of Action Voting Meeting (Motion and second needed, voice vote)

DIRECTORS' STUDY FORUM MEETING

I. Call To Order CINDY HUBER

II. Formal and Informal Requests to Address the Board

III. Possible Board and/or Administration Response to Public Comment

IV. Program Committee

A. Curriculum BRENT HOSCHAR

1) Advanced Placement Summary 2020 – *M.B. Grove, D. Dietrich*

V. Business / Finance Committee

A. Budget & Finance TODD STAUB

1) Proposed 2021-2022 Budgetary Timeline – *M. Czapp*

B. Buildings & Grounds DOUG WHITE

1) SGRPRC Request for Use of Former Middle School – *M. Czapp*

VI. Management Committee

A. Policy KAREN BAUM

1) PSBA Slate of Candidates – *M. Czapp*

B. Personnel DOUG STEIN

1) Confidential Memorandum - Proposed Personnel Actions for September 28, 2020

VII. Planning (*Items to be considered for future agendas*)

A. Final Phase of Advanced Board Member Training – Trauma Informed Care
September 28, 2020 @ 5:30 PM - - dinner provided

VIII. Adjournment (*Motion and second needed, voice vote*)



TRANSPORTATION BOARD ACTIONS REQUESTED:

- A. **AGREEMENT FOR STUDENT TRANSPORTATION** – Approval of the attached agreement between Spring Grove Area School District and Faithful Transportation, LLC for the transportation of students to/from school during 2020-2021 school year, effective August 17, 2020 through June 30, 2021.



POLICY BOARD ACTIONS REQUESTED:

- A. **RESOLUTION – NEW TITLE IX REGULATIONS** – Adoption of the attached Resolution authorizing the Spring Grove Area School District Board of School Directors to implement the provisions of the amended Title IX regulations in the interim of approving revised permanent policies and procedures that address those amended regulations.
- B. **APPOINTMENT OF TITLE IX COORDINATORS** – Authorization of the following individuals as Title IX Coordinators to coordinate compliance with amended Title IX regulations:
- 1) Assistant Superintendent as the Title IX Coordinator in matters relating to School and Classroom Practices
 - 2) Director of Pupil Services as the Title IX Coordinator in matters relating to Qualified Students with Disabilities
 - 3) Human Resources Director as the Title IX Coordinator in matters relating to Employment/Contract Practices

SPRING GROVE AREA SCHOOL DISTRICT
RESOLUTION
The New Title IX Regulations

WHEREAS, 20 U.S.C. § 1681 *et seq.* authorizes and directs school districts receiving federal financial assistance to effectuate Title IX of the Education Amendments of 1972, as amended;

WHEREAS the Board of School Directors (“Board”) of the Spring Grove Area School District (“District”), has previously adopted Policy 103 – Nondiscrimination in School and Classroom Procedures, Policy 104 – Nondiscrimination in Employment Practices, and Policies 248 and 348, Unlawful Harassment, which protect against and authorize the investigation of discrimination on the basis of sex in the District's programs or activities;

WHEREAS, on May 6, 2020, the U.S. Department of Education, Office of Civil Rights, published the final rule amending Title IX regulations at 34 C.F.R. Part 106;

WHEREAS, the amended Title IX regulations were effective on August 14, 2020;

NOW, THEREFORE BE IT RESOLVED that the Board hereby implements the provisions of the amended Title IX regulations. The Board implements all aspects of the regulations, including, but not limited to, updated definitions of sexual harassment, equal treatment in responding to complaints of sexual harassment, an objective grievance process, and appropriate notice throughout;

BE IT FURTHER RESOLVED that the preponderance of the evidence standard of evidence will be applied in determining responsibility;

BE IT FURTHER RESOLVED that the Board authorizes the Assistant Superintendent as the Title IX Coordinator in matters relating to School and Classroom Practices, the Director of Pupil Services as the Title IX Coordinator in matters relating to Qualified Students with Disabilities, and the Human Resources Director as the Title IX Coordinator in matters relating to Employment/Contract Practices, to coordinate compliance with the amended regulations according to each appropriate School Board Policy. Notification of the Title IX Coordinator’s name and contact information will be made in compliance with the new Title IX regulations;

BE IT FURTHER RESOLVED that the Board will draft and approve permanent policies and procedures to implement the amended regulations.

RESOLVED this 14th day of September, 2020.

ATTEST:

BOARD OF SCHOOL DIRECTORS
SPRING GROVE AREA SCHOOL DISTRICT

Secretary

By: _____
Cindy A. Huber, President
Board of School Directors

(SEAL)

**PERSONNEL BOARD ACTIONS REQUESTED:**

- A. **RESIGNATIONS** – Approval of the following resignations:
- 1) **Spring Grove Area High School Part-Time Cook** – Ms. Stacy Shue, effective August 5, 2020, for personal reasons.
 - 2) **New Salem Elementary Part-Time Cook** – Ms. Deborah Johnson, effective August 20, 2020, for personal reasons.
 - 3) **Spring Grove Area High School Part-Time Learning Support Aide** – Ms. Denise Kline, effective August 25, 2020, for personal reasons.
 - 4) **Spring Grove Area School District Personal Care Assistant** – Ms. Sarah Nickey, effective August 30, 2020, to accept a long-term substitute position in another PA school district.
- B. **PROFESSIONAL SUBSTITUTES** – 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) Caitlyn Gasmen
 - 2) Heath Grim
 - 3) Michelle Mummert
- 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) Sherilyn Young
- D. **CLASSIFIED SUBSTITUTES** – 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) Beth Altland
 - 2) Heather Altland
 - 3) Lacie Evans
 - 4) Brenda Hinkle
 - 5) Deborah Johnson
 - 6) Karen Magalski
 - 7) Lindsey Markle
 - 8) Robin Robinson
 - 9) Cameron Scheivert
 - 10) Hayley Tosten

**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 (approximately)</i>	<i>DATE LEAVE ENDS (approximately)</i>
Amber Stouch	SGE	3 rd Grade	08/24/2020	09/30/2020
Jennifer Whalen	SGE	Phys. Ed./Health	08/31/2020	10/12/2020
Amanda Jones	High School	Math	11/12/2020	01/04/2021
Lindsay Alley	New Salem	1 st Grade	11/23/2020	01/04/2021



CURRICULUM BOARD ACTIONS REQUESTED:

- A. **AGREEMENT FOR STUDENT ENROLLMENT IN DOVER AREA SCHOOL DISTRICT'S AGRICULTURAL PROGRAM** – Approval to enter into agreement with Dover Area School District authorizing Spring Grove 11th grade student, Evan Rothrock, to attend and participate in Dover's Agricultural Career and Technical Education Program, according to Section 1809 of the Public School Code, at a cost not to exceed the per credit charge of the Per Diem rate for the 2020-2021 school year as outlined in the agreement.

**SPRING GROVE AREA SCHOOL DISTRICT
FY 2021-22 BUDGET TIMELINE**

DEADLINE / MEETING		ACTION
SEPTEMBER		
September 1	PDE publishes Act 1 Index	None.
September 14	Directors' Study Forum	Review Budget Timeline/Process. Review Act 1 Index implications.
September 28	Voting Meeting	Approve Budget Timeline/Process.
OCTOBER		
October 12	Directors' Study Forum	Review enrollment data.
October 1-31		Administration discusses program needs, staffing requirements, and resource allocations for next fiscal year.
NOVEMBER		
November 9	Directors' Study Forum	Review preliminary audit data from FY 2019-20. Discuss Act 1 exceptions and the optional resolution to limit tax increase to the Index.
November 23		Staff submit completed staffing, supply, equipment, and service requests to Principal/Administrator.
November 23	Voting Meeting	Discuss options for exceptions to Act 1 Index. Consider Board action to stay within the Index (and not apply for exceptions) – must be decided by January 28, 2021.
DECEMBER		
December 1-31		Finalize Preliminary Budget based on line item submissions.
December 7	Reorganization Meeting	Continue detailed Budget Discussions. Final discussions on whether to adopt Index Resolution or vote on Preliminary Budget. If Resolution is not adopted, advertise the Proposed Preliminary Budget.
JANUARY		
January 9		Deadline to advertise Proposed Preliminary Budget if Act 1 Index Resolution is NOT adopted or planned to be adopted.

January 11	Directors' Study Forum	Continue detailed Budget Discussions.
DEADLINE / MEETING		ACTION
January 25	Voting Meeting	Latest date to vote on Act 1 Index Resolution (<i>deadline of January 28, 2021</i>).
FEBRUARY		
February 8	Directors' Study Forum	Review Preliminary General Fund Budget: Long Range Financial Plan New Programs Known factors If Index Resolution is not adopted, vote on Preliminary Proposed Budget.
February 22	Voting Meeting	Continue Budget Discussions.
MARCH		
March 8	Directors' Study Forum	Continue detailed Budget Discussions – review state funding based on Governor's budget. Review program and staffing requirements. Review Nutrition Services Fund Budget.
APRIL		
April 12	Directors' Study Forum	Continue detailed Budget Discussions. Adopt Proposed Final Budget. Approve the advertisement of Final Budget and make it available for public inspection.
MAY		
May 10	Directors' Study Forum	Discuss Final Budget.
May 24	Voting Meeting	Adopt Final General Fund Budget and Nutrition Services Budget.
JUNE		
June 30		Submit budget documents to PDE.