

Northern York County School District



Regular Meeting of the Board of School Directors May 20, 2025

A regular meeting of the Board of School Directors was held on May 20, 2025 at the District Administration Office.

The meeting was called to order at 6:30PM

Members in attendance: Zachary Kile, John Gunning, Gerald Schwille, Joe Rudy, Greg Hlatky, Gregory Weir, Paul Miller, Renee Bordlemay, Steve Becker

Absent:

Non-Members present:

Mr. Kirkpatrick	Superintendent
Dr. Meakin	Assistant Superintendent
Mrs. Sentman	Director of Human Resources

Pledge of Allegiance

Motion by Rudy, seconded by Hlatky
Approval the April 15, 2025 Board Meeting Minutes
Motion carried, with all 9 Directors voting *Yes*.

Motion by Hlatky, seconded by Rudy
Amend the agenda and remove #3 – Business Manager Report
Motion carried, with all 9 Directors voting *Yes*.

Motion by Gunning, seconded by Rudy
Approve the May 20, 2025 amended Board Meeting Agenda, as presented.
Motion carried, with all 9 Directors voting *Yes*.

Recognition of the Public – Items on the Agenda (See attached)

Reports:

Superintendent Report – Mr. Kirkpatrick

- Introduction of new professional staff, Elizabeth Rhon, NHS Spanish teacher.
- May 28, 2025 Special Voting meeting to approve the new Superintendent and the Business Manager Report

Student Liaison – Claire Hubbard

- Update on sports and student activities at NHS

Inter-Municipal – No Report

CAIU – Gerald Schwille

- Approved Collective Bargaining Agreement
- Completed Superintendent evaluations

Cumberland Perry CTC – Gregory Weir

- Update on fuel leak
- Completed Superintendent evaluations
- CBA completed
- CPCTC Awards program 5/20/2025 (M. LaBuda to attend)

Polar Bear Foundation – Renee Bordlemay - No Report

Motion by Becker, seconded by Rudy

Approve by consent the Curriculum Committee Report

A. Multiple Day Conference Requests:

1) Jason Young

ASBO International Conference

Fort Worth, TX – October 20 – 23, 2025

B. Approval to Discard obsolete textbooks due to the update in the Family Consumer Science curriculum. (Attachment)

C. Approve the 2025-2026 Targeted Support and Improvement Plan for Northern High School. (Attachment)

D. Approve the Capital Area Intermediate Unit to provide Title III services during the 2025-26 school year. (Attachment)

E. Approve the Dual Enrollment agreement with Penn West University. (Attachment)

Motion carried with all 9 Directors voting *Yes*.

Motion by Schwille, seconded by Rudy

Approve by consent the Athletics and Activities Report

A. Trip Request

1) Trip # 288395 -Girls Basketball Team Camp, James Madison University, June 20, 2025 – June 22, 2025. (overnight trip)

B. Approve Letter of Agreement with True North Wellness Services for Mental Health Liaison to Student Assistance Team. (Attachment)

C. Approve Letter of Agreement with True North Wellness Services for Drug and Alcohol Liaison to Student Assistance Team. (Attachment)

Motion carried with all 9 Directors voting *Yes*.

Motion by Rudy, seconded by Schwille

Approve by consent the Budget and Finance Report

A. Approve the list of Personal Tax Exonerations from York Adams Tax Bureau for April 2025.

(Attachment #4)

B. Approve the list of Real Estate Tax Refunds for May 2025.

(Attachment #5)

- C. Approve lump sum payments per NYEA Collective Bargaining Agreement.
(Attachment #6 - Updated)
- D. Approve the donation of a CNC Machine from Katapult Engineering for the High School Tech Ed department at a value of \$6,000.
- E. Approve Jason A. Young as Treasurer of the Board of School Directors for a one-year term beginning July 1, 2025.
- F. Authorize the Business Manager to purchase from the following consortiums for the 2025- 2026 fiscal year: Lincoln Intermediate Unit 12 Joint Purchasing Board, COSTARS, Keystone Purchasing Network, and Buy Board.
- G. Approve the 2025-2026 support staff salary ranges and substitute rates.
(Attachment #14 - Updated)

Motion carried with all 9 Directors voting *Yes*.

Motion by Gunning, seconded by Rudy

Approve by consent the Building and Grounds Committee Report

- A. Approve the following Facility Use Requests:

- 1) Dillsburg Community Fair Association

Preparation Area/Farmer's Fair Activities

10/16/25-10/18/25 – Thursday-Sunday:

10/16/25 – Thursday -- 6 pm-11 pm – Ice Cream Churn-off and Cross Cut Saw Contest

10/17/25– Friday -- 9 am-10 pm – Animal Display, Fun Day for Kids, Children's Parade and MS Band Staging

10/18/25 – 6:30 am-4 pm – Craft Fair, Children & Adult Activities

DE – Athletic Fields/Playground/Parking Lot

Category 4

Copy of Non-Profit Letter is on File

Rental Fee – None

Custodial Fee -- \$25/hr (if clean up needed after event)

Certificate of Liability Insurance is on file.

- 2) Dillsburg Community Fair Association

Farmer's Fair -- Queen Pageant and Rehearsal

10/10/25 - Friday – **Rehearsal** -- 9 am – 2 pm

HS Auditorium

10/13/25 – Monday – **Pageant** – 5 pm – 10 pm

HS – Auditorium, Polar Bear Lobby, Classroom 201 (classroom only 6-10 pm)

Category 4

Copy of Non-Profit Letter is on File

Rental Fee – None

Auditorium Technician Fee - \$20.00/per hour/per technician

Auditorium Stage Crew Fee - - \$15/per hour/per technician

Custodial Fee -- \$25/hr per custodian

Security -- \$25/hr per personnel

Certificate of Liability Insurance is on file.

Motion carried with all 9 Directors voting *Yes*.

Motion by Miller, seconded by Rudy

Approve by consent the Policy Committee Report

A. Policy for Final approval:

- 1) Board Policy 253 – Sex-Based Distinctions in Multi-User Privacy Facilities

B. Policies for Tentative Approval:

- 1) Board Policy 103 – Discrimination/Harassment Affecting Students
- 2) Board Policy 104 – Discrimination/Harassment Affecting Staff
- 3) Board Policy 234 – Pregnant/Parenting/Married Students
- 4) Board Policy 317.1 – Educator Misconduct
- 5) Board Policy 317 – Conduct/Disciplinary Procedures
- 6) Board Policy 320 – Freedom of Speech by Employees

Motion carried with 8 Directors voting *Yes*, 1 no (*Hlatky*)

Board Operations Committee – *No items for approval.*

Motion by Bordlemay, seconded by Rudy

Approve by consent the Personnel Committee Report **Approvals to hire personnel are pending receipt of the following: Current Act 34, Act 151, Act 114; negative TB Test; completed job application; copy of PA Certification in area of employment (Administrative and Professional positions only); and copy of college transcripts (Administrative and Professional positions only). **

A. Grant permission for the Superintendent to post, advertise and hire, as well as, accept resignations and retirements for professional and support staff during the months of June, July and August, 2025.

B. Professional Staff Employment

- 1) Elizabeth Rhon, Spanish Teacher, NHS, at an annual rate of \$57,478 (BA, Step 7), effective August 18, 2025 (Benavides).
- 2) Bethany Walker, Physical Education Teacher, DES, at an annual rate of \$62,747 (BA, Step 10) effective May 21, 2025 (Toone).

C. Salary Step Movement

- 1) Chad Mowery, Social Studies Teacher, NHS, to Masters' Equivalency, effective April 1, 2025.

D. Professional Staff Retirement

- 1) Lori Warren, South Mountain Elementary, Kindergarten Teacher, effective June 13, 2025.

E. Professional Staff Transfer

- 1) Carolyn Greene, 5th Grade Teacher, to 3rd Grade Teacher, SME, effective August 20, 2025.
- 2) Julie Shrader, 2nd Grade Teacher, to Kindergarten Teacher, SME, effective August 20, 2025.

F. Support Staff Retirement

- 1) Amy Derr, Building Secretary, NMS, effective June 30, 2025.

G. Support Staff Resignation

- 1) Ashley Bittner, 2nd Shift Custodian, NMS, effective May 2, 2025.
- 2) Stephanie Fleming, Instructional Aide, DES, effective May 22, 2025.
- 3) Keith Steele, Custodian, NHS, effective May 23, 2025.
- 4) Samantha Lindermann, 2nd Shift Custodian, SME, effective May 16th, 2025.
- 5) Carrie Barnhart, Building Secretary, WES, effective May 16, 2025.

H. ESS Employment

- 1) Abigail Clendaniel, NES/SME, Instructional Aide / Library Aide, effective April 22, 2025.
- 2) Jessica Hoffman, SME, Instructional Aide / Emotional Support Aide, effective May 19, 2025.

I. LTS Assignment

- 1) Bethany Walker, Physical Education Teacher, DES, effective August 26, 2024 through May 20, 2025 at a rate of \$267.97 per day (Toone)

J. Extended Day to Day Substitute Teacher

- 1) Melissa Brosius, 4th Grade Teacher, NES, at a rate of \$175 per day from April 29, 2025 to June 11, 2025 (Landis)
- 2) Joshua Regener 5th Grade Teacher, NES, at a rate of \$175 per day from May 22, 2025 – June 11, 2025 (Long).
- 3) Amy Bailey, Learning Support Teacher, DES, at a rate of \$175 per day from April 29, 2025 to June 11, 2025 (Hayman).

K. LWOP

- 1) Sherry Shoop, NMS, Food Service Aide, April 2, 2025 – May 9, 2025.
- 2) Angela Freeman, NHS, Food Service Aide, May 9, 2025 – May 19, 2025.
- 3) Heather O'Toole, WES, Elementary School Counselor, June 2, 2025 – June 6, 2025.

L. Coach Employment

- 1) WINTER Coaches (Attachment)
Addition: John Rudy, Asst. Varsity Boys Basketball Coach, at a rate of \$4,472.
- 2) Kendra Nichols-Eirkson, Varsity Fall Cheerleading Coach, at a rate of \$2,580.
- 3) Maya Weigard, Varsity Fall Assistant Cheerleading Coach, at a rate of \$1,935.

M. Act 86 Prospective Student Teachers

- 1) Kara Mitchell
- 2) Leah Yost

N. Substitute Custodian

- 1) Laura Gallen
- 2) Samantha Lindermann

O. Questeq Employment

- 1) Kevin Jaworski, Technology Specialist, effective May 19, 2025.

P. Questeq Summer Intern

- 1) Matthew Thursby, effective June 23, 2025.

Q. IT Summer Interns

- 1) Noah Austin, at a rate of \$14.50/hour, effective June 9, 2025.
- 2) Jillian Zook, at a rate of \$14.50/hour, effective June 16, 2025.

R. Summer Help Employment (Maintenance/Custodial), effective June 2, 2025, at a rate of \$14.50 per hour

- 1) Nikkole Schmeidel
- 2) Jessica Blauser
- 3) Mason Culver
- 4) Jack Westrick
- 5) Andrew Kohl
- 6) Isabella Raniero
- 7) Michael Chronister
- 8) Justin Mock
- 9) Brandon Seltzer
- 10) Christopher Seltzer
- 11) Danielle Madsen

S. Athletic Helpers

- 1) Jorge Castillo
- 2) Jeff Costello

T. ESS Resignation

- 1) Tara Omlor, SME, Intensive Instructional Aide / ILS Classroom, effective December 18, 2024.

U. Support Staff Employment

- 1) Debra Mann, Health Room Aide, NHS, at a rate of \$16.00 per hour, 5.75 hours per day, effective August 11, 2025.

Motion carried with all 9 Directors voting *Yes*.

Items for Board Action:

Motion by Rudy, seconded by Schwillie

- A. Approve the agreement for childcare services with the Mechanicsburg Learning Center to provide before and after school and summer care at all elementary buildings from July 1, 2025 to June 30, 2026.

(Attachment #7)

Motion carried with all 9 Directors voting *Yes*.

Motion by Rudy, seconded by Hlatky

- B. Approve the Service Agreement with Care Solace, Inc. for mental health and substance use care coordination services for July 1, 2025 to June 30, 2026.

(Attachment #8)

Motion carried with all 9 Directors voting *Yes*.

Motion by Rudy, seconded by Miller

- C. Approve the agreement for school-aged education services with the Capital Area Intermediate Unit for the 2025-2026 school year.

(Attachment #9)

Motion carried with all 9 Directors voting *Yes*.

Motion by Rudy, seconded by Becker

- D. Approve the security services contract with G-Force Security Solutions, LLC for extracurricular events for the 2025-2026 school year.

(Attachment #10)

Motion carried with all 9 Directors voting *Yes*.

Motion by Rudy, seconded by Hlatky

- E. Approve the Every Student Succeeds Act Letter of Agreement with the York County Office of Children, Youth and Families for the 2025-2026 school year.

(Attachment #11)

Motion carried with all 9 Directors voting *Yes*.

Motion by Rudy, seconded by Bordlemay

- F. Approve the agreement for CAOLA Services with the Capital Area Intermediate Unit beginning April 11, 2025.

(Attachment #12)

Motion carried with all 9 Directors voting *Yes*.

Motion by Rudy, seconded by Hlatky

- G. Final Budget Resolution:

Adopt the 2025-2026 final general fund budget and set taxes to be levied as follows:
Real Estate Tax Mill Rate 20.3350; Per Capita Tax imposed under Section 679 - \$0.00; Per Capita Tax imposed under Act 511 - \$0.00; Reenactment of the 1.25% Earned Income Tax at the collection rate of .75%; Reenactment of the 1% Realty Transfer Tax at the collection rate of ½%; Reenactment of the Amusement Tax rate at 10% (shared with municipality); and that these taxes be adopted to finance the 2025-2026 budget which calls for expenditures in the amount of \$ 70,477,440 and revenues in the amount of \$ 70,528,817.

(Attachment #13)

Motion carried with all 9 Directors voting *Yes by Roll Call vote*.

Motion by Rudy, seconded by Hlatky

- H. Approve the Homestead/Farmstead Exclusion Resolution

Farmstead Exclusion: \$4,988

Homestead Exclusion: \$9,976

(Attachment)

Motion carried with all 9 Directors voting *Yes by Roll Call vote*.

New Business:

Mr. Hlatky announced that an Executive Session will be held at the conclusion of the Board meeting to discuss Personnel.

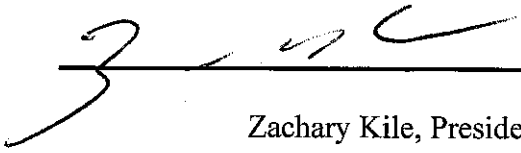
Recognition of the Public – Items not on the agenda (See attached)

Items for Future Agendas:

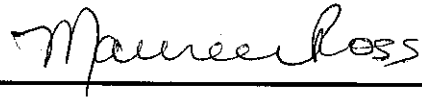
- Girls Wrestling – the Administration is recommending 2 coaches (1 head coach, 1 asst. coach) for JH Girls Wrestling.
- Discussion on live-streaming Board meetings.
- Discussion on continuing relationship with the ILC.
- Discussion -update on concerns raised by HS PACE class parents – Re: Transitional Coordinator.

Presentations Not Previously Included on Agenda:

Motion by Rudy, seconded by Hlatky, to Adjourn at 7:35 PM.
Motion carried with all 9 Directors voting *Yes*.



Zachary Kile, President



Maureen Ross, Secretary

Recognition of the Public – Items on the Agenda:

- 1) Jennifer Brann – Policy 253
- 2) Sue Rizzo – Policy 253
- 3) Christine Morris – Policy 253
- 4) Joe Rizzo – Policy 253

Recognition of the Public – Items not on the Agenda:

- 1) Galen Kapp – Teacher Appreciation Week
- 2) Barry Decker – Transitional Services – Coordinator PACE Program
- 3) Lisa Wenger - Transitional Services – Coordinator PACE Program
- 4) Michaela Decker - Transitional Services – Coordinator PACE Program
- 5) Shannon Decker - Transitional Services – Coordinator PACE Program
- 6) Mandy Myers - Transitional Services – Coordinator PACE Program
- 7) Gerald Schwiller – Carrolll Twp/Franklin Twp - possible Data Center