



**Antietam School District**  
Minutes of the Hybrid Board Meeting  
**Monday, February 26, 2024, 7:00 p.m.**

The Antietam School District Board met in person and virtually in a Teams meeting for their voting meeting on Monday, February 26, 2024. Ms. Ramsey, Board Vice President, in Mr. Roberts absence, called the meeting to order at 7:00 pm Monday, February 26, 2024 . Mrs. Ramsey noted that the Board had a Special Voting meeting February 22, 2024 immediately following the rescheduled CoW meeting. The Board met in executive session after the Special Voting Meeting regarding personnel and property and did not reconvene. The Board will meet in executive session after the Voting meeting today, Monday, February 26, 2024 regarding personnel they will not reconvene. Ms. Ramsey asked if there if there were any corrections to the agenda, none were noted.

Ms. Ramsey noted the minutes of the CoW meeting and voting meeting on January 22, 2024, had been distributed and asked if there were any corrections. None were noted. A poll by a voice vote resulted in the minutes being approved.

**Present:**

Rebecca DiSarro	Amanda Stief
Jennifer Miller	Lorraine Storms
Wayne Modeste	David Okonski
Kyla Ramsey	

**Also Present**

Dr. Heidi Rochlin	Superintendent
Tracy Detwiler	Director of Finance & Business
Ken Bonkoski	Supervisor of Maintenance and Facilities
Anthony DiSarro	Supervisor of Technology and Security Coordinator
Becky Kohr	Director of Student Services
Staci Fink	Supervisor of Special Ed
Nicole Schieck	Principal, Mt. Penn Primary Center Via Teams
Brian F. Boland	Kozloff and Stoudt
Jennifer Reeves	Board Secretary

**STUDENT REPRESENTATIVE**

No student representative present

**SUPERINTENDENT'S REPORT**

Dr. Heidi Rochlin stated that there was a Finance Presentation and MPPC Project Update last meeting.

**TREASURER'S REPORT**

Mrs. Storms, in Mr. Weldele’s absence, reported a Revenue Year to Date \$21,641,817.79, Expenditures Year to Date (\$11,880,055.81), Balance (Unaudited) January 31, 2024 \$18,773,164.83 Mrs. Storms moved, seconded by Mrs. Stief to approve the Treasurers report, Cash and Investments as of January 31, 2024 - \$18,915,503.62 and Approval of bills as listed for January 2024.

**A poll of the Board resulted in the following vote:**

**Yes: 7 Mmes. DiSarro Miller, Ramsey, Stief, Storms; Messrs. Modeste, and Okonski.**

**Motion carried.**

**FINANCE COMMITTEE**

Mrs. Storms reported there was a discussion regarding which company to complete the required traffic study at a cost to the district during the CoW meeting February 22, 2024.

Mrs. Storms moved seconded by Mrs. Stief to ratify a transfer of \$2,165,267.74 to Committed Fund Balance for future Capital Projects from Unassigned Fund Balance, effective June 30, 2023, in accordance with our Fund Balance Policy 620.

Ratify a transfer of \$345,079.86 to Assigned Fund Balance from Committed Fund Balance for future PSERS increases, effective June 30, 2023, in accordance with our Fund Balance Policy 620.

Ratify Resolution No. 2024-1 authorizing John E. Muir, Esquire and Kozloff Stoudt to settle the real estate tax assessment appeals filed by Stokesay Real Estate, LLC and Stokesay Village, LLC, as presented.

Ratify the Tuition contract for Weiser "Decisions" School at a rate of \$250.93 per day, for one 10th grade student for the remainder of the 2023-2024 school year or until the student is withdrawn, prior to the end of the school year.

Ratify the Consulting Contract between Antietam School District and Trapani Communications, LLC Inc. not to exceed 100 hours at \$150/hour or \$15,000 unless agreed upon in writing by both parties for public relation communications ending January 30, 2025 Either party may cancel this agreement in writing on thirty (30) days notice.

Ratify the Memorandum of Understanding (MOU) between Richard Caron Foundation dba Caron Treatment Centers (Caron) and Antietam School District effective February 12, 2024 through June 30, 2024 to Facilitate a Primary Group Via Telehealth at a mutually set time to students via student school electronic devices to log onto Carons Primary Group .

Accept the audit report for the 2022-2023 school year, submitted by Herbein+Co., Certified Public Accountants, as presented.

Approve the agreement between Richard J Caron Foundation and Antietam School District effective July 1, 2024 through June 30, 2025 unless sooner terminated in accordance with the terms set forth in agreement for Option A/ 3 days a week for \$36,940.00 per year.

Approve the agreement between Teachers In the Parks (TIPS) and the Antietam School District 3 year commitment to offer fully inclusive TIPS Programming for a flat - rate fee of \$8,000 per year for all three years of the contract. In addition to the projected seat dollar amount of \$325 per child/per year. The per-child cost of \$325 will remain for all three years of the contract as long as there is no increase in the districts teacher contracted hourly rate. Any increases will be aligned to this hourly rate, to be paid from ARP-ESSER grant funds and take place at the Antietam Pool.

Approve the New Story tuition agreement for one 9th grade student for the remainder of the 2023-2024 school year at \$425.00 a day

Approve the Memorandum of Understanding (MOU) Between The Lincoln Center for Family and Youth and the Antietam School District to provide a certified Mental Health Counselor one day a week to provide substance abuse counseling and training services in collaboration with school personnel. ASD will facilitate integration and support and resources for the effective delivery of said services at no cost to the district through June 30, 2024.

Approve the Settlement Agreement and Release #2024-1 for one 9th grade student.

Accept the \$1,000.00 donation, from J. Bertolet Inc., allocated for athletics playoff coach bus.

Accept the \$1,000.00 donation, from John R. (Jr)and Karen M. Bertolet, allocated for athletics playoff coach bus.

Accept the donation from Go Fund Me "Antietam Flood Relief" project.

Approve the agreement between the Antietam School District and Betterview Counseling and Trauma Recovery LLC for the development, implementation and operation of a satellite School-Based Mental Health Outpatient Service, at no cost to the District.

**A poll of the Board resulted in the following vote:**

**Yes: 7 Mmes. DiSarro Miller, Ramsey, Stief, Storms; Messrs. Modeste, and Okonski.**

**Motion carried.**

**PROPERTY COMMITTEE**

Mrs. Storms moved seconded by Mrs. Stief to accept the donation of materials for the project "Replenish Our Classroom Rewards" from Donor's Choose.

Accept the Donation of Materials from Donor's Choose for the Project "Classroom Rewards for Really Awesome Artists (Part 2).

Authorize AEM Architects to solicit bids for the Mount Penn Primary Center Renovation Project.

Ratify the following due diligence proposals for 705 Friedensburg Road:

- o JBA Structural Engineers for the structural engineer review at a cost of \$2,800
- o Element Environmental Solutions for the Phase I Environmental Site Assessment at a cost of \$2,200.
- o Weatherproofing Technologies, Inc. (WTI) for the roof inspection at a cost of \$1,143.00.

**A poll of the Board resulted in the following vote:**

**Yes: 7 Mmes. DiSarro Miller, Ramsey, Stief, Storms; Messrs. Modeste, and Okonski.**

**Motion carried.**

**POLICY COMMITTEE**

Mr. Modeste reported there was a discussion regarding APG-10 - Teacher Parking at Mt. Penn Primary Center during the CoW meeting February 22, 2024 .

Mr. Modeste moved seconded by Mrs. Storms to approve APG-10 - Teacher Parking at Mt. Penn Primary Center.

Ratify the Admission of Fact, Waiver of Hearing, Acknowledgment of Compliance with Procedural Safeguards and Consent to Expulsion agreement 2024-1.

Ratify the residency affidavit for one Kindergarten and one 2nd grade student for the remainder of the 2023-2024 school year.

Ratify the guardianship affidavit for one 11th grade student for the remainder of the 2023-2024 school year.

Approve the Antietam School District - Payroll Schedule for the 2024-2025 school year.

Approve the Antietam School District Health and Safety Plan, that has been reviewed by administration and has not changed. Further acknowledging that the Biden Administration announced the end of both the National and Public Health Emergency Declarations on May 11, 2023 and that this motion is made to satisfy the requirements of ESSER funding use.

Approve the revised District calendar for the 2023-2024 school year, changing March 1, 2024 to a full Act 80 day for the entire District for conferences.

**A poll of the Board resulted in the following vote:**

**Yes: 7 Mmes. DiSarro Miller, Ramsey, Stief, Storms; Messrs. Modeste, and Okonski.**

**Motion carried.**

**BERKS COUNTY INTERMEDIATE UNIT**

Mrs. DiSarro moved, and Mrs. Storms seconded to approve the Proposed BCIU Mandated Services Budget July 1, 2024 through June 30, 2025.

**A poll of the Board resulted in the following vote:**

**Yes: 7 Mmes. DiSarro Miller, Ramsey, Stief, Storms; Messrs. Modeste, and Okonski.**

**Motion carried.**

Mrs. DiSarro reported that during her February 15, 2024 meeting at the BCIU they recognized the employee of the month which was a custodian in the office of operations, they had a featured program Empowering futures and connections, and also a Head Start Governance Board Training Program.

**ATHLETIC/ACTIVITIES COMMITTEE**

Mrs. Stief reported there was a discussion on the Hummer Turfgrass System Inc.including proposals for the Project: Carsonia Park Game Infield and Project: Pool/Practice Infield on February 22, 2024. No action was taken.

**CURRICULUM COMMITTEE**

Dr. Rochlin introduced Becky Kohr and Mrs. Fink for a presentation regarding Special Education. Please see attachment for presentation.

After the presentation Mrs. DiSarro questioned the percentage number of caseloads, would our numbers be consistent across other districts? Mrs. Kohr stated she would have to do more investigation but that she would imagine they would be.

**PERSONNEL COMMITTEE**

Ms. Ramsey moved, Mrs. Storms seconded to request to authorize the Superintendent to make employment commitments to qualified applicants for the purpose of filling vacancies that occur after the February 22, 2024 board meeting with action to be ratified by the School Board at the next official meeting for the remainder of the 2023-24 school year.

Ratify the start date for Lovinda Weaver, ESL teacher for 7-12 at the Antietam Middle Senior High School effective November 28, 2024.

Ratify the transfer of Katrina Moyer ESL teacher for grades 7-12 to ESL teacher K-6 effective November 29, 2024.

Ratify Jason Trullinger, Bachelor's Step 12, \$61,970 effective the beginning of the 2023-2024 school year.

Ratify the addition of Karen Deck, BCIU Guest teacher, to the 2023-2024 sub list.

Approve the intermittent FMLA request for Donna Nuding through July 11, 2024.

Accept the letter of resignation from Maria Hahn as Climb Enrichment Activity Leader effective February 29, 2024.

Approve the transfer of Maria Hahn from 12 Month Secretary to the Mt Penn Elementary Center Principal to District Office Accountant, effective February 12, 2024 at a salary of \$50,000 (prorated) with benefits according to the Confidential Support Employee Compensation Plan.

Approve the transfer of Vikki Kauffman from 10 Month Mt Penn Elementary Center Secretary to 12 Month Secretary to the Mt Penn Elementary Center Principal, effective February 12, 2024 at a salary of \$35,000 (prorated) with benefits according to the Confidential Support Employee Compensation Plan.

Approve the addition of Maria Hahn to the Substitute Activity Leader list For Climb Enrichment Center Program, effective March 1, 2024 at \$30.00/hr.

Approve the unpaid dates for the following staff:

- o Chelsea Boudreau May 14, 15, 16, 17, and May 20th.
- o Lee Yochum on January 8, 9, 10, 11, and January 12, 2024.
- o Kaylah Kerschner Friday April 26 half day pm.
- o Denise Rankin April 2nd, through April 12, 2024

Approve the transfer of 25 sick days for Lovinda G Weaver from the School District of Philadelphia.

Approve Rickiesha Muldrow, Special Ed Teacher 7-12 , Temp professional, Masters Step 3, \$54,450.00 prorated to days worked with Benefits, effective March 4, 2024.

Approve Lauren Kralles as mentor to Rickiesha Muldrow \$168.00 for the remainder of the 2023-2024 School year.

Approve the 2023-2024 Spring Coaches below:

**HS Girls Softball**

Head Coach Jose Garcia \$4,266

Assistant Coach Angela Bohn \$2,991

**MS Girls Softball**

Head Coach Vacant \$

**HS Boys Baseball**

Head Coach Ron Schaeffer \$4,211

Assistant Coach Jacob Gelvin \$3,166

**MS Boys Baseball**

Head Coach Chris Robinson (new) \$2,419

**HS Boys Tennis**

Co-Head Coach 40% Bill McClain (new) \$1,172.40

**HS Boys Volleyball**

Head Coach Derek Evans \$4,096

Assistant Coach Patrick Devine \$2,708

**A poll of the Board resulted in the following vote:**

**Yes: 7 Mmes. DiSarro Miller, Ramsey, Stief, Storms; Messrs. Modeste, and Okonski.**

**Motion carried.**

Ms. Ramsey moved seconded by Mrs. Storms to approve the 2023-2024 Spring Co-Head Coach 60% Anthony DiSarro (new) \$1,758.60

**A poll of the Board resulted in the following vote:**

**Yes: 6 Mmes. Miller, Ramsey, Stief, Storms; Messrs. Modeste, and Okonski.**

**Abstained: Mmes. DiSarro**

**Motion carried.**

With no further business, Mrs. Ramsey adjourned the meeting at 7:33 pm, and announced that the Board would now go into executive session regarding personnel they would not reconvene.

Submitted by:



Jennifer Reeves  
Board Secretary

# Special Education





# **Special Education Enrollment**

# Enrollment

2019–20

2020–21

2021–22

2022–23

2023–24

**274**

(1099 total)

25%

**262**

(1090 total)

24%

**265**

(1142 total)

23%

**276**

(1009 total)

25%

**302**

(1099 total)

27%

# Enrollment

## A Closer Look

<b>Disability Category</b>	<b># of students 22-23 (276)</b>	<b># of students 23-24 (302)</b>
Specific Learning Disability	127	122
Other Health Impairment	48	58
Autism	38	41
Speech or Language Impairment	30	33
Emotional Disturbance	19	26
Intellectual Disability	12	19

# Enrollment

## A Closer Look

<b>Disability Category</b>	<b># of students 22-23 (276)</b>	<b># of students 23-24 (302)</b>
Deaf Blindness	0	1
Visual Impairment including Blindness	1	1
Hearing Impaired	1	1
TBI	0	0
Multiple Disabilities	0	0
Orthopedic Impairment	0	0

# Enrollment

## A Closer Look

<b>Educational Placement</b>	<b># of students 22-23</b>	<b># of students 23-24</b>
Special Education Inside Regular Class <b>80% or More of Day</b>	178	167
Special Education Inside Regular Class <b>40%-79% of Day</b>	85	91
Special Education Inside Regular Class <b>Less Than 40% of Day</b>	17	11
<b>Other Private Separate Facility</b> (Non Residential)	7	22

# Enrollment

## Per Grade Level

K	1st	2nd	3rd	4th	5th	6th
13	22	27	22	21	14	29
7th	8th	9th	10th	11th	12th	12+
31	31	36	29	23	19	3

# Challenges



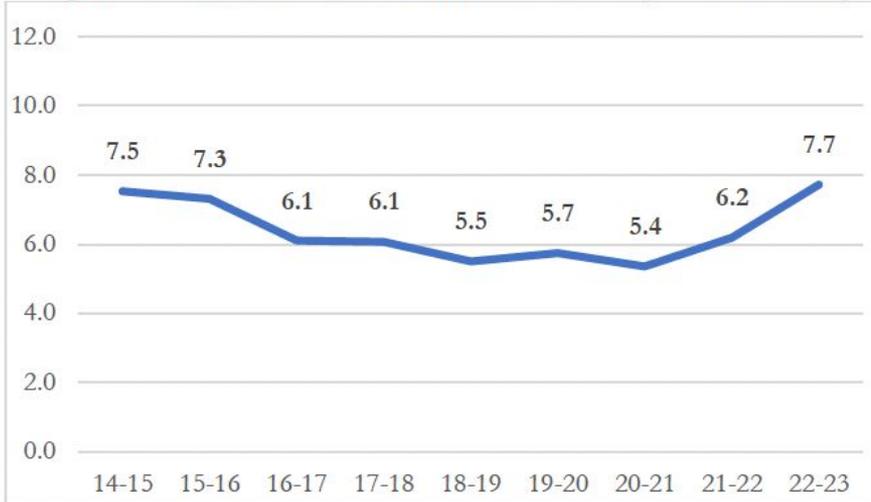


# Staffing Shortages

- The mass exodus
- Decrease in certified teachers

# Staffing Shortages

Figure 1: Annual Teacher Attrition Rates (14-15 to 22-23)

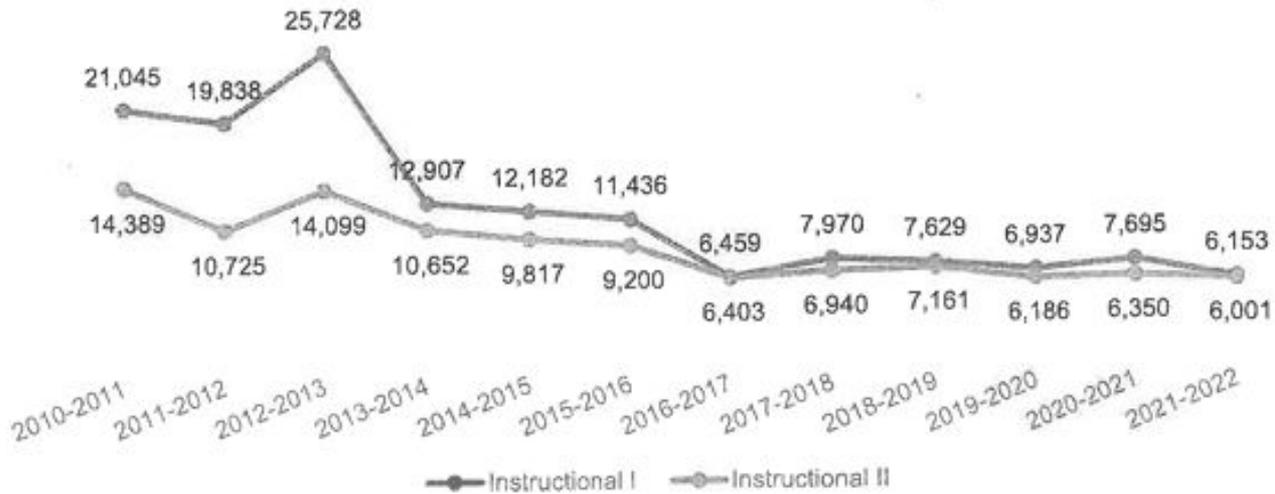


Data Source: PDE Educator Employment files; Author's analysis

- In Pa, there was a 1.5 percentage point increase in teacher attrition in Pennsylvania from 21–22 to 22–23.
- This was the largest increase on record for the Commonwealth led to 7.7% of all teachers in the Commonwealth leaving their positions as teachers in Pennsylvania—a total of 9,587.
- This was the largest number of teachers leaving on record.

# Staffing Shortages

Figure 2. Instructional I and II Certifications Issued in Pennsylvania, 2010-2022<sup>6</sup>



# Staffing Shortages

School Year	# of teachers
2010-2011	35,434
2011-2012	30,563
2012-2013	39,827
2013-2014	23,559
2014-2015	21,999
2015-2016	20,636

School Year	# of teachers
2016-2017	12,862
2017-2018	14,910
2018-2019	14,790
2019-2020	13,123
2020-2021	14,045
2021-2022	12,154

# Staffing Shortages

## Special Education Vacancies

**Primary**

**0 VACANCIES**

**Elementary**

**0 VACANCIES**

**MSHS**

**1 VACANCY  
(ES)**

# Staffing Shortages

## Compared to Other Berks Districts

### Teacher

3 Districts -  
1 vacancy each

1 District -  
40 vacancies

### Para

1 District -  
7 vacancies

1 District -  
50% vacancies

### Speech

2 Districts -  
1 vacancy each

In-person providers

### School Psych

1 District - 1 vacancy



# Staffing Shortages

## Full-Time Equivalent (FTE)

Special education teachers have a limit to the number of students on their caseload.

# Staffing Shortages

## Full-Time Equivalent (FTE)

	Itinerant (20% or Less)	Supplemental (Less Than 80% but More Than 20%)	Full-Time (80% or More)
Learning Support	50	20	12
Life Skills Support	20	20	12 (Grades K-6) 15 (Grades 7-12)
Emotional Support	50	20	12
Deaf And Hearing Impaired Support	50	15	8
Blind And Visually Impaired Support	50	15	12
Speech And Language Support	65		8
Physical Support	50	15	12
Autistic Support	12	8	8
Multiple Disabilities Support	12	8	8

# Staffing Shortages

## Our Full-Time Equivalent (FTE)

### Primary

K-2 Caseload - 73%

1-3 Caseload - 72%

3rd Caseload - 59%

AS Caseload - 100%

### Elementary

4/5 Caseload - 68%

6th Caseload - 38%

ES Caseload - 33%

AS Caseload - 79%

### MSHS

7th Caseload - 77%

8/9 Caseload - 77%

9/10 Caseload - 76%

10th Caseload - 85%

11/12 Caseload - 83%

12th Caseload - 73%

LSS Caseload - 100%

ES Caseload - 67%



# Financial Impact



**Increase in Population**



**Out of District Placements**



**Litigation**

# Financial Impact

## Impacts of Litigation

### Attorney's Fees

Our Attorney  
Family's Attorney

### Compensatory Education

Monthly Fees  
Unused money

### Time

Admin  
Tech Dept  
Teachers

# Financial Impact

## Other Options Besides Litigation

**Contact Us**

Special Education  
Office

**Facilitated IEP**

Office of Dispute  
Resolution

**Mediation**

Office of Dispute  
Resolution

# Financial Impact

## Litigation Cases

2019-20

2020-21

2021-22

2022-23

2023-24

3

0

2

8

2

# Financial Impact

## Litigation Compared to Other Berks Districts

### Number of Legal Cases - 23-24

1 District - 0 cases

1 District - 22 cases

4 District 2- 2 cases

**Questions?**



**Thank you!**

