

Northern York County School District



Regular Meeting of the Board of School Directors
August 22, 2019

A regular meeting of the Board of School Directors was held on August 22, 2019 at the District Administration Office. The meeting was called to order at 7:00 PM.

Members in attendance:

Kevin Barnett
Mike Barndt
John Gunning
Greg Hlatky
Beth McLean
Joe Rudy
Patricia Schaffer
Ken Sechrist

Absent: Ann Hoverter

Non-Members present:

Dr. Eshbach	Superintendent
Mr. LaBuda	Assistant to the Superintendent
Mrs. Unti	Director of Human Resources
Mr. Young	Business Manager
Mr. Johnson	Director of Buildings and Grounds

Pledge of Allegiance

Motion by Barndt, seconded by Gunning
Approval of June 27, 2019 School Board Meeting Minutes
Motion carried. Vote 8 yes.

Motion by Gunning, seconded by Barnett
Approval of Board Meeting Agenda, with Addendum, as presented.
Motion carried. Vote 8 yes.

Recognition of the Public:

Members of the Field Hockey (Natalie Saltzer, Kelsey Heltzel, Kayla Michaels, and Kasey Davis) and Mr. Scott Derr teams spoke to members of the School Board about the need for a turf playing field. Also in attendance were members/coaches/parents from the Field Hockey team, Girls and Boys Soccer teams.

Reports:

Superintendent – Dr. Eshbach

- Opening In-service was well received. Dr. Eshbach thanked Mr. Barndt for his opening comments.
- New Professional Staff were recognized by Dr. Eshbach and Vangie Unti.
- A Back to School Letter will be sent to all parents/families tomorrow (August 23, 2019).
- Dr. Eshbach talked about re-districting in the future, noting that he has already received phone calls inquiring if specific neighborhoods are being moved this school year (no re-districting is planned for the 2019-20 school year).

School Board Student Representative – Zachary Brnich

- Freshmen orientation was well received.
- Back to School night is scheduled for September 12, 2019.
- Homecoming is schedule for September 21, 2019.
- Fall sports are underway.

Inter-Municipal – None

CAIU – Beth McLean

- CAIU Report emailed to Board members. Dr. McLean spoke about the new format of the CAIU newsletter.

Vo-Tech – Mike Barndt

- Next Vo-Tech meeting is scheduled for September 26, 2019.
- Filling Personnel vacancies was worked on over the summer.

Polar Bear Foundation – John Gunning

- 9th Annual Golf Outing scheduled for September 27, 2019.
- 3rd Annual Clay Shoot and Pig Roast scheduled for October 26, 2019.

Motion by Hlatky, seconded by Barndt

Payment of Bills

General Fund Manual checks dated from June 13, 2019 to August 7, 2019 for check number 323148 to check number 323542, excluding payroll checks in the amount of \$1,804,515.66.

General Fund payroll checks dated June 14, 2019 for check 323140 to check number 323147, checks dated June 27, 2019 for check numbers 323247 to check 323256, check dated July 11, 2019 for check number 323309 and checks dated July 25, 2019 for check 323433 to 323435 in the amount of \$11,566.59.

Student Activities Account checks dated June 13, 2019 to August 12, 2019 for check number 393 to check number 400 in the amount of \$19,643.87.

Food Service Account checks dated August 8, 2019 for check number 8624 and 8625 in the amount of \$5,022.47.

Motion carried. Vote 8 yes.

Motion by Hlatky, seconded by Barndt

Acceptance of August 2019 Treasurer's Report

Motion carried. Vote 8 yes.

Review report of Various Accounts

Motion by Gunning, seconded by Hlatky

Approved by consent the Athletics and Activities Report

- A. Recommend approval of the addition of Unified Bocce as an Interscholastic Sport at Northern High School for the 2019-2020 winter athletic season.
- B. Recommend approval of the Code of Student Conduct 2019-20. (Attachment)
- C. Recommend approval of the Code of Conduct for Athletics, Extracurricular and Co-Curricular Activities 2019-20. (Attachment)
- D. Recommend approval of the Extra-Curriculars, Co-Curriculars, and Clubs for the Elementary Schools, Middle School, and High School for the 2019-20 school year.
(Elementary)
(Middle School)
(High School)
- E. Trip Requests:
 - 1) HS Wrestling Team to attending Wrestling Meet at Central Mountain High School, December 12, 2019 – December 14, 2019.
 - 2) HS Wrestling Team to attend Wrestling Meet at Conestoga Valley High School, December 26, 2019 – December 28, 2019.
 - 3) HS Wrestling Team to attend Wrestling Meet at Hershey – Giant Center, March 3, 2020 – March 7, 2020.
 - 4) HS Swim Team to attend Swim Meet at Bucknell University, March 11, 2020 – March 14, 2020.
 - 5) HS Track and Field Team to attend Penn Relays Track Meet, Philadelphia, April 23, 2020 – April 25, 2020.
 - 6) HS Track and Field Team to attend Track Meet at Shippensburg University, May 15, 2020 – May 16, 2020.
 - 7) HS Track and Field Team to attend Track Meet at Shippensburg University, May 22, 2020 – May 23, 2020.
 - 8) NHS Marching Band Warwick Band Competition, Warwick, PA, September 28, 2019.
- F. Enrollment Exception:

Recommend approval for the son of Andrew and Nicolena Bryden to begin the school year at Wellsville Elementary School, despite the fact that they currently live in the Dillsburg Elementary attendance area. They are building a home in the Wellsville attendance area, with an expected move-in date Prior to January 1, 2020.
- G. Approve Senior, Zachary Brnich, as the Student Board Representative for the 2019-20 school year. Katherine Anthony will be the alternate.

Motion carried. Vote 8 yes

Motion by Hlatky, seconded by Gunning

Approved by consent the Budget and Finance Committee Report

- A. Approve the list of Personal Tax Exonerations from JP Harris and YATB for July 2019.
(Attachment #4 – JP Harris)
(Attachment #4 - YATB)

- B. Approve the list of Personal Tax Exemptions for August 2019
(Attachment #5)

Motion carried. Vote 8 yes.

Motion by Barndt, seconded by Gunning

Approved by consent the Building and Grounds Committee Report

- A. Approve the following Facility Use Requests:

- 1) Beauty After Bruises (A project of The Foundation for Enhancing Communities)
Party in the Park Fundraising Event
NHS – Gym, Lobby, Vestibule, Parking Lots, Field Hockey Practice Field, Band Practice Field
NMS – Gym, Parking Lots
6/27-28/2020 – Friday – set up 1:00 pm, through Sunday – 5 pm
Category 4 Changed by Board on 2/28/19
A letter is on file requesting waiving of fees.
Certificate of Insurance is on file.
- 2) Dillsburg Area Soccer Club
Fundraiser pick-up
HS – Polar Bear Lobby
10/11/2019 - Friday– 3 pm - 4:30 pm
Category 3
Copy of Non-Profit Letter is on File
Rental Fee – Not Applicable
- 3) YWCA of York
Girls on the Run, after school running program
SME – Room 113, Gym, Playground, black top, field
9/9/2019-12/4/2019 – Mondays and Wednesdays – 3:45 pm-5 pm
Category 3
Rental Fee – not applicable
Certificate of Insurance is on file.
- 4) VFW of Dillsburg #6771
“Tent Event” Over Flow Parking Only
NMS – Parking Lot
9/8/2019 – Sunday, 10 am-5 pm
Category 2 – Fees not applicable
Certificate of Insurance is on File.
- 5) Holy Family University
Local Teacher Information Meeting
NHS – Library or Classroom
10/2/2019 – Wednesday – 3:30-5:30 pm
Category 4 – Rental Fee: 2 hours at \$72/hr = \$144.00
Certificate of Insurance is on file.

Motion carried. Vote 8 yes.

Motion by McLean, seconded by Gunning
Approved by consent the Curriculum Committee Report

A. Multiple Day Trip Requests:

- 1) Eric Eshbach
Ed Leader 21 Annual Conference
October 2-4, 2019, Houston Texas.
Travel costs only.
- 2) Gerry Schuille
National Athletic Director Conference
Washington, DC – Friday, December 13 through Tuesday, December 17, 2019

B. **FINAL** Curriculum Adoption:

- 1) High School – High School Yearbook (Attachment)
- 2) High School Agriculture (Standard alignment revision related to CTE Monitoring)

C. **TENTATIVE** Curriculum Adoption:

- 1) High School
 - a. Advanced Placement 2D Art and Design
 - b. Culinary Arts I
 - c. Driver Education
- 2) High School/Middle School
 - a. Spanish I
 - b. Spanish II
 - c. Spanish III
 - d. Spanish IV
 - e. French I
 - f. French II
 - g. French III
 - h. French IV
3. Middle School
 - a. 7th Grade World Language
4. Elementary Mathematics
 - a. Kindergarten Mathematics
 - b. 1st Grade Mathematics
 - c. 2nd Grade Mathematics
 - d. 3rd Grade Mathematics
 - e. 4th Grade Mathematics
 - f. 5th Grade Mathematics

Motion carried. Vote 8 yes.

Motion by Schaffer, seconded by McLean
Approved by consent the Policy Committee Report

A. Policies for **TENTATIVE** approval:

- 1) Policy 122 – Extracurricular and co-Curricular Activities
- 2) Policy 150 – Title I – Comparability of Services
- 3) Policy 220 – Student Expression/Distribution and Posting of Materials

4) Policy 913 – Non-school Organization/Groups/Individuals

Motion carried. Vote 8 yes.

Motion by Barndt, seconded by Hlatky

Approved by consent the Personnel Committee Report

A. Professional Staff Resignation:

- 1) Melissa Sattazahn, Librarian, Middle School, effective July 19, 2019 (resigned prior to start date).
- 2) Janelle Flores, 2nd Grade Teacher, Northern Elementary, effective August 16, 2019.
- 3) Heather Gibb, 5th Grade Teacher, South Mountain Elementary, effective August 4, 2019.
- 4) Michelle Nitchman, School Counselor, effective June 7, 2019.
- 5) Lisa Gifford, 3rd Grade Teacher, Dillsburg Elementary School, effective TBD.

B. Professional Staff Employment:

- 1) Rachel Reichenbach, Middle School Librarian, at a rate of \$58,207 (MA, Step 9), effective TBD. (Fauber)
- 2) Amanda Hull, 4th Grade Teacher, South Mountain, at a rate of \$45,395 (BA, Step 2), effective August 15, 2019. (Gifford)
- 3) Haley Genchur, 2nd Grade Teacher, Northern Elementary, at a rate of \$46,112 (MA, Step 1), effective August 15, 2019. (Flores)
- 4) Corey Lynch, 5th Grade Teacher, South Mountain, at a rate of \$46,403 (BA, Step 3), effective August 15, 2019. (Hertz)
- 5) Patricia Surubaru, Counselor, Northern Elementary, at a rate of \$47,210 (MA, Step 2), effective August 19, 2019. (Nitchman)

C. Professional Staff Transfer:

- 1) Kimberly Lohr, from 5th Grade Teacher at Dillsburg Elementary, to 4th Grade Teacher at Northern Elementary, effective August 20, 2019. (Wenger)
- 2) Karen Hill—from 3rd DES to 5th DES, effective August 20, 2019. (Lohr)

D. Support Staff Employment:

- 1) Shelly Wirt, PT Paraprofessional, Middle School, 4.75 hours per day, at a rate of \$11.12 per hour, effective August 20, 2019. (Keim)
- 2) Rebekah Hickey, PT Kindergarten Aide, Northern Elementary, 5.75 hours per day, at a rate of \$11.12 per hour, effective August 20, 2019. (Harris)
- 3) Karen King, PT Food Service Aide, 4.0 hours per day, at a rate of \$10.00 per hour, effective August 20, 2019.
- 4) Julie Flook, PT Paraprofessional, Dillsburg Elementary, 5.75 hours per day, at a rate of \$11.62 per hour, effective August 20, 2019. (Scusselle)
- 5) Samantha Conrad, PT Copy Room Aide, Administration Building, 5.5 hours per day, at a rate of \$10.00 per hour, effective August 13, 2019. (Cassel)
- 6) Rebecca Ross, PT Paraprofessional, Northern Elementary, 5.75 hours per day, at a rate of \$11.12 per hour, effective August 20, 2019. (Klugh)
- 7) Christina Varner, FT Custodian, Middle School, 8.0 hours per day, at a rate of \$11.27 per hour, effective August 20, 2019. (King)
- 8) Pamela Roman, PT Paraprofessional, South Mountain, 5.5 hours per day, at a rate of \$11.12 per hour, effective August 20, 2019. (Sanders)

- E. Support Staff Retirement:
1) Florence Spangenberg, FT Job Coordinator, High School, effective July 12, 2019.
- F. Support Staff Transfer:
1) Camryn Glines, PT Paraprofessional, from Northern Elementary School to South Mountain Elementary School, effective August 20, 2019.
- G. Support Staff Resignation:
1) Larry Fischer, PT Food Service Aide, Northern Elementary, effective June 5, 2019.
2) Lynn Sanders, PT Paraprofessional, South Mountain, effective July 22, 2019.
3) Connie Carpenter, PT Paraprofessional, Wellsville, effective June 4, 2019.
4) Paige Mixon, PT Paraprofessional, Wellsville, effective July 31, 2019.
- H. Support Staff Increase in Hours:
1) Vicki Swope, PT Library Aide, High School, from 5.0 hours per day to 5.75 hours per day, effective August 20, 2019. *(to support one to one initiative)*
- I. Salary Correction:
1) Amelia Perry, Teacher, \$48,217 (MA, Step 3), effective August 15, 2019.
- J. Salary Movement:
1) Stephanie DePalmer, Counselor, to MA+60, effective July 12, 2019.
2) Amber Gunning, Counselor, to MA+30, effective July 17, 2019.
3) Matthew Vance, Teacher, to MA, effective August 15, 2019.
- K. Unpaid Leave:
1) Linda Ulrich, Teacher, Dillsburg Elementary, August 20, 2019 through August 22, 2019.
- L. Athletic Coach Employment:
1) Shane Miller, JV Wrestling Coach, at a rate of \$3,444.
2) Alison Mondorff, JV Girls Volleyball Coach, at a rate of \$2,984.80.
3) Brad Livingston, Asst. Football Coach (Shared – 34 out of 68 points), at a rate of \$2,788.
4) Greg Bowman, Asst. Football Coach (Shared – 34 out of 68 points), at a rate of \$2,788.
5) A. Patrick Hicks, Asst. Football Coach (Shared – 58 out of 68 points), at a rate of \$4,756.
6) Brad Stacknick, Asst. Football Coach (Shared – 10 out of 68 points), at a rate of \$574.
- M. Long Term Substitute Employment:
1) Britni Hamm, Learning Support Teacher, Northern Elementary, at a rate of \$234.39 per day (BA, Step 1), from August 15, 2019 through approximately December 3, 2019. (Grove)
2) Julie Swenson, Social Studies Teacher, High School, at a rate of \$234.39 per day (BA, Step 1), from August 15, 2019 through June 2, 2020 (or last student day of 2019-20). (Green-Gautum)
3) Diana Gable, 3rd Grade Teacher, South Mountain, at a rate of \$234.39 per day (BA, Step 1), from August 15, 2019 through approximately June 2, 2020. (Holubowicz)

N. Tenure:

The following staff members have earned tenure and shall shift from Temporary to Professional status in accordance with the Pennsylvania School Code:

- 1) Lisa Hoover, Teacher, Dillsburg Elementary, effective August 18, 2019.
- 2) Kimberly Lohr, Teacher, Dillsburg Elementary, effective August 18, 2019.
- 3) Rita Ross, Teacher, Dillsburg Elementary, effective August 18, 2019.
- 4) Erin Swope, Teacher, Dillsburg Elementary, effective August 18, 2019.
- 5) Tyler Smith, Teacher, Dillsburg/Northern Elementary, effective August 18, 2019.
- 6) Lauren Berry, Teacher, High School, effective August 18, 2019.
- 7) Alisse Gasbara, Teacher, High School, effective August 18, 2019.
- 8) Travis Moyer, Teacher, High School, effective August 18, 2019.
- 9) James Neessen, Teacher, High School, effective August 18, 2019.
- 10) Tyler Bechtel, Teacher, Middle School, effective August 18, 2019.
- 11) Kyle Lehman, Teacher, Middle School, effective August 18, 2019.
- 12) Jessica Mauchamer, Teacher, Middle School, effective August 18, 2019.
- 13) Wendy Simpson, Teacher, South Mountain, effective August 18, 2019.

O. Substitutes for 2019-2020 school year. (Attachment- UPDATED)

Plus:

Food Service

- 1) Susanne Berkheimer

P. Athletic Helpers 2019-2020 school year. (Attachment)

Q. Uncompensated Leave Requests:

- 1) Bryan Holubowicz, Teacher, from August 20, 2019 through approximately September 20, 2019 with benefits.
- 2) Carol Wenger, Teacher, from August 20, 2019 through approximately September 20, 2019 with benefits.
- 3) Ashley Grove, Teacher, Northern Elementary, from September 9, 2019 (1/2 day) through December 6, 2019 without benefits.

R. Accepted Full-time Employment with ESS:

- 1) Paige Mixon, Multiple Disabilities Support Para at Wellsville Elementary.
- 2) Donna Graybill, Study Hall Aide, Northern High School.
- 3) Megan Bungay, Swim Aide, Northern High School.
- 4) Beth Bianchini, Library Aide, Dillsburg/Northern Elementary.
- 5) Lissette Johnson, Learning Support Para, Northern Middle School.
- 6) Anita Khristi, Learning Support Para, Wellsville Elementary.

10. Items for Board Action:

Motion by Hlatky, seconded by Barndt

Approve the tuition agreement with New Story for one student for the 2019/2020 school year.
(Attachment #6)

Motion carried, vote 8 yes.

Motion by Hlatky, seconded by Barndt
Approve the tuition agreement with New Story for one student for the 2019/2020 school year.
(Attachment #7)
Motion carried, vote 8 yes.

Motion by Hlatky, seconded by Barndt
Approve the educational services contract with Diakon Youth Services for the 2019/2020 school year. (Attachment #8)
Motion carried, vote 8 yes.

Motion by Hlatky, seconded by Barndt
Approve the staff placement agreement with ESS Support Services, LLC for the 2019/2020 school year. (Attachment #9)
Motion carried, vote 8 yes.

Motion by Hlatky, seconded by Barndt
Approve the AIA contract for Architectural Services with Crabtree Rohrbaugh Associates, subject to approval by the District Solicitor. (Attachment)
Roll Call vote, with all Directors in attendance voting yes.

Motion by Hlatky, seconded by Barndt
Approve the Professional Staff Additional Services Contracts:
Motion carried, 7 yes – 1 abstain (Gunning)

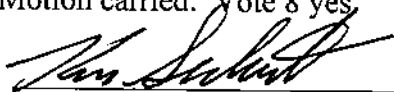
Motion by Barndt, seconded by Hlatky
Approve the Extra Service Contracts: (Attachment UPDATED)
Plus:
- Elizabeth Barlup, Bus Supervisor, Dillsburg Elementary, at a rate of \$702.
Motion carried, 7 yes – 1 abstain (Gunning)

New Business:


Recognition of the Public:
Representatives from Beauty After Bruises thanked the School Board and the District for allowing their Fundraiser to take place on School District grounds.

Items for Future Agendas:

Motion by Hlatky, seconded by Barndt, to Adjourn at 7:56 PM.
Motion carried. Vote 8 yes



Ken Sechrist, President



Maureen Ross, Secretary

The next School Board meetings will be:
Committee Meeting – September 17, 2019
Board Meeting – September 26, 2019