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 8, 2025, in the Middle School Commons A Room and via remote connection. President Daniel S. Chubb presided.

The Pledge of Allegiance was recited.

ROLL CALL -

Members Present:	Dianna L. Canapp, Daniel S. Chubb, Brian A. Davis, Jennifer Goldhahn, Ruth E. Griffie, Mary R. Kemper, Chad M. Mowery and Neil R. Tate
Members Absent:	Matthew P. Nelson
District Staff:	Dr. Brad Sterner, Dr. Shannon Myers, Justin Peart, and Jon DeFoe
Others:	Leigh Dalton, Solicitor
Visitors:	None

HEARING OF SCHEDULED DELICATES OR INDIVIDUALS - None

PUBLIC COMMENT – None

CONSENT AGENDA -

Upon the motion of Jennifer Goldhahn, seconded by Chad Mowery, the following items were approved on the Consent Agenda:

Approval of Minutes

March 10, 2025 - Work/Study Session
March 11, 2025 - Regular Meeting

Financial Reports

General Fund
Cafeteria Fund
Capital Reserve Fund
Scholarship Funds
Activity Funds

Personnel

The Board approved the following resignations:

1. From Victorea Deyarmin, Middle School Evening Custodian, effective April 16, 2025.
2. From Tammy Guevara, High School Food Service Employee, effective April 1, 2025.
3. From Joshua Pepoli, Software Applications Specialist, effective May 23, 2025.
4. From Morgan Seifert, Elementary School Grade 2 Teacher, effective at the end of the 2024-2025 school year.

The Board approved the transfer of Zachary Stroup from a Middle School Grades 3-8 Physical Education Teacher to a Middle School Grades 5-8 Physical Education Teacher, replacing Thomas Flaherty, who retired. The transfer is effective for the 2025-2026 school year.

The Board approved the following volunteer coaches for the 2024-2025 school year:

1. Alyssa Black, Volunteer Youth Weedwackers Coach
2. Victoria Murren, Volunteer Softball Coach

First Read: Revised Board Policies

The Board approved to adopt, as a first read, the following set of revised board policies. Copies of the policies are attached to these minutes.

1. Policy No. 321 – Political Activities
2. Policy No. 322 – Gifts
3. Policy No. 323 – Tobacco and Vaping Products
4. Policy No. 324 – Personnel Files
5. Policy No. 325 – Dress and Grooming
6. Policy No. 328 – Compensation Plans/Salary Schedules
7. Policy No. 330 – Overtime
8. Policy No. 331 – Job Related Expenses
9. Policy No. 332 – Working Periods
10. Policy No. 333 – Professional Development
11. Policy No. 334 – Sick Leave

Retired Board Policies

The Board approved to retire the following set of board policies. Copies of the retired policies are attached to these minutes.

1. Policy No. 326 – Staff Communication
2. Policy No. 327 – Management Team

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

FINANCIAL REPORTS -

General Fund bills in the amount of $2,473,569.32 (copy attached) were approved for payment following a motion by Jennifer Goldhahn, seconded by Mary Kemper. Roll call vote: All members present voted Yea. Motion carried.

Cafeteria Fund bills in the amount of $152,399.29 (copy attached) were approved for payment following a motion by Jennifer Goldhahn, seconded by Mary Kemper. Roll call vote: All members present voted Yea. Motion carried.

Capital Reserve Fund bills in the amount of $12,100.00 (copy attached) were approved for payment following a motion by Jennifer Goldhahn, seconded by Mary Kemper. Roll call vote: All members present voted Yea. Motion carried.

REPORTS AND RELATED ACTION – No action was taken by the Board.

OLD BUSINESS - None

NEW BUSINESS -

Personnel

The Board, on a Brian Davis, Dianna Canapp motion, approved the following personnel items:

1. The Board approved for Lori King to be employed as a Teacher Mentor for Katie Nelson for the 2025-2026 school year at a stipend of $400.00.

2. The Board approved for Tori Berwager to enter into a contract with the district for Summer Camp 2025, serving as the Credit Recovery Director, at a stipend of $2,000.00.

3. The Board approved the following extracurricular contracts for the 2025-2026 school year:

a.	Joseph Lohuis, Varsity Head Girls Basketball Coach	- $4,150.00
b.	Krystal Robertson, Jr. High Head Cheerleading Coach, Fall	- $1,000.00
c.	Krystal Robertson, Jr. High Head Cheerleading Coach, Winter	- $1,000.00
d.	William Wagner, Varsity Head Girls Volleyball Coach	- $3,400.00

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

2025 Graduation Class

The Board, on a Ruth Griffie, Mary Kemper motion, approved the list of senior graduates of Bermudian Springs High School, Class of 2025. The list is attached to these minutes. Approval is conditional with the provision that each senior must complete all requirements for graduation. Roll call vote: All members present voted Yea.

2025 Graduation Ceremony

The Board, on a Ruth Griffie, Mary Kemper motion, approved the graduation ceremony for the class of 2025 to be held on Thursday, May 29, 2025, at 7:00 p.m. on Alumni Field in the Bermudian Springs High School Stadium. In case of inclement weather, graduation will be held on either Friday, May 30, 2025, or Saturday, May 31, 2025. Roll call vote: All members present voted Yea. Motion carried.

TherAbilities 2025-2026 Agreement

The Board, on Mary Kemper, Chad Mowery motion, approved to enter into an agreement with TherAbilities to provide school-based behavioral support and occupational therapy services on an as-needed basis for the 2025-2026 school year. A copy of the agreement is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Second Read: Revised Board Policies

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

1. Policy No. 301 – Creating a Position
2. Policy No. 302 – Employment of Superintendent/Assistant Superintendent
3. Policy No. 308 – Employment Contract/Board Resolution
4. Policy No. 309 – Assignment and Transfer
5. Policy No. 311 – Reduction of Staff
6. Policy No. 312 – Performance Assessment of Superintendent/Assistant Superintendent
7. Policy No. 313 – Evaluation of Employees
8. Policy No. 314 – Physical Examination
9. Policy No. 314.1 – HIV Infection
10. Policy No. 317 – Conduct/Disciplinary Procedures
11. Policy No. 319 – Outside Activities

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

Second Read: New Board Policies

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

1. Policy No. 304 – Employment of District Staff
2. Policy No. 306 – Nontenured Employees

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

OTHER BUSINESS – None

ADJOURNMENT – The meeting was adjourned by the President at 7:20 p.m.

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Secretary