



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

DATE/TIME of MEETING: September 12, 2022 @ 7:00 PM

LOCATION of MEETING: Spring Grove Area Middle School
244 Old Hanover Road, Spring Grove, PA

ATTENDANCE: **The following School Directors were in attendance:**
Karen Baum, Ben Ramsay, Michael Ritz, Rachel Rohrbaugh, Rodney Shearer,
Doug Stein (*via Zoom*), Dave Trettel, Doug White, Nicole Wilson

The following School Directors were absent:

The following Spring Grove Area School District Administrators were in attendance:

Dr. George W. Ioannidis, Superintendent
Dr. Steve Guadagnino, Assistant Superintendent
Mr. Mark Czapp, Director of Business Operations/Board Secretary
Dr. Michelle Ludwig, Director of Pupil Services

A voting meeting of the Board of School Directors of the Spring Grove Area School District was held on Monday, September 12, 2022, in the LGI room of the Spring Grove Area Middle School. Rachel Rohrbaugh, 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 physically present, with Douglas Stein participating virtually.

PUBLIC COMMENT:

Christy Spangler, North Codorus Township resident, stated that students and parents were not given enough notice about dress code changes implemented at the high school on the first day. Spangler stated that the requirement to cover midriffs are not included in Policy 221 or in the 2022-2023 Student/Parent Handbook. She will not be enforcing this requirement with her daughter and encourages the board to rescind the directive to the administration.

Avery Spangler, Evelyn Messinger, and Sarah Darby, high school students, collectively reported that new dress code requirements are directed toward women at the school and have made many uncomfortable. They noted that young women are being told their dress/bodies are causing a disruption and stated that Board Policy 103 prohibits sexual harassment due to this type of discrimination. There are currently 847 signatures on a petition protesting the new requirements.

Kailee Dayett, high school student, stated that the updated dress code requirements harshly restrict midriffs and bra straps and are not included in policy or the handbook. The stomach is not a sexual body part; new restrictions are teaching insecurity about women's bodies. Students called to the office for inappropriate dress causes a distraction to students and loss of instructional time. Dayett stated that the district's Diversity Statement is being disregarded and asked the administration to reconsider the board's directive and remove the midriff language.

Joseph Darby, middle school student, stated that as a male student in Spring Grove schools, he does not find bra straps or midriffs distracting. Darby finds the discriminatory requirement offensive. He will support young women in the school until they feel comfortable because school is meant to be a welcoming and happy place.

Mary Jo Herr, Paradise Township resident, stated her frustration with parking and handicapped parking availability at Spring Grove home events. She requested consideration for allowing handicapped people to park vehicles in spots that are currently being reserved for other people who are not handicapped.

Bernadette Darby, district resident and parent, stated her children came home from school the first day very frustrated about new dress code requirements. Notice was not received until the night before school started. Darby stated that girls are being put into a position to be targeted, and it is discriminatory. There is nothing directed toward boys.

BOARD AND ADMINISTRATOR RESPONSE:

Trettel stated that the main purpose of SGASD is to teach and educate students and to prepare them for the work force. This includes knowing academics as well as how to be professional and properly dressed in the workplace. He stated that the previous attention to midriffs in the handbook was removed because the board did not want to scrutinize every piece of clothing. Trettel reported that dress code was one of the top concerns addressed in the community survey, and the board acted in response.

Rohrbaugh thanked students who presented comments, noting it took courage and time to prepare remarks. She stated that the board has been talking about a dress code and approved it as the Citizen Advisory Committee (CAC) topic for this year. Members of the CAC are reviewing the policy and dress code to consider more defined parameters.

Ramsay stated that the board initiated a community survey and discussed results publicly for several months. Survey responses indicated there was a large group of people asking the board to consider changes to dress code. Ramsay asked if students in attendance completed the survey, since there was nothing presented during recent months to oppose the board's decision to be more specific with enforcement of existing policy.

Wilson also stated dress code as a top concern from parent and staff responses to the survey. Wilson noted the CAC is doing its job and is hoping to make recommendations to the board for considerations to the dress code by January 2023. Current requirements are not meant to be sexualizing at all.

White thanked students in attendance. He stated that dress code requirements have nothing to do with sexualizing a woman's body. Within the freedoms of attending school, there is also a professional framework required. As a professional institution, there are lines that should be enforced. Spring Grove is a public school system, not a private institution where students are, or can be, required to wear uniforms.

CORRESPONDENCE:

Rohrbaugh shared a letter from Windy Hill thanking the district for the donation of 8 sewing machines.

ACTION ITEMS:

POLICY

1. Following a report of the Policy Committee's recommendations read by Karen Baum, Baum moved, and Trettel seconded the following:

- A. Approval to include Trenton Leggett, 2022-2023 Student Representative to the School Board, to serve as a member of the 2022-2023 Citizen Advisory Committee.

Ioannidis welcomed and recognized Trenton Leggett in the audience. Ioannidis stated that the CAC committee will be asking students to attend and present to members of the committee at an upcoming meeting. He thanked students who shared comments this evening and noted it is important to hear their perspective when coming to an understanding of what provides the best opportunities for all students in our school district.

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

PERSONNEL

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

- A. Approval to consider personnel action item, Memorandum of Understanding, tabled from the August 22, 2022, regular voting meeting agenda.

- B. Approval of the Memorandum of Understanding between the Spring Grove Area School District and the Spring Grove Education Association for the purpose of memorializing their understanding as it relates to compensation for synchronous instruction through the expiration of the current Collective Bargaining Agreement covering the period through the 2023-2024 school year.
- C. Approval of the following retirement resignation, with regret:
- 1) Spring Grove Area Intermediate School Part Time Nutrition Support – Christine Hamaker, effective December 2, 2022, for the purposes of retirement, following 24 years of service to the school district.
- D. Approval of the following resignations:
- 1) Spring Grove Area Middle School Instructional Assistant – Special Education – Amy Montague, effective September 8, 2022, for personal reasons.
 - 2) Spring Grove Area High School Full Time Custodian (2nd Shift) – Breyonna Mummert, effective September 16, 2022, for personal reasons.
 - 3) Varsity Assistant Wrestling Coach – Terry Conover, effective August 24, 2022, for personal reasons.
 - 4) Junior High Girls Basketball Head Coach – Brian Campbell, effective August 23, 2022, for personal reasons.
- E. Approval of the following request for uncompensated leave:
- 1) Spring Grove Area Middle School Instructional Assistant – Special Education – Amy Montague, effective approximately August 17, 2022, through approximately September 7, 2022.
- F. 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 English Language Arts Instructor – Shannon Paules, effective November 14, 2022, or earlier upon release from the current district. Compensation established at Step 15 on the Masters + 15 Schedule.
 - 2) Spring Grove Area Middle School Instructional Assistant Special Education (Learning Support) – Peggy Harling, effective September 13, 2022. Compensation established at \$15.00 per hour for 7 hours per day, 180 days per year.
 - 3) Spring Grove Intermediate School Nutrition Support (PT) – Regina Riddle, effective September 13, 2022. Compensation established at \$11.40 per hour for 4 hours per day, 180 days per year.
- G. Approval of the following individuals, pending receipt of updated clearances, for the 2022-2023 school year to work school events needing AV support / livestream support, at the established rate per event of either \$40, \$60, \$110, or \$150, depending on the event:
- | | |
|---------------------|---------------------|
| 1) Murphy Altland | 5) Stephen Richards |
| 2) Kyle Kirkpatrick | 6) Travis Whitson |
| 3) Weston Jackson | 7) Wayne Topper |
| 4) Gracie Priest | |
- H. Approval of the following individuals, pending receipt of updated clearances, for the 2022-2023 school year, to work athletic events at the established event rate in the matrix:

- 1) Cameron Baer
- 2) Gabriela Calugar

I. Approval of the following professional substitute for the 2022-2023 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) Jena Sanford

J. Approval of the following individuals holding a bachelor's degree and completing the District's Guest Teacher orientation program to substitute teach in all subject areas during the 2022-2023 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) Miranda Shives
- 2) Keely Smith

K. Approval of the following classified substitutes for the 2022-2023 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) Tiffany Carbaugh
- 2) Stephanie Doyle
- 3) Kaitlyn Peake
- 4) Donna Yglesias

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

Ioannidis welcomed and congratulated Sarah Wiles who was present at the meeting and had been approved as a new teacher earlier in the summer.

ADJOURNMENT:

Trettel moved to adjourn the meeting at 7:38 PM. Wilson seconded. Meeting adjourned by unanimous voice vote.

RESPECTFULLY SUBMITTED BY:

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