

Minutes of the November 22, 2021 Special Meeting of the Board of School Directors held in the Shippensburg Area Senior High School Auditorium, 201 Eberly Drive, 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; Mr. Charles Suders, Vice President; Mr. Jim Bard; Mrs. Erica Burg; Mr. Dwayne Burt; Dr. Nathan Goates; Mr. Donald Hilbinger; Dr. Michael Lyman; and Mr. Fred Scott, Sr. Allison Hunt, Student Representative; and Caden Yonish, Student Representative; were absent.

Others present were: Dr. Chris Suppo, Superintendent; Mr. Damion Spahr, SiteLogIQ; Ms. Melissa Colestock, SiteLogIQ; Jens Damgaard, Eckert Seamans; parents, teachers, concerned citizens, and Mrs. Cristy Lentz, Business Administrator/Board Secretary.

**Moment of Silence**

The Board of School Directors held a moment of silence in memory of the following:

**Nancy Watson** ~ November 6, 1933 - November 6, 2021  
Graduate of Shippensburg Area High School

**Ronald Repak** ~ August 7, 1951 - November 13, 2021  
Father of District Solicitor Ron Repak

**(Action)**

**Agenda Approval**

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

Dr. Suppo provided information regarding the following amendments to tonight's agenda:

- 1) Under #3, Consent Agenda, Item #B Personnel – Administrative Staff #1, Nicole Weber, name has been added to the agenda as the Director of Human Resources at a prorated salary of \$85,000 effective December 1, 2021. He noted the Employment Contract was contained herein.**
- 2) Under #3, Consent Agenda, Item #B Personnel #6, Debra Spencer – Long-Term Substitute Second Grade Teacher at the James Burd Elementary School. The following sentence has been updated: (covering the vacancy created by Mikki Taylor due to her being held by her previous district).**

On motion of Suders, seconded by Scott to approve tonight's agenda as amended above.

On roll call, all present voted to approve tonight's agenda as amended above.

(Information)

**CITIZEN'S COMMENTS REGARDING AGENDA ITEMS**

None

(Action)

**CONSENT AGENDA**

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

**Approval of Minutes**

- Recommend approval of the minutes as presented from the October 25, 2021 Board meeting.

**Personnel**

**Administrative Staff**

- Administration recommends approval of the following new appointments:
  1. **Chad Kreitz** - Director of Operations and Maintenance for the Shippensburg Area School District, at a prorated salary of \$73,000, effective November 30, 2021 (replacing Joseph Wachter who will be retiring on January 3, 2022) (hiring and start date dependent upon the successful completion of all required paperwork and clearances)
  2. **Nicole L. Weber** - Director of Human Resources for the Shippensburg Area School District, at a prorated salary of \$85,000, effective December 1, 2021 (replaces Tina Clever - resignation) (hiring dependent upon the successful completion of all required paperwork and clearances) Employment contract was provided to the Board.
- Administration recommends acceptance of the following resignation:
  3. **William B. Brindle**, Assistant Principal at the Shippensburg Area Middle School, effective date no later than January 14, 2022.

**Professional Staff**

- Administration recommends approval of salary adjustment for the following professional staff members, having each successfully completed additional courses for a degree change and/or the achievement of a different credit hour level, effective January 18, 2022:
  4. **Amy M. Brandt** - Master's 90
  5. **Abby E. Kayhart** - Master's 30

- Administration recommends approval of the following new appointment:
  6. **Debra L. Spencer** - Long-Term Substitute Second Grade Teacher at the James Burd Elementary School, effective retroactive October 4, 2021 thru and including October 8, 2021. Ms. Spencer will be paid a status quo salary of \$272.96/day (Bachelor's at Step 1) (covering the vacancy created by Mikki Taylor due to her being held by her previous district)

**Support Staff**

- Administration recommends acceptance of the following resignations:
  7. **Thomas A. Gochenauer** - Full-Time Utility Maintenance Worker for the Shippensburg Area School District, effective retroactive November 15, 2021.
  8. **Justina M. Hayes** - Traffic Monitor for the Shippensburg Area School District, effective November 23, 2021 (requests to remain on Support Staff Substitute list).
- Administration recommends approval of the following support staff employee who has successfully completed the sixty (60) day probationary period and achieved regular employment status. This is in accordance with the SAESP Bargaining Agreement, Article III, 3.02:
  9. **Tonya S. Markley** - LPN at the Grace B. Luhrs University Elementary School, effective retroactive to November 9, 2021.
- Administration recommends approval of the following new appointments:
  10. **Sarah R. Covell** - Full-Time LPN for the Shippensburg Area Intermediate School, at a rate of \$14.14 per hour, working 6.5 hours/day for 186 days/year, effective December 1, 2021 (replacing Laura Fleagle Full-Time Health Room Assistant).
  11. **Kloey C. Robinson** - Short-Term Part-Time Noontime Aide at the Shippensburg Area Intermediate School, at a rate of \$10.24 per hour, working 2.0 hours/day, effective November 22, 2021 (hiring dependent upon the successful completion of all required paperwork and clearances).

**Supplemental Staff**

- Administration recommends acceptance of the following resignations:
  12. **Krystal L. Johnson** - Shippensburg Area Middle School Student Council Advisor, effective January 17, 2022.

13. **Robert A. Maag** - Shippensburg Area High School Drama Musical Instrumental Director, effective retroactive November 9, 2021.
- Administration recommends approval of the following new appointments:
    14. **Nicolas Jacoby** - Shippensburg Area High School 9th Grade Boys' Basketball Co-Coach, at a supplemental salary of \$1,500, effective November 22, 2021 (hiring dependent upon the successful completion of all required paperwork and clearances) (this is a new coaching position, School Board approved at the May 24, 2021 Board meeting).
    15. **Trever O'Donnell** - Shippensburg Area High School 9th Grade Boys' Basketball Co-Coach, at a supplemental salary of \$1,500, effective November 22, 2021 (hiring dependent upon the successful completion of all required paperwork and clearances) (this is a new coaching position, School Board approved at the May 24, 2021 Board meeting).

**Resolution for Interim Real Estate Tax Assessment**

- Recommend approval to adopt the Resolution approving Interim Real Estate Assessment for 2022-2023 in Cumberland and Franklin Counties.

**Memorandum of Agreement between SASD and the Shippensburg Area Education Support Professional Association**

- Administration recommends approval of the attached Memorandum of Agreement (MOA) between SASD and the Shippensburg Area Education Support Professional Association, to have a classroom assistant present in the classroom to monitor students while the teacher is teaching virtually.

**Agreement with SiteLogIQ (see note below)**

- ~~Administration recommends approval of the agreement with SiteLogIQ, pending solicitor review and approval, to provide Construction Management services for the Middle School Cafeteria expansion, classroom additions and parent drop off loop/road construction/site work.~~

~~The Board Executive Summary was also provided to the Board.~~

**Agreement with EI Associates (see note below)**

- ~~Administration recommends approval of the attached with EI Associates, pending solicitor review and approval, to provide Architectural and Engineering services for the Middle School Cafeteria expansion, classroom addition and parent drop off loop/road construction/site work.~~

**Reading Specialist Teacher at Grace B. Luhrs Elementary**

- Administration recommends making an existing part-time special education teaching position a full-time position. The additional time will be utilized to deliver literacy interventions.

**Mr. Burt inquired if Consent Agenda item #3E “Agreement with SitelogIQ” and #3F “Agreement with E. I. Associates” could be taken separately.**

**Mr. Scott and Mr. Suders agreed to amend their motion to not include Consent Agenda Item #3E and #3F. (items were removed as noted above)**

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

**(Action)**

**CONSENT AGENDA**

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

**Agreement with SiteLogIQ**

- Administration recommends approval of the agreement with SiteLogIQ, pending solicitor review and approval, to provide Construction Management services for the Middle School Cafeteria expansion, classroom additions and parent drop off loop/road construction/site work.

The Board Executive Summary was also provided to the Board.

A discussion occurred among the Board, Dr. Suppo, SitelogIQ, and Eckert Seamans, regarding this agenda item.

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

**(Action)**

**CONSENT AGENDA**

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

**Agreement with EI Associates**

- Administration recommends approval of the agreement with EI Associates, pending solicitor review and approval, to provide Architectural and Engineering services for the Middle School Cafeteria expansion, classroom addition and parent drop off loop/road construction/site work.

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

(Action)

**ACTION AGENDA**

On motion of Goates, seconded by Lyman to approve the following Action Agenda item:

**SAEA Collective Bargaining Agreement Approval 2021-2025**

- Administration recommends ratification and approval of the collective bargaining agreement between the Shippensburg Area School District and the Shippensburg Area Education Association for a successor agreement from July 1, 2021 through June 30, 2025, pending ratification by the SAEA prior to this meeting.

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

Dr. Suppo expressed appreciation to the Board Members and Teachers Negotiations Committee regarding the approved contract. He noted the process began in January 2021 and that although both sides didn't always agree, everyone continued to work professionally.

(Action)

**ACTION AGENDA**

On motion of Suders, seconded by Goates to approve the following Action Agenda item:

**New Debt - Parameters Bond Resolution**

- The Administration recommends approval to adopt the parameters bond resolution as presented, authorizing a project fund deposit for the Middle School projects of up to \$10,000,000.

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

(Action)

**ACTION AGENDA**

On motion of Suders, seconded by Scott to approve the following Action Agenda item:

**Tuition Student Request**

- Steven Jones, is requesting approval for his daughter, Katelyn Jones, to finish her senior year at the high school as a tuition student.

Administration recommends that the Board of School Directors approve the request.

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

**(Information)**

**DISCUSSION AGENDA**

**Girl Scouts Academic Edge Program**

Administration will recommend approval of the Girl Scouts Academic Edge Program to be held at the Shippensburg Area Intermediate School beginning January, 2022. The Academic Edge Program is a free, five week program for up to 30 girls, sponsored by the Girl Scouts, that is designed to complement school curriculum. The program will focus on STEAM related concepts, problem solving and leadership, and is aligned to PA Standards. The program is staffed by Girl Scout facilitators, who have school clearances, and they provide necessary supplies.

Administration is also requesting to waive the facility usage for this non-profit program and allow participants to utilize after-school programming transportation.

**(Information)**

**CITIZEN'S COMMENTS REGARDING NON-AGENDA ITEMS**

Jennifer Diehl, resident in S.A.S.D., spoke regarding the need to have smartboards on both sides of partitioned classrooms when considering the additional classrooms at S.A.M.S., the need to have shelter outside the Middle School for students to address weather concerns, and the need to make lockers available to students so they don't have to carry heavy backpacks, coats, band instruments, etc.

Sherry Reed, resident in S.A.S.D., spoke regarding placing optional masking on the December 6, 2021 agenda.

Becky Wolfinger, resident in S.A.S.D., noted she supports Jennifer Diehl's comments and expressed concerns with students looking at Chromebook screens all day and asked if we could begin sending important information home with students via paper. She also spoke about the screening for library books and expressed concerns with the district not getting back to her and others regarding their public comments made at previous board meetings.

Leah Fleming, resident in S.A.S.D., spoke on behalf of the Wrestling Booster Club and expressed concerns with the lack of facilities for the wrestling programs.

Daren Donovan, resident in S.A.S.D., inquired where the School Board is with the masking policy and stated he would like to know what plans are in place for when the time comes. He also commented he will be running for School Board during the next election for a District A seat and looks forward to learning a lot over the next two years.

Steph Eberly, resident in S.A.S.D., spoke regarding the after school tutoring program and the masking policy.

TC Rader, resident in S.A.S.D. inquired about the student to teacher ratio and asked about the student population from year to year. He also commented on the feasibility contracts, district backpack practices, middle school students not being allowed to use their locker, some students' lack of discipline, the need for teachers to be treated with respect, and mask mandates, etc.

## **BOARD COMMENTS**

Dr. Lyman noted that tonight was his last board meeting as a member of the board and thanked the students, teachers, community, his family, and the Board for all of their support.

Mr. Hilbinger gave a shout out to the cast and crew of the fall play. He noted everyone did a great job. He also acknowledged Mrs. Angie McKee and the S.A.M.S. students who helped with the turkey distribution.

Dr. Goates commented on the new teacher contract. He noted the process meant spending months with the faculty representatives and noted he was impressed with their efforts and dedication. He also commented on Mrs. Burg and Dr. Lyman leaving the Board. He stated he is very grateful for their service to the Board and feels the district is better off for having them serve.

Mrs. Burg commented it has been an honor to serve on the Board. She noted some areas she was proud of such as the following: Board Minutes are now on-line; no LERTAs have been issued, special education services are up, the increase to the S.A.M.S. staff, etc. She thanked the previous and current Board Members for their time and service and thanked Dr. Suppo for his leadership and noted he is doing an excellent job moving the district forward. She noted appreciation for numerous Administration, Teachers, and Support Staff. She also stated she has thoroughly enjoyed every single presentation from Teachers and Administrators. She noted she is looking forward to the Feasibility Study coming to fruition. She wished the new Board well.

Mr. Buterbaugh thanked the Negotiation Committee and Teachers Union for getting the 4-year deal done. He believes we have one of the best faculty around. He also introduced Mrs. Nicole Weber, the new Human Resources Director and thanked Dr. Lyman and Mrs. Burg for their service on the Board.

## **INFORMATION**

October 25, 2021 - Board of School Directors Meeting at 7:00 p.m. in the Senior High School Auditorium

### **Date Saver**

#### **Thanksgiving Break**

November 24 - Two hour early dismissal

November 25, 26, & 29 District Closed

November 30 - Staff Development, students not in session

**November 30 - Parent-Teacher Conference Swap Day - No school for students or teachers**

#### **Monday, December 6, 2021 - School Board Meeting**

Reorganization Meeting at 7:00 p.m., followed by the regular Board Meeting



**ADJOURNMENT**

On motion of Suders, seconded by Scott to adjourn at 8:36 p.m.



---

Cristy Lentz  
Board Secretary