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, October 14, 2025, in the Middle School Learning 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, Matthew P. Nelson and Neil R. Tate
Members Absent:	None
Administration:	Dr. Brad Sterner, Dr. Shannon Myers, and Justin Peart
Others:	Leigh Dalton, Solicitor
Visitors:	None

HEARING OF SCHEDULED DELICATES OR INDIVIDUALS – None

PUBLIC COMMENT – None

DISCUSSION ITEMS –

1. Preliminary Audit Results
2. 2026-2027 Act 1 Index

APPROVAL OF MINUTES –

Upon the motion of Brian Davis seconded by Mary Kemper, the Board approved the following minutes:

1. Minutes of the Regular Meeting on September 9, 2025.

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

FINANCIAL REPORTS –

General Fund bills in the amount of $3,288,620.02 (copies attached) were approved for payment following a motion by Matthew Nelson, seconded by Chad Mowery. Roll call vote: All members present voted Yea. Motion carried.

Cafeteria Fund bills in the amount of $148,677.42 (copies attached) were approved for payment following a motion by Matthew Nelson, seconded by Chad Mowery. Roll call vote: All members present voted Yea. Motion carried.

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

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

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

The Scholarship Funds Report (copy attached) was approved on a Matthew Nelson, Chad Mowery motion. Roll call vote: All members present voted Yea. Motion carried.

The Activity Fund Report (copy attached) was approved on a Matthew Nelson, Chad Mowery motion. Roll call vote: All members present voted Yea. Motion carried.

The Budget Transfer Report (copy attached) was approved on a Matthew Nelson, Chad Mowery motion. Roll call vote: All members present voted Yea. Motion carried.

REPORTS AND RELATED ACTION – None

OLD BUSINESS – None

NEW BUSINESS –

Personnel

The Board, on a Matthew Nelson, Dianna Canapp motion, approved the resignation from Anette Reinert, an Elementary School Kindergarten Teacher, effective October 24, 2025. Roll call vote: All members present voted Yea. Motion carried.

The Board, on a Matthew Nelson, Dianna Canapp motion, approved the Medical Sabbatical Leave for Mariele Miller, Grade 8 Math Teacher, from October 13, 2025, through April 13, 2026. Roll call vote: All members present voted Yea. Motion carried.

The Board, on a Matthew Nelson, Dianna Canapp motion, approved of the five (5) year Assistant Superintendent Employment Agreement with Dr. Shannon Myers. This agreement will be effective from October 14, 2025, through June 30, 2030. Roll call vote: All members present voted Yea. Motion carried.

The Board, on Matthew Nelson, Dianna Canapp motion, approved the employment of the following support staff employees:

1. Transfer Terry Shaw from an Elementary School Food Service employee to an Elementary School Building 2 Secretary, replacing Heaven Rivera who resigned. Mr. Shaw will work 261 days at seven and a half (7.5) hours per day at an hourly rate of $17.20, effective October 15, 2025.
2. Patricia Brandt, in the capacity of a High School Food Service employee, replacing Bernadette Crouse who resigned. Mrs. Brandt will be working 174 days at three and a half (3.5) hours per day at an hourly rate of $15.20, effective October 20, 2025. Employment is pending all necessary clearances and employment background checks.

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

The Board, on a Matthew Nelson, Dianna Canapp motion, approved the following extracurricular contracts:

1. Anna Hohf, Varsity Assistant Girls' Basketball Coach - $3,075.00
2. David Morning, HS Musical Light Crew Ad - $ 700.00

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

The Board, on a Matthew Nelson, Dianna Canapp motion, approved of the list of volunteer coaches for the 2025-2026 school year. The list is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

ACTI Operating Budget Addendum

The Board, on a Matthew Nelson, Mary Kemper motion approved for the increase of the Adams County Technical Institute Operating Budget by $127,326.00, bringing the total budget to $2,106,789.00 for the 2025-2026 school year. The total is split between five participating school districts. A copy of the budget is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Agreement, Waiver, and Stipulation for Expulsion

1. The Board, on a Brian Davis, Dianna Canapp motion, approved of the Agreement, Waiver, and Stipulation for Expulsion with student no. 101, dated September 22, 2025.
2. The Board, on a Brian Davis, Dianna Canapp motion, approved of the Agreement, Waiver, and Stipulation for Expulsion with student no. 102, dated September 30, 2025.
3. The Board, on a Brian Davis, Dianna Canapp motion, approved of the Agreement, Waiver, and Stipulation for Expulsion with student no. 103, dated October 1, 2025.

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

Real Estate Tax Refund

The Board, on a Neil Tate, Mary Kemper motion, approved of a real estate tax refund for Ronald P. and Linda Williams, 586 Lake Meade Dr., East Berlin, PA, in the amount of $279.25 for Parcel #36108-0043---000, in Reading Township, due to a revised assessment. Roll call vote: All members present voted Yea. Motion carried.

Sunday Activity Approval

1. The Board, on a Mary Kemper, Ruth Griffie motion, approved to host an FFA Alumni event on March 22, 2026, from 8:00 am until 5:00 pm.
2. The Board, on a Mary Kemper, Ruth Griffie motion, approved for girls' wrestling to stay overnight, if necessary, to create competition opportunities for the 2025-2026 school year.
3. The Board, on a Mary Kemper, Ruth Griffie motion, approved for Sheila Foster and the Student Council to attend the PASC State Leadership Convention at the Union Area High School, from November 6-9, 2025.

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

Second Read: New and Revised Board Policies

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

    a. Policy No. 000 – Board Policy/Procedure/Administrative Regulations
    b. Policy No. 001 – Name and Classification
    c. Policy No. 002 – Authority and Powers
    d. Policy No. 003 – Functions
    e. Policy No. 004 – Membership
    f. Policy No. 005 – Organization
    g. Policy No. 006 – Meetings
    h. Policy No. 006.1 – (NEW) Attendance at Meetings Via Electronic Communications
    i. Policy No. 007 – Policy Manual Access
    j. Policy No. 011 – Principles for Governance and Leadership

2. The Board, on a Brian Davis, Dianna Canapp motion, approved the following set of new and revised board policies. The policies were posted for review at the board meeting on May 13, 2025. Copies of these policies are attached to these minutes.

   a. Policy No. 335 – Family and Medical Leaves
   b. Policy No. 336 – Personal Necessity Leave
   c. Policy No. 337 – Vacation
   d. Policy No. 338 – Sabbatical Leave
   e. Policy No. 338.1 – Compensated Professional Leave
   f. Policy No. 339 – Uncompensated Leave
   g. Policy No. 340 – Responsibility for Student Welfare
   h. Policy No. 341 – Benefits for Part-Time Employees
   i. Policy No. 342 – Jury Duty
   j. Policy No. 343 – Paid Holidays
   k. Policy No. 346 – Workers' Compensation
   l. Policy No. 351 – Drug and Substance Abuse
   m. Policy No. 827 – Conflict of Interest

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

OTHER BUSINESS – None

ADJOURNMENT – The Board meeting was adjourned at 7:48 p.m. by the President.

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Secretary