



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

DATE/TIME of MEETING: November 22, 2021 @ 7:00 PM

LOCATION of MEETING: SPRING GROVE AREA MIDDLE SCHOOL LGI, ROOM 242
244 OLD HANOVER ROAD, SPRING GROVE, PA

ATTENDANCE: **The following School Directors were in attendance:**
Karen Baum, Maurice Gaskins, Cindy Huber, Ben Ramsay,
Rachel Rohrbaugh, Doug Stein, Dave Trettel, Doug White

The following School Directors were absent:
Todd Staub

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

The regular voting meeting of the Board of School Directors of the Spring Grove Area School District was held on Monday, November 22, 2021, in the LGI Room 242 of the Spring Grove Area Middle School. 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 eight board members present. Todd Staub was absent for personal reasons.

Huber announced that there was an executive session held prior to this evening's board meeting at 6:00 PM for personnel, legal and real estate purposes. There are no other plans for an executive session this evening.

SUPERINTENDENT UPDATE:

Ioannidis reported on the court case regarding masks, stating that at present, there is a deadline of December 4th for any pending action. We will be able to share with staff, students, and families any appropriate update after that date.

PUBLIC COMMENT:

Ann Strickland, employee and borough resident, commented that as she travels between the elementary and the high school buildings, she is concerned about students wearing hoodies and polarized sunglasses, noting it is a safety issue. She also stated there should be a dress code as female students are wearing inappropriate "belly" shirts and short dresses. She stated it is becoming a trend that is trickling down to the elementary level.

Heather Zimmerman, resident of Paradise Township, thanked the board, administration, and teachers, for their hard work giving flexibility to wear masks or not wear masks. She also stated her support for filing the Amicus Brief and would like to see us continue to move forward.

BOARD OR ADMINISTRATIVE RESPONSE:

Ramsay commented on school board meetings over the last few months getting much better. He is super proud of what Spring Grove has done, and despite steps forward, he noted an unpleasant email from a community member referencing board members' children. While those around the board table may not always see eye to eye, there is no question that all board members do what they believe is best for our students.

White stated his disappointment with how students are choosing to dress. He noted his support for a student and faculty dress code, adding it is unfortunate that the liberty with expression and individual rights is abused.

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Gaskins stated there is a policy in place that speaks to dress codes and added that policies should be reviewed annually. Gaskins also stated he would like to see another level of security for students and suggested spending ESSERS money on student IDs rather than on an Amicus Brief.

Ioannidis thanked Strickland and noted that when concerns impact safety and efficiency, we need to take corrective action. He will follow up on her comments. The district has offered grace in the past year with the many challenges. As we continue to work through our position as an educational institution, we will also focus on improving how we behave in buildings and in the virtual setting.

SUPERINTENDENT REPORT:

Ioannidis congratulated the Girls' Volleyball team who brought back the state championship with their win at Cumberland Valley. He gave a shoutout to Liz Zeigler, Head Coach, on their win and season success.

He also congratulated the football team, who took on Governor Mifflin in the Semifinals of District III playoffs this past Friday. While they didn't win the game, we are proud of their overall successful season.

The Fall Play, CRUSH, took place this past weekend. Ioannidis recognized Claire Shubert for her leadership of student performers.

Grade 5-12 buildings have selected their Students of the Month and Top Rockets for September; the names of these young scholars have posted to the website.

Christopher Fake, HS counselor, recently took a group of students to the York Builders Association Breakfast. High Schoolers Ash Hunt, Connor New, Tyler Myers, and Jonathan Ankney were given opportunity to connect with local businesses and make positive workforce connections.

Congratulations to the more than 60 students (juniors and seniors) recently inducted into the National Honor Society at a ceremony held earlier this month. Advisors Julia Baer and Jordyn Bowersox are credited for their stellar influence and continued leadership with these students.

SGAEF is again hosting the Thankful 5K race on Thanksgiving morning, and Ioannidis thanked Steph Kennedy for organizing the race.

Ioannidis publicly thanked Maurice Gaskins and Cindy Huber for their contribution as School Board Directors, Gaskins with 2-1/2 years of service and Huber with nearly 14 years. This evening marks their final public meeting as volunteer board members. They have been passionate advocates for our students, attending numerous meetings in addition to District events and competitions. Ioannidis thanked them for their dedication and wished them the best.

Hunger and Homelessness Awareness Week began today. District staff and Board members were encouraged to wear red and donate food items toward the Fill the Bus/Weekend Backpack Program. Ioannidis welcomed Melissa Freestone, Shannon Engles, Carl Barnes, Chrissy Kenney, and Teresa Weaver.

Freestone, Nutrition Services Manager, reported that with regard to food deliveries, flexibility is the buzzword. Menus are often changed at the last minute. Milk supplies are stable, thanks to Rutter's, even though for some other districts, that is not the case. Fresh bread and produce deliveries have also been stable. Freestone believes that it could get worse before it gets better due to the supply chain disruption, and she is already seeing price increases due to contract breakages.

Teresa Weaver, Backpack Program Coordinator, thanked everyone for their support of the program that began in 2017 with 11 students, and last week gave out 206 bags. Funds continue to come in through food drives, dress down days, fundraisers, etc. Panera Bread pickups still take place. Every hand – every building helps, and Weaver noted there is no application process – a student only needs to request to be part of the program.

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Shannon Engles, School Social Worker, shared that students' basic social/emotional needs continue to rise. She communicates regularly with the Community Progress Council regarding issues of homelessness, eviction, etc. As a result of COVID, an emergency rental program was started, and she helps families complete applications for consideration. There are shelters available, but repeated daily calls must be made for openings. Lifepath Ministries and Bell Socialization Next Door Program are also considerations. There are many churches in the area who support what the district is doing. PCBH (school based mental health services provider) will be coming into the schools beginning next week. We continue our SAP program at the high school and will expand to SGI through our partnership with True North. National Alliance for Mental Illness (NAMI) is partnering with us for a pilot peer support program, which also addresses prevention. Engles commented on the District's Aavidum group, stating they recently held conversations with local representatives to talk about state policies. There are plans to take the program to the middle school, and possibly beyond.

Carl Barnes, School Social Worker, reported that we don't all have the same experiences during the holidays, and we are continuing to look for ways to offer support. The district partners with the York County Food Bank for food items and with local churches for toys and monetary donations. Schools are receiving hats, gloves, and coats. We have a lot of sponsors and partnerships and collaborations. Gaskins asked if there is a way to have these resources and options posted to the website.

Chrissy Kenney, Home and School Visitor, reiterated all the great things the district is doing for students that are homeless. She noted there is often a stigma for those families and students, and it's difficult to determine who they are. At the end of 20-21, there were 20 families and as of today, there are already 25. Kenney believes there are more. The district collaborates with the LIU for coordinating services for these families. Additionally, the District provides transportation no matter where a student is during their homelessness.

STUDENT REPRESENTATIVE REPORT:

Paige Little, Student Representative to the Board, shared an update regarding Christmas programs, collections, food drives, etc. Elementary report cards are being uploaded for the end of the first trimester. There was a vocabulary parade at SGI, NHS began its Fill the Bus campaign, and she commented on the high school's recent athletic successes. Little also noted her thrill in being recently selected to speak to Senator Regan through an advocacy session scheduled by PSBA.

CORRESPONDENCE:

None at this time.

LEGISLATIVE UPDATE:

Little is happening at this time. There are a few bills under consideration in the aftermath of Covid. Expanding the Education Improvement Tax Credit Program is among them.

YORK COUNTY SCHOOL OF TECHNOLOGY REPORT:

Trettel reported a meeting is scheduled for tomorrow.

YORK ADAMS ACADEMY REPORT:

Baum reported that winter graduation is scheduled for December 7th and there is one Spring Grove student slated to graduate. The next meeting December 14th when members will work on the budget. There are currently at 8 students enrolled.

LINCOLN INTERMEDIATE UNIT #12 REPORT:

November 2nd was the last board meeting. Policies were adopted, job descriptions and agreements were revised, and they are working on the IU Comprehensive Plan. Personnel actions were accepted. As of the last update, the health clinics are waiting for final inspection for occupancy. November 30th is a scheduled celebration for retirees.

SPECIAL COMMITTEE REPORTS:

There were no special committee reports.

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APPROVAL OF MINUTES:

1. Gaskins moved and Rohrbaugh seconded approval of the following minutes: Regular Voting Meeting on October 25, 2021, and the Voting Meeting and Directors' Study Forum meetings on November 8, 2021. The motion was unanimously approved by voice vote.

TREASURER'S REPORT:

White presented the Treasurer's Report for month ending October 31 and made a motion to approve as presented. Baum seconded the motion, approved by unanimous roll call vote.

BUSINESS/FINANCE REPORT:

2. Following a report of the Budget and Finance Committee's recommendations read by Doug White, White moved and Rohrbaugh seconded the following:
 - A. Approval of the Accounts Payable lists as presented.
 - B. Approval of the Spring Grove Regional Parks and Recreation Center proposed 2022 budget as presented on November 8, 2021.
 - C. Adoption of the attached Resolution certifying that the 2022-2023 fiscal year budget will be funded based on maintaining the current tax rates or increasing tax rates by an amount less than or equal to the Act 1 Index application to the School District of 4.5%, and that the School Board will comply with the rules set forth in School Code §687 for adoption of the school district proposed and final budgets for the 2022-2023 fiscal year.
 - D. Approval to expand the District's current agreement with Frontline Education System to include a professional growth and employee evaluation module as discussed at the November 8, 2021, study meeting, at costs to include implementation and migration of the current electronic evaluation data of \$13,770.00, a first year annual fee of \$6,223.00 for the additional modules system, and \$24,687.00 for the 2022-2023 fiscal year.
 - E. Approval to enter into a five-year agreement with Franklin Covey Client Sales, Inc., at a total cost of \$143,427.74, to implement a "Leader in Me" program at the Spring Grove Area High School, according to the terms and conditions indicated in the attached and funded by ESSER III funds.
 - F. Approval to subcontract cleaning services to a local cleaning company on a temporary basis in acknowledgment of the ongoing custodial support staff shortage and to maintain the district's current standard of cleaning throughout educational buildings and grounds to the close of the fiscal year 2021-2022.

Baum questioned item F, and Czapp indicated Absolute Cleaning was selected from three vendors who were considered. The service will be used for bulk or non-teaching areas. Regular staff will be used to clean highly sensitive and teaching areas. They will be using their own products based upon a list of approved chemicals shared by Bill Stiles.

White requested a separate vote on item E.

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

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

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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	10/04/2021	2	25
Paradise Elementary	10/06/2021	1	30
Spring Grove Elementary	10/21/2021	1	50
Spring Grove Area Intermediate School	10/27/2021	2	13
Spring Grove Area Middle School	10/07/2021	1	50
Spring Grove Area High School	10/27/2021	5	36

MANAGEMENT REPORTS:

3. Following a report of the Policy Committee's recommendations read by Karen Baum, Baum moved and Trettel seconded the following:
 - A. Approval and authorization for the solicitor to file an Amicus Brief, if permitted by Court rules, in the Corman vs. DOH appeal now pending in the Pennsylvania Supreme Court, at a cost not to exceed \$4,000.00.
 - B. Acknowledgment of the attached committee representatives, named and identified to serve on the 2022-2025 Comprehensive Plan Professional Education Steering Committee.
 - C. Acknowledgment and/or acceptance of the following donations in accordance with Board Policy No. 702, Gifts, Grants and Donations:
 - 1) A monetary donation in the amount of \$100.00 from Jenny Zech to support the District's Backpack Program.

Gaskins questioned the cost on the first Amicus Brief.

Stein requested a separate vote on item A.

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

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

4. Following a report of the Personnel Committee's recommendations read by Doug Stein, Stein moved and Trettel seconded the following:
 - A. Approval to compensate eligible facilities, nutrition services, and business department staff with a one-time bonus payment of \$750, to be processed and payable with the second pay date in December 2021, for additional work performed to support the Nutrition Services Department during the COVID-19 lockdown period, March through June 2020.
 - B. Approval of a Memorandum of Understanding (MOU) between Spring Grove Area School District and Spring Grove Education Association regarding tuition reimbursement under special circumstances.
 - C. Approval of the following resignations:
 - 1) Spring Grove Area High School Full-Time Custodian – Mr. Benjamin Morin, effective November 29, 2021, to accept another position.

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- 2) Spring Grove Area School District Instructional Assistant – Special Education – Personal Care – Ms. Jessica Wise, effective November 29, 2021, for personal reasons.
 - 3) Spring Grove Area School District Instructional Assistant – Special Education – Personal Care – Ms. Desarea Kennedy, effective November 30, 2021, for personal reasons.
 - 4) Junior High Track and Field Assistant Coach – Mr. Jackson LeVault, effective November 4, 2021, for personal reasons.
 - 5) Varsity Head Girls' Soccer Coach – Ms. Emily Wryk, effective November 14, 2021, for personal reasons.
 - 6) Unified Track Coach – Ms. Emily Wryk, effective November 14, 2021, for personal reasons.
- D. 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 Elementary School Instructional Assistant – Kindergarten – Ms. Danielle Keith, effective November 23, 2021. Compensation established at \$12.00 per hour for 5 hours per day, 180 days per year.
 - 2) Paradise Elementary Head Custodian – Mr. Eric Hostetler, effective November 23, 2021. Compensation established at 16.30 per hour for 8 hours per day, 260 days per year.
 - 3) Paradise Elementary School Full-Time Custodian – Mr. John Sterner, effective November 23, 2021. Compensation established at \$13.50 per hour for 8 hours per day, 260 days per year.
 - 4) Paradise Elementary – Instructional Assistant Special Education – Life Skills Support – Ms. Amy Montague, effective November 23, 2021. Compensation established at \$12.48 per hour for 7 hours per day, 180 days per year.
- E. Approval of the following additional coach for the 2021-2022 Winter Season, with compensation determined by the Coaches' Salary Matrix, and authorizing discretion to reduce, pro-rate, or cancel any appropriated payment because of a delayed, shortened, or canceled season due to COVID-19:

Job Title	Coach Name	Stipend
Cheerleading (Wrestling) - Varsity Head Coach	Kelsey Sersen	\$ 1,828.00

- F. Approval of the following individual, for the 2021-2022 school year, with compensation determined by the Extracurricular Minimum Stipend Matrix. Approval is contingent upon the school's ability to implement such programming as the result of ongoing COVID-19 pandemic crisis. The school's ability to implement programs will be guided, in part, by ongoing orders of the federal government, the Governor, the Centers for Disease Control, the Pennsylvania Department of Health, local and county restrictions, and student participation in such programs. At its sole discretion, the district reserves the right to rescind or prorate payments on these extracurricular positions due to the pandemic and/or other reasons that make the full or partial implementation of these programs impractical, impossible, or difficult.

Appointment	Position	2021-2022 Stipend
Ashlyn Bushey	Musical Choral Director	\$ 1,132.00

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- G. Approval of the following student employee pending receipt of clearances and completed Act 168 disclosure forms from previous employers. Compensation established at \$10.25 per hour:
- 1) Isaac Rinehart, Student Custodian
- H. Approval of the following individual, pending receipt of updated clearances, for the 2021 – 2022 school year to work athletic events at the established event rate in the matrix:
- 1) Craig Day
- I. 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 2021-2022 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) Dominic Mascaro
- J. Approval of the following Act 86 substitute for a maximum of 20 days for the 2021-2022 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) Allison Rake
- K. Approval of the following classified substitutes for the 2021-2022 school year at the hourly rates indicated on the Support Staff Compensation (Minimum Salary) Matrix, provisionally hired pending receipt of updated clearances, and completed Act 168 disclosure forms from previous employers:
- 1) Cristy Becker
 - 2) Garrett Fissel
 - 3) Michele Jones
 - 4) Allison Rake
 - 5) Suzanne Sterner
 - 6) Carl Stremmel, Sr.
 - 7) Jennifer Van Horn

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

PROGRAM REPORTS:

5. Following a report of the Curriculum Committee's recommendations read by Maurice Gaskins, Gaskins moved and Rohrbaugh seconded the following:
- A. Approval for Cory Mengel, High School Special Education teacher and Link Crew Advisor, to attend the Link Crew Basic Training Course in Cincinnati, Ohio, March 7-9, 2022.
- B. Approval of the following new courses at the high school beginning with the 2022-2023 school year:
- 1) Creative Writing II
 - 2) Culinary I – Fundamentals of Food Preparation
 - 3) Culinary II – Menu Planning and Meal Construction
 - 4) Introduction to Culinary Art
 - 5) Songwriting
 - 6) Strength Training for Sports – Level 3

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- 7) Yoga
- 8) Human Anatomy and Physiology II
- 9) Advanced Placement Art History
- 10) Advanced Placement Human Geography
- 11) The Flying Environment (AOPA Level 5)
- 12) Flight Planning (Manned Flight, AOPA Level 6)
- 13) UAS Operations (Unmanned Flight, AOPA Level 6)
- 14) World Language Experience

C. Approval for the following course revisions at the high school, beginning with the 2022-2023 school year:

- 1) Principals of Financial Accounting – name change only
- 2) English 11 – reduce from 9 periods/cycle to 6 periods/cycle (1.5 to 1.0 credit)
- 3) College Prep English 10 Honors – reduce from 9 periods/cycle to 6 periods/cycle (1.5 to 1.0 credit)
- 4) Home Cooking Basics – name change only
- 5) Pastry Arts – name change only
- 6) Geometry Concepts – reduce from 9 periods/cycle to 6 periods/cycle (1.5 to 1.0 credit)
- 7) Algebra 2 Concepts – reduce from 9 periods/cycle to 6 periods/cycle (1.5 to 1.0 credit)
- 8) Introduction To Sports Fitness – discontinue course

D. Approval for Claire Shubert, High School Family Consumer Science Teacher, and one volunteer to accompany approximately 15 high school students to the Pennsylvania State Thespian Conference in Lansdale, PA, on December 4, 2021.

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

Trettel commented on Huber's departure from the board, noting that she has always presented a calming and level-headed view when strong personalities have surfaced on the board. He thanked her for her years.

Gaskins requested an overview of tax collectors at an upcoming meeting.

ADJOURNMENT:

Trettel moved for adjournment at 8:32 PM. Gaskins seconded. The meeting adjourned by unanimous voice vote.

RESPECTFULLY SUBMITTED BY:

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