



**SHIPPENSBURG AREA SCHOOL DISTRICT  
SCHOOL BOARD MEETING MINUTES  
June 10, 2024**

The Shippensburg Area Board of School Directors met on June 10, 2024 in the Senior High School Library beginning at 8:00 p.m.

**ROLL CALL**

The Secretary called the roll with all members present except as designated:

**Board of School Directors**

Mrs. Steph Eberly  
Mr. Kirk Naugle  
Mr. Jim Bard  
Mr. Mike Carey  
Mr. Levi Cressler

Mr. Daren Donovan  
Dr. Nathan Goates, **via phone**  
Dr. Michael Lyman, **absent**  
Mr. Fred Scott

**Administrative Staff**

Mr. William August, Superintendent  
Mrs. Leslee DeLong, Assistant to the Superintendent  
Dr. Susan Donat - Director of Curriculum, Instruction, and Assessment  
Dr. Troy Stevens, Director of Technology

**Student Representatives**

Adna Pacavar - Not present  
Leonardo Blount - Not present

**Board Secretary/Chief Financial Officer**

Mrs. Cristy Lentz

**AGENDA APPROVAL**

**Naugle** made a motion, seconded by **Carey**, to approve the agenda as presented.  
**The motion passed unanimously.**

**CITIZENS' COMMENTS (AGENDA ITEMS ONLY) -**

**Tony Weber**, Resident of SASD, spoke in regards to item 5Q, Final General Fund Budget. Mr. Weber noted just a few years ago during the COVID era the District decided not to raise taxes two years in a row and noted the shortfalls and continued funding needs in the District. As a member of the Professional Association and a parent of two daughters, he applauded the school board for considering the approval of a tax hike for 2024/25 to try to mitigate any shortfalls in funding for the various/numerous needs across the District.

**LouAnn Burt**, Resident of SASD, spoke in regards to item 5Q, Final General Fund Budget. She commended Mr. August and other members of the school board for a 2024/25 pro-Education budget. She noted that although she is a one person household, she is in favor of increasing taxes and keeping the staff and adding new staff as recommended by Administration to meet the needs of our students.

**Jonathan Triplett**, Resident of SASD, spoke of his daughter's experience in the girls' basketball programs and the impact Coach Minor had on her experience and the desire to play basketball. He spoke of his concerns with item 4h26. He asked the Board to consider reinstating Eric Minor as Head Coach Girls' Basketball Coach.

## **REPORTS:**

### **FRANKLIN COUNTY CAREER & TECHNOLOGY CENTER REPORT - None**

## **BOARD COMMITTEE REPORTS -**

**Policy Committee held on June 4, 2024** - Mrs. DeLong noted the Policy Committee reviewed the presiding officer statement, public comment cards, and the policies for first reading on tonight's agenda.

### **Curriculum Report - Dr. Susan Donat**

**Mrs. Donat** spoke regarding the following: English Language Learner population (ended year with 203 students receiving active services and 12 students will be moved to monitoring status for next school year), Summer Academy begins tomorrow (95 students enrolled - 50 High School students and 45 Middle School students), and currently there are 217 Kindergarten students enrolled for the 2024/25 school year and typically add about 50 more students over the summer.

**Finance Report - Cristy Lentz** - See Agenda Manager for presentation

## **SUPERINTENDENT'S REPORT -**

- **Enrollment Report** - See Agenda Manager
  - Mr. August shared the first enrollment projections from Predictive Analytics. A discussion occurred among the Board and Administration as to how the District is planning for the increased enrollment.
- **Donation Report** - See Agenda Manager

## **CONSENT AGENDA:**

**Cressler** made a motion, seconded by **Bard**, to approve items 4a through 4g of the Consent Agenda.

### **Approval of Minutes**

Minutes from the May 28, 2024 meeting:

### **Finance**

#### **Bills of Payment**

**Financial Reports** - General Treasurers, Construction Fund Series of 2022 and 2023, Capital Reserve Fund

#### **Tax Report**

## **Budget Reports - Budget Summary, Budget Transfers**

Ahold Delhaize USA Inc. dba The Giant Company Donation

Affiliation Agreement with Shippensburg University for Practicum and Student Teaching Placements

Head Start Sponsor to Sponsor Purchase Agreement for 24/25

SASD Counselors Training Contract - Amended

Water Treatment Contract

**The motion passed unanimously.**

## **EXECUTIVE SESSION**

**The Board adjourned into Executive Session at 8:34 p.m. for personnel matters. The Executive Session concluded at 8:39 p.m.**

**Bard** made a motion, seconded by **Donovan**, to approve items 4h items 1-25 and item 27 of the Personnel Agenda.

## **Personnel - Professional and Support**

### **Professional Staff**

**Administrations recommends approval of the following Non-Renewal of Contract for the following Temporary Professional Employee:**

**1. Kathryn E. Fair** – Second Grade Teacher at James Burd Elementary School effective end of the 2023-2024 school year

**Administration recommends approval of the following transfers:**

**2. Kassandra R. Chaapel** – Reading Interventionist at Shippensburg Area Middle School TO Library/Reading Specialist at Grace B. Luhrs and Nancy Grayson Elementary School, salary remains the same, effective August 16, 2024 (New position board approved 5/28/2024)

**3. Jocelyn M. Coy** – Fifth Grade Teacher at Shippensburg Area Intermediate School TO Math Teacher at Shippensburg Area High School, salary remains the same, effective August 16, 2024 (replacing Suwan T. Kongkeattiful-retirement)

**4. Angela L. Hostetter** – Art Teacher at Shippensburg Area Senior High School TO Learning Support Teacher at Shippensburg Area High School, salary remains the same, effective August 16, 2024 (New position board approved 6/10/2024)

**5. Lauren T. Parsley** – Third Grade Teacher at Nancy Grayson Elementary School TO Autism Support Teacher at Nancy Grayson Elementary School, salary remains the same, effective August 16, 2024 (New position board approved 6/10/2024)

**6. Elizabeth M. Perrin** – Language Arts Teacher at Shippensburg Area Middle School TO Language Arts Teacher at Shippensburg Area High School salary remains the same, effective August 16, 2024 (replacing Michael A. Peters-retirement)

**7. Lindsay N. Pittman** – Autism Support Teacher at Nancy Grayson Elementary School TO Learning Support Teacher at Shippensburg Area Middle School, salary remains the same, effective August 16, 2024 (replacing Elizabeth M. Kunkleman-resignation)

**8. Kirsten L. Shields** – Kindergarten Teacher at Nancy Grayson Elementary School TO Second Grade Teacher at James Burd Elementary School, salary remains the same, effective August 16, 2024 (replacing Kathryn Fair - Non-Renewal)

### **Support Staff**

#### **Administration recommends approval of the following resignations**

**9. Delaney A. Gilbert** – Noon-Time Aide at Shippensburg Area Intermediate School, effective retroactive May 28, 2024

**10. Dee M. Goodhart** – District Registrar at Administration Building, effective retroactive June 7, 2024. Requests to remain as a substitute.

**11. Brianna M. Hall** – Noon-Time Aide at Nancy Grayson Elementary School, effective retroactive May 29, 2024

**12. Vanessa R. Scholtka** – Noon-Time Aide at Shippensburg Area Intermediate School, retroactive effective June 3, 2024

#### **Administration recommends approval of the following new appointment: (All new hires are dependent upon successful completion of all required paperwork and clearances)**

**13. Lisa Gayman** – Full-Time Classroom Assistant at Shippensburg Area High School, at an hourly rate of \$16.95, working 7 hours/day, 186 days/year, effective August 16, 2024 (replacing Carol A. Krall – retirement)

#### **Administration recommends approval of the following substitutes: (All new hires are dependent upon successful completion of all required paperwork and clearances)**

**14. Bawi T. Bik** – custodial

**15. Jake R. Coffman** – custodial

**16. Grace L. Davis** – secretarial

**17. Archer B. Munson** – custodial

**18. Jordan N. Worthington** – custodial

### **Supplemental Staff**

#### **Administration recommends approval of the following resignations:**

**19. Kasandra K. Fogelsanger** – High School Assistant Band Director-Co-Guard Co-Instructor, effective retroactive June 15, 2024

**20. Jaden M. Golden** – High School Assistant Band Director-Co-Guard Co-Instructor, effective retroactive May 21, 2024

**21. Wendy A. Henson** – 2nd Grade Level Chair, effective retroactive the last day of the 2023-2024 school year

**Administration recommends approval of the following individuals as Temporary Summer School Academy Teachers for 2024:**

**22. Jamie W. Richardson**– Substitute

**23. Marsha A. Schmus** – Substitute

**24. Teresa R. Vetock** – Substitute

**Administration recommends approval of the following individual as Extended School Year (ESY) Classroom Assistant for 2024:**

**25. Hannah E. Whitsel**

**Administration recommends approval of the following new appointments: (All new hires are dependent upon successful completion of all required paperwork and clearances)**

**27. Craig Van Scyoc** – High School Boys Head Basketball Coach at a supplemental salary of \$4636.00, effective November 15, 2024 (replacing Richard J. Lewis Jr.)

**On roll call, all presented voted yes, except Cressler who voted no. Motion carried.**

**Goates** made a motion, seconded **Cressler**, to approve item 4h item 26 of the Personnel Agenda.

**26. Blake A. Fritz** – High School Girls Head Basketball Coach at a supplemental salary of \$4636.00, effective November 15, 2024 (replacing Eric S. Minor)

**On roll call, all presented voted yes, except Bard, Donovan, Scott, Naugle, and Eberly who voted no. Motion failed.**

**Scott** made a motion, seconded by **Donovan**, to approve items 4i of the Personnel Agenda.

#### **Personnel - Administration**

**Administration recommends approval of the following resignation:**

**Lauren L. Zima-Engro** – Director of Student Services effective August 9, 2024

**The motion passed unanimously.**

#### **ACTION AGENDA:**

**Scott** made a motion, seconded by **Cressler**, to approve item 5a of the Action Agenda.

- Teacher Equity Plan 2024-2025

**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Naugle**, to approve item 5b of the Action Agenda.  
● Memorandum of Understanding with CAIU #15 Title III Consortium  
**The motion passed unanimously.**

**Carey** made a motion, seconded by **Scott**, to approve item 5c of the Action Agenda.  
● Provision of Services- CAIU and SASD  
**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Carey**, to approve item 5d of the Action Agenda.  
● River Rock Franklin County Consortium Agreement  
**The motion passed unanimously.**

**Bard** made a motion, seconded by **Donovan**, to approve item 5e of the Action Agenda.  
● New Story Franklin County Consortium Agreement  
**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Cressler**, to approve item 5f of the Action Agenda.  
● SASD Title I LOA Addendum 2024-2025  
**The motion passed unanimously.**

**Carey** made a motion, seconded by **Scott**, to approve item 5g of the Action Agenda.  
● NJROTC Agreement with Chambersburg Area School District  
**The motion passed unanimously.**

**Naugle** made a motion, seconded by **Carey**, to approve item 5h of the Action Agenda.  
● Community Eligibility Provision (CEP) 2024-2025  
**The motion passed unanimously.**

**Cressler** made a motion, seconded by **Bard**, to approve item 5i of the Action Agenda.  
● FMX Annual Subscription  
**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Naugle**, to approve item 5j of the Action Agenda.  
● Appointment of Financial Advisors & Bond Counsel  
**The motion passed unanimously.**

**Naugle** made a motion, seconded by **Carey**, to approve item 5k of the Action Agenda.  
● General Property and Liability Insurances 2024-2025  
**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Cressler**, to approve item 5l of the Action Agenda.  
● New Debt (2024) - Maximum Parameters Resolution - ROLL CALL VOTE NEEDED  
**On roll call, all presented voted yes. Motion carried**

**Donovan** made a motion, seconded by **Scott**, to approve item 5m of the Action Agenda.  
● GFCEI testing quote  
**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Scott**, to approve item 5n of the Action Agenda.  
● G.R. Sponaugle - 1 year Backflow Proposal  
**The motion passed unanimously.**

**Scott** made a motion, seconded by **Carey**, to approve item 5o of the Action Agenda.

- Generator Preventative Maintenance Proposal Renewal

**The motion passed unanimously.**

**Carey** made a motion, seconded by **Cressler**, to approve item 5p of the Action Agenda.

- MS/HS Project Security Updates

**The motion passed unanimously.**

**Cressler** made a motion, seconded by **Scott**, to approve item 5q of the Action Agenda.

- 2024-2025 Final General Fund Budget

**On roll call, all presented voted yes. Motion carried**

**Scott** made a motion, seconded by **Naugle**, to approve item 5r of the Action Agenda.

- 2024-2025 Homestead/Farmstead Exclusion Resolution

**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Carey**, to approve item 5s of the Action Agenda.

- 2024-2025 Capital Technology Fund Balance Expenditure Requests

**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Naugle**, to approve item 5t of the Action Agenda.

- 2024-2025 Capital Maintenance Fund Balance Expenditure Requests

**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Scott**, to approve item 5u of the Action Agenda.

- 2024-2025 Curriculum Expenditure Fund Balance Request

**The motion passed unanimously.**

**Cressler** made a motion, seconded by **Scott**, to approve item 5v of the Action Agenda.

- Creation of two English Second Language (ESL) Teachers at Elementary Level

**The motion passed unanimously.**

**Scott** made a motion, seconded by **Bard**, to approve item 5w of the Action Agenda.

- Creation of a Third Grade Teacher at James Burd

**The motion passed unanimously.**

**Scott** made a motion, seconded by **Carey**, to approve item 5x of the Action Agenda.

- Creation of a second FFA Advisor Supplemental Stipend

**The motion passed unanimously.**

**Bard** made a motion, seconded by **Cressler**, to approve item 5y of the Action Agenda.

- Creation of a Girls High School Head Wrestling Coach

**The motion passed unanimously.**

**Cressler** made a motion, seconded by **Naugle**, to approve item 5z of the Action Agenda.

- Creation of an ABA Teacher at SAIS

**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Carey**, to approve item 5aa of the Action Agenda.

- Creation of two Part-Time Classroom Assistant positions at SAIS

**The motion passed unanimously.**

**Scott** made a motion, seconded by **Donovan**, to approve item 5ab of the Action Agenda.  
• Creation of a Learning Support Teacher at High School  
**The motion passed unanimously.**

**Carey** made a motion, seconded by **Scott**, to approve item 5ac of the Action Agenda.  
• Creation of an Autism Support Teacher at Nancy Grayson  
**The motion passed unanimously.**

**Bard** made a motion, seconded by **Scott**, to approve item 5ad of the Action Agenda.  
• Creation of a Part-Time Classroom Assistant position at Nancy Grayson  
**The motion passed unanimously.**

**Carey** made a motion, seconded by **Donovan**, to approve item 5ae of the Action Agenda.  
• Creation of Full-Time Maintenance Technician  
**The motion passed unanimously.**

**Scott** made a motion, seconded by **Donovan**, to approve item 5af of the Action Agenda.  
• Creation of a Part-Time Custodian at SAMS  
**The motion passed unanimously.**

**Scott** made a motion, seconded by **Cressler**, to approve item 5ag of the Action Agenda.  
• Creation of Full-Time District-Wide Floater Custodian  
**The motion passed unanimously.**

**Bard** made a motion, seconded by **Carey**, to approve item 5ah of the Action Agenda.  
• Creation of Second Grade Teacher at Nancy Grayson  
**The motion passed unanimously.**

**Bard** made a motion, seconded by **Naugle**, to approve item 5ai of the Action Agenda.  
• Creation of a Physical Education Teacher at Elementary Level  
**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Carey**, to approve item 5aj of the Action Agenda.  
• Creation of a Full-Time Classroom Assistant at High School  
**The motion passed unanimously.**

**Donovan** made a motion, seconded by **Naugle**, to approve item 5ak of the Action Agenda.  
• Creation of a Part-Time Assistant Cook at Nancy Grayson  
**The motion passed unanimously.**

**Carey** made a motion, seconded by **Donovan**, to approve item 5al of the Action Agenda.  
• Creation of a Part-Time Assistant Cook at James Burd  
**The motion passed unanimously.**

**Bard** made a motion, seconded by **Carey**, to approve item 5am of the Action Agenda.  
• Creation of two Part-Time Kitchen Helpers at Middle School  
**The motion passed unanimously.**



**DISCUSSION AGENDA – For approval at the June 24, 2024 Meeting**

Donation – S.A.S.H.S. Band Boosters  
Donation – Letter Kenny Army Depot  
Policies For First Reading and Discussion  
Farm Beats Grant  
New Club - Lacrosse Club  
AP Biology Curriculum  
Anatomy and Physiology Curriculum  
Plants and Animals of PA Curriculum  
Astronomy Curriculum  
Dinosaurs and Mass Extinctions Curriculum  
Planetary Science Curriculum  
MOU to add Supplemental Wrestling and FFA Advisors  
Agreement with New Story for Special Education Services  
TherAbilities 2024-2025 Agreements  
SASD Workers Compensation Renewal  
Secretary to the Operations and Maintenance Department - Revised Job Description  
Head of Custodial Services - Revised Job Description\*  
Proposals for Portable Toilets

\*A discussion occurred among the Board and Administration regarding this item. Mr. Scott asked if this position replaces the Director of Maintenance and Operations. Mr. August noted the Director of Maintenance and Operations will not be filled and funds for this position were used to help fund the Maintenance Tech and Custodial positions.

**CITIZENS' COMMENTS REGARDING NON-AGENDA ITEMS -**

**LouAnn Burt**, SASD Resident, thanked the Board Members, Administration, and Mrs. Lentz for passing a 2024/25 pro-Education budget.

**Jonathan Triplett**, SASD Resident, thanked the Board for removing the one position in the personnel agenda and encouraged them to reinstate Coach Eric Minor.

**BOARD COMMENTS -**

**Fred Scott**, Expressed interest for Administration and the Safety and Security Committee to look into creating our own internal police department. Mr. Scott indicated the position to assist Mrs. Lentz was eliminated from the 2024-25 budget and would like the Administration to reconsider adding this assistance for the Business Office.

## **Motion from Floor**

**Scott** made a motion from the floor, seconded by **Naugle**, to reinstate/hire Eric Minor as the High School Girls' Basketball coach. Mrs. Eberly noted that the District's Legal Counsel indicated the contract for this coaching position would need to appear on the next Board Meeting agenda for approval as well. Dr. Goates expressed concerns with not following the District's hiring process and to go a different direction than the Committee's recommendation. Dr. Goates feels this should go back to the Hiring Committee to review the candidates that applied and make a recommendation.

**On roll call, all presented voted yes, except Goates who voted no. Motion carried.**

## **BOARD COMMENTS - Continued**

**Levi Cressler**, Spoke regarding the following: He recognized the Band Boosters for their continued donations to the District, provided a Spring Sports update, noted graduation ceremony was wonderful and the graduation speakers were very well spoken, attended stadium groundbreaking event on Friday, June 7, and thanked his fellow Board meetings for supporting the 2024-2025 budget.

**Jim Bard**, noted his excitement for the progress on the Stadium and passing of the 2024-2025 budget.

**Nathan Goates**, noted his excitement of the development of the Stadium project and is happy with the passing of the 2024-2025 budget.

**Daren Donovan**, Expressed interest in additional information for the formation of an aquatics program and the cost of the program, glad the 2024-2025 budget passed but expressed concern that School District's must pass the budget before the State passes their budget, and he provided his fellow Board members with some research regarding surrounding School Districts' Committee structures for future consideration to restructure SASD Board Committees.

**Kirk Naugle**, Noted the Board had to make some difficult decisions regarding the 2024-2025 budget, growing enrollment, facility needs/upgrades, etc.. He noted the Board will need to work hard to resolve these issues in the future. He noted he came here tonight and was going to vote no to the budget but when he saw the enrollment growth, heard the teachers needs, future drop in the Act 1 Index, he decided to vote yes.

**Steph Eberly**, Noted supporting the approval of the 2024-2025 was most likely an unpopular decision in the taxpayers eyes, especially if seeking re-election in 2025, but feels this is what is best for our students, teachers, and community. She thanked her fellow Board members for an unanimous decision on the approval of the budget.

## **ANNOUNCEMENTS/INFORMATION ITEMS:**

### **Board Calendar -**

**June 24** - Committee of the Whole Meeting/Board Meeting

**July 2** - Policy Committee Meeting

### **Student Calendar –**

**June 14 - District Closed**

**ADJOURNMENT**

Mrs. Eberly adjourned the meeting at 9:57 p.m.

  
Cristy Lentz, Board Secretary

