

- CALL TO ORDER** At 7:01 p.m. the June 21, 2021 meeting of the Susquehanna Township Board of School Directors was called to order by President Jesse Rawls, Sr.
- SCHOOL BOARD MEMBERS PRESENT** Mr. Scott W. Campbell, Mr. John F. Dietrich, Dr. Michael Cohen, Mr. Jesse Rawls, Sr., President
- SCHOOL BOARD MEMBERS PRESENT VIA MICROSOFT TEAMS** Mrs. Ilecia C. Voughs, Mr. Majid Ali, Mr. Jesse G. Gantt
- DISTRICT OFFICE PRESENT** Mr. Olswen Anderson, Jr., Mr. Justin Green, Mr. Mark Holman, Dr. Richard Kaskey, Dr. Douglas L. Nyce, Ms. Ann-Marie Rathmell, Dr. Tamara Willis, Superintendent, Mr. Vince Champion, Esq., for the District Solicitor, Mr. Pat Raugh
- ABSENT** Ms. Josie Byzek, Ms. Julieann Newill
- EXECUTIVE SESSION** The President announced that executive session was held immediately prior to the meeting for the purpose of personnel and real estate matters.
- REPORTS/ANNOUNCEMENTS** **Dr. Willis** introduced **Mr. Dan Fuller**, representing the ST Rotary Club. Mr. Fuller noted that he is a charter member and past president of the club and has served as Assistant District Governor of the Rotary of South Central Pennsylvania. He noted that most of the projects and activities undertaken by the club are in support of the STSD. Mr. Fuller expressed that the favorite programs of the club are recognition programs. He noted that the club recognizes students and educators of the month. He noted that every person has the opportunity to touch the lives of students. He reminded the board that the Little Red Wagon Award is modelled after a poem by Gen. Colin Powell. He expressed that for him, this award is personal. He stated that as a parent, you want your kids to follow in your footsteps. He noted that his did not follow in his footsteps, but rather followed in the footsteps of his teachers...seeing teacher role models every day who have touched the lives of his children. He noted that his son, Brando, has become a teacher himself, as have a number of students. He noted that Brandon is teaching Theatre Arts in Maryland. In conclusion, Mr. Fuller noted that this year's award is selected from the recipients of the monthly award for the past school year. Last year everyone was celebrated and pizza parties were provided to all buildings at the begin of the year. This year, Mr. Fuller announced that the Little Red Wagon Award was to be presented to the entire TH Elementary School. He noted, however, that the staff of TH Elementary have chosen to recognize the entire district again.
- SUPERINTENDENT** **Dr. Willis** recognized the presence of **Linda Spotts, President of the ST Rotary Club.**
- Mr. Dwayne DeFoor, President of the STHS Alumni Association** presented a Power Point report to the board. Mr. DeFoor announced the formation of a scholarship named after David Volkman, past bus driver, track coach, assistant superintendent and superintendent of the STSD, supported by gifts from Kevin and Deb Lawrence of

Virginia. He announced that Saaniya Balani, STHS '21, is the first winner of the \$1000 David Volkman Excellence Scholarship and that she will be studying Psychology at the University of Massachusetts, Amherst. Mr. DeFoor also announced that Jordan Plempel, who will be studying K-12 Education at Millersville University, and Patrick Thieblemont, who will be studying Engineering at Cornell University, both won \$750 Alumni Association Scholarships. (report attached to BoardDocs)

**Mr. Dwayne DeFoor, HANNA Foundation Board Member**, presented the Foundation report via Power Point. He announced that the Zach Holtzman Renaissance Man Award has been given to Micah Seetoo, Class President, member of student government, founder of ESports Club and member of the Video Club. Mr. DeFoor announced that Micah plans take a path of study in the STEM disciplines. Mr. DeFoor drew the board's attention to the HANNA Pantry dashboard, noting that the Pantry made 313 family food distributions this month, with 323 volunteer hours logged. He noted that the Pantry has made 3,340 family food distributions since July of 2020 totalling 13,893 people served. He continued by noting the results of the Susquehanna Invitational, thanking the many sponsors and participants and congratulating the winning team: Team Fabian. He proudly noted that at the event, his brother, Pennsylvania Auditor General Timothy DeFoor, STHS '79, presented a personal check for \$7,500 to the HANNA Foundation in support of the HANNA Pantry. (report attached to BoardDocs)

**Mr. Rawls, Sr., Finance Committee Member**, reported that the committee met and took a five-year look at projected revenues. He noted that Mr. Anderson did a super job in his organization and presentation of this projection. Mr. Rawls, Sr. noted that raising taxes is the only way that the school district can stay afloat, unless we can get more state and federal funding. He reported that a five-year plan has been developed.

**Dr. Willis, Superintendent**, noted that she is aware of a concern circulating on social media which may have brought many out to the meeting this evening relating to the music program. She thanked everyone for their attendance this evening. She noted that she would like to provide a list of information directly from the district to ensure that everyone is fully informed.

1. The Susquehanna Township School District has a fine tradition of musical excellence, which we plan to continue.
2. Like most school districts we are frequently faced with budgetary challenges which often force us to make difficult decisions.
3. We are proud to report that through long range financial forecasting has defied the odds and has managed to maintain a satisfactory financial footing.
4. The District began discussions with the Music department to address this issue back in March of 2020, to offer an opportunity for them to have input into the process and to ensure they had a say in the final product.
5. These meetings and conversations took place intermittently during the past year and we worked together to come up with the final plan that is sustainable and



will allow us to move forward for 2021-22 and beyond without the loss of any offerings.

6. The District in the end did not totally eliminate travel, however in order to maximize time with students, we did invoke some restrictions.
7. To be clear: the district is not going to reduce any musical ensemble offerings to students. We will continue with our full complement of musical offerings for students.
8. We would like to thank our Administrators and Teachers who have worked to make the best of our challenges and we look forward to a great school year ahead of us.

## II. APPROVAL OF AGENDA ITEMS FOR JUNE 21, 2021

### MOTION TO APPROVE

**2.A.** Moved by Mr. Dietrich, seconded by Dr. Cohen, to approve the meeting agenda for June 21, 2021.

Motion passed 7-0, 0 abstentions, 2 absent

### 2.B. Board Member Comments

### SPEAKER

**Mr. Campbell** noted that he has a statement which he wants to read. He noted that he wrote it because he has so many thoughts he wants to share in a public forum. He noted that he never thought he would have to speak to save an honors class as school leaders across the country and around the world try to encourage students to take honors level courses.

#### **Statement:**

There are a number of topics that I want to address, but first I want to set the scene of what has occurred in the past four years of my time on the school board has begun. Granted the administration and some members of the board may debate these items, but this does not change the damage that has been done to our students. We've gotten rid of science lab periods. We have removed a class period for the flex opportunity. We have worked to remove grades and completely alter transcripts that are necessary for college admissions. We have had a discussion that there should be a balance in the handling of the sexual assault of a student between the victim and the perpetrator. Other than last year, we have raised taxes to the maximum amount allowed every year. Students and adults were locked inside the football stadium which forced Susquehanna Township Fire Chief to force the Athletic Director to unlock the stadium. We have consistently cut programs that are the most beneficial to students, as well as the staff associated with these opportunities. We have taken on the Mass Customized Learning Program at the middle school which has been hailed as a success to the school board. But in actuality, when talking to the bulk of parents and students, shows the program has been an abject failure. This leads us to tonight and the presentation on MCL Learner Focused Instruction that will once again contradict what parents and students have actually experienced with this new initiative. I was able to access the presentation at 4:30 this afternoon with two documents: a random article on the math and English literacy skill required of first year community college students, and a 37-slide presentation, random as well, on the National Institute for School Leadership, Pennsylvania Superintendent

Academy Supporting the Secretary's Initiative on Poverty and Achievement in the Commonwealth. All the research is conducted in the community college. Many of the students who take honors courses are going right to four-year schools. None of the presentations suggest removing some honors courses and doesn't even focus on high-achieving students. I was going to contact NCE's PE in Washington State to see if they support removing honors classes, but since it was posted so late, they were conveniently already closed. Let me begin with some facts about the situation. I have asked Dr. Willis to provide the school board with a local example of a district that has instituted MCL and removed 9<sup>th</sup> Grade Honors English and seen an increase in student achievement. This was a very reasonable request of which I have received no response. I also asked to have that information ahead of time so that I could verify that it was in fact true. Previously the board and community have heard that the Central York School District was used as a pillar for using MCL and guide for our implementation. I spoke to four school board members last week from Central York who first and foremost were bewildered by the fact that we would even consider removing an honors course in conjunction to instituting MCL. The board members stated that student achievement has decreased steadily at Central York since the advent of MCL, and that they were doing away with it in the fall. They further shared that MCL had not been used at the high school level. I also researched Pequea Valley, since they are an MCL school and also found that 9<sup>th</sup> Grade Freshman Honors English is still offered at the high school. Another important note is that during the February School Board meeting, the high school course catalogue was approved by the school board. This course catalogue had 9<sup>th</sup> Grade Honors English listed as a course option for freshmen (Before I go any further, this means based on the board approval that the administration must offer honors freshman English). I've made the request to have this corrected, but nothing has happened. I notified the Solicitor that the administration is in violation of the board approved course catalogue. I do want to point out that in the catalogue is a highlighted section on a possible MCL pilot. By populating the Course Catalogue, it does give the administration to offer that option, however it does not give them the ability to remove what is already in the catalogue. Another issue that exists is the way this entire situation has occurred, as it was almost identical to what happened previously with the science labs. I had received my daughter's course request to check over and noticed that Freshman Honors English was not listed. I contacted her guidance counselor, and I was notified that the Guidance Department was not allowed to sign students up for 9<sup>th</sup> Honors English; that they would all be taking Academic English instead as a part of the MCL pilot. Once again, had I not caught this, there's no telling when parents would have found out that 9<sup>th</sup> Honors English is not being offered this year. This is a major change in saying that "we are giving an MCL pilot" is vastly different from a major honors course is being removed. My guess is that we would have found out when schedules were sent out the week before school starts in the fall. Even more concerning was that the Board was not notified of this specifically that the district is going ahead with not offering a course that was board approved. Let's unpack Mass Customized Learning. First, in discussing the failure of the program last year, you should hear from the students and parents who actually experienced it and saw the failure up close and personal. As students shifted from teacher to teacher, had no clue how they were doing in class, that they heard countless times from parents and students



learned next to nothing in the class. Granted, a very small number of parents and students may feel differently and even speak tonight about how they benefited as I'm sure the administration spent tireless time reaching out to parents to get someone willing to come say something positive about MCL. English, like most of the courses in the high school, is a subject that builds upon itself throughout the year. If there are five classes taking English in the school, at student individual levels. Then each class will deliver its own piece and then students will not have the scaffolding necessary to move from one class to another, because each is at their individual levels. Our honors curriculum is also taught differently than regular classes. Students have different resources, encounter more rigorous work, and read entirely different novels. These differences in rigor will not be possible under MCL because classes will have to have similar, if not the same, resources. The district may say, we switch classes after 15 days, 30 days, or 45 days, teachers will have the autonomy to do what they need to do in their classrooms. However, that will not be feasible because the rigor of the coursework will force a teacher to slow down or speed up their role in order to get students through a particular novel, for instance. Now some reality: with the changes that are coming, with grades and transcripts, colleges will have two real sources of data for deciding when accepting students or giving our scholarships: SAT Scores and the titles of classes, as an actual percentage grade are being phased out. I know the board received a previous presentation on why universities don't use grades anymore, but that fact is utterly false. To pull in resources from one or even a few colleges that doesn't consider grades is yet another example of data mining across the country; to get across a point by pulling data wherever you can find it. I would point out that half of my college sophomore daughter's tuition is covered by scholarship that she received based upon her grades and class rank at STHS. From the perspective of reality, if we take away honors courses, any honors courses, we are damaging students' opportunities to engage in the rigor that is found in an honors class with a teacher prepared to deliver that rigorous curriculum. Students will suffer from not having Honors Freshman English on their transcript, which is a core course for a student wanting to get accepted into a top tier college. Having a teacher for a portion of the year, and then deciding who goes to which class next, in no way replaces the opportunity for students and parents to be able to make a decision about what is best for their child academically and be able to structure their academic path to success. I personally have searched and searched and not found a single example in the USA of a school that used Mass Customized Learning at the high school level in lieu of honors courses and seen significant student increases in achievement. My child is not a Guinea pig. Our children are not Guinea pigs for the school district's experiments. MCL failed at the middle school level. Now we are going to continue to punish the same group of students as they move on to the high school. As we prepared for what is sure to be a biased presentation the benefits of MCL over honors courses, I want to make a few requests to fellow board members. During pervious student's discussions over the removal of science labs, a few of the board members were very disrespectful to the parents and students in attendance. Please remember that they are the reason why we're here. One common rant may be "Did Mr. Campbell as you to come?" The answer to this is yes, possibly I did because the district has not notified parents that they are losing Honors English, because the board is not aware of what a disaster MCL was at the middle school last

year. As students and parents speak, please do not be disrespectful to them. Please do not draw conclusions that they can be successful, even if they graduated from York or Harrisburg. Every parent wants their child to do more and be greater than they are. Please show our students and parents the same level of respect and warm welcome that you showed to the students from Lower Dauphin and Hershey who spoke recently during the mascot presentation. Which brings us to the situation with the music department. I may have missed this, I know that key positions were being removed to balance the budget through retirement, but I wasn't aware of the changes that were being planned in the music department. I know that when we first moved to Susquehanna Township, one of the major sources of pride was the music department. It really feels like the music department has gotten the short end of the stick. I've seen some really great educators move from the district are not be replaced. I was reminded recently that we are here for all students, all students, and we have this focus on the success of all learners. I don't understand how removing honors courses and music opportunities is focusing on the success of all learners. Now we move on to world class every day, every way. Removing honors classes, one music teacher teaching several areas of music, we've consistently moved away from this definition. We've consistently moved away from providing for all students, especially those who want to put in the extra work and excel and instead pour our time and valuable resources into the small percentage of students who come to school to cause problems and put the safety and well-being of the rest of our students and staff at risk. A note as we go to vote tonight on personnel and financial matters, we are approving a Social Emotional Teacher at a little over \$58,000, and that's not including insurance and other benefits. That's a music teacher, by the way. Contracts that are being approved: Finalsite, \$7,300; Partnership for Career Development, \$3,850; Nearpod, \$11,250; NWEA MAP testing, \$33,300; Edulink, \$8,133; Capital Academy, \$151,200. Between personnel and contracts, that's over \$273,000 at one board meeting alone. I don't want to get into the debate about which of these is necessary, but I want to tell you that none of them is absolutely necessary. Now let's look at the bills. Check out the bills for charter schools for just this meeting. Remember, we do not have a choice in paying these bills. PA Leadership Charter School, \$15,339; Agora Cyber Charter, \$2,782; Insight Cyber \$7920; Commonwealth Charter Academy, \$205,423; Reach Cyber Charter, \$31,254; Effective School Solutions, \$28,420; and Sylvan, \$2,782. That's over \$290,000 going out to charter schools from this board meeting along. Instituting MCL, and taking away music and honors courses, is guaranteed to ensure that this number will continue to grow. Remember when I mentioned that we put all of our resources into just a few students? Here are some more highlights from the bills. These are placements that the school district can control because they are new to their placements. Yellow Breeches Educational Center, \$21,585; New Story, \$63285. That's another \$85,000 in student placements going out in this bill cycle alone. As I pull all of this together, and consider a number of things from these past few weeks. We as a board spent an inordinate amount of time debating about a change in the district mascot, after a simple survey revealed that all the stakeholder groups that we have been elected to serve were opposed to the change. I'm not in any way saying this wasn't important, but parents and community members consistently came to me saying "Why doesn't the district spend the same amount of time and



resources on academics?" In addition, the only students who discussed why the mascot should be changed weren't even Susquehanna Township students. With all of the time being spent on the mascot, now we have the removal of honors classes. We have Susquehanna Township students and parents here. You have a situation involving the academic success of our students. Instead of having a community meet repeatedly over time over a mascot, you made this change covertly and slid it into the student schedules. While most of you don't agree with many of my stances, my opinion has been and always will be that the academic success and safety of our students should always come first. I have been bullied and physically threatened by several of the extremist members of the board for standing up for the students of this school district. While I have not raised this point for a long time at a board meeting, I feel that tonight is the night to do so. I am a respected educational leader who has turned around struggling school districts in the US and Canada. I am qualified to analyze the inner workings of our school district. I am qualified in both my elected position and my professional role to say that this school district has made one disastrous decision after another and is quickly leaving behind any opportunity for all students' success in this school district. It's time to put the brakes on the ridiculous changes that have happened in this school district. It is time to put back Honors English in the schedule. It's time to stop the wasteful spending. It is time to stop making major decisions without notifying parents and the board. It's time to put back into the schedule science labs. It's time to take the money saved from wasteful spending and hire music staff and science staff to bring back labs. It's time to remove the ridiculous flex period from high school and allow students who can handle it to take an academic class instead of a character education class where they get to talk about their feelings. It's time to make a commitment to making all of the schools in the school district safe and ensuring that children feel comfortable coming into school each day. I hope that everyone looks at any presentation on MCL and sees it for what it is: a dog and pony show and a sales pitch. I can't for the life of me imagine any school district, that wants their students to be successful, that thinks removing any honors classes, let alone Freshman Honors English, is a good idea. Thank you for your time, and oh, by the way, we're raising your taxes 2.85% tonight.

**SPEAKER**

**Mr. Rawls, Sr.** thanked Mr. Campbell for his comments. He asserted that some of the things we have no control over. He noted that cyber schools cost the district \$3,000,000 a year. He noted that taxpayers take their kids out and put them in cyber school and that's an uncontrollable cost. He noted that you talk about safe schools, that when kids have a problem, we have to put them out, but we still have to educate them. He noted that we're not the only school to have to face these costs. He noted that when we expel a kid it costs, and the cost is usually \$20-30,000 per student.

**SPEAKER**

**Mr. Campbell** asserted that the cost for cyber school given by Mr. Rawls, Sr. was incorrect.

**III. HEARING OF THE PUBLIC**

**SPEAKER**

**Jesse Titlebaum** stated that music and the arts are a valuable part of my education. He stated that he can't imagine continuing with a school district that does not hold the same values. He asked that the board make every effort to retain these programs or consider cutting extra-curricular athletics

**SPEAKER**

**Rachel Smithers** stated that if the school district wishes to continue to be world class, then continuing the current music educational opportunities is critically important. She noted that our music educators have continued their efforts to educate, guide and mentor our students throughout the difficulties of the last 15 months. She urged the board and administration to not let them down now, and to please not let down the students and parents who are investing their time and efforts in instrumental and choral music. She encouraged the board and administration to move forward with strength and with a full complement of music teachers.

**SPEAKER**

**Terese Alberky** encouraged the school board to sustain the amazing STSD music program by hiring new teachers and supporting the current teachers at all school levels including marching band, concert band, orchestra, choir and jazz band. She asserted that the music program is a unifying program in the school and is something that the district residents are proud of. She asserted that the music program helps students with their other scholastic endeavors. She asserted that what makes our district music program even more special is that it unites students of all backgrounds and abilities. She noted that Susquehanna has a tradition of excellence in music. She noted that the marching band has won countless regional and even national awards. She noted that students are proud to be in the band and other musical programs. She asserted that participation in music helps students develop self-discipline, a work ethic, promotes respect, social cohesion, teamwork, SEL and physical health. She suggested that the music program should be allowed to continue to grow and not be constricted. She urged the board to hire the best, most experienced teachers possible in order to sustain the program.

**SPEAKER**

**Christine Robbins** noted that it has come to her attention that the entire organization and staffing of the music program will be revised in direct contraindication to past practices and the advice of current faculty. She stated that she would like to rise in opposition to these proposed changes. She stated that music education is a core academic subject according to the state and federal departments of education. She stated that, more importantly, it is a core component of a well-rounded education. She stated that she would like to know for the record who is the most qualified and credentialed expert in the field of strings pedagogy, voice and band in the district. She said that she expects the answer to be in the faculty in person. She said that she expects her tax dollars to be spent efficiently but wisely. She asserted that students benefit from high quality music education



**SPEAKER**

**Liz Bidgood Enders** noted that her family moved here 15 years ago and that she and her husband are both involved in music. She noted that all three of her children have been involved in music. She suggested that instruction in music inspires discipline, teamwork, and increased confidence. She asserted that each person's best effort is needed to produce a good final product, as long as musicians have leadership with the skills they need. She noted that her oldest will be starting college as a music education major this year. She suggested that STSD music teachers are stretched beyond what is reasonable and that these recent changes are detrimental to the music program. She asserted that each year she has noticed less and less administrative support of music. Rev. Bidgood Enders noted that many of the highest GPA students are involved in music. She suggested that shifting educators to teach beyond their strengths is unwise. She urged the board and administration to reconsider the plans they have. She suggested that keeping a robust music department should be a priority.

**SPEAKER**

**Joseph Rosito** introduced himself as the father of a 2021 graduate. He stated that he is terribly disappointed in what is planned. He noted that the music programs helped him to become a better student. He stated that he doesn't see how stretching these teachers is a benefit to them. He requested that the district hire a music teacher to fill the open position at the middle school.

**SPEAKER**

**Cara Bidgood Enders** stated that as a STHS student she is sad to hear of the reduction in staffing in music. She stated that she is very involved in music. She stated that music provides so much for students including critical thinking and teamwork. She noted that football is important to many people, but there is never talk of doing things that undermine the team. She asked that the board preserve the music program, a program that has a history of excellence.

**SPEAKER**

**Nancy Bingaman** stated that she is happy to be here and that she and her husband Gerry have two sons who graduated from the district. They stated that they love Susquehanna Township and that she is happy to serve as Secretary of the Music Boosters. She stated that she has been asked to speak on behalf of the Music Boosters. She thanked Dr. Willis for addressing this topic. Mrs. Bingaman lamented that District Administration is not replacing a full-time music instruction position at the middle school. She noted that additionally, music teachers will no longer be allowed to travel between buildings to teach their music specialties to students as they have successfully done for many years. She asserted that these decisions will negatively impact band, orchestra and chorus instruction at Thomas Holtzman, the Middle School and the High School. She noted specific impacts including:

- Students just starting string instrument instruction at Thomas Holtzman will be taught by a teacher who specializes in band instruments and who has little experience with string instruments, rather than the string instructor who had been traveling to Holtzman from the high school for the last 10 years.
- There will be only one instructor at the middle school to teach band, orchestra and chorus, which will result in extremely limited individual lesson time (about once a month, instead of once every six-day cycle which is needed for effective learning);

very limited full choral, orchestral and band rehearsal time; a lack of opportunity for students to participate in multiple ensembles; and an over-extended instructor.

- High school band students will be taught by a strings instructor who has little experience with band instruments. This same instructor also will be teaching strings at the high school. Again, this will result in a lack of opportunity for students to participate in multiple ensembles and an over-extended instructor.

- The high school band director will be moved to the middle school, disconnecting him from the high school band students.

- The high school chorus instructor/classroom music theory instructor is expected to teach brass and percussion lessons at the HS while the strings instructor, now also the band instructor, will be teaching lessons on the other instruments; again over-extended teachers working outside of their specialties.

She concluded by asserting that not adequately replacing a full-time music teacher position in the middle school, and not allowing music teachers to travel between schools as they had previously, along with the planned staffing changes, will severely harm the music program -- for band, orchestra and chorus students -- across the entire district. She asserted that the harm to the district's music program is counter to its vision to be world-class, every day in every way.

**SPEAKER**

**Jason Kirsch** introduced himself as a parent of two students who are involved in multiple STSD music programs and as someone whose own life was changed because of music education. He asserted that a high-quality music program is essential to ensuring our students receive a world-class education. He suggested that a look at the data would support this. He noted that a study reported in the Washington Post found that music training helps children develop emotional and behavioral maturity. He noted that research cited in the Huffington Post found that education rich in music improves students' cognitive function and academic performance. He noted that the proof is within our own district, where music students are at the top echelon of their classes, with GPA's in the mid to high 90's. He noted that the New York Times also has reported on studies linking music education to academic achievement. He asserted that music instruction develops the ability to think creatively, to collaborate, to listen, to weave together disparate ideas and to focus on the present and the future simultaneously. Mr. Kirsch continued by noting that a study in the Journal of Research in Music Education found that students in high-quality music programs score higher on standardized tests, regardless of the socioeconomic level of the school or school district. He noted that the Wall Street Journal has reported on a body of evidence demonstrating that music outperforms much more expensive "fixes" that are thrown at the education system. He noted that research shows that music training boosts IQ, focus and persistence. He noted that, according to a Harris Poll, the more time one spends in a music program, the more students report that it has contributed to their personal achievement. He asserted that music education is about so much more than learning to sing or play an instrument. He asserted that music education develops many other skills. He asserted that the district should not be making it harder to participate in music education. He asserted that the district should support music education, music teachers and music students in every way. He asked that the district not make decisions, that the board not pass the proposed



budget, unless it supports programs that ensure that music will be world-class. He asked the board to let world class be your guide, to support music education at its finest. He asked, on behalf of all the students and parents here, that the board please not leave us wondering, but rather to please communicate and clarify for us tonight in detail, the staffing assignments by teacher, by specialty, by school building, as well as the travel.

**SPEAKER**

**Rachel Miller** stated that she is here in support of the STSD music program and would like to give a testimonial. She noted that her daughter completed two years as a flute student at TH and plans to continue at the STMS. She noted that she has shown improved schoolwork since beginning her flute study. She noted that she has participated in a choir ensemble and played in the TH Talent Show. She asserted that the leadership and team building skills learned in music extend beyond music. Mrs. Miller asserted that travel restrictions will lead to staff being spread too thinly and staff teaching outside of their expertise. She asked that the board support music education now and for years to come. She noted that her support of music education began before her daughter entered the program. She speculated that watching other students perform quite possibly fueled her daughter's interest. She noted that she has seen first-hand the negative impact of budget cuts. She implored the board to not make the same mistakes again.

**SPEAKER**

**Randy Miller, III**, stated that our band, orchestra, and chorus members are school district ambassadors, that students from TH and the STMS represent us in Dauphin County Band and Orchestra. He noted that our STMS band plays at TH twice a year, that the STHS Jazz band plays at arts fest. He noted that our students audition for and participate in these activities. He noted that our STMS students represent us in the community. He noted that the STMS orchestra performs annually at the Capitol Building, that STHS students represent us annually in LVC honors band, that STMS Select Chorus has performed at the JCC and JHGH. He noted that STMS students also represent us a Dauphin County Choir, with more than 16 STHS students annually participating in HS county choir. He noted that one student went to all state jazz. And three students have attended All Eastern. He noted that one attended All Eastern Choir. He noted that students auditioned for community choirs, performed on Broadway, singer in the Army Soldiers Chorus, that the STHS Choir has performed national anthem at Phillis games, at Naturalization Court and performed at the State Farm Show.

**SPEAKER**

**Elise Sheffer** noted that the STHS Concert Choir have won numerous competitions, always with superior ratings. She noted that this group also gets numerous invitations to perform in church and community events. She recalled that Alumni come up to sing Hallelujah chorus at the annual Winter Concert. She reported that it is excited to see the alumni flock to the stage. She recalled the numerous awards won by the STHS Marching Band including the US Bands National Championship in 2012, US bands State Championship for 5 consecutive years and the 2012 Cavalcade of Bands Championship. She noted that at STHS graduate is a singer in Army Soldiers Chorus. She noted that, by and large, all of this is happening without private instruction outside of school. She suggested this is coming from passion and skill of

teachers at TH through to STHS. She suggested that teachers have built this confidence, not just at football games and on the national stage. She noted that there is no hiding in a marching band of our size, that it takes passion to be successful, and that this translates into confidence in public speaking. She noted that she has an incoming 7<sup>th</sup> grader. He missed a key class due to MCL. I bought it last year and I was excited, but...

**SPEAKER**

**Kimberly McNertney** asked if the board honestly believe that the changes they are proposing are in the best interest of the students at STSD. She noted that she watches her music student march with enthusiasm and pride, perform at football games Friday night, get up and practice all day and then compete, cheer on their competitors, and return to honors from states. She asserted that this happens because of great teachers. She asserted that music students are your leaders and academic achievers, that they have a strong character, that they show enthusiasm and pride in our school. She noted that most begin their love of music in grade school. She asserted that strong music education is in the best interest of the students of the school. She spoke against the MCL program. She asserted that her son's five closest friends are now going to DC Tech because they do not want to deal with MCL. She asserted that there is a waiting list of 200 plus for DC tech. She asserted that teachers are going to leave STSD and so will the students.

**SPEAKER**

**Linda Rosito** noted that she is a parent of a recent graduate, part of music boosters and served last two years a president. She asserted that the dedication of the STMS music teacher shined as they pulled off a program in the stadium under covid restrictions. She noted that her son has gained forever friendships through participation in music ensembles. She noted that a few years ago the district did away with full-time staff who ran the STMS musical. This year a teacher took the responsibility to at least put on a play. She asserted that no one from the administration showed up in support of those kids. She asserted that these drastic changes will continue to hurt the program. She noted that of the top five students in the 2021 class, all of them were involved in one or more music programs. She asserted that making these changes to music staffing is a true detriment. She stated that she would like to personally thank Mr. Hartranft, Mrs. Burghdorf, and Mr. Kerick for what they've done for her son. She asked why the board is not thinking though the consequences. She noted that you want the success of every learner, but you are not providing. She concluded by urging that the board hire for the open STMS position.

**SPEAKER**

**Jennifer Kirsch** introduced herself as the president of Susquehanna Township Music Boosters. She noted that her children have been a part of the district's music program for over eight years. She spoke to a scenario, that a child brings home a paper. She asserted that we all know the paper, that it's the one that has information on their latest interest whether it be music, a club, or sports. In this scenario, this particular child wants to learn a string instrument and is super excited. The adults say yes. The child is bursting with excitement to get started and they attend the first lesson at school. As they put the bow to strings, they hear a squeaky squawky, that is not what I thought I would sound like sound...the experienced teacher guides their



hand to just the right spot and adjusts the child's bow grip, the teacher plays the perfect note for the child to hear and says no worries, with practice and determination you'll get it and that they are here to help you learn. She noted that this is how it has been for over ten years, but that if the current changes to our music program remain in place, this is not how it will be this year. She asserted that this year, when the child makes that awkward sound and looks to the teacher for guidance, the teacher will quite possibly demonstrate to the child a sound similar to the child's own. The teacher for this year's beginning string instrument students will be the band instructor, who specializes in band instruments and jazz band. Mrs. Kirsch asserted that the experienced band instructor will diligently work to learn a craft he doesn't know and will be a beginner along with his students. She asserted that a lot of kids in this situation will become frustrated and quite possibly decide to quit the strings program. Mrs. Kirsch continued, asserting that for students who do pursue strings into the Middle School, they will be met with a specialty strings instructor who will also be teaching band and chorus. She noted that, due to the number of students he is working with, student lessons will happen about once a month rather than three to four times a month. She noted that because of the Mass Customized Learning program at the Middle school, and the near constant shifting of students' schedules, being able to practice as a full string orchestra, a full band, or a full chorus is a rarity. She asserted that being a member of a larger group, learning the art of playing together under direction and to get satisfaction from that full sound; that is often what keeps students engaged in music. She noted that, for our Middle School students, this is an infrequent opportunity. Mrs. Kirsch continued, noting that for the string student who continues to persevere into high school, they will be sharing the specialty string instructor with the band as he will now be directing and giving lessons to both programs. She asserted that, as the years pass, he will be welcoming less skilled and well-versed students. She asserted that the program he literally built from the ground up over ten years of traveling between schools to give young students a solid start, the program that will see around 30 students in our orchestra this upcoming year, the largest it's ever been, will begin year after year to shrink. She noted that this is just one scenario, that there will be countless missed opportunities for all of our aspiring music students over the upcoming years. She concluded by noting that she received an email on June 4th from the district administration specifically noting that for students who choose virtual learning next year they will be able to have access to "a fabulous music program". She noted that this district touts our music program while at the same time dismantling it, but that you can't have it both ways and if these changes to the music program are allowed to stick, quite possibly future students will not have it at all.

**SPEAKER**

**Jane Bechtel** noted that her son Grady is a rising senior and a member of STHS Marching Band. She suggested that his interest in music began as a second grader when his sister joined marching band as a drummer. She recalled that Grady attended every football game and learned every note of that season's show. She suggested that he wasn't just a fan of the STHS marching band, he was their most devoted groupie. She was proud that Grady publicly shared his joy with the congregation of her church. She noted that marching band is a huge time

commitment along with schoolwork as you have to learn the footwork and the music. She noted that Mr. Hartranft and Mr. Kothe gave him extra encouragement. She noted that lessons learned through marching band are that you can create something together that you cannot do alone, that practice really does make perfect. And that music teaches you to be a conscientious, confident student and human being. She insisted that these must continue to be. She asked that the administration and board not undermine our world-class music program.

**SPEAKER**

**Collin McClenahen** noted that his son is entering 9<sup>th</sup> grade. He noted that he was a little surprised to see that he didn't have Honors English on his schedule. He stated that he would guess that many of you board members had honors classes. He asked the board to please reconsider putting that honors class back on the schedule. He noted that when MCL came in for 8<sup>th</sup> grade this year, he was skeptical, but we went into it with the pandemic and I was one of the STSD's biggest supporters. Mr. Hunnan suggested though that the MCL unfortunately did not benefit his son this year. He suggested that his son's English class was not challenging enough. He suggested that because of this he needed a second English class to make up for it. He stated that he hopes that next year does not lead to us to transition to another location, but he has to look out for his kids' future. He finished by asking the board to consider all classes and all kids.

**SPEAKER**

**Adelyn Heck** introduced herself as a rising junior who has participated in the music program in seven years. She noted that she has played trumpet and violin, has been in Dauphin County Orchestra, Band and Chorus. She thanked Mr. Krauss, Mrs. Topping, Mrs. Burghdorf and Dr. Nyce. She stated that the board and administration need to listen to the teachers. She stated that you have been told it is not possible to continue the quality without travel. She noted that Mr. Krauss has traveled for his 10 years and that Mr. Hartranft has traveled. She asserted that the proposed solution will wear our music educators down and that overworking is always damaging no matter the occupation. She urged the board to hire for the open position. She noted that all positions at the elementary and HS are filled, but that the MS is severely lacking in staff. She suggested that there is enough money in the budget to hire the music educator we need. She suggested that there is still \$126,000 in the budget unused for home economics. She stated that you say you have no money, but we do. She asked the board to please listen to our teachers.

**SPEAKER**

**Jon Lee** introduced himself as a father of an incoming senior. He noted that his son is a little different, that he didn't start early on. Mr. Lee noted that his son came to him as a freshman and wanted to learn the alto saxophone. Mr. Lee noted that his son now plays with concert band and marching band. He noted that, as sophomore, his son decided he wanted to sing. He noted that Mrs. Burghdorf took him on. Mr. Lee is proud to say that his son auditioned for and joined District VII Choir this year. He insisted that our music educators are great, but if we're going to spread them out, it will not be the quality program of the past. He noted all of the many awards won by STSD students in music. He suggested that it would be a shame for all of that to go away. He noted that the marching band have already dropped down a division during



covid. He insisted that some suggested changes to music staffing will drastically affect those programs and potential for success.

**SPEAKER**

**Heather Campbell** noted that she currently has two daughters at STHS. She expressed her disappointment in the MCL initiative. She noted that her youngest daughter was an 8<sup>th</sup> grader and experienced the pilot program, shedding tears most days. She noted that honors students were placed in classes not challenging and were involved in self teaching mostly. She noted that her daughter had selected Honors English, but was informed that administration were not going to place any students in honors English. She stated that her daughters have faced many changes, but this is the worst. She noted that with the elimination of honors program it will negatively impact our student preparation for college. She expressed that it is hard to believe that time after time STSD students who want to succeed have things removed. She insisted that our students need to have Honors English reinstated.

**SPEAKER**

**Peyton Campbell** introduced herself as an upcoming freshman. She described her MCL experience from last year, that most teachers did not give us any instruction, that most of her learning was done by Googling on her computer. She insisted that she was misplaced for a third of the year in classes that were too easy for her. She stated that it was hard for her to keep motivated because there was no deadline, because performance didn't matter, that students still continued even if behind pace. She stated that in HS work gets more difficult. She stated that she wants to go to college and she wants to be able to choose the job she wants. She stated that it is not right that her class is punished by being forced to do MCL. She asserted that this is about her education and her future and that she should have a say.

**SPEAKER**

**Jill Heineman** noted that she really wants to touch on the world class education that is touted at STSD. She noted that she works as an Adjunct Professor at Temple University, that she works in education and has experience with transition to college. She noted that she sees students transfer in from around the world as exchange students. She noted that currently our children come from China, Montenegro, etc. She notes that on their transcripts they have high level courses and fine arts courses. She asserted that other countries understand the need to challenge students to fulfill their potential, to allow their children to academically rise in order to help to achieve developed countries status. She asserted that MCL and changes to the music department are not following what other countries are doing. She noted that students from STSD were not accepted into Cornell by having non honors or AP courses. She noted that students accepted to Cornell had to demonstrate high percentage grades, not pace. She suggested that MCL should have been a red flag, that it is losing steam. She stated that she has never seen it implemented at the HS level, mostly just at lower elementary level.

**SPEAKER**

**Britta Long** introduced herself as an alumna of STHS, Class of 2019. She noted that former board member Jessica Long is her mother. She noted that he was in chorus, band, marching band and the musical while a student at STHS. She noted that she is still a music student as a Music minor at York College of PA with a Psychology major.

She asserted that the music program was profound influence in her upbringing. She noted that many of you are parents of children who grew up in the music program. She insisted that the music program formed her into who she is today. She noted that she is not here to bash the school board. She stated that she understands that funding is a difficult issue. However, she asserted that there has to be a solution better than this. She asserted that the music teachers feel trapped and helpless, that they were told what to do, that they were not asked, that there was no collaboration. She asked why we are not valuing the voices who know the most about music education. She insisted that the changes are a band-aid, and a bad one. She encouraged the board to invest in the future of our students.

**SPEAKER**

**Darren Conner** noted that he graduated from STHS and moved out of the area, to Harrisburg City. He noted that later he moved back to ST to be a part of the school that I went to. He recalled the diverse experience, the incredible marching band, and enjoying the diversity of students and the way the school board ran the district. He notes that now perspectives from my daughter, who is part of your MCL program, is that they are guinea pigs. He asserted that his daughter finds the MCL program gives her less motivation. He noted that she is one of your brightest, that she tries hard, but that she doesn't feel the P she gets reflects the effort she puts in. She reports that students that goof off still get a P too and distract others in the class while they are working. He asserted that MCL falls short. He suggested that students still have to finish their rotation without acceleration. He suggested that this program is failing his daughter. He asserted that a teacher poll put together by students recorded that 68% disagreed that students were more motivated, 63% believed they needed more time to prepare, and 68% found that no grades is not useful.

**SPEAKER**

**Clayton Geisel** introduced himself as Salutatorian of the STHS Class of 2019, Past Student Representative for ST Board of Education, and past member of the STHS Band and Chorus. He noted that, although he does not know the board's reasons for these decisions regard the music department, he wants to fully understand. H noted that he has been involved in music since 4<sup>th</sup> grade. He noted that he is extremely aware of the benefits of music education academically and socially, to develop as musicians and as people. He noted that he has been a member of Penn State Blue Band since he was a freshman. He noted that many of his colleagues did the same. He asserted that, during his time at STHS, the staff were essential for his success. He asserted that the music staff are already stretched thin. He asserted that without these music staff teaching in their specialty, there will be detrimental impacts on the school and community. He recalled part of the history of the music department, that when the STHS Band Director had to step down to TH Elementary, the HS band sub had no knowledge or interest. He noted that it was the students who insisted on performing in a spring concert without the urging or support of administration. He noted that students directed rehearsals until end of the year as there was no STHS Band Director his senior year. He recalled that the band received a standing ovation at the concert. He insisted that is it heartbreaking to hear that our students have to go through more hardships. He asserted that the music department is the most important reason he is proud to be a STHS alumnus. He asserted that decisions of



administration do not live up to the expectations of world class, every day, and every way.

**SPEAKER**

**Paula Asimenu** introduced herself as a 2020 graduate of the STHS, President of her class, and a student at La Salle University. She noted that she was in orchestra from 4<sup>th</sup> grade to 9<sup>th</sup> grade. She stated that she finds it disappointing that Dr. Nyce and Mr. Krauss have to step out of their areas of expertise. She asserted that the community and parents especially value longevity in our district. She noted that she has younger cousins who plan to attend our school district. She noted that she advocates for STSD and urges their parents to keep them here. She stated that she is not sure how much longer she can defend our school district. She asked that the board please act efficiently and effectively to keep our music department together.

**SPEAKER**

**Terry Heller** noted that, first, her family is extremely disappointed that a band director was not hired to replace Mr. Kothe, not that he could be replaced, and that there is a lack of travel. She noted, however, that what troubles her family the most was the way it was done. She asserted that teachers are held to unobtainable parameters, that teachers were given a gag order and not allowed to discuss the changes with students. She noted the motto world class, every day, and every way, She asserted that the shady, deceitful approach of administration does not align with that model. She suggested that the main reason for no travel is the scheduling MCL. She noted that she watched as MCL was tested. She asserted that it failed her student terribly. She asserted that moving every three weeks was not beneficial for learning, as teachers do not get to know students. She noted that her son was bored on many occasions, just completing more evidence or busy work in class. She asserted that we've set the MCL program sets the bar low for our students. She asserted that MCL goes against the success of every learner. She noted that she's gone to back to school nights for 15 years, from 100 Book Challenge to Every Day Math, all of these programs have failed my two sons. She urged administration to go back to basics and let teachers teach, not bring in another failed program. She concluded by asserting that the mascot change circumvented stakeholders, disenfranchised them, ignoring their opinions.

**SPEAKER**

**Jackie Friedlander** introduced herself as an alumna of STHS, Class of 2018 and a music professional. She asserted that she would not have been accepted to Penn State if not for the brilliant music teachers of STSD. She asserted that it would devastate young learners and hinder their growth without high-quality music education. She asserted that music saved her life, that if she did have that outlet, she would not be here today. She asserted that working individually with instructors was quintessential to her growth. She asserted that if it weren't for the individual instruction from Dr. Nyce, Mr. Krauss and Mrs. Burghdorf she would not have been successful. She noted that, as a violinist, she could not teach the flute, and that it is best to learn from an experienced teacher. She noted that she was taught step by step how to audition. She noted that her violin lessons were weekly. She asserted that divesting from the arts only harms, while music improves the lives of students.

She asserted that there must be a better solution, that there is no excuse for not allowing support and resources. That there is no excuse to not hire new music teachers to fill positions.

**Ms. Newill joined the meeting via MS TEAMS at 8:50 p.m.**

**PRESIDENT**

**Mr. Rawls, Sr.** stated that he's heard a lot of information tonight and that it is going to take the board time to digest the information heard. He stated that he is puzzled about some things. He stated that he did not think we were eliminating music teachers. He noted that he is an ex-teacher himself. He noted that he is certified 7-12, but now PE teachers are certified K-12. He noted that music teachers are certified K-12. He noted that he heard a comment about someone traveling, but that's no longer going to be. He asserted that going from TH to MS takes 15-20 minutes out of your teaching time. He noted that he is going to digest this feedback before he speaks further. He asserted that he doesn't think we are getting rid of any teachers in the music department. He asserted that teachers are no longer going to travel. He asserted that at the middle school you have a little bit of everything. He stated that he is going to stop there and get more information. He stated that apparently, you are the experts out there. He stated that he assumes some of you are certified music teachers or ex-music teachers. He thanked everyone for your comments. He noted that the board will take them under advisement. He stated that he will speak to Superintendent. He thanked everyone for their time. He noted that the meeting will move on to presentation and discussion.

**IV. PRESENTATION AND DISCUSSION**

**PRESENTATION**

**4.A.** Pat Raugh, Data and Curriculum Supervisor, and Dr. Nicole Smith, High School Principal, presented a Targeted Support and Improvement (TSI) Plan for Susquehanna Township High School. (attached to BoardDocs)

**Mr. Rawls, Sr. left the room at 9:04 p.m.**

**Mr. Rawls, Sr. returned to the room at 9:08 p.m.**

**Mr. Campbell left the room at 9:10 p.m.**

**Mr. Campbell returned to the room at 9:11 p.m.**

**PRESENTATION**

**4.B.** Dr. Tamara Willis, Superintendent of Schools, presented a Process Proposal for Selecting New Mascot Logo and Name (attached to BoardDocs)

**The Board recessed into Executive Session at 9:31 p.m.**

**The Board returned from Executive Session at 9:41 p.m.**

**PRESENTATION**

**4.C.** Dr. Tamara Willis, Superintendent of Schools, presented Learner Focused Instructing (attached to BoardDocs)

**V. MINUTES**



None.

**VI. PROGRAM**

**MOTION TO APPROVE**

**6.A.** Moved by Mr. Dietrich, seconded by Mr. Gantt, to approve the appointment as voting delegates for the PSBA Delegate Assembly Meeting of the first two board members who volunteer by contacting the Board Secretary.  
Motion passed 8-0, 0 abstentions, 1 absent

**6.A.** Appointment of Voting Delegates for the Pennsylvania School Boards Association (PSBA) Delegate Assembly Meeting to be held on October 23, 2021 at PSBA headquarters in Mechanicsburg, PA.

Approve the appointment of \_\_\_\_\_, as the Voting Delegates for the Pennsylvania School Boards Association (PSBA) Delegate Assembly Meeting to be held on October 23, 2021, at PSBA headquarters in Mechanicsburg, PA. (appoint up to 2 delegates)

(email communication attached to BoardDocs)

**VII. PERSONNEL**

**MOTION TO APPROVE**

**7.A.B.C.D.E.F.G.** Moved by Mr. Dietrich, seconded by Mr. Ali, to approve Items 7.A.B.C.D.E.F.G.  
Motion passed 7-1 (Campbell opposed to 7.D.5. only), 0 abstentions, 1 absent

**FOR THE RECORD**

**Mr. Dietrich** thanked Todd McCall for his 28 years of outstanding service to the district. He noted that Mr. McCall was recruited by Thomas Holtzman and has been very active in the Susquehanna Township community.

**7.A.1.** Approve the resignation of Anna Beatty as Licensed Registered Nurse at the Susquehanna Township Middle and High Schools, effective June 11, 2021.

**7.A.2.** Approve the resignation of Chris Seigle as Night Custodian at the Sara Lindemuth / Anna Carter Primary School, effective June 14, 2021.

**7.A.3.** Approve the resignation of Todd McCall as Social Studies Teacher at the Susquehanna Township Middle School, effective June 14, 2021.

**7.B.** Approve the transfer of Jamie McNeal-Earley from 4th Grade Teacher to 5th Grade Teacher at the Thomas W. Holtzman, Jr. Elementary School, effective August 24, 2021. Ms. McNeal-Earley will be replacing Kelley Gregor.

**7.C.** Approve the end of assignment for the following long-term substitute teachers, effective June 14, 2021:

- Brett D. Smith

- Jennifer Strohm
- James Arnold

**7.D.1.** Approve Emily Fiebig as 4th Grade Teacher at the Thomas W. Holtzman, Jr. Elementary School at a salary of \$50,129.00 (B, Step 1), effective August 18, 2021. Ms. Fiebig will be replacing Jennifer McGeorge.

**7.D.2.** Approve Lola Itzhaki as 4th Grade Teacher at the Thomas W. Holtzman, Jr. Elementary School at a salary of \$51,787.00 (B, Step 2), effective August 18, 2021. Ms. Itzhaki is replacing Jamie McNeal-Earley.

**7.D.3.** Approve Michael Jones as Physical Education Teacher at the Thomas W. Holtzman, Jr. Elementary School at a salary of \$50,129.00 (B, Step 1), effective August 18, 2021. Mr. Jones will be replacing Pamela Mowery.

**7.D.4.** Approve the employment of Jillian Vanak as Certified School Nurse at the Susquehanna Township Middle School at a salary of \$50,129.00 (B, Step1), effective August 18, 2021. Ms. Vanak will be replacing Rachel Sider.

**7.D.5.** Approve Jennifer Strohm as SEL Teacher at the Sara Lindemuth /Anna Carter Primary School at a salary of \$58,247.00 (M, Step 4), effective August 18, 2021. Ms. Strohm will be replacing Bretney Bernardi.

**7.D.6.** Approve Meredith Swartzendruber as Science Teacher at the Susquehanna Township Middle School at a salary of \$59,905.00 (M, Step 5), effective August 18, 2021. Ms. Swartzendruber will be replacing Trevar Scheuch.

**7.D.7.** Approve Nicole Thomas as Life Skills Teacher at the Susquehanna Township Middle School at a salary of \$56,589.00 (M, Step 3), effective August 18, 2021. Ms. Thomas will be replacing Korinne Kauffman

**7.E.1.** Approve Brenna Trkula as Part-Time Summer Food Service Worker at the Susquehanna Township High School at a rate of \$12.00 per hour, effective June 17, 2021.

**7.E.2.** Approve Celeste Francis as Part-Time Summer Food Service Worker at the Sara Lindemuth / Anna Carter Primary School at a rate of \$12.00 per hour, effective June 17, 2021.

**7.F.1.** Approve Malcolm Wertz as Head JV Boys Basketball Coach at the Susquehanna Township High School at a stipend of \$3,300.00 for the 2021-2022 school year.

**7.F.2.** Approve the following ESY Nurses for the 2020-2021 school year at a rate of \$38.00 per hour:

- Cindy Gold
- Jennifer Halfond



**7.F.3.** Approve Christine Ross as Summer Semester Teacher at a rate of \$38.00 per hour for the 2020-2021 school year.

**7.F.4.** Approve Craig Umberger as Assistant Music and Visual Instructor at the Susquehanna Township High School at a stipend of \$2,700.00 for the 2021-2022 school year.

**7.F.5.** Approve Andrae Martin as Diversity and Inclusion Coordinator for the Susquehanna Township School District at a stipend of \$7,500.00 for the 2021-2022 school year.

**7.F.6.** Approve the following Advisors for the 2021-2022 school year:

Name:	Activity:	Stipend/Rate:
Lori Shienvold	Volunteer Coordinator	\$16,000.00
Juma Maser	AAP Facilitator	\$31.00/hour
Matthew Mills	AAP Facilitator	\$31.00/hour
Christine Rose-Brooks	AAP Facilitator	\$31.00/hour
Juma Maser	Detention Monitor	\$29.00/hour
Juma Maser	Homebound Instructor	\$38.00/hour
Wendy Sweigart	Art Club Advisor	\$380.00
Wendy Sweigart	Anime Club Advisor	\$270.00
Stephanie Ungerer	Drama Club Advisor	\$1,320.00
Matthew Mills	Enviro Club Advisor	\$380.00
Elena Charles	FBLA Club Advisor	\$1,260.00
Christine Ross	Gay/Straight Alliance Advisor	\$320.00
Stephanie Ungerer	Hanna Musical Production Club Advisor	\$600.00
Joan Tracy	Interact Club Advisor	\$500.00
Elena Charles	Key Club Advisor	\$1,180.00
Christopher Haun	Library/Book Club Advisor	\$270.00
Mary Graham	National Honor Society Co-Advisor	\$700.00
Amy Vaughn	National Honor Society Co-Advisor	\$700.00
Ross Webb	Robotics Club Advisor	\$31.00/hour
Ben Wiker	Science Fair Advisor	\$320.00
Emily Wagner	Ski Club Co-Advisor	325.00
Duane Jones	Ski-Club Co-Advisor	\$325.00
Elena Charles	Student Government Advisor	\$780.00
Duane Jones	Yearbook Advisor	\$2,720.00

Amy Vaughn	9 <sup>th</sup> Grade Class Advisor	\$780.00
Jack Port	10 <sup>th</sup> Grade Class Advisor	\$780.00
Shanee Carlton	11 <sup>th</sup> Grade Class Co-Advisor	\$390.00
Angela Headen	11 <sup>th</sup> Grade Class Co-Advisor	\$390.00
Elena Charles	12 <sup>th</sup> Grade Class Co-Advisor	\$500.00
Derrick Clemmer	12 <sup>th</sup> Grade Class Co-Advisor	\$500.00
Brian Krauss	Orchestra Advisor	\$450.00
Brian Krauss	Orchestra Director	\$540.00
Amy Burghdorf	Chorus Director	\$2,345.00

**7.G.** Approve the change of status of the following from temporary professional employee to professional employee, effective August 20, 2021.

<b>Name</b>
Johnathan Allen
Lauren Good
Megan Gower
Jessica Lloyd
Brittany Petch
Jack Port
Holly Scarnati
Kaitlyn Veronikis
Chelsea Wagner

**Mr. Rawls, Sr. left the room at 10:32 p.m.**  
**Mrs. Voughs took over the chairing of the meeting.**  
**Mr. Rawls, Sr. returned to the room at 10:35 p.m.**  
**Ms. Newill left the meeting at 10:44 p.m.**

**VIII. FINANCES**

**MOTION TO APPROVE**

**8.A.B.C.D.E.** Moved by Mr. Dietrich, seconded by Dr. Cohen, to approve Items 8.A.B.C.D.E.  
 Motion passed 7-0, 0 abstentions, 2 absent

**8.A.** Approve the payment of Activity Fund bills from the First National Bank Activity Fund Checking, as listed on the Computer Check Summary, totaling \$25,246.61. (attached to BoardDocs)



8.B. Approve the General Fund Cash Balance of \$6,034,496.96. (attached to BoardDocs)

8.C. Approve the payment of First National General Fund Checking bills from the First National General Fund Checking, as listed on the Computer Check Summary, totaling \$1,702,222.95. (attached to BoardDocs)

8.D. Approve the payment of Food Service bills from the Food Service Checking, as listed on the Computer Check Summary, totaling \$85.20. (attached to BoardDocs)

8.E. Approve the Food Service Condensed Cash Balance of \$406,018.75 (attached to BoardDocs)

**MOTION TO APPROVE**

8.F. Moved by Mr. Dietrich, seconded by Dr. Cohen, to approve Item 8.F.

**ROLL CALL VOTE:**

<b>Aye:</b>	<b>Mrs. Voughs, Mr. Ali, Mr. Gantt, Dr. Cohen, Mr. Dietrich, Mr. Rawls, Sr.</b>
<b>Nay:</b>	<b>Mr. Campbell</b>
<b>Abstain:</b>	<b>None.</b>
<b>Absent:</b>	<b>Ms. Byzek, Ms. Newill</b>

**Motion passed 6-1 (Mr. Campbell opposed), 0 abstentions, 2 absent**

8.F. Approve the following 2021-2022 Final General Fund Budget inclusive of a 2.85% real estate tax increase with expenditures of \$57,603,599; revenues \$57,603,599 and no use of fund balance.

1. A tax of 19.5676 mills on the total assessed valuation on all property taxable for school purposes per resolution;
2. Homestead/Farmstead exclusion of \$3,442 per resolution;
3. A per Capita Tax of \$5.00 per person 18 years of age or over as of July 1, 2020, per resolution;
4. A residence Tax of \$5.00 per person 18 years of age or over as of July 1, 2020, per resolution;
5. An Earned Income Tax at the rate of 1% per resolution;
6. An Occupation Tax at the rate of \$270 per person between the ages of 18 and 70, who make in excess of \$5,000.00 per year and enrolled as a full-time student of higher education taking 12 credit hours per semester for 2 semesters between July 1, 2021, and June 30, 2022;
7. Real Estate transfer Tax at a rate of 1% per resolution; and
8. A Local Services Tax at the rate of \$5.00 on each individual who engaged in an occupation within the boundaries of the taxing authority

(attached to BoardDocs)

**MOTION TO APPROVE**

8.G.H.I.J. Moved by Mr. Dietrich, seconded by Dr. Cohen, to approve Items 8.G.H.I.J.

Motion passed 6-1 (Mr. Campbell opposed), 0 abstentions, 2 absent

**8.G.** Approve the 2021-2022 fiscal year Proposed Final Food Service Budget with aggregate income and expenditures totaling \$1,500,563 and \$1,539,715 respectively, with a \$39,152 designated use of unrestricted funds (See Attached).

Approve the ancillary recommendation for the 2021-2022 lunch prices, as follows noting no increases:

STSD Food Service Pricing - No Meal Increases			
Category	Current	Proposed	Difference
Elementary Breakfast	\$1.75	\$1.75	\$0.00
Elementary Lunch	\$2.75	\$2.75	\$0.00
Secondary Breakfast	\$2.00	\$2.00	\$0.00
Secondary Lunch	\$3.10	\$3.10	\$0.00
Milk per carton	\$0.65	\$0.65	\$0.00

Add \$1.00 to above pricing for adult meals

**Ala Carte Pricing** – The 21-22 FY Food Service Budget does not include an increase in Ala Carte Pricing (See Attached).

**8.H.** Approve the following 2021-2022 fiscal year Susquehanna Township School District depositories:

1. First National Bank
2. Pennsylvania School District Liquidated Asset Fund (PSDLAF)
3. Pennsylvania Local Government Investment Fund (PLGIT)

**8.I.** Approve the 2021-2022 fiscal year Broker Services Agreement with AJG Risk Management Service, Inc. inclusive of both insurance Carrier Premiums, as well as Brokerage Commission costs as disclosed in Exhibit B. (attached to BoardDocs)

Note: This action relates to the annual acquisition and placement of STSD business services insurances such as general liability, property, automobile, etc. It is noted



that the aggregate cost of insurances and brokerage compensation has decreased (favorable) by \$9,362 when compared to the current year.

**8.J.** Approve the 2021-2022 fiscal year Interscholastic and Voluntary Student Accident Insurances at the following rates. The below stated rates are identical to last year's reflecting no increases.

- Mandatory Interscholastic Sports Student Accident Insurance Coverage - \$9,950.00 – Annual Cost
- Voluntary School Time Student Accident Insurance Coverage - \$22.00 Per Student – Annual Cost
- 24-Hour Voluntary School Student Accident Insurance Coverage - \$88.00 Per Student – Annual Cost

(attached to BoardDocs)

#### **IX. CONTRACTS**

#### **MOTION TO APPROVE**

**9.A.B.C.** Moved by Mr. Dietrich, seconded by Dr. Cohen, to approve Items 9.A.B.C. Motion passed 6-1 (Mr. Campbell opposed), 0 abstentions, 2 absent

**9.A.** Approve the amended agreement between Capital Area Intermediate Unit (CAIU) and Susquehanna Township School District to provide Communication & Public Relations Services to STSD for the 2021-2022 school year. (attached to BoardDocs)

**9.B.** Approve the addendum to the Finalsite web development agreement to add Post for Teacher Pages to the agreement. (attached to BoardDocs)

**9.C.** Approve the Confidential Agreement with The Vista School to provide COVID Compensatory Services for students 2020-21-010 and 2020-21-011 for the summer of the 2020-2021 school year.

#### **DISCUSSION**

**9.D.** Discuss the Partnership for Career Development (PCD) Service Agreement for the period of July 1, 2021, to June 30, 2022, as attached. The Scope of Work is attached as well as the informational letter. (attached to BoardDocs)

#### **DISCUSSION**

**9.E.** Discuss the agreement between Catholic Charities and STSD to provide outpatient counseling services to children on an as needed basis. (attached to BoardDocs)

#### **DISCUSSION**

**9.F.** Discuss the agreement with Nearpod to provide a digital learning platform for Susquehanna Township School District. (attached to BoardDocs)

Nearpod is a digital learning platform that makes every lesson engaging for students no matter if they are always in school (AIS) or all-remote access (ARA). Teachers can create collaborative, engaging lessons that students can actively participate in both

synchronously and asynchronously. These lessons are like a PowerPoint slideshow, but each slide has interactive, dynamic content that requires student participation and active engagement. Teachers design and create lessons in the Nearpod platform and then students join those lessons via a single sign on (SSO) using their Microsoft Office 365 account. This SSO allows teachers to monitor who has joined their lesson and who has not. The SSO also provides teachers data on students by name and student ID number.

**DISCUSSION**

**9.G.** Discuss the agreement with Capital Area Intermediate Unit (CAIU) to provide WAN, Internet & Related Services to Susquehanna Township School District. (attached to BoardDocs)

Note: This is a 5-year agreement with the CAIU

**DISCUSSION**

**9.H.** Discuss the agreement with NWEA to provide the MAP test to assess student need in order to provide individualized instruction. (attached to BoardDocs)

NWEA (Northwest Evaluation Association) is a research-based, not-for-profit organization that produces the MAP (Measures of Academic Progress) test.

The MAP test is a K-12 adaptive assessment system that measures growth and skill mastery in Mathematics and Reading for every student. This assessment determines every student's learning needs and strengths, helping teachers to target instruction and administrators to make well-informed system-wide decisions.

**DISCUSSION**

**9.I.** Discuss the renewal of the agreement with Edulink Inc. for COMPLY compliance software. This software enhances the district's capacity to track and manage employee fulfillment of district requisites, state mandates for training and reporting, and other important compliance items. This agreement automatically renews unless terminated by either party. (attached to BoardDocs)

**DISCUSSION**

**9.J.** Discuss the Agreement with Specialized Education of Pennsylvania, Inc. to provide services through Capital Academy for the 2021-2022 school year. (attached to BoardDocs)

**DISCUSSION**

**9.K.** Discuss the CAIU Operation and Maintenance Agreement for District Classroom Space – School Age per PDE Special Education requirements for the 2021-2022 school year. (attached to BoardDocs)

**X. POLICY**

None.

**XI. OTHER**

**MOTION TO APPROVE**

**11.A.B.C.** Moved by Mr. Dietrich, seconded by Dr. Cohen, to approve Items 11.A.B.C. Motion passed 6-1 (Mr. Campbell opposed), 0 abstentions, 2 absent



**11.A.** Approve the Targeted Support and Improvement Plans (TSI) developed by building level teams at the Susquehanna Township High School to address inadequacies in student subgroup performance as evidenced on the Future Ready Index for 2018-2019. (attached to BoardDocs)

**11.B.** Approve the revision to the 2020-2021 STSD School Calendar to recognize Friday, June 18, 2021, as the Juneteenth Holiday. (attached to BoardDocs)

**11.C.** Approve the revision to the 2021-2022 STSD School Calendar to recognize Monday, June 20, 2022, as the Juneteenth Holiday.

## **XII. NEW BUSINESS**

**Mr. Dietrich** asked administration to put together a presentation discussion item on the agenda for the next meeting on changes in the music department. He suggested that, going forward, if there are departmental changes like that, it would be a good thing to know about them in advance.

**Mr. Rawls, Sr.** noted that the Board and District Solicitor must meet tomorrow night at 7:00 p.m. on MS TEAMS to address a grievance without the presence of the Administration. He asked that everyone be available tomorrow night at 7:00 p.m.

## **XIII. ADJOURNMENT**

### **MOTION TO ADJOURN**

**13.A.** Moved by Mr. Dietrich, seconded by Mr. Gantt, to adjourn the meeting.  
Motion passed: 7-0, 0 abstentions, 2 absent

Meeting adjourned at 11:00 p.m.

  
Julieann Newill  
Board Secretary

