



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

DATE/TIME of MEETING: November 28, 2022 @ 7:00 PM

LOCATION of MEETING: MIDDLE SCHOOL LGI ROOM #242
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, Dave Trettel (*via Zoom*),
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 regular voting meeting of the Board of School Directors of the Spring Grove Area School District was held on Monday, November 28, 2022. Rachel Rohrbaugh, Board President, called the meeting to order at 7:00 PM, noting eight board members in physical attendance, and Dave Trettel participating virtually.

PUBLIC COMMENT

There was no public comment.

SUPERINTENDENT'S REPORT

Dr. Ioannidis noted that more than 60 students were recently accepted into the National Honor Society at an induction ceremony. During a separate event, 13 students were inducted into the Tri-M Music Honor Society. Congratulations to all inductees.

Congratulations to Jorge Caraballo, high school student, who qualified for NAFME All-National Modern Band, one of five singers selected from across the country. Ioannidis gave a shoutout also to Ashlyn Tyson and Lucas Buhrman on their successful vocal performances during PMEA District 7 Chorus auditions. They will participate at the Honors Choir Festival in January 2023.

Piper Krill was recently named as a 2023 National Merit Scholarship Program Semifinalist. Congratulations to Piper and to Campbell Toth and Max Trimmer on being recognized as Program Commended Students.

Senator Kristin Phillips-Hill invited high school students to participate in an inaugural Senator for a Day Program at the State Capitol. Ioannidis acknowledged Jason Baker, High School Social Studies teacher, for coordinating the participation of 24 Spring Grove High School students.

Congratulations to McKenzie Boyer who was named YAI AA Girls Volleyball Player of the Year; Gabrielle Etter who was named YAI AA Field Hockey Co-Player of the Year; Andrew Osmun who was named YAI AA Football Defensive Player of the Year; and Julia Baer who was named 2022 YAI AA Coach of the Year for her leadership with Field Hockey.

The district was recently awarded a \$45,000 grant from PDE: 2022-2024 Transition Discoveries: Designing Pathways to Competitive Integrated Employment Grant. Thank you to Ryan Lehman for his efforts to submit the successful application.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
November 28, 2022, Regular Voting Meeting**

Ioannidis reminded board members to check the website for building-identified Students of the Month for October. He also reminded members of the reorganization meeting scheduled one week from this evening, on December 5th.

STUDENT REPRESENTATIVE’S REPORT

There was no student representative report.

CORRESPONDENCE

There was no correspondence.

LEGISLATIVE UPDATE

There was no update to provide due to legislative inactivity.

YORK COUNTY SCHOOL OF TECHNOLOGY

Shearer noted that during a recent joint board meeting, the proposed YCST 2023-2024 budget was discussed, reflecting a 3.43% increase to Spring Grove. He also reported that Breanna Bradley, 9th grade Spring Grove resident student, was named a YCST Student of the Month.

YORK ADAMS ACADEMY

Baum reported that 11 Spring Grove resident students are currently attending. Three Spring Grove students have met requirements and are on the docket to be part of the December 13th graduation.

APPROVAL OF MINUTES

1. Ritz moved and Baum seconded approval of the following minutes: Regular Voting Meeting on October 24, 2022, and respective Voting / Directors’ Study Forum Meetings held on November 14, 2022. The motion was unanimously approved by voice vote.

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

TREASURER’S REPORT

2. White presented the Treasurer’s Report for the month ending October 31, 2022. White moved to approve the report as presented. Wilson seconded the motion, approved by unanimous vote.

BUSINESS/FINANCE REPORTS

BUDGET AND FINANCE

3. Following a report of the Budget and Finance Committee’s recommendations read by Doug White, White moved, and Baum seconded the following:
 - A. Approval of the Accounts Payable lists, as presented.
 - B. Approval of the Spring Grove Regional Parks and Recreation Center proposed 2023 budget as presented on November 14, 2022.
 - C. Approval to declare the technology equipment (iPads) included on the attached list as surplus and dispose of the items for purposes of recycling/reselling, in accordance with School Board Policy #706.1.
 - D. Approval to engage Jostens SchoolMark to create a branding package that includes a refreshed/redesigned District Logo for use throughout the school district, at a cost not to exceed \$2,500.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
November 28, 2022, Regular Voting Meeting**

- E. Adoption of the attached Resolution certifying that the 2023-2024 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 5.5%, 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 2023-2024 fiscal year.

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

Ioannidis noted that along with the rebranding effort, the administration will revisit protocols for district and staff stationery and communications in anticipation of what will be returned by and recommended from Jostens. Communications will then go out to all staff and families to indicate what final formats look like.

BUILDINGS AND GROUNDS

4. Following a report of the Buildings and Grounds Committee's recommendations read by Rodney Shearer, Shearer moved, and Ramsay seconded the following:

- A. Approval of the Agreement with Stray Pro for services and the scope of work detailed in the attached to perform lighting and sound upgrades in the Spring Grove Area High School Auditorium, including, but not limited to, installation of a new PA and mixing console, lighting upgrade, replacement of LED house and theatrical fixtures and control console, at a cost not to exceed \$559,619 as outlined in Exhibit A.

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

Informational Item:

The following mandated fire drills were entered into the minutes:

<i>SCHOOL BUILDING</i>	<i>DATE OF DRILL</i>	<i>MINUTES</i>
New Salem Elementary	10/12/2022	2
Paradise Elementary	10/25/2022	1
Spring Grove Elementary	10/24/2022	2
Spring Grove Intermediate	10/19/2022	2
Spring Grove Middle School	10/12/2022	2
Spring Grove High School	10/26/2022	3

TRANSPORTATION

5. Following a report of the Transportation Committee's recommendations read by Michael Ritz, Ritz moved, and Wilson seconded the following:

- A. Approval of the following additional contracted Krise Bus Company Bus/Van Driver(s) for the 2022-2023 school year:
- 1) Autumn Kalomeris
 - 2) David Moses
 - 3) Elaine Moul
 - 4) Miranda Riggen
 - 5) Jane Yost
 - 6) Kimberly Zeigler

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

**Spring Grove Area School District
Board of School Directors Meeting Minutes
November 28, 2022, Regular Voting Meeting**

MANAGEMENT REPORTS

POLICY

6. Following a report of the Policy Committee's recommendations read by Karen Baum, Baum moved, and Ritz seconded the following:
 - A. Approval of the attached 2023-2024 Spring Grove Area School District calendar.
 - B. Approval to update the 2022-2023 Student/Parent Handbook and implement the attached revisions to the student dress code, effective January 1, 2023.
 - C. Approval of a second and final reading for the following policies:
 - 1) Revisions to Policy 236.1: Threat Assessments
 - 2) Revisions to Policy 805: Emergency Preparedness and Response
 - 3) Revisions to Policy 805.2: School Security Personnel
 - 4) Revisions to Policy 808: Food Services
 - D. Acceptance of the following donations/grants in accordance with Board Policy No. 702, Gifts, Grants and Donations:
 - 1) Donations from businesses and individuals listed below to support the Veterans Memorial Wall/Walk of Heroes event, and/or purchase American Flags that decorated building campuses throughout the district to honor our veterans and celebrate Veterans Day:
 - a. Two 55-passenger Bailey Coach buses to transport students to/from Papermakers Stadium.
 - b. Monetary donation in the amount of \$150 from Robin Greer.
 - c. Monetary donation in the amount of \$250 from Jennifer and Michael Ormond.
 - d. Monetary donation in the amount of \$100 from Cupcakes by Jenn LLC.
 - e. Monetary donation in the amount of \$630 from Erin Ramsay.
 - f. Monetary donation in the amount of 150 from Hui Ling Xiao.
 - 2) A monetary donation in the amount of \$100.00 from Margaret Schlichter to support the District's Weekend Backpack Program.
 - 3) A monetary donation in the amount of \$250 from Hanover Toyota to provide support to the Graduating Classes of 2024 and 2025 for the 2023 prom event.
 - 4) A monetary donation in the amount of \$1,000 from Rumbaugh Insurance to support the Mountain Biking Club.

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

Rohrbaugh thanked all parties involved in the CAC process.

FOR INFORMATION ONLY:

Policy Committee Meeting Minutes were entered into the record for the following meeting dates:

- A. October 26, 2022
- B. November 11, 2022

**Spring Grove Area School District
Board of School Directors Meeting Minutes
November 28, 2022, Regular Voting Meeting**

PERSONNEL

7. Following a report of the Personnel Committee's recommendations read by Doug Stein, Stein moved, and Ritz seconded the following:
 - A. Approval of a \$1.00 hourly rate increase for all support staff, effective January 1, 2023.
 - B. Approval of an incentive bonus of \$500 for each support staff member active at the conclusion of the 2022-2023 school year.
 - C. Approval of an incentive bonus of \$125 for every ten (10) days of work in the Spring Grove Area School District for day-to-day teacher substitutes, retroactive to the beginning of the 2022-2023 school year.
 - D. Approval of the attached Support Staff Compensation Matrix, reflecting a 4% increase.
 - E. Approval of the attached Level V Compensation Matrix, reflecting a 4% increase.
 - F. Approval of the following resignations:
 - 1) Spring Grove Area Middle School Math Instructor – Amy Thompson, effective January 20, 2023, to accept a position outside of education.
 - 2) Girls Lacrosse Varsity Assistant Coach – Stephen Richards, effective November 11, 2022, for personal reasons.
 - G. Approval of the following transfer:
 - 1) Spring Grove Area School District Technology Systems Support Specialist – Barbara Valencia, **from** Spring Grove Area School District Substitute Coordinator / Human Resources Assistant to Spring Grove Area School District Technology Systems Support Specialist, effective December 12, 2022. Compensation established at \$19.50 per hour, 8 hours per day, 260 days per year.
 - H. 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 Instructional Assistant Special Education (Learning Support) – Lindsey Fascetta, effective November 15, 2022. Compensation established at \$15.00 per hour, 5.5 hours per day, 180 days per year.
 - 2) Spring Grove Elementary School Head Custodian – Elizabeth Duncan, effective November 29, 2022. Compensation established at \$17.25 per hour, for 8 hours per day, 260 days per year.
 - I. Approval of the following individuals pending receipt of clearances and completed Act 168 disclosure forms from previous employers. Compensation established at \$10.25 per hour.
 - 1) Jayden Matera, Student Custodian
 - 2) Jake McCannon, Student Custodian
 - 3) Robert Pelham, Student Custodian
 - 4) Emily Ramsay, Student Custodian
 - 5) Anna Soper, Student Custodian

**Spring Grove Area School District
Board of School Directors Meeting Minutes
November 28, 2022, Regular Voting Meeting**

- J. 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) Devin Ulsh

- K. Approval of the following registered nurse substitute for the 2022-2023 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) Erin Meyering

Trettel requested a separate vote on item C.

Wilson requested an estimated dollar amount on item C.

Several board members questioned the approval of salary increases in the middle of a budget year. Ioannidis and Czapp confirmed the increases are included in the current budget as part of budgetary reserve.

White suggested increasing item A from a \$1.00 hourly rate increase to \$1.50.

Czapp indicated that a correction was needed to the estimated cost calculation for medical insurance. Ioannidis will share updated version with Board members.

White motioned to amend language of item A:

- A. Approval of a \$1.50 hourly rate increase for all support staff, effective January 1, 2023.

Wilson seconded the motion to amend item A, which passed by majority voice vote.

Vote by roll call on item C resulted in the motion carrying, with White, Baum, Stein, Ritz, Ramsay, Wilson, and Rohrbaugh voting in favor. Shearer voted against. Trettel abstained.

Vote by roll call on all remaining items resulted in the motion carrying, with Ramsay, Baum, White, Stein, Trettel, Wilson, Ritz, and Rohrbaugh voting in favor. Shearer voted against.

White thanked everyone. He stated that board members did a good deed for the support staff and believes this will hopefully settle the turmoil of support staff turnover.

FOR INFORMATION ONLY:

The following Family Medical Leave Act (FMLA) Leaves were granted and entered into the minutes:

EMPLOYEE NAME	BUILDING	DEPARTMENT	DATE LEAVE BEGINS (approximately)	DATE LEAVE ENDS (approximately)
Heidi Bortner	HS	Special Education	11/25/2022	01/06/2023
Laura Triantafyllou	MS	Health Services	11/29/2022	12/23/2022
Jessica O'Brien	HS	Physical Education	12/12/2022	01/03/2023

PROGRAM REPORTS

CURRICULUM

8. Following a report of the Curriculum Committee's recommendations read by Nicole Wilson, Wilson moved, and Baum seconded the following:

**Spring Grove Area School District
Board of School Directors Meeting Minutes
November 28, 2022, Regular Voting Meeting**

- A. Approval for Christopher Enck, District Technology Coordinator, Ben Louey, Supervisor of Online Learning, and Kristen Henning, Kim Dunlap, Brent Barge, Instructional Technology Specialists, to attend the Pennsylvania Educational Technology Expo & Conference (PETE&C) at Kalahari Resorts and Convention Center, Pocono Manor, PA, February 13-15, 2023.
- B. Approval to enter into agreement with Messiah University and provide district facilities as a practicum and accept Messiah University student teachers / student interns.
- C. Approval for Deanna Thatcher and Nicole Harlacher, High School World Language teachers, to accompany high school students to Philadelphia, PA, for the Art and Artisans event in Philadelphia, PA, on December 8, 2022.
- D. Approval for Jason Baker, High School Social Studies teacher, to accompany high school students to Pittsburgh, PA, for a Mock Trial Competition at University of Pittsburgh, January 6-8, 2023.
- E. Approval for Jason Baker, High School Social Studies teacher, to accompany high school students to State College, PA, for a Mock Trial Competition at Pennsylvania State University, January 14-15, 2023.
- F. Approval for Jason Baker, High School Social Studies teacher, to accompany high school students to Philadelphia, PA, for a Mock Trial Competition at the University of Pennsylvania, January 21-22, 2023.
- G. Approval for Brian Hastings, High School Science teacher, and Janet Senft, High School Aide, to accompany high school students to Price, MD, for a Rocket Launch at Maryland Delaware Rocketry Association (MDRA) on a Saturday or Sunday in February 2023 (depending on weather).
- H. Approval for Brian Hastings, High School Science teacher, and Janet Senft, High School Aide, to accompany high school students to Price, MD, for a Rocket Launch at Maryland Delaware Rocketry Association (MDRA) on a Saturday or Sunday in March 2023 (depending on weather).
- I. Approval for Brian Hastings, High School Science teacher, and Janet Senft, High School Aide, to accompany high school students to the Plains, VA, for a Rocket Launch at The Great Meadow (TARC Practice Launch) on a Saturday or Sunday in March 2023 (depending on weather).
- J. Approval for Brian Hastings, High School Science teacher, and Janet Senft, High School Aide, to accompany high school students to the Plains, VA, for a Rocket Launch at The Great Meadow (TARC Practice Launch) on a Saturday or Sunday in April 2023 (depending on weather).
- K. Approval for Brian Hastings, High School Science teacher, Jennifer Hastings, spouse of Brian Hastings, and Janet Senft, High School Aide, to accompany high school students to Huntsville, AL, for the NASA Student Launch Initiative (SLI), April 11-17, 2023.
- L. Approval for Brian Hastings, High School Science teacher, Jennifer Hastings, spouse of Brian Hastings, and Janet Senft, High School Aide, to accompany high school students to the Plains, VA, for Team America Rocketry Challenge (TARC) Nationals, May 18-21, 2023.
- M. Approval for Brian Hastings, High School Science teacher, Jennifer Hastings, spouse of Brian Hastings, and Janet Senft, High School Aide, to accompany high school students to Geneseo, NY, for the National Sport Launch, May 26-29, 2023.

**Spring Grove Area School District
Board of School Directors Meeting Minutes
November 28, 2022, Regular Voting Meeting**

N. Approval of the following new courses at the high school, beginning with the 2023-2024 school year:

1. Sculpture I
2. Student Instructional Assistant Internship Program
3. Introduction to Technical Writing
4. Mathematics & Sports
5. AP Physics C – Mechanics
6. Earth Science
7. Forensic Science
8. Introduction to Agriculture, Food, and Natural Resources
9. Aviation Capstone (AOPA)
10. Metal Fabrication I
11. Pre-flight Your Career (AOPA)
12. STEM Capstone
13. Woodworking I

O. Approval for the following course revisions at the high school, beginning with the 2023-2024 school year:

1. Applied Trades Math – revised
2. Design & Fabrication I – rewrite/rename
3. Design & Fabrication II – rewrite/rename
4. Introduction to Small Engine Repair – revised
5. Robotics & Electronics I – rewrite/rename
6. Robotics & Electronics II – rewrite/rename

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

ADJOURNMENT: Baum moved for adjournment at 7:42 PM. Ritz seconded. Board members adjourned by unanimous voice vote and went into Executive Session for Personnel and Negotiations.

RESPECTFULLY SUBMITTED BY:

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