

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

The regular meeting of the Bermudian Springs School Board was called to order at 7:00 p.m. on Tuesday, April 9, 2024, in the High School Auditorium and via remote connection. Vice-President Travis G. Mathna presided.

The Pledge of Allegiance was recited.

ROLL CALL - Members Present: Daniel S. Chubb, Brian A. Davis, Jennifer Goldhahn, Ruth E. Griffie, Mary R. Kemper, Travis G. Mathna, Chad M. Mowery, Matthew P. Nelson, and Neil R. Tate

Members Absent: None

Administration: Michael C. Brooks, Mark R. Fleming, Shane D. Hotchkiss, Matthew A. Jenkins, Ryan J. Murphy, Shannon L. Myers, Justin W. Peart, Brooke A. Shaffer, Jennifer T. Shelley, and Jon DeFoe

Others: Leigh Dalton, Solicitor

Visitors: Chad Lindsey and Ursula Koons, Child's Concern; Jake Butcher, Shanna Danielson, Brooke Everett, Kami Greenawalt, Athena McNulty, Robert McNulty, Melissa Pero, Mandy Singer, Lori Snyder, and Stan Weidler, Community Concern; Danielle Ensor, Concern; Charles Grimes, Sherri Hawk, Ashley Harder, Sarah Hayes, Eric Stambaugh, Stacia Talkington, and Chris Young, Parents; Lincoln Milner, Parent Concern; Cal Chubb, Luke Goldhahn, Molly Karom, Adeline Nelson, Audrey Stambaugh, and Ava Stambaugh, Students; Tyler Weidler, Tax Payer; Carmyn Baker, Nathan Biles, Lily Chubb, Heather Dengler, Marilee Durbin, Layke Ensor, Mikolay Foursevitch, Mandy Gerringer, Thomas Grimes, Cory Guise, Stacy Gautsch, Greta Haley, Stephanie Haley, Michelle Harris, Jen Kyzer, Alexcia Lindsey, Chandler McNulty, Amy Miller, Zach Miller, AJ Mleczko, Camilla Mleczko, Jason Mleczko, Rachel Mleczko, Dana Nelson, Vanessa Sanders, Cassidy Smith, Khristian Snyder, Jen Zerfing, and Michelle Zimmerman

HEARING OF SCHEDULED DELICATES OR INDIVIDUALS - None

PUBLIC COMMENT -

Nathan Biles spoke regarding Policy 109. He believes the policy creates an overly complicated solution to a problem that already has a solution. He thinks this policy seems like we do not trust our professionals. He also spoke about personal experiences and how books can prepare us for the hard truths. He believes we should be focusing on more important needs.

Marilee Durbin read a letter written by Rebecca Durbin, a 2021 Bermudian graduate, regarding Policy 109. She feels controlling books will not shield students. Rebecca recommends parents take their time to educate their kids themselves or send them to private school because it's your choice to send your children to public school. She also says there should be guidelines, but they should be very explicit.

Jason Mleczko shared concerns regarding Policy 109. He opposes the Policy 109 revision. Jason believes we should trust the professionals who know how instruction works and trust them to do what they do best. He feels the adoption of Policy 109 will worsen the climate in our school community.

Tyler Weidler thanked the board for raising the standards. He believes the standards for education has been slipping for years.

Greta Haley says she is against Policy 109 and refers to it as a "Book Ban". She believes that we are encouraging intolerance with this policy. She states that the board trusts our teachers to keep us safe but not to make educational decisions.

Brooke Everett read a quote from the PA Education Center. She claims Policy 109 violates several Supreme Court rulings. She feels the policy ignores teachers, parents, and students' voices. She feels the proposed revision to Policy 109 is a book ban.

Amy Miller yielded her time to Brooke Everett.

Sarah Hayes stated she doesn't feel they are taking away from teachers. She said teachers need to be teaching history, grammar, and mathematics, not sexual content. Sarah feels that rated R material should not be in public school libraries. Her main concern is sexual content in school libraries.

Cory Guise spoke regarding Policy 109. He feels that limiting students' access to books would be a mistake and it is hypocritical to take away books in an educational setting.

Melissa Pero wrote a letter that was read by Board Secretary, Jennifer Goldhahn. She believes that these changes, such as Policy 109, are just the beginning. She is concerned about the trust the board has in their teachers. She also has questions about the CIRA Committee.

Cassidy Smith believes that Policy 109 is not saving their innocence but instead preserving their ignorance. She feels the book in discussion may be about rape, and she is concerned about Speak being banned.

Molly Kerom understands the innovation behind Policy 109. She is appalled at the thought of banning books. She says this is censorship. She believes that removing books will not solve anything. She also shared a few statistics on sexual assault. She says books can help students speak up and find the strength they didn't know they had.

Adeline Nelson spoke about some themes she believes teenagers need to be exposed to. She feels that removing books can lead to people not having access to books that will help them.

Michelle Harris thanked every student who stood up for their right. She spoke regarding Policy 109. She believes that these books are essential. She shared that she 100% trusts our teachers; however, not a small group of people who think they know better.

Luke Goldhahn spoke regarding Policy 109. He thinks the board is doing a great job getting some of the books out of school. Luke agrees students who have been affected by sexual assault should be heard, but some books have vile content and should not be in school. He feels, after reading the content that was available to Middle School students, that it's embarrassing.

Audrey Stambaugh spoke regarding Policy 109. She believes that this revision undermines our effective administrators and teachers. She says this policy is not protecting us. She does not want resources and learning opportunities limited to students.

Lori Snyder read the first two paragraphs of Policy 911. She stated that Matt Nelson violated this policy. She said that he misled and manipulated the message with an article he wrote as a board member without the board's permission. She stated that the board and administration worked diligently to address the concerns of parents and stakeholders regarding sexually explicit books in our district.

Jake Butcher yielded his time to Lori Snyder.

Danielle Ensor spoke regarding Policy 109. She compared what makes a movie rated R to sexually explicit books in our district. She stated sexually explicit books have no educational value.

Chandler McNulty spoke regarding Policy 109. He shared a definition of a "book ban." He discussed "The Bluest Eye" and its themes. He handed out the results of a survey he conducted with 52 respondents that included students, teachers, and parents. He pleads that the books stay in the classroom.

Lincoln Milner shared confusion over Policy No. 109. He believes this policy already exists, and there is no reason to update it. He stated that if a teacher were to go renegade, there are policies and discipline that the employer can take. He feels we are raising an issue that he doesn't think is an issue.

Alexcia Lindsay spoke regarding Policy 109. She is appalled that the board thinks it is okay to revise Policy 109. Alexia feels educators are not trusted to make decisions. She also said that parents have the option to opt-out.

Mikolay Foursevitch spoke regarding Policy 109. He believes this policy is unnecessary. He feels banning books contradicts the whole point of the education system. Mikolay also shared examples of how books expand awareness.

Heather Dengler yielded her time to Mikolay Foursevitch.

Jen Zerfing shared concerns about personal attacks on Board member Matt Nelson. Jen shared she has been friends with Matt since they were teenagers and that he has been interrupted on multiple occasions. She urges the Board to table Policy 109.

Thomas Grimes spoke regarding Policy 109. He doesn't think that removing knowledge in an institution created to preserve it for the future would be doing a good thing. He thinks books are great.

Stan Weidler expressed concerns that a school board meeting is not a proper place for children, and they can debate their opinions in the classroom and other places. He feels that a school board meeting is not a proper place for students. Stan appreciates the board representing the taxpayers and parents in the district.

Stacy Gautsch stated over the years, the school has pushed parents away, and it is complicated to volunteer as if the school doesn't trust parents. Policy 109 is like a check and balance. Stacy stated the CIRA Committee is not taking expertise from teachers but providing transparency to parents. Stacy also said iPads/tablets further distance parents from what is going on, and the syllabus is very vague.

Jen Kyzer yielded her time to Stacy Gautsch.

Stacia Talkington said she doesn't think it's wrong for parents to expect their kids aren't reading sexually explicit books. She stated there use to be open arms at elementary school with invitations into classrooms and had the ability to build relationships with teachers. She doesn't get letters inviting parents into the classroom to build relationships with the teachers and rebuild trust.

Khristian Snyder stated there should always be checks and balances, that training is necessary, and that we have great teachers in this district. Khristian talked about how explicit sexual content can trigger sex abuse victims. He shared research and statistics on how teachers are not perfect, demonstrating the importance of checks and balances.

Layke Ensor yielded his time to Khristian Snyder.

Dana Nelson spoke regarding Policy 109. She believes we need to trust our Language Arts teachers, Media Specialists, and Administrators to select appropriate materials for students. She would like the board to table the policy, consider all stakeholders, and make it work for everyone.

Shanna Danielson spoke regarding Policy 109; she is not in favor of the policy.

Charles Grimes spoke regarding Policy No. 109. He asked how long the books have been available to students and felt the books are not new to the curriculum. He stated if his kids come home with questions, then they discuss it, even if it's uncomfortable to talk about. He doesn't see where the school is making the kids read something the parents would object to. He is concerned that a very small group will be making decisions for the community.

Zach Miller wrote a letter that was read aloud by Board Secretary, Jennifer Goldhahn. He wrote regarding Policy 109. He believes that a parent's most important responsibility in life is to raise their children in a healthy and wholesome way, which extends to the school buildings. He applauds the board's efforts and will continue to support the board with any policy change or improvement to better the lives and learning of students. As a family they absolutely are in favor of the CIRA Committee and proposed changes to Policy 109.

CONSENT AGENDA -

Upon the motion of Daniel Chubb, seconded by Matthew Nelson, the following items were approved on the Consent Agenda:

Approval of Minutes

Minutes of the Work/Study Session on March 11, 2024
Minutes of the Regular Meeting on March 12, 2024

Financial Reports

General Fund
Cafeteria Fund
Capital Reserve Fund
Scholarship Funds
Activity Funds

Personnel

The Board approved the following resignations:

1. From Bethany Austin, Elementary School Kindergarten Teacher, effective at the end of the 2023-2024 school year.
2. From Matt Carlson, High School Vocal Music Teacher, effective May 31, 2024.

3. From Susan Funkhouser, Middle School Custodian, due to her retirement, effective June 28, 2024.
4. From Brenda Long, High School Custodian and High School Food Service, due to her retirement, effective August 15, 2024.
5. From Laurie Richwine, Middle and High School Family Consumer Science Teacher, due to her retirement, effective the first day after the last bargaining unit member contracted day of the 2023-2024 school year.
6. From Mariah Taylor, Elementary School Custodian, effective March 22, 2024.

2024 Graduation Class

The Board approved the list of seniors as graduates of Bermudian Springs High School, Class of 2024. Approval is conditional with the provision that each senior must complete all requirements for graduation. A list of the graduates is attached to these minutes.

2024 Graduation Ceremony

The Board approved the graduation ceremony for the Class of 2024 to be held on Wednesday, May 29, 2024, at 7:00 pm on Alumni Field in the Bermudian Springs High School stadium. In case of inclement weather, graduation will be held either Thursday, May 30, 2024 or Friday, May 31, 2024.

Disposal of Obsolete Equipment

The Board approved the disposal of the following Elementary School equipment. A copy of the equipment is attached to these minutes.

Quiz Bowl Club Activity Account

The Board approved the creation of a new activity account for the Quiz Bowl Club. The club has successfully completed a fundraiser and needs an activity account to deposit the money.

Roll call vote: All members present voted Yea. Motion carried.

FINANCIAL REPORTS -

General Fund bills in the amount of \$2,345,481.62 (copy attached) were approved for payment following a motion by Daniel Chubb, seconded by Travis Mathna. Roll call vote: All members present voted Yea. Motion carried.

Cafeteria Fund bills in the amount of \$138,962.71 (copy attached) were approved for payment following a motion by Daniel Chubb seconded by Mary Kemper. Roll call vote: All members present voted Yea. Motion carried.

Capital Reserve Fund bills in the amount of \$3,448.13 (copy attached) were approved for payment following a motion by Daniel Chubb, seconded by Chad Mowery. Roll call vote: All members present voted Yea. Motion carried.

OLD BUSINESS - None

NEW BUSINESS -

Personnel

The Board, on a Daniel Chubb, Brian Davis motion, approved the employment of Jane Lefever-Troxell, 225 Irishtown Rd, Fairfield, PA, in the capacity of a K-12 School Counselor, a newly created position. Mrs. Lefever-Troxell will be placed on Step 8 of the Master's Salary Schedule, effective date is to be determined. Employment is pending receipt of all necessary clearances and employment background checks. Roll call vote: All members present voted Yea. Motion carried.

The Board, on a Ruth Griffie, Neil Tate motion, approved the employment of the following support staff:

1. Transfer Sara Contreras, from an Elementary School Food Service Employee working 180 days at three (3) hours per day to a Middle School Food Service Employee working 180 days at three (3) hours per day, a newly created position. The transfer is effective April 10, 2024.
2. Gianna De Lotto, 4280 Old Harrisburg Rd, Lot 166, Gettysburg, PA, in the capacity of a Middle School Food Service Employee, replacing Anna Heiser who transferred. Ms. Lotto will be working 180 days at four and a quarter (4.25) hours per day at an hourly rate of \$14.00, effective April 10, 2024. Employment is pending receipt of all necessary clearances and employment background checks.
3. Peggy Shelleman, 50 Stoney Point Rd, New Oxford, PA, in the capacity of an Elementary School Food Service Employee, replacing Sara Contreras who transferred. Ms. Shelleman will be working 180 days at three (3) hours per day at an hourly rate of \$14.00, effective April 15, 2024. Employment is pending receipt of all necessary clearances and employment background checks.

Roll call vote: All members present voted Yea. Motion carried.

The Board, on a Mary Kemper, Brian Davis motion, approved the following employees to enter into a contract with the District serving in the following positions for Summer Camp 2024. A list of the employees and the contracted stipend amounts are listed below.

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| 1. Allison Bentley, Literacy Camp Teacher | - | \$2,400.00 |
| 2. Allison Bentley, STEAM Camp Teacher | - | \$1,800.00 |
| 3. Tori Berwager, K Camp Teacher | - | \$1,200.00 |
| 4. Melissa Bollinger, K Camp Aide | - | \$ 600.00 |
| 5. Tara Cornwall, Literacy Camp Teacher | - | \$2,400.00 |
| 6. Stephanie DeRiggs, Literacy and K Camp Nurse | - | \$1,200.00 |

7. Stephanie DeRiggs, STEAM Camp Nurse	-	\$1,200.00
8. Glenda Dove, STEAM Camp Aide	-	\$ 900.00
9. Tanya Gelb, STEAM Camp Teacher	-	\$1,800.00
10. Amanda Gerringer, STEAM Camp Aide	-	\$ 900.00
11. Alexa Groft, STEAM Camp Teacher	-	\$1,800.00
12. Joanne Grosskopf, STEAM Camp Teacher	-	\$1,800.00
13. Desirae Gulden, K Camp Teacher	-	\$1,200.00
14. Laura Hughes, Literacy Camp Teacher	-	\$2,400.00
15. Christopher King, Literacy Camp Teacher	-	\$2,400.00
16. Sadie Liggett, STEAM Camp Aide	-	\$ 900.00
17. Bonnie Mummert, Literacy Camp Teacher	-	\$2,400.00
18. Matthew Royer, K Camp Teacher	-	\$1,200.00
19. Matthew Royer, STEAM Camp Teacher	-	\$1,800.00
20. Brian Schade, STEAM Camp Teacher	-	\$1,800.00
21. Brooke Shambach, K Camp Teacher	-	\$1,200.00
22. Robin Sherman, K Camp Teacher	-	\$1,200.00
23. Kelsey Shue, STEAM Camp Teacher	-	\$1,800.00
24. Mandy Singer, K Camp Teacher	-	\$1,200.00
25. Jami Skinner, Literacy and K Camp Nurse	-	\$ 400.00
26. Brittany Wood, Literacy Camp Teacher	-	\$2,400.00
27. Brittany Wood, STEAM Camp Teacher	-	\$1,800.00

Roll call vote: All members present voted Yea. Motion carried.

The Board on a Daniel Chubb, Matthew Nelson motion, approved the following revised contracts for Summer Camp 2024. A list of the employees and contracted stipend amounts are listed below.

1. Andrea Dowell, K Camp Director	-	\$1,350.00
2. Laura McMillian, Literacy Camp Director	-	\$2,900.00

Roll call vote: All members present voted Yea. Motion carried.

Adams County Technical Institute Operating Budget

The Board on a Brian Davis, Mary Kemper motion, approved the Adams County Technical Institute Operating Budget for the 2024-2025 school year in the amount of \$1,903,233.00. A copy of the budget is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Revised Board Policies

The Board, on a Daniel Chubb, Chad Mowery motion, approved the revised board policy, Policy No. 109 – Resource Materials. This policy was reviewed at last month's meeting. A copy of this policy is attached to these minutes. Roll call vote: Daniel Chubb voted Yea. Brian Davis voted Yea. Jennifer Goldhahn voted Yea. Ruth Griffie voted Yea. Mary Kemper voted Yea. Travis Mathna voted Yea. Chad Mowery voted Yea. Matt Nelson voted Nay. Neil Tate voted Yea. Motion carried.

The Board, on a Mary Kemper, Brian Davis motion, approved the revised board policy, Policy No. 137 – Home Education Program. This policy was reviewed at last month's meeting. A copy of this policy is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

The Board, on a Brian Davis, Mary Kemper motion, approved the revised board policy, Policy No. 249 – Bullying/Cyberbullying. This policy was reviewed at last month's meeting. A copy of this policy is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

New Board Policies

The Board, on a Mary Kemper, Ruth Griffie motion, approved the following set of new board policies. The policies were posted for review at last month's meeting. Copies of these policies are attached to these minutes.

1. Policy No. 137.1 – Extracurricular Activity and Interscholastic Athletic Participation by Home Education Students
2. Policy No. 137.2 – Participation in Cocurricular Activities and Academic Courses by Home Education Students
3. Policy No. 137.3 – Participation in Career and Technical Education Programs by Home Education Students

Roll call vote: All members present voted Yea. Motion carried.

OTHER BUSINESS – None

ADJOURNMENT - The meeting was adjourned by the Vice President at 9:31 p.m.

Secretary