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, November 11, 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, and Matthew P. Nelson
Members Absent:	Neil R. Tate
Administration:	Dr. Brad Sterner, Dr. Shannon Myers, and Justin Peart
Others:	Leigh Dalton, Solicitor
Visitors:	Heather Laughman, Parent; Riley Mummert, Student; and Jennifer Oseen, Parent

HEARING OF SCHEDULED DELICATES OR INDIVIDUALS – None

PUBLIC COMMENT –

Heather Laughman, a parent, spoke about her 11th-grade student experiencing bullying.

Riley Mummert, a student, spoke about her experiences with bullying.

Jennifer Oseen, a parent, read an email sent to the district.

DISCUSSION ITEMS – None

APPROVAL OF MINUTES –

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

1. Minutes of the Regular Meeting on October 14, 2025.

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

FINANCIAL REPORTS –

General Fund bills in the amount of $2,223,357.03 (copies attached) were approved for payment following a motion by Brian Davis, seconded by Dianna Canapp. Roll call vote: All members present voted Yea. Motion carried.

Cafeteria Fund bills in the amount of $167,269.61 (copies attached) were approved for payment following a motion by Brian Davis, seconded by Dianna Canapp. Roll call vote: All members present voted Yea. Motion carried.

The General Fund Report (copy attached) was approved on a Brian Davis, Dianna Canapp motion. Roll call vote: All members present voted Yea. Motion carried.

The Cafeteria Fund Report (copy attached) was approved on a Brian Davis, Dianna Canapp motion. Roll call vote: All members present voted Yea. Motion carried.

The Capital Reserve Fund Report (copy attached) was approved on a Brian Davis, Dianna Canapp motion. Roll call vote: All members present voted Yea. Motion carried.

The Scholarship Funds Report (copy attached) was approved on a Brian Davis, Dianna Canapp 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 Matthew Nelson, Brian Davis motion, approved the following resignations:

1. From Alexander Bankard, a Middle School Evening Custodian, effective October 22, 2025.
2. From Ashley Johnson, an Elementary School Food Service employee, effective October 24, 2025.

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

The Board, on a Matthew Nelson, Brian Davis motion, approved for Ashley Bosserman to be employed in the capacity of an Elementary School Kindergarten Teacher, replacing Anette Reinert who resigned. Ms. Bosserman will be placed on Step 1 of the Bachelor's Salary Schedule, effective November 12, 2025. Employment is pending receipt of all necessary clearances and employment background checks. Roll call vote: All members present voted Yea. Motion carried.

The Board, on a Matthew Nelson, Brian Davis motion, approved for the following to be employed as support staff:

1. Transfer Patricia Brandt, a High School Food Service employee working three and a half (3.5) hours per day, to an Elementary School Food Service employee working five and a half (5.5) hours per day, replacing Ashley Johnson who resigned. The transfer is effective November 12, 2025.
2. Lillian Frazer, in the capacity of an Elementary School Food Service employee replacing Patricia Brandt who transferred. Ms. Frazer will be working 174 days at three (3) hours per day at an hourly rate of $15.00, effective November 12, 2025. Employment is pending receipt of all necessary clearances and employment background checks.

3. Transfer Brenda Kirby, a High School Personal Care Aide, based in the Conewago Valley School District, working 180 days at seven (7) hours per day to an Elementary School Personal Care Aide working 174 days at seven (7) hours per day, this is a newly created position. The transfer is effective November 25, 2025.
4. Kimberly Singleton, in the capacity of a High School Food Service employee replacing Bernadette Crouse who resigned. Mrs. Singleton will be working 174 days at three (3) hours per day at an hourly rate of $15.00, effective November 12, 2025. Employment is pending receipt of all necessary clearances and employment background checks.

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

The Board, on a Matthew Nelson, Brian Davis motion, approved for Lindsay Bishop to be employed as a Teacher Mentor for Ashley Bosserman for the 2025-2026 school year, at a stipend of $400.00. Roll call vote: All members present voted Yea. Motion carried.

The Board, on a Matthew Nelson, Brian Davis motion, approved to rescind the following extracurricular contracts for the 2025-2026 school year:

1. Justin Boyer, Junior High Assistant Girls' Basketball Coach
2. Jeffrey Carpenter, Junior High Assistant Boys' Basketball Coach
3. Kyla Caruso, Varsity Assistant Softball Coach

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

The Board, on a Matthew Nelson, Brian Davis motion, approved the following extracurricular contracts for the 2025-2026 school year:

1.	Alexis Colon, Varsity Head Softball Coach	-	$3,425.00
2.	Erin Green, Girls on the Run Coach	-	$ 735.00
3.	Kami Greenawalt, Girls on the Run Coach	-	$ 735.00
4.	Nicholas Kennedy, Winter Games Manager	-	$1,600.00
5.	Zachary Taylor, Jr. High Assistant Girls' Basketball Coach	-	$2,675.00
6.	Sherri Umbaugh, Girls on the Run Coach	-	$ 700.00

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

<u>Sunday Activities:</u>

1. The Board, on a Ruth Griffie, Mary Kemper motion, approved for Timothy Walck, Katelynn Smith, High School Steel Drum Ensemble and the Eagle Singers to perform in the York Springs Christmas Tree Lighting Ceremony on December 7, 2025.
2. The Board, on a Ruth Griffie, Mary Kemper motion, approved for Katelynn Smith and the Eagle Singers to perform at Holy Trinity Lutheran Church on December 14, 2025.
3. The Board, on a Ruth Griffie, Mary Kemper motion, approval for John George and the Robotics Team to attend the Robotics Competition at the Great Valley High School on January 11, 2026.
4. The Board, on a Ruth Griffie, Mary Kemper motion, approved for Sarah Smith, Brian Schade, and the High School Model UN Team to attend the Model UN Competition in Washington DC from March 19-22, 2026.

5. The Board, on a Ruth Griffie, Mary Kemper motion, approved for Anna Sweeten and six FFA members to attend the FFA SLLC Conference in Harrisburg from March 22-24, 2026.
6. The Board, on a Ruth Griffie, Mary Kemper motion, approved for Katelynn Smith and the Eagle Singers to perform at Rock Chapel Methodist Church on May 10, 2026.
7. The Board, on a Ruth Griffie, Mary Kemper motion, approved for Cheyenne Wivell and fifteen FFA members to attend the PSU FFA State Days Competition at Penn State University from June 9-11, 2026.

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

Agreement, Waiver, and Stipulation for Expulsion

The Board, on a Brian Davis, Dianna Canapp motion, approved the Agreement, Waiver, and Stipulation for Expulsion with student no. 104, dated October 29, 2025. Roll call vote: All members present voted Yea. Motion carried.

Act 1 Resolution

The Board, on a Brian Davis, Chad Mowery motion, approved for the Act 1 Resolution, which stipulates that the District will not increase school taxes above the P.D.E. calculated index of 4.7% for the 2026-2027 school year. A copy of the resolution is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Snow Removal Agreement – Middle School

The Board, on a Mary Kemper, Dianna Canapp motion, approved to enter into an agreement with B.E. Lawn Services, LLC, to provide snow management services for the entire middle school property during the 2025-2026 winter season. This agreement is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Bermudian Church Donation

The Board, on a Ruth Griffie, Mary Kemper motion, approved the Bermudian Church of East Berlin to provide the district with a donation in the amount of $500.00 to help offset the cost in the Food Service Fund. Roll call vote: All members present voted Yea. Motion carried.

Memorandum of Understanding

1. The Board, on a Chad Mowery, Mary Kemper motion, approved the Memorandum of Understanding between the District and the Bermudian Springs Education Association regarding teacher coverage compensation, effective through June 30, 2030. A copy of the memorandum is attached to these minutes.
2. The Board, on a Chad Mowery, Mary Kemper motion, approved the Memorandum of Understanding between the District and the Bermudian Springs Education Association regarding additional duties required of Special Education Teachers, effective through June 30, 2030. A copy of the memorandum is attached to these minutes.

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

OTHER BUSINESS –

1. Daniel Chubb acknowledged Matthew Nelson's last meeting and thanked him for his service on the Board.
2. Brian Davis asked for everyone to keep the family of Chester Tyson, a former Board member of 24 years, in their thoughts and prayers.
3. Mary Kemper asked for everyone to keep the family of Kim Fry, a former Athletic Trainer at the District for 33 years, in their thoughts and prayers.

ADJOURNMENT – The Board meeting was adjourned at 7:35 p.m. by the President.

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Secretary