

MINUTES OF THE BOARD OF SCHOOL DIRECTORS  
LAMPETER-STRASBURG SCHOOL DISTRICT  
Administration Building  
1600 Book Road  
Lancaster, Pennsylvania 17602  
October 3, 2022

President Melissa S. Herr called the meeting to order at 7:30 p.m. and opened the meeting with the Pledge of Allegiance and a moment of silence.

PRESENT: Board Members, Mr. David J. Beiler, Mr. James H. Byrnes, Mrs. Melissa S. Herr, Mr. Dustin D. Knarr, Mrs. Suzanne S. Knowles, Mr. Matthew E. Parido, Mrs. Audra R. Spahn, Mr. Andrew L. Welk; Superintendent, Dr. Kevin S. Peart; Assistant Superintendent, Dr. Andrew M. Godfrey; Business Manager, Mr. Keith A. Stoltzfus; Assistant Business Manager, Mrs. Amanda M. Allison; Administrators, Mrs. Karen L. Staub, Mr. William E. Griscom, Jr., Dr. Benjamin J. Feeney, Mr. Scott K. Rimmer, Ms. Eva G. Strawser, Mrs. Alicia C. Kowitz, Mr. Cory S. Robison, Dr. Jeffrey T. Smecker, Dr. Michele B. Westphal; Buildings and Grounds Director, Mr. Glenn R. Davis; Administrative Assistant, Mrs. Mary E. Williams; and visitors.

OPPORTUNITY FOR PUBLIC COMMENT ON AGENDA ITEMS

No comments.

MINUTES

Mr. Beiler moved and Mr. Byrnes seconded the motion to approve the Minutes of the regularly scheduled meetings of September 6 and September 19, 2022.

A voice vote was unanimous in favor of the motion.

COMMUNICATIONS AND RECOGNITION

Mrs. Kowitz recognized September Students of the Month from Martin Meylin Middle School.

Dr. Feeney recognized September Pioneer Superlatives and Students of the Month from Lampeter-Strasburg High School.

Dr. Peart recognized students from Martin Meylin Middle School who have art displayed in the Board room of the administration building.

Dr. Peart shared the PSBA recognition of Mrs. Melissa Herr for her 16 years of service.

TREASURER'S REPORT – Mr. Keith A. Stoltzfus

Mr. Stoltzfus read the treasurer's report as attached to these Minutes.

Thereafter, Mr. Welk moved and Mrs. Spahn seconded the motion to accept the treasurer's report as submitted and to approve the payment of bills for the General Fund in the amount of \$4,766,185.63, Cafeteria Fund checks in the amount of \$53,053.45, High School Athletic Fund checks in the amount of \$5,689.00, Capital Reserve Fund checks in the amount of \$69,825.70, Capital Projects Fund checks in the amount of \$205,075.40, and Athletic Account Officials in the amount of \$9,840.00.

A voice vote was unanimous in favor of the motion.

ACADEMIC COMMITTEE – Mr. Matthew E. Parido, Chairperson

Mr. Parido reported on the Academic Committee meeting held earlier in the evening.

BUILDINGS AND GROUNDS COMMITTEE – Mr. David J. Beiler, Chairperson

Mr. Beiler reported on the Buildings and Grounds Committee meeting held on September 19, 2022.

BOARD OF REVIEW COMMITTEE – Mrs. Melissa S. Herr, Chairperson

No report.

FINANCE COMMITTEE – Mr. Dustin D. Knarr, Chairperson

Mr. Knarr shared that the first Finance Committee meeting will be October 24, 2022, at 6:30 p.m.

PERSONNEL COMMITTEE – Mr. James H. Byrnes, Chairperson

Dr. Peart reported that the Committee recommends all agenda items.

CURRICULAR ISSUES AND FEDERAL PROGRAMS – Dr. Andrew M. Godfrey, Representative

Dr. Godfrey reported on Title I programs.

STUDENT REPRESENTATIVES – Miss Maggie Swarr, Miss Lauren Livengood

Miss Livengood reported on events at Lampeter Elementary School, Hans Herr Elementary School, and Martin Meylin Middle School.

Miss Swarr reported on events at Lampeter-Strasburg High School.

APPROVAL OF RESIGNATIONS

Mr. Byrnes moved and Mr. Beiler seconded the motion to approve resignations, as follows:

- a. Jeannette M. Harnish, kitchen manager, Martin Meylin Middle School, retroactively effective to September 16, 2022.
- b. Cathy L. Martinez, kitchen helper, Lampeter-Strasburg High School, retroactively effective to September 9, 2022.
- c. Alicia Snavelly, kitchen helper, Martin Meylin Middle School, retroactively effective to September 21, 2022.
- d. Nicholas G. Swartz, physics teacher, Lampeter-Strasburg High School, retroactively effective to September 12, 2022.

A voice vote was unanimous in favor of the motion.

APPROVAL OF EMPLOYMENT – PROFESSIONAL

Mr. Byrnes moved and Mr. Beiler seconded the motion to approve employment of the following:

- a. Shannon K. Erdman to be employed as a long-term substitute earth science teacher at Lampeter-Strasburg High School retroactively effective to September 26, 2022, through the end of the 2022-2023 school year. Ms. Erdman will be compensated at a daily rate of \$313.19 based upon Step 1, Level B of the District compensation agreement.
- b. Teresa J. Fowler to be employed as an extended substitute life skills support teacher at Martin Meylin Middle School effective October 11, 2022, through November 8, 2022. Ms. Fowler will be compensated at a daily rate of \$439.17 based upon Step 6, Level M60 of the District compensation agreement.

A voice vote was unanimous in favor of the motion.

APPROVAL OF EMPLOYMENT – SUPPORT

Mr. Byrnes moved and Mr. Beiler seconded the motion to approve the employment of the following individuals in support or non-permanent positions:

- a. Jessica B. Braiterman to be employed as a Title I reading/math assistant at Hans Herr Elementary School retroactively effective to September 12, 2022. Ms. Braiterman will become a category D support employee and will be compensated \$17.37 per hour.
- b. Jessica E. Clark-Trask to be employed as a swimming assistant at Lampeter Elementary School retroactively effective to September 29, 2022. Ms. Clark-Trask will become a category E support employee and will be compensated at \$15.00 per hour.

- c. Kylie M. Eby to be employed as a Title I reading/math assistant at Hans Herr Elementary School retroactively effective to September 6, 2022. Ms. Eby will become a category D support employee and will be compensated \$17.37 per hour.
- d. Diana R. Heist to be employed as a van driver at Lampeter-Strasburg School District retroactively effective to September 20, 2022. Ms. Heist will become a category E support employee and will be compensated \$15.00 per hour.
- e. Deborah A. Miller to be employed as a van driver at Lampeter-Strasburg School District retroactively effective to September 27, 2022. Ms. Miller will become a category D support employee and will be compensated \$15.00 per hour.
- f. Ronald P. Snavely to be employed as a second shift custodian at Martin Meylin Middle School retroactively effective to September 26, 2022. Mr. Snavely will become a category A support employee and will be compensated \$15.00 per hour.
- g. James S. Wilk to be employed as a special education teacher assistant at Hans Herr Elementary School retroactively effective to September 12, 2022. Mr. Wilk will become a category C support employee and will be compensated \$15.00 per hour.
- h. Natalie C. Willig to be employed as a special education teacher assistant at Martin Meylin Middle School retroactively effective to September 7, 2022. Ms. Willig will become a category C support employee and will be compensated \$15.00 per hour.

A voice vote was unanimous in favor of the motion.

APPROVAL OF LEAVE OF ABSENCE

Mr. Byrnes moved and Mr. Beiler seconded the motion to approve the following leaves of absence:

- a. Chelsea M. Diehl, teacher, Hans Herr Elementary School, on or about February 1, 2023, through May 11, 2023.
- b. Jodi A. Fry, custodian, Martin Meylin Middle School, extension to a leave of absence from October 10, 2022, through October 28, 2022.
- c. Diana M. Masterson, kitchen helper, Lampeter Elementary School, retroactively effective to September 6, 2022, through October 31, 2022.
- d. Maya K. Pieters, SACC aide, Lampeter Elementary School, retroactively effective to August 10, 2022, through on or about October 14, 2022.
- e. Leslie A. Stimeling, SACC group supervisor, Lampeter Elementary School, effective on or about March 20, 2023, through the end of the 2022-2023 school year.

A voice vote was unanimous in favor of the motion.

APPROVAL OF CHANGES TO SUPPLEMENTAL CONTRACTS

Mr. Byrnes moved and Mr. Beiler seconded the motion to approve 2022-2023 additions/deletions to supplemental contracts, as follows:

a. Neil Koser	Basketball – Boys – Asst – 60% of 50%	\$1,795.47	Addition
b. Isabel Gleason	Soccer – Girls – Asst – 50% of 50%	\$1,218.58	Deletion
c. Isabel Gleason	Soccer – Girls – Asst – 50% of 50%	\$ 577.26	Addition
d. Josiah Swarr	Wrestling – Asst – 50% of 50%	\$1,619.63	Deletion

A voice vote was unanimous in favor of the motion.

APPROVAL OF BEFORE SCHOOL/AFTER SCHOOL READING AND MATH INSTRUCTORS

Mr. Byrnes moved and Mr. Beiler seconded the motion to approve 2022-2023 before-school/after-school reading and math instructors at \$25 per hour, as follows:

- Achille, John D.
- Allen, Lisa A.

Allen-Gordon, Carol J.  
Bailey, Julia S.  
Betancourt, Nicole  
Blöse, Matthew A.  
Burkhart, Emily N.  
D'Agostino, Memory L.  
Eberly, Kerri A.  
Fehrenbacher, Laura A.  
Fisher, Brian K.  
Frego, Maria M.  
Garrett, Bobbi J.  
Gast, Dawn M.  
Gleiberman, Alyson L.  
Griffith, Brian S.  
Heyser, William T.  
Hicks, Elaine R.  
Jamieson, Amy A.  
Johnson, Joan S.  
Kinert, Amanda R.  
Lambert, Charles H.  
Long, Paula D.  
Manion, John B.  
Mattern, Brian D.  
McComsey, Barbara L.  
Middleton, Rebecca J.  
Neff, Emily J.  
Pieters, Michelle L.  
Reidenbaugh, Sherry L.  
Rettew, Susan M.  
Rowe, Joellen R.  
Sangiomo, Brianna  
Savoca, Debra A.  
Seace, Susan L.  
Smyth, Patricia A.  
Spangler, Donald P.  
Swarr, Jeffrey P.  
Truitt, Kristi L.  
Willig, Christine C.

#### APPROVAL OF SUBSTITUTES

Mr. Parido moved and Mr. Beiler seconded the motion to approve 2022-2023 substitutes in their respective capacities, as follows:

##### Certified Substitutes

Bechtold, Brook M.	Grades PK-4 – Millersville Student
Clark-Trask, Jessica E.	Mathematics 7-12; Physics 7-12
Fowler, Teresa J.	Mental and/or Physical Handicapped K-12

##### Emergency Certified Substitutes

Brown, Kayla J.	All Instructional Areas PK-12
Moss, Nicole C.	All Instructional Areas PK-12

##### Support Staff Substitutes

Brown, Taylor N.	School Nurse
Gipe, Allyson C.	Instructional Aide, Clerical
Heil, Tiffany L.	Instructional Aide, Clerical
Shiffer, Rebecca M.	Kitchen helper (retroactively effective to 9/22/22)
Snavelly, Alicia	SACC (retroactively effective to 9/26/22)
Twyman, Sherri L.	Kitchen helper (retroactively effective to 9/14/22)

A voice vote was 7:0:1 in favor of the motion. Mr. Byrnes abstained from the vote.

#### APPROVAL OF VOLUNTEERS

Mr. Byrnes moved and Mr. Beiler seconded the motion to approve 2022-2023 volunteers, as follows:

Rutt, Mallory  
Swarr, Josiah

A voice vote was unanimous in favor of the motion.

#### APPROVAL OF EVENT WORKER

Mr. Byrnes moved and Mr. Beiler seconded the motion to approve Jason McComsey as a 2022-2023 event worker.

A voice vote was unanimous in favor of the motion.

#### APPROVAL OF SALARIES

Mr. Byrnes moved and Mr. Beiler seconded the motion to approve salaries, as attached to these Minutes.

A voice vote was unanimous in favor of the motion.

#### ACCEPTANCE OF SCHOOL BOARD MEMBER RESIGNATION

Mr. Byrnes moved and Mrs. Knowles seconded the motion to approve the resignation of Mr. Scott M. Arnst as a member of the Lampeter-Strasburg School District Board of School Directors.

A voice vote was unanimous in favor of the motion.

#### OLD BUSINESS

Mrs. Herr directed the Board to the succession plan provided in Board folders.

The Board discussed the succession plan timeline. The discussion was tabled until after Executive Session.

Mrs. Herr thanked the administrative team and Board members who worked at the District booth at the West Lampeter Fair. Mrs. Herr also thanked Mrs. Anne Harnish for her work putting together that booth.

#### OPPORTUNITY FOR PUBLIC COMMENT

Mrs. Dawn Pearce, Willow Street, PA, regarding the one-way traffic pattern.

#### ADJOURNMENT TO EXECUTIVE SESSION

The Board adjourned to Executive Session at 8:25 p.m. to receive information from its counsel. The sole purpose of the meeting is to obtain legal advice. No deliberations on the School District business will take place, and no official action will be taken.

#### MEETING RECONVENED

The meeting reconvened at 9:02 p.m. The Board discussed the previously established Board succession plan. The discussion included the potential of extending the timeframe of applications.

#### DISCUSSION OF BOARD SUCCESSION PLAN

The Board discussed the previously established Board succession plan. Mr. Beiler made a motion to keep the deadline to submit application for open position as advertised for October 4, 2022. Mrs. Spahn seconded that motion.

The motion did not pass with a roll call vote of 4:4:0. Mr. Knarr, Mrs. Knowles, Mr. Parido, and Mr. Welk opposed the motion.

Thereafter, Mr. Welk motioned to move the deadline to submit applications for the open position to October 11, 2022. Mr. Parido seconded that motion.

The motion did not pass with a roll call vote of 4:4:0. Mr. Beiler, Mrs. Herr, Mr. Byrnes, and Mrs. Spahn opposed the motion.

Thereafter, Mr. Parido made a recommendation, in the interest of time, to put forth the succession plan as stands, noting interviews to be held in a non-public gathering, to a vote. Mr. Byrnes made a motion to approve the recommendation brought forth and Mrs. Spahn seconded the motion.

A roll call vote was 6:2:0 in favor of the motion. Mr. Parido and Mr. Welk opposed the motion.

MEETING ADJOURNED

The meeting was properly adjourned at 9:40 p.m.

Mary E. Williams  
Secretary