

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, May 13, 2025, in the Middle School Learning Commons A Room and via remote connection. Vice President Brian A. Davis presided.

The Pledge of Allegiance was recited.

ROLL CALL -

Members Present: Dianna L. Canapp, Brian A. Davis,
Jennifer Goldhahn, Ruth E. Griffie,
Mary R. Kemper, Chad M. Mowery,
Matthew P. Nelson and Neil R. Tate

Members Absent: Daniel S. Chubb

Administration: Dr. Brad Sterner and Justin Peart

Others: Leigh Dalton, Solicitor

Visitors: None

HEARING OF SCHEDULED DELICATES OR INDIVIDUALS – None

PUBLIC COMMENT –

APPROVAL OF MINUTES –

Upon the motion of Matthew Nelson, seconded by Mary Kemper, the Board approved the following minutes:

1. Minutes of the Work/Study Session on April 7, 2025
2. Minutes of the Regular Meeting on April 8, 2025
3. Minutes of the Special Meeting on April 17, 2025

FINANCIAL REPORTS –

General Fund bills in the amount of \$3,800,390.67 (copies attached) were approved for payment following a motion by Neil Tate, seconded by Dianna Canapp. Roll call vote: All members present voted Yea. Motion carried.

Cafeteria Fund bills in the amount of \$130,245.80 (copies attached) were approved for payment following a motion by Neil Tate, seconded by Dianna Canapp. Roll call vote: All members present voted Yea. Motion carried.

Capital Reserve Fund bills in the amount of \$21,430.81 (copies attached) were approved for payment following a motion by Neil Tate, seconded by Dianna Canapp. Roll call vote: All members present voted Yea. Motion carried.

Scholarship Fund bills in the amount of \$34,035.32 (copies attached) were approved for payment following a motion by Neil Tate, seconded by Dianna Canapp. Roll call vote: All members present voted Yea. Motion carried.

The General Fund Report (copy attached) was approved on a Matt Nelson, Mary Kemper motion. Roll call vote: All members present voted Yea. Motion carried.

The Cafeteria Fund Report (copy attached) was approved on a Matt Nelson, Mary Kemper motion. Roll call vote: All members present voted Yea. Motion carried.

The Capital Reserve Fund Report (copy attached) was approved on a Matt Nelson, Mary Kemper motion. Roll call vote: All members present voted Yea. Motion carried.

The Scholarship Funds Report (copy attached) was approved on a Matt Nelson, Mary Kemper motion. 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 Neil Tate, Dianna Canapp motion, approved the following Personnel items:

The Board approved the following resignations:

1. From Tamela Laughman, Elementary School Second Building Secretary, effective August 4, 2025.
2. From Kristen Teague, Elementary School Media Center Aide, effective May 6, 2025.

The Board approved the employment of Dr. Ronald Wales Jr., in the capacity of the Director of Curriculum, replacing Joshua Korb, who resigned. Dr. Wales will be placed under the Act 93 Agreement, working a 261-day contract, the effective date is to be determined. Employment is pending all necessary clearances and employment background checks.

The Board approved the employment of the following professional staff:

1. Emma Pequignot, 6417 Harmony Grove Road, Dover, PA, in the capacity of an Elementary/Middle School Health and Physical Education Teacher, replacing Zachary Stroup who transferred. Ms. Pequignot will be placed on Step 1 of the Bachelor's Salary Schedule, effective August 19, 2025. Employment is pending all necessary clearances and employment background checks.
2. Transfer Elizabeth Rhon from a High School Spanish/EL Teacher to an Elementary School Grade 3 Teacher, replacing Katie Nelson, who transferred. The transfer is effective for the 2025-2026 school year.
3. Amber Shaffer, 10 Friar Road, York, PA, in the capacity of an Elementary School Grade 3 Teacher, replacing Morgan Seifert, who resigned. Mrs. Shaffer will be placed on Step 1 of the Bachelor's Salary Schedule, effective August 19, 2025. Employment is pending all necessary clearances and employment background checks.

The Board approved the employment of the following Teacher Mentors for the 2025-2026 school year at a stipend of \$400.00:

1. Kathleen Meckley for Amber Shaffer
2. Zachary Stroup for Emma Pequignot

The Board approved the following to be employed as summer district custodians. The following will work on an as-needed basis at an hourly rate of \$15.80 per hour.

1. Angela Bish
2. Sara Contreras
3. Pamala Gembe
4. Tammara Gould
5. Anna Graham
6. Aden Hafer
7. Shannon Ickes
8. Ashley Johnson
9. Linda Kotula
10. Lori Kuhn
11. Shelley Leader
12. Amanda Liller
13. Steven McClane

The Board approved the following employees to enter into a contract with the District, serving in the following positions for the Summer Camp 2025. A list of employees and the contracted stipend amounts are listed below.

1.	Lisa Arnold, Literacy Camp Aide	-	\$1,125.00
2.	Tori Berwager, K Camp Teacher	-	\$1,200.00
3.	Melissa Bollinger, K Camp Aide	-	\$ 600.00
4.	Amy Birky, Literacy Camp Aide	-	\$1,125.00
5.	Tara Cornwall, Literacy Camp Teacher	-	\$2,250.00
6.	Stephanie DeRiggs, Literacy and K Camp Nurse	-	\$1,300.00
7.	Stephanie DeRiggs, STEAM Camp Nurse	-	\$1,200.00
8.	Marilee Durbin, Literacy Camp Teacher	-	\$2,250.00
9.	Amanda Gerringer, STEAM Camp Aide	-	\$ 900.00
10.	Alexa Groft, STEAM Camp Teacher	-	\$1,800.00
11.	Julie Hermes, K Camp Teacher	-	\$1,200.00
12.	Christopher King, Literacy Camp Teacher	-	\$2,250.00
13.	Jane Lefever-Troxell, STEAM Camp Teacher	-	\$1,800.00
14.	Jill Lerew, K Camp Teacher	-	\$1,200.00
15.	Sadie Liggett, STEAM Camp Aide,	-	\$ 900.00
16.	Anette Lua, Literacy Camp Teacher	-	\$2,250.00
17.	Anette Lua, STEAM Camp Teacher	-	\$1,800.00
18.	Bonnie Mummert, Literacy Camp Teacher	-	\$2,250.00
19.	Desirae Musselman, Literacy Camp Teacher	-	\$2,250.00
20.	Katie Nelson, STEAM Camp Teacher	-	\$1,800.00
21.	Candace Oehmig, STEAM Camp Aide	-	\$ 900.00
22.	Kaela Piechowicz, Literacy Camp Teacher	-	\$2,250.00
23.	Kaela Piechowicz, STEAM Camp Teacher	-	\$1,800.00
24.	Brian Schade, STEAM Camp Teacher	-	\$1,800.00
25.	Mandy Singer, K Camp Teacher	-	\$1,200.00

26.	Amelia Shaffer, Literacy Camp Teacher	-	\$2,250.00
27.	Brooke Shambach, K Camp Teacher	-	\$1,200.00
28.	Brooke Shambach, STEAM Camp Teacher	-	\$1,200.00
29.	Robin Sherman, K Camp Teacher	-	\$1,200.00
30.	Jami Skinner, Literacy Camp Nurse	-	\$ 300.00
31.	Sherri Umbaugh, STEAM Camp Teacher	-	\$1,800.00
32.	Amanda Wolfe, STEAM Camp Teacher	-	\$1,800.00
33.	Brittany Wood, Literacy Camp Teacher	-	\$2,250.00

The Board approved the following employees to enter into a contract with the district serving as K Camp Substitute Teachers for Summer Camp 2025, at a stipend of \$150.00 per day.

1. Alexa Groft
2. Desirae Mussleman

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

Signatory for Federal Funds

The Board, on a Matthew Nelson, Ruth Griffie motion, approved Dr. Shannon Myers, Assistant Superintendent, as signatory for all federally funded programs for the 2025-2026 school year. Roll call vote: All members present voted Yea. Motion carried.

Appointment of Depository

The Board, on a Neil Tate, Dianna Canapp motion, approved the ACNB of East Berlin, PA, be reappointed as the General Fund depository for the 2025-2026 fiscal year. Roll call vote: All members present voted Yea. Motion carried.

Election of School Board Treasurer

On a Neil Tate, Mary Kemper motion, Ruth Griffie was nominated for School Board Treasurer. On a Chad Mowery, Mary Kemper motion, nominations were closed. Ruth Griffie was elected as School Board Treasurer for a one-year term. The treasurer's term will expire June 30, 2026. Roll call vote: All members present voted Yea. Motion carried.

L.I.U. Supply Bids

The Board, on a Matthew Nelson, Chad Mowery motion, approved the athletic and health supplies bid items through the Lincoln Intermediate Unit Joint Purchasing Consortium for the 2025-2026 school year. A copy of the total amounts are attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

District Art Supplies

The Board, on a Matthew Nelson, Chad Mowery motion, approved the district art Supplies for the 2025-2026 school year in the amounts attached to these minutes. These figures represent the cost of low bids submitted totaling \$11,702.12. All members present voted Yea. Motion carried.

Tentative Adoption of the 2025-2026 Budget

Approval was requested for the following expenditures and revenues regarding the 2025-2026 budget. A copy of the budget is attached to these minutes.

1. On a Chad Mowery, Mary Kemper motion, the Board approved expenditures in the amount of \$38,681,827 and revenue in the amount of \$37,521,649 to include the following:

Local Revenue	\$21,452,695
State Revenue	\$15,628,897
Federal Revenue	\$ 440,057
Other Sources	\$ 0

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

2. On a Matthew Nelson, Chad Mowery motion, the Board approved the following taxes to realize the figure above for local revenue:

Real Estate	14.0194 mills
Act 679 Per Capita	\$5.00
Act 511 Per Capita	\$5.00
Act 511 Earned Income Tax	1.2%
Act 511 Real Estate Transfer	.5%
Act 511 Amusement	5.0%

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

Tax Exonerations

The Board, on a Matthew Nelson, Mary Kemper motion, approved to exonerate district tax collectors from the collection of taxes in the following amounts for the 2024-2025 school year:

Per Capita Amount

Debra Tate	\$ 210.00
East Berlin Borough	
Roxey Sauble	\$ 390.00
Huntington Township	
Susan Gragg	\$ 240.00
Latimore Township	
Jennifer Miller	\$ 370.00
Reading Township	
Jennifer Miller	\$ 60.00

Roll call vote: Neil Tate abstained. Dianna Canapp, Brian Davis, Jennifer Goldhahn, Ruth Griffie, Mary Kemper, Chad Mowery, and Matthew Nelson voted Yea. Motion carried.

Delinquent Tax Collections

The Board, on a Matthew Nelson, Chad Mowery motion, approved the 2024-2025 delinquent taxes to be turned over to the appropriate tax collectors:

Per Capita – J. P. Harris

Real Estate – Adams County Tax Claim Bureau

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

Homestead/Farmstead Resolution

The Board, on a Matthew Nelson, Ruth Griffie motion, approved to adopt a resolution implementing the Homestead and Farmstead exclusion for 2025-2026 in accordance with Act 1 of the Special Session of 2006. A copy of the resolution is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

2025-2026 Personal Wage Considerations

The Board, on a Neil Tate, Mary Kemper motion, approved the personnel wage considerations for the 2025-2026 school year. A copy is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Merakey Pennsylvania Agreement

The Board, on a Matthew Nelson, Mary Kemper motion, approved to enter into an agreement with Merakey Pennsylvania for the 2025-2026 school year. The agreement would allow the District to utilize various services based on a fee schedule. A copy of the agreement and fee schedule is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

River Rock Academy Agreement

The Board, on a Mary Kemper, Ruth Griffie motion, approved to enter into an agreement with River Rock Academy for the 2025-2026 school year. The agreement would allow the District to purchase services on an as-needed basis at an annual cost of \$70,300.00 for two (2) elementary students and \$59,570.00 for two (2) secondary students, for a total annual cost of \$129,870.00. A copy of the agreement is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Yellow Breeches Educational Center Agreement Approval

The Board, on a Matthew Nelson, Chad Mowery motion, approved to enter into an agreement with Yellow Breeches Educational Center for the 2025-2026 school year. The agreement and addendum would allow the District to purchase three (3) secondary student slots for \$34,144.00 per slot, and two (2) elementary student slots for \$38,894.00 plus transportation cost per student of \$7,729.00 for a total annual cost of \$218,865.00. A copy of the agreement is attached to these minutes. Roll call vote: All members present voted Yea. Motion Carried.

Bus & Van Driver Approval

The Board, on a Mary Kemper, Matthew Nelson motion, approved for Alexandra Hoffman and William Bowling Jr. to be employed by E & B Transportation as bus drivers for the 2024-2025 school year. Roll call vote: All members present voted Yea. Motion carried.

Adams County Technical Institute Operating Budget

The Board, on a Ruth Griffie, Neil Tate motion, approved the Adams County Technical Institute Operating Budget for the 2025-2026 school year in the amount of \$2,085,452.00. A copy of the budget is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Memorandum of Understanding

The Board, on a Matthew Nelson, Mary Kemper motion, approved the Memorandum of Understanding regarding the use of District facilities as an emergency evacuation site for Uriah Daycare. A copy of the memorandum is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Memorandum of Agreement

The Board, on a Ruth Griffie, Mary Kemper motion, approved to table the Memorandum of Agreement regarding dental services provided to the District by Family First Mobile Dentist for the 2025-2026 school year. A copy of the memorandum is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Security Services Agreement

The Board, on a Chad Mowery, Jennifer Goldhahn motion, approved a security Services contract with G-Force Investigations, LLC, effective for the 2025-2026 school year. A copy of the contract is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Managed Technology Services

The Board, on a Mary Kemper, Chad Mowery motion, approved to extend the Managed Technology Services contract with Appalachia Technology LLC for a five-year period, effective July 1, 2025. A copy of the contract is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

PSBA Policy Revision Agreement

The Board, on a Matthew Nelson, Mary Kemper motion, approved for PSBA to continue to condense board policies. 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, Neil Tate motion, approved the following set of revised board policies. These policies were posted for review at last month's meeting. Copies of these 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 Schedule
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

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

First Read: Revised and New Board Policies

The Board, on a Mary Kemper, Dianna Canapp motion, approved to adopt, as a first, read the following set of revised and new board policies. Copies of these policies are attached to these minutes.

1. Policy No. 335 – Family and Medical Leaves
2. Policy No. 336 – Personal Necessity Leave
3. Policy No. 337 – Vacation
4. Policy No. 338 – Sabbatical Leave
5. Policy No. 338.1 – Compensated Professional Leaves
6. Policy No. 339 – Uncompensated Leave
7. Policy No. 340 – Responsibility for Student Welfare
8. Policy No. 341 – Benefits for Part-Time Employees
9. Policy No. 342 – Jury Duty
10. Policy No. 343 – Paid Holidays
11. Policy No. 346 – Workers' Compensation
12. Policy No. 351 – Drug and Substance Abuse
13. Policy No. 827 – Conflict of Interest

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

Retired Board Policy

The Board, on a Dianna Canapp, Chad Mowery motion, approved to retire Policy No. 348 – Unlawful Harassment. The policy is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

High School Activity Account

The Board, on a Mary Kemper, Dianna Canapp motion, approved for a Metal Shop Account to be established within the High School Student Activity Fund. Roll call vote: All members present voted Yea. Motion carried.

OTHER BUSINESS - None

ADJOURNMENT – The Board, on a Chad Mowery, Mary Kemper motion, approved to adjourn the meeting at 8:20 p.m.

Secretary