

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, June 16, 2026, 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, Rachel E. Gray, Mary R. Kemper,
Chad E. Klinedinst, Julie A. Marshall and Chad M. Mowery

Members Absent: None

Administration: Dr. Brad Sterner, Dr. Shannon Myers, Justin Peart,
Dr. Ronald Wales and Ty Peele

Others: Seth Byers, Solicitor

Visitors: Durrell Burns and Stephanie Oyler

PUBLIC COMMENT: None

DISCUSSION ITEMS:

1. 2026-2027 Budget Presentation

APPROVAL OF MINUTES:

Upon the motion of Mary Kemper, seconded by Chad Mowery, the Board approved the following minutes:

1. Minutes of the regular meeting on May 12, 2026.

Roll Call Vote: All members present voted Yea. Motion carried.

FINANCIAL REPORTS:

1. General Fund bills in the amount of \$1,630,579.72 (copies attached) were approved for payment following a motion by Mary Kemper, seconded by Julie Marshall.

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

2. Cafeteria Fund bills in the amount of \$119,382.53 (copies attached) were approved for payment following a motion by Mary Kemper, seconded by Julie Marshall.

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

3. The Scholarship Fund bills in the amount of \$4,250.00 (copies attached) were approved for payment following a motion by Mary Kemper, seconded by Julie Marshall.

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

4. The General Fund Report (copy attached) was approved on a motion by Mary Kemper, seconded by Julie Marshall.

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

5. The Cafeteria Fund Report (copy attached) was approved on a motion by Mary Kemper, seconded by Julie Marshall.

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

6. The Capital Reserve Fund Report (copy attached) was approved on a motion by Mary Kemper, seconded by Julie Marshall.

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

7. The Scholarship Funds Report (copy attached) was approved on a motion by Mary Kemper, seconded by Julie Marshall.

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, Mary Kemper motion, approved the following resignations:

1. Kathleen Irvin, High School Food Service Employee, is resigning, effective June 4, 2026. (see page 55)
2. Nathan Mattis, High School Math Teacher, is resigning, effective at the end of the 2025-2026 school year. (see page 56)
3. Shannon Myers, Assistant Superintendent, is resigning, effective September 15, 2026. (see page 57)
4. Sara Reday, an Elementary School Fourth Grade Teacher, is resigning, effective July 1, 2026. (see page 58)
5. Tori Simon, School Psychologist, is resigning, effective June 30, 2026. (see page 59)

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

The Board, on a Brian Davis, Dianna Canapp motion, approved the employment of the following professional employees:

1. Adam Castner, in the capacity of an Elementary School/Middle School Health/Physical Education Teacher, replacing Emma Pequignot, who transferred. Mr. Castner will be placed on Step 1 of the Master's Salary Schedule, effective August 18, 2026.
2. Cory Conrad, in the capacity of Elementary School Dean of Students, replacing Ryan Murphy, who transferred. Mr. Conrad will be placed on Step 6 of the Master's Salary Schedule, effective July 1, 2026.
3. Melissa Ford, in the capacity of a High School Special Education Teacher, replacing Lena Polliard, who transferred. Mrs. Ford will be placed on Step 15 of the Bachelor's Salary Schedule, effective August 18, 2026. Employment is pending receipt of all necessary clearances and employment background checks.
4. Transfer Matthew Jenkins from Middle School Assistant Principal to High School Assistant Principal, replacing Laura McMillian, who transferred. Mr. Jenkins will remain under the Act 93 Agreement, working a 261-day contract, effective July 1, 2026.
5. Transfer Stacey Linebaugh from Middle School ESL Aide to Middle School/High School ESL Teacher, replacing Elissa Brubaker, who resigned. Mrs. Linebaugh will be placed on Step 2 of the Bachelor's Salary Schedule, effective August 18, 2026.

6. Transfer Laura McMillian from High School Assistant Principal to Elementary School Principal, replacing Danielle Curzi, who transferred. Mrs. McMillian will remain under the Act 93 Agreement, working a 261-day contract, effective July 1, 2026.
7. Emma Reeder, in the capacity of an Elementary School Kindergarten Teacher, replacing Robin Sherman, who retired. Ms. Reeder will be placed on Step 1 of the Bachelor's Salary Schedule, effective August 18, 2026. 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 Mary Kemper, Julie Marshall motion, approved the employment of the following support staff:

1. Transfer Brittany Bathurst from a High School Food Service Employee working seven (7) hours per day to a High School Food Service Employee working five (5) hours per day, replacing Kathleen Irvin, who resigned. The transfer is effective August 24, 2026.
2. Transfer Melissa Bollinger from Elementary School Kindergarten Aide to Elementary School Instructional Aide, replacing Stephanie Oyler, who resigned. Ms. Bollinger will work 172 days at six and one-half (6.5) hours per day, effective August 24, 2026.
3. Transfer Shannon Ickes from Middle School Instructional/STAP Aide to Middle School Media Center Aide, replacing Lisa Arnold, who resigned. Ms. Ickes will work 187 days at seven and one-half (7.5) hours per day, effective July 1, 2026.
4. Derek Lener, in the capacity of a District Maintenance/Grounds I Employee, replacing Marlin Ensor, who retired. Mr. Lener will work 261 days at eight (8) hours per day at an hourly rate of \$20.75, effective July 1, 2026.

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

The Board, on a Jennifer Goldhahn, Chad Mowery motion, approved the following to be employed as teacher mentors for the 2026-2027 school year at a stipend of \$400.00:

1. Bryan Hellam for Stacey Linebaugh
2. Lori King for Melissa Ford
3. Zachary Stroup for Adam Castner

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

The Board, on a Mary Kemper, Julie Marshall motion, approved to rescind the following supplemental contracts for the following employees:

1. Laura Hughes, Content Lead, ELA K-6
2. Kara McCauslin, Content Lead, ELA 7-12
3. Dana Nelson, Content Lead, Math 7-12

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

The Board, on a Chad Mowery, Rachel Gray motion, approved the following attached list of substitute nurses and substitute support staff for the 2026-2027 school year. The list of employees appears on page 60.

Roll call vote: Dianna Canapp, Daniel Chubb, Brian Davis, Jennifer Goldhahn, Rachel Gray, Chad Klinedinst, Julie Marshall, and Chad Mowery voted Yea. Mary Kemper abstained. Motion carried.

The Board, on a Chad Mowery, Mary Kemper motion, approved the following supplemental contracts for the 2026-2027 school year:

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| 1. Laura Hughes, Content Lead, ELA 7-12 | -\$1,099.88 |
| 2. Julie Nelson, Summer Camp 2026, Substitute Nurse | -\$50.00 per hour |
| 3. Jodi Scheiterlein, Marching Band Color Guard Instructor | -\$1,400.00 |
| 4. Lori Smith, Summer Camp 2026, Literacy Nurse | -\$1,571.25 |

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

The Board, on a Brian Davis, Chad Mowery motion, approved the following attached list of athletic supplemental contracts for the 2026-2027 school year. The employees and their stipend amounts appear on pages 61-62.

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

The Board, on a Mary Kemper, Julie Marshall motion, approved the following attached list of volunteer coaches for the 2026-2027 school year. The list of volunteer coaches appears on page 63.

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

Sunday Activities

The Board, on a Julie Marshall, Mary Kemper motion, approved for a Sunday Musical performance of School of Rock Young Actors Edition on November 15, 2026.

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

Memorandum of Understanding

The Board, on a Brian Davis, Dianna Canapp motion, approved the following Memorandum of Understandings:

1. Between the District and the Bermudian Springs Education Association, PSEA/NEA, regarding the employment of a Dean of Students. A copy of the memorandum appears on pages 64-65.
2. Between the District and the Pennsylvania State Police, Gettysburg Barracks, Adams County, establishing procedures to follow when certain incidents occur on school property from July 1, 2026, through June 30, 2028. A copy of the memorandum appears on pages 66-80.
3. Between the District and Adams County Head Start regarding federal programs from 2026 through 2029. A copy of the memorandum appears on pages 81-82.

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

Appointment of a Solicitor

The Board, on a Brian Davis, Julie Marshall motion, approved to appoint Saxton & Stump, 221 W. Philadelphia Street, Suite 600, York, PA, as the school district solicitor for the 2026-2027 school year, based on the fee schedule listed below. A copy appears on pages 83-87.

1. General Solicitor Work: \$120.00 - \$255.00 per hour
2. Labor/Employment: \$120.00 - \$275.00 per hour
3. Special Education: \$120.00 - \$275.00 per hour
4. Dedicated Construction Project Guidance: \$120.00 - \$275.00 per hour

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

Appointment of Voting Delegate for PSBA Delegate Assembly

Mary Kemper nominated Jennifer Goldhahn as a Voting Delegate for PSBA Delegate Assembly. Dianna Canapp seconded the motion.

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

Math Resource Materials

The Board, on a Jennifer Goldhahn, Rachel Gray motion, approved the purchase of McGraw-Hill's Reveal Math and EdGems Math as instructional resources.

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

School Psychologist Services Agreement

The Board, on a Mary Kemper, Chad Mowery motion, approved to enter into an agreement with Dr. Ray W. Christner, Certified School Psychologist, to provide an Independent Educational Evaluation (IEE) for a student. A copy of this agreement appears on pages 88-90.

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

Lincoln Intermediate Unit Supply Bids

The Board, on a Brian Davis, Julie Marshall motion, approved the bid items through the Lincoln Intermediate Unit Joint Purchasing Consortium in the amounts listed on page 91. The following is a list of the supplies that will be ordered for the 2026-2027 school year, totaling \$81,953.35.

General Supplies, General Paper Supplies, General Art Supplies, Industrial Art Supplies and Spring Copy Paper

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

State Contract Purchasing

The Board, on a Mary Kemper, Chad Mowery motion, approved purchase through the following programs under approved state contracts for the 2026-2027 school year. These purchases will eliminate the need to process a district bid for items purchased from approved vendors.

1. Co-Stars
2. GSA – Schedule 70
3. PEPPM
4. KPN
5. NCPA
6. Sourcewell

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

School Dentist

The Board, on a Chad Mowery, Rachel Gray motion, approved to appoint the following dentist for the Bermudian Springs School District, effective for the 2026-2027 school year.

School Dentist: Dr. Michael Tomczyk, D.D.S.

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

Final Adoption of the 2026-2027 Budget

The Board approved the final adoption of the 2026-2027 General Fund Budget to be submitted to PDE. Approval is requested for the following expenditures and revenues regarding the 2026-2027 budget:

Option A:

1. Expenditures in the amount of \$40,860,347 and revenue in the amount of \$38,734,688, to include the following:

Local Revenue	\$22,190,584
State Revenue	\$16,108,796
Federal Revenue	\$ 435,308
Other Sources	\$ 0

The Board, following a motion to approve Option A-1, by Daniel Chubb, seconded by Julie Marshall.

Roll call vote: Dianna Canapp, Daniel Chubb, Brian Davis, Jennifer Goldhahn, Rachel Gray, Mary Kemper, Julie Marshall, and Chad Mowery voted Yea. Chad Klinedinst voted Nay. Motion carried.

2. Levy of the following taxes to realize the figure above for local revenue:

Real Estate	14.4276 mills
Act 679 Per Capita	\$ 5.00
Act 511 Per Capita	\$ 5.00
Act 511 Earned Income	1.2%
Act 511 Real Estate Transfer	.5%
Act 511 Amusements	5.0%

The Board, following a motion to approve Option A-2, by Daniel Chubb, seconded by Julie Marshall.

Roll call vote: Dianna Canapp, Daniel Chubb, Brian Davis, Jennifer Goldhahn, Rachel Gray, Mary Kemper, Julie Marshall, and Chad Mowery voted Yea. Chad Klinedinst voted Nay. Motion carried.

2026-2027 Cafeteria Breakfast & Lunch Prices

The Board, on a Brian Davis, Mary Kemper motion, approved the following increases in student breakfast and lunch prices, and increasing a la carte items where necessary.

	<u>2025-2026 Prices</u>	<u>2026-2027 Prices</u>
Elementary Breakfast	\$1.55	\$1.65
Secondary Breakfast	\$1.70	\$1.80
Elementary Lunch	\$2.35	\$2.45
Secondary Lunch	\$2.60	\$2.70
Milk	\$0.60	\$0.60

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

Federal Program Approval

The Board, on a Mary Kemper, Chad Mowery motion, approved the following list of title program activities planned for implementation in the 2026-2027 school year using federal funds.

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| 1. Title I | \$ 330,008 |
| 2. Title II | \$ 42,387 |
| 3. Title IV | \$ 25,169 |

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

District-Wide Insurance Policies

The Board, on a Brian Davis, Chad Mowery motion, approved the following district-wide insurance policies through Weber Insurance Agency:

	<u>2025-2026</u>	<u>2026-2027</u>
Utica Ins. Co. Umbrella Policy	\$ 7,658.00	\$ 8,574.00
Utica Ins. Co. Auto Policy	\$ 5,097.00	\$ 5,708.00
Utica Ins. Co. Commercial Policy	\$127,799.00	\$141,590.00
Eastern Alliance Workers Compensation Policy	\$ 52,269.00	\$ 47,057.00

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

School Insurance

The Board, on a Mary Kemper, Dianna Canapp motion, approved the student sports and accident insurance to be awarded to the Christian-Baker Company of Camp Hill, as underwritten by the United States Fire Insurance Company of Eatontown, NJ. The rates for the 2026-2027 school year are as follows:

Regular School Time Coverage	K-12	\$ 22.50
24-Hour Coverage	K-12	\$ 90.00
Interscholastic Football (JV/Varsity Only)		\$11,448.00

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

Benefits Contracts

The Board, on a Dianna Canapp, Chad Mowery motion, approved the following employee benefits contracts:

1. United Concordia – Dental Insurance
Insurance premiums reflect no increase for the 2026-2027 school year.
2. Capital Blue Cross – Medical and Prescription Insurance
Insurance premiums reflect an 11.15% increase for the 2026-2027 school year.
3. Capital Blue Cross – Vision Insurance
Insurance premiums reflect no increase for the 2026-2027 school year.
4. USABLE Life – Life Insurance
Insurance premiums reflect an 8% increase for the 2026-2027 school year.

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

Disposal of Obsolete Equipment

The Board, on a Brian Davis, Mary Kemper motion, approved to dispose of the following items at the High School. (see page 281)

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

License Agreement

The Board, on a Mary Kemper, Julie Marshall motion, approved the License Agreement between the District and Adams County Head Start regarding the use of the District's Elementary School Buildings during the 2026-2027 school year. A copy of the agreement appears on pages 282-289.

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

ACTI Resolution

The Board, on a Mary Kemper, Dianna Canapp motion, approved the ACTI Resolution regarding the purchase of property for a potential future ACTI building project. A copy of the resolution appears on pages 290-292.

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

Election of School Board Secretary and Assistant Secretary

Daniel Chubb opened nominations for Board Secretary and Assistant Secretary:

1. On a Mary Kemper, Chad Mowery motion, Jennifer Goldhahn was nominated for School Board Secretary. On a Brian Davis, Julie Marshall motion, nominations were closed. Dianna Cannap - yea, Daniel Chubb - yea, Brian Davis - yea, Jennifer Goldhahn - yea, Rachel Gray - yea, Mary Kemper - yea, Chad Klinedinst - yea, Julie Marsha - yea, Chad Mowery - yea. Jennifer Goldhahn was elected as School Board Secretary. The Secretary's four-year term will begin on July 1, 2026, and expire on June 30, 2030.
2. On a Jennifer Goldhahn, Chad Mowery motion, Mary Kemper was nominated for School Board Assistant Secretary. On a Dianna Canapp, Chad Klinedinst motion, nominations were closed. Dianna Cannap - yea, Daniel Chubb - yea, Brian Davis - yea, Jennifer Goldhahn - yea, Rachel Gray - yea, Mary Kemper - yea, Chad Klinedinst - yea, Julie Marsha - yea, Chad Mowery - yea. Mary Kemper was elected as School Board Assistant Secretary. The Assistant Secretary's four-year term will begin on July 1, 2026, and expire on June 30, 2030.

OTHER BUSINESS: Committee reports were shared for ACTI, the CIRA Committee, and the Policy Committee.

ADJOURNMENT: The meeting adjourned at 8:11 pm.

Board Secretary