Minutes of the January 27, 2020 Planning/Action Meeting of the Shippensburg Area Board of School Directors held in the Middle School Cafeteria, 101 Park Place, Shippensburg, PA 17257.

OPENING

Call to Order

Mr. Mark Buterbaugh called the meeting to order.

Roll Call

On roll call, the following members were present: Mr. Mark Buterbaugh, President; Dr. Geno Torri, Vice President (present from 7:00 p.m. – 7:30 p.m.); Mr. Jim Bard; Mrs. Erica Burg; Mr. Dwayne Burt; Dr. Michael Lyman; Mr. Fred Scott Sr.; Mr. Charles Suders; Samuel Burg, Student Representative; and Sarah Fink, Student Representative. Dr. Nathan Goates was absent.

Others present were: Dr. Chris Suppo, Superintendent; Mrs. Bernadette Benbow, Shippensburg Area Middle School Principal; Mrs. Susan Martin, Nancy Grayson Elementary School Principal; Mrs. Tina Clever; Human Resources Director; Mrs. Sheri Woodall, Director of Curriculum, Instruction, and Assessment; Mr. Joseph Wachter, Director of Operations and Maintenance; Dr. Troy Stevens, Technology Coordinator; Mrs. Tina Gipe, Boyer & Ritter LLC; Mr. Ronald Repak, District Solicitor; parents; teachers; concerned citizens; and Mrs. Jo Ann Negley, Acting Business Administrator/Board Secretary.

(Action)

Agenda Approval

Mr. Buterbaugh asked if there were any changes or amendments to tonight's agenda.

Dr. Suppo stated there is one addition to tonight's agenda. Under #6 Consent Agenda, Item #6, please insert the name Melissa Jones for the promotion from part-time to full-time classroom assistant at the Middle School.

On motion of Scott, seconded by Suders to approve tonight's Planning/Action Meeting agenda.

On roll call, all present voted to approve tonight's Planning/Action Meeting agenda.

(Information)

CITIZENS' COMMENTS REGARDING AGENDA ITEMS

Mr. JR Wells, resident of S.A.S.D., spoke regarding the bus stop transportation concern on Baltimore Road that was previously brought to the Board by Mrs. Kathy Ruth. He stated the development now has a road that comes in off Baltimore Road and loops back out which may make it easier for a bus to enter the development. He also spoke regarding the proposed stadium project and the current facilities at Memorial Park. He read a letter written by the Commander of the American Legion detailing the monetary gift given by local veterans seventy years ago that resulted in Memorial Park and Memorial Park Stadium and the hopes the veterans had for the community use of these areas. It detailed how the

community has utilized these facilities both currently and in the past. It also detailed how the facilities have deteriorated over the years due to poor maintenance by the community and their leaders. He stated area veterans are concerned that the facility is being thrown away instead of possibly being reconstructed to meet the community's needs. He would like to see all options considered and see everyone working together.

REPORTS

Sarah Fink, Student Representative, reported on the following events/issues at the Shippensburg Area Senior High School:

- 1) A Club Spirit Week is going on this week to support our clubs.
- 2) Student Council is holding a blood drive on February 28, 2020.
- 3) The girls' swim and dive team are the Mid-Pen Colonial Conference champions.
- 4) The Key Club is organizing the annual Winter Semi-Formal to be held on February 22, 2020.

Sam Burg, Student Representative, reported on the following events/issues at the Shippensburg Area Senior High School:

- 1) Varsity boys' basketball coach, Ray Staver, earned his 400th victory last week.
- 2) Senior Dylan Ramsey achieved his 100th win in wrestling.
- 3) The girls' basketball team is in the running for their conference title.
- 4) The Winter Sports pep rally will take place on Friday, January 31, 2020.

Franklin County Career Center Report - Charlie Suders, Jim Bard Alternate

Mr. Suders commented that the students at FCCTC prepared a good meal in recognition of School Board Appreciation Month.

Solicitor's Report

Mr. Ronald Repak provided information to the Board on a criminal court case involving a student suspension that was upheld in Superior Court.

Board Committee Reports

Business Report - Jo Ann Negley

Mrs. Negley introduced Mrs. Tina Gipe, Manager from Boyer & Ritter LLC, whom presented the 2018-2019 Local Audit Report to the Board.

Stadium Ad Hoc Committee Report

Dr. Geno Torri stated there are meetings set up with JMT, the Park Authority, and Shippensburg University to clarify the District's proposal options. He also said that shortly the committee will be proposing to unsuspend the spending on the stadium project.

Dr. Torri excused himself from the meeting immediately following the Stadium Ad Hoc Committee report (approximately 7:30 p.m.).

Transportation Committee Report

Mr. Dwayne Burt provided a report on the Transportation Committee meeting held on Friday, January 24, 2020. He said the meeting discussed the bus stop on Baltimore Road at the entrance of Southwood Crossing. After discussing all of the options, the committee recommended moving the bus stop from Baltimore Road to just inside the entrance of Southwood Crossing and noted this is just an interim step and it will need continuous monitoring as the development grows. This change will be effective February 3, 2020. The second item discussed was a request to move a bus stop onto Pugh Drive. This item was held over until the next Transportation Committee meeting in order to give it the proper time and attention it deserves.

Superintendent's Report

Dr. Suppo commented on the Local Audit Report presentation. He stressed it was a glowing report and stated it is a testament to the hard work of a lot of people in the district. He thanked everyone for their hard work which resulted in no findings and said the staff should be commended.

1. <u>Donation Report</u>: The Shippensburg Area School District Board of School Directors acknowledges receipt of donations from the following:

Nori Media Group, \$300.00 monetary donation to support the Future Business Leaders of America Club at the high school.

Anonymous, \$2,414.88 monetary donation to pay district-wide unpaid lunch balances for reduced eligible students.

Feasibility Study Update - Reynolds Solutions

Dr. Suppo introduced Mr. Rob Stricker, Ms. Melissa Colestock, and Mr. Damien Spahr who presented information to the Board regarding the Feasibility Study and how they are revalidating the information collected from E. I. Associates with Dr. Suppo and the new Board. They explained the EDOS (Enhanced District Option Study) approach to the Board. They stated data loggers have been installed and explained how the information collected from these will be utilized as well as explained how enrollment projections and energy cost assessments will be used. They detailed ideation sessions that have occurred which is a meeting where Administration's wish lists were discussed. They stated that in February and March 2020, they will have completed their indoor environmental and learning environment assessment and will work with the Architect regarding potential designs and the information will be relayed to the district in an easy to understand method. They will aide in the solution process and work with the district on developing options that make the most sense for the district. They plan on presenting their final report in April 2020 which includes a financial analysis.

A brief discussion occurred among the Board, Administration, and Reynolds Solutions regarding but not limited to the following: how Reynolds was part of the initial study, planning for the future and not just immediate needs, what can we afford, etc. Dr. Suppo stated this study looks at the district's indoor facilities and parking facilities but does not include outdoor athletic facilities/fields.

High School STEM Team Presentation

Ms. Mylinda Fowler, SASHS Technology and Engineering Education Teacher, introduced the High School STEM team who presented information to the Board on their project they will be presenting at the Governor's STEM Challenge. The team consists of the following five students who detailed their Vertical Wind Turbine project: Noah Hower, Wade Kipe, Colin Langella, James Logan, and Jeremy Telesky. They are hoping their project will improve the lives of Pennsylvanians. Their first competition is at the regional level and will be held at the Capital Area Intermediate Unit on February 11, 2020.

Mr. Buterbaugh thanked Ms Fowler for all of her hard work with the STEM Team.

A brief discussion occurred among the Board and the STEM Team regarding their presentation and the students received a standing ovation in recognition of their hard work.

RECOGNITION

Ray Staver

Mr. Mark Buterbaugh recognized Ray Staver. Coach Staver picked up his 400th career win as head coach of the Shippensburg Boys' Basketball team as the Greyhounds triumphed over Waynesboro Tuesday, January 21 with a score of 71-56. This is Coach Staver's 28th year coaching the Greyhounds.

Congratulations Coach Staver!

School Director Recognition Month

Dr. Suppo acknowledged that January is designated School Director Recognition Month. He stated it is a time for us to celebrate and recognize the challenging and vital work boards do on behalf of our students, schools, and families. He stated these nine directors are invested in our communities; they are our neighbors, friends, local leaders, parents, and engaged citizens.

He requested that during this month, please take a moment to express your gratitude for your school directors' time and efforts they put forth, year-round, on behalf of our community.

He thanked them for their service to the Shippensburg Area School District and presented them with a certificate and a small gift of appreciation that was prepared by our Food Service provider.

(Information)

DISCUSSION AGENDA

Department/Grade Level Chairperson Job Descriptions

The Administration has provided drafts of three job descriptions for review and discussion. They are for the following supplemental positions:

- Department/Grade Level Chairperson
- Special Education Department Chairperson
- Nurse Department Chairperson

Administration will recommend the job descriptions to the Board for approval at the February 10, 2020 Board meeting.

Mr. Buterbaugh asked if there were any questions and in hearing none stated questions may be directed to Dr. Suppo prior to the February 10, 2020 meeting.

(Action)

CONSENT AGENDA

On motion of Scott, seconded by Bard to approve the following Consent Agenda items:

Approval of Minutes

 Recommend approval of the minutes as presented from the January 13, 2020 Board meeting.

Finance

- Recommend approval of the following:
 - 1. Bills of Payment
 - 2. **Tax Exoneration Reports**: Per Capita Exonerations for SASD Tax Collectors for the 2019/2020 fiscal year

Personnel

Professional Staff

- Administration recommends the approval of the following salary advancement effective the first pay of the second semester of the 2019-2020 school year:
 - Matthew Stine Master's +60

Support Staff

- Administration recommends approval of the following support staff employees who
 have completed the 60-day probationary period and reached regular status. This is in
 accordance with the SAESP Bargaining Agreement, Article III, Section 3.02:
 - 2. **Tonya Burns**, Classroom Assistant at the Nancy Grayson Elementary School, retroactive to January 14, 2020.
 - 3. **Samantha Burris**, Classroom Assistant at the Intermediate School, retroactive to January 22, 2020.
 - 4. **Darrein Deihl**, Cafeteria Kitchen Helper at the Middle School, retroactive to January 15, 2020.

- 5. **Martin Saliga**, Custodian at the Senior High School, retroactive to January 24, 2020.
- Administration recommends approval of the following promotion:
 - 6. **Melissa Jones**, from Classroom Assistant, part-time (approximately 5.75 hours per day) to Classroom Assistant, full-time (approximately 7 hours per day) at the Middle School, effective January 28, 2020 with no change in rate. This is replacing a vacant position.
- Administration recommends employing the individuals below:
 - 7. **Grace Ervin**, LPN, part-time (approximately 5.75 hours per day) at the Grace B. Luhrs University Elementary School, effective January 28, 2020 at an hourly rate of \$13.44. This is replacing a vacant position.
 - 8. **Susanne Ogden**, Cafeteria Kitchen Helper, part-time (approximately 4.5 hours per day) at the Senior High School, effective January 28, 2020 at an hourly rate of \$9.54. This is replacing a vacant position.

Supplemental Staff

- Administration recommends acceptance of the following resignation:
 - 9. **William H. Lloyd**, Girls' Assistant Soccer Coach at the Middle School, retroactive to January 17, 2020.
- Administration recommends approval of the following appointments:
 - 10. **Caitlyn Barick**, Assistant Volleyball Coach at the Middle School, effective March 2, 2020 at a supplemental salary of \$1,816.98 (this is replacing a vacant position).
 - 11. **Rachelle Culbertson**, Assistant Softball Coach at Senior High School, effective March 2, 2020 at a supplemental salary of \$2,187.42 (this is replacing a vacant position).
 - 12. **Kyle Grove**, Assistant Track Coach at Senior High School, effective March 2, 2020 at a supplemental salary of \$2,043.78 (this is replacing a vacant position).
 - 13. **William Lloyd**, Boys' Assistant Soccer Coach at Middle School, effective March 2, 2020 at a supplemental salary of \$2,571.48 (this is replacing a vacant position).
 - 14. **David Rosario**, Head Volleyball Coach at Middle School, effective March 2, 2020 at a supplemental salary of \$2,159.52 (this is replacing a vacant position).

2020-2021 High School Program of Studies

 Administration recommends approving the 2020-2021 High School Program of Studies as presented to the Board.

2020-2021 School Calendar

Administration recommends approval of the 2020-2021 instructional calendar.

2018-2019 Local Audit Reports

Administration recommends approval of the 2018-2019 local auditor's report.

Approval of New Boyo Transportation Bus/Van Driver

- Administration recommends approval of the following additional Boyo Transportation Bus/Van Driver for the 2019-20 school year:
 - Paul Tuzzio

Request to Form a Biology Club

 Administration recommends approval of the request submitted by Victoria Dennis, teacher/advisor, to form a Biology Club at the high school. Additional information regarding the club was provided to the Board.

American Reading Company Core Proposal for ELA Materials

 Administration recommends approval to purchase K-3 ELA materials, including Toolkits and Professional Development from the American Reading Company.

Installation of Greenhouse - High School Campus

- Administration recommends approval of the following sales order and proposal for the purchase, delivery and installation of the greenhouse to be located on the high school campus:
 - Sales order with Arcadia Glasshouse for the greenhouse
 - Proposal from Aero Energy for the 500 gallon propane tank

SASD Greyhound Foundation Donation to Nancy Grayson Elementary School

 The SASD Greyhound Foundation is requesting authorization to donate \$10,380.76 to the Nancy Grayson Elementary School for a project entitled "Responding to the Needs of Below-Level Readers through the use of Decodable Readers". Additional information regarding this project was provided to the Board.

Pursuant to School Board Policy #702 and the Administrative Procedure for the same, any gift over \$2,500.00 must be accepted by the Board of School Directors.

Administration recommends that the Board of School Directors accept this donation.

On roll call, all present voted yes to these Consent Agenda items.

(Action)

CONSENT AGENDA

On motion of Suders, seconded by Scott to approve the following Consent Agenda items:

Memorandum of Agreement between SASD and the SAESP, PSEA/NEA

• The Administration recommends approval of a Memorandum of Agreement (MOA) between SASD and the Shippensburg Area Education Support Professionals, PSEA/NEA, for the placement of the position of Athletic/After School Study Hall Monitor within the Shippensburg Area Education Support Professionals, PSEA/NEA's CBA and corresponding job description. This new position will work a maximum of 80 days per year, not to exceed 2.0 hours per day, with a starting rate for 2019-2020 of \$9.54 per hour.

Mr. Suders followed up on his previous inquiry as to how many students are involved with the above. He feels he has been unable to secure a real answer to this question.

Dr. Suppo stated he is unable to give him a firm number as it is dictated by what groups are practicing on a particular evening.

Mr. Scott asked if this primarily involved student athletes and inquired why there is a need for this position when they should be with their teams.

Dr. Suppo said this is to monitor them with adult supervision between when school ends and practices begin.

Mr. Bard asked what happens in the spring and the fall seasons on a rainy day.

Dr. Suppo said the person would not be there since they are scheduled only as needed.

On roll call, all present voted yes except Bard, Scott, and Buterbaugh who voted no.

(Action)

CONSENT AGENDA

On motion of Suders, seconded by Bard to approve the following Consent Agenda item:

Board Policy Revision

 Administration recommends approval of the following revised policy for second reading and approval:

#005 - Organization - revised

Mrs. Burg questioned if a member of the public wishes to obtain copies of the Committee Meeting minutes, which would be kept in the Superintendent's Office, would they would be obligated to complete a Freedom of Information request or can they just send an e-mail requesting the information.

Dr. Suppo stated they would need to complete a Right to Know request.

Mr. Buterbaugh addressed the topic of Board Committees. He would like the Board to do some things differently and with more transparency. One of the items he is going to do when appointing the committees is to appoint a Committee Chair and a Committee Co-Chair. The Committee Co-Chair would be responsible for taking and preparing committee meeting minutes. He would also like to recommend to the Board that the Committee Chair prepare a Committee Meeting agenda and this should be in the Office of the Superintendent three to four days prior to the meeting and placed on the District's website for public viewing. He would like the Committee Meetings to operate much like a regular board meeting as they are also open to the public and the public should know what is on the agenda. He stated Committee Meeting minutes should also be posted to the District's website.

Mrs. Burg stated that language in Policy #005 Operational Guidelines need to be amended to reflect the above changes.

Mr. Buterbaugh agreed.

Mrs. Burg stated she would like to propose **amending** the **"Board Committee Operation Guidelines"** that coincide with Policy #005 - Organization to remove and add as follows:

Board Committees will function in an advisory capacity to the Committee as a Whole. The Board President will assign Board members to committees in addition to designating a committee chairperson and vice chairperson. The committee chairperson will provide monthly reports as applicable to the Committee as a Whole. The committee chair will provide the Superintendent with an agenda for the committee meeting 4 days in advance of the meeting to post on the website. The vice chair will record meeting minutes and submit them to the Superintendent or designee to post on the website maintain committee records. With input from the administration, the chairperson will set meeting dates and times and develop meeting agendas. Once a meeting date and time has been established, the chairperson will communicate this information to the superintendent or designee to provide adequate notification to the public. All committee meetings are open to the public with exception of the Negotiations Committee. Committee meetings will generally be held during or adjacent to regular school district hours of operation. It is not the purpose of the Board Committees to micromanage district administrative function, school operations or address student matters.

There was no vote taken for this Consent Agenda item as presented.

(Action)

CONSENT AGENDA

On motion, from the floor, by Lyman, seconded by Scott to **amend** the SASD Board Committee Operational Guidelines that coincide with Policy #005 – Organization as follows:

Board Policy Revision

 Administration recommends approval of the following revised policy for second reading and approval:

#005 - Organization - revised

Board Committee Operational Guidelines (as amended)

Board Committees will function in an advisory capacity to the Committee as a Whole. The Board President will assign Board members to committees in addition to designating a committee chairperson and vice chairperson. The committee chairperson will provide monthly reports as applicable to the Committee as a Whole. The committee chair will provide the Superintendent with an agenda for the committee meeting 4 days in advance of the meeting to post on the website. The vice chair will record meeting minutes and submit them to the Superintendent or designee to post on the website maintain committee records. With input from the administration, the chairperson will set meeting dates and times and develop meeting agendas. Once a meeting date and time has been established, the chairperson will communicate this information to the superintendent or designee to provide adequate notification to the public. All committee meetings are open to the public with exception of the Negotiations Committee. Committee meetings will generally be held during or adjacent to regular school district hours of operation. It is not the purpose of the Board Committees to micromanage district administrative function, school operations or address student matters.

On roll call, all present voted yes to **amend** the Board Committee Operational Guidelines that coincide with Policy #005 - Organization as noted above.

(Action)

CONSENT AGENDA

On motion, from the floor, by Suders, seconded by Bard to approve the following Consent Agenda item and **amended** Board Committee Operational Guidelines that coincide with Policy #005 - Organization as noted below:

Administration recommends approval of the following revised policy for second reading and approval:

#005 - Organization - revised

Board Committee Operational Guidelines (amended as follows)

Board Committees will function in an advisory capacity to the Committee as a Whole. The Board President will assign Board members to committees in addition to designating a committee chairperson and vice chairperson. The committee chairperson will provide monthly reports as applicable to the Committee as a Whole. The committee chair will provide the Superintendent with an agenda for the committee meeting 4 days in advance of the meeting to post on the website. The vice chair will record meeting minutes and submit them to the Superintendent or designee to post on the website maintain committee records. With input from the administration, the chairperson will set meeting dates and times and develop meeting agendas. Once a

meeting date and time has been established, the chairperson will communicate this information to the superintendent or designee to provide adequate notification to the public. All committee meetings are open to the public with exception of the Negotiations Committee. Committee meetings will generally be held during or adjacent to regular school district hours of operation. It is not the purpose of the Board Committees to micromanage district administrative function, school operations or address student matters.

On roll call, all present voted yes to this Consent Agenda item.

(Action)

CONSENT AGENDA

On motion of Lyman, seconded by Suders to approve the following Consent Agenda item:

SAEA Collective Bargaining Agreement Approval 2020-2021

• The Board Negotiations Committee recommends ratification and approval of the recommended changes to the collective bargaining agreement between the Shippensburg Area School District and the Shippensburg Area Education Association for a successor agreement from July 1, 2020 through June 30, 2021, pending ratification by the SAEA prior to this meeting.

The current collective bargaining agreement and the list of recommended changes were provided to the Board.

On roll call, all present voted to this Consent Agenda item.

(Action)

ACTION AGENDA

On motion of Scott, seconded by Lyman to approve the following

Waiver of Facility Use Fees

Administration requests waiving the Facility Use fees for the Capital Area Intermediate
Unit to utilize one science classroom for four days during the summer (date to be
determined) to run a STEM camp for students in the Cumberland/Franklin region. The
cost for a student to participate in the summer program will be \$200.00.

On roll call, all present voted yes to this Action Agenda item.

BOARD COMMENTS

Mr. Buterbaugh asked Dr. Suppo for an update on the Special Education Consulting Report.

Dr. Suppo commented the consultants will be back in the District at the end of this week to complete their field work. He is anticipating their report by the second board meeting in February and will report back to the board at that time.

Mr. Buterbaugh stated the next Board meeting is scheduled for February 10, 2020 at the Middle School Cafeteria. He is hoping the following meeting will be in the S.A.S.H.S. auditorium.

Mr. Buterbaugh commented he has a February 6, 2020 meeting scheduled Dr. Carter, President of Shippensburg University, to discuss expansion of collaboration between S.A.S.D. and Shippensburg University. He stated they met prior to Christmas and they both expressed a strong desire to expand the relationship between S.A.S.D. and S.U. beyond just a GBLUES focused relationship. He stated he will continue to provide updates.

Mr. Buterbaugh commented he has a meeting scheduled with State Representative Mr. Rob Kauffman to discuss various public education issues and he will provide updates to this meeting as well.

Mr. Bard commented on some concerns he witnessed during his tour of the high school and middle school. He has safety concerns with items being stored in hallways. If items are broken they need disposed of not kept in the hallway. He also would like to see the items stored in the stairway at the S.A.S.H.S. auditorium moved. He said it is apparent that we have a storage issue. He is also requesting the Middle School hallways be improved by working with the Art Department which should only result in material costs for the district.

Dr. Suppo acknowledged the district's storage issue and stated that concern should be addressed with the Feasibility Study. He would also like to see items that are no longer in use be removed or sold via auction and anticipates bringing future requests to the board to address this process/concern.

Mr. Burt would like to recognize the Negotiations Committee (Dr. Lyman, Dr. Goates, and Mr. Suders) for all of their hard work in negotiating the one-year extension to the teacher's contract. He stated their hard work did not go unnoticed. He stated he is pleased with how the process worked.

Mr. Lyman commented he would also like to recognize the negotiating team from the teacher's union as well. He stated they came up with some very creative solutions to solve some impasses and stated it was a very congenial and productive negotiation.

Mr. Scott commented he is still learning.

CITIZENS' COMMENTS REGARDING NON-AGENDA ITEMS

Mrs. Louanne Burt, teacher in the district, personally thanked the Board for supporting the approval of ARC (American Reading Company) and for supporting the one-year teacher's contract extension. She thanked everyone who worked on this process and gave a special thank you to the teacher's union negotiating chair, Mr. Travis DeShong, and stated he did an amazing job. She also thanked Mrs. Tina Clever for her work on this negotiation. She said it proves S.A.S.D. is putting education first.

Mrs. Barbara Weaver, previous Nurse from GBLUES, addressed the Board regarding concerns in the District's nurses' offices such as shortage of nurses, non-certified staff covering the nurse's office,

student's plans of care not being met, etc. She asked Dr. Suppo to meet with the current nursing staff to further discuss the concerns.

Dr. Lyman inquired if the new Heads of Department will help with the above concerns.

Dr. Suppo stated he believes the Nursing Services Department Chairperson will help facilitate better communication in the district.

Mr. Scott stated he has concerns with unqualified people filling in for the nurses.

Dr. Suppo stated he will look into the above concerns.

Mr. Eric Foust, parent, teacher, and coach in the district, spoke to the Board regarding the proposed stadium project and his support for a multi-purpose field on school property. He also spoke about the subpar conditions of the Memorial Park Stadium. He feels our students deserve a better place to play.

Mrs. Christie Johnson, parent and teacher in the district, spoke in support of a multi-purpose stadium and turf field on school property. She spoke in a teacher's perspective in support of a facility that would benefit the entire student body. She spoke about some of current issues faced by the band students during their morning practices, physical education class limitations due to poor field conditions and unavailability of the fields due to field maintenance, etc. She asked the Board to move forward on the project for the entire student body.

ADJOURNMENT

On motion of Lyman, seconded by Scott to adjourn at 8:56 p.m.

Jo Ann M. Negley

Acting Board Secretary