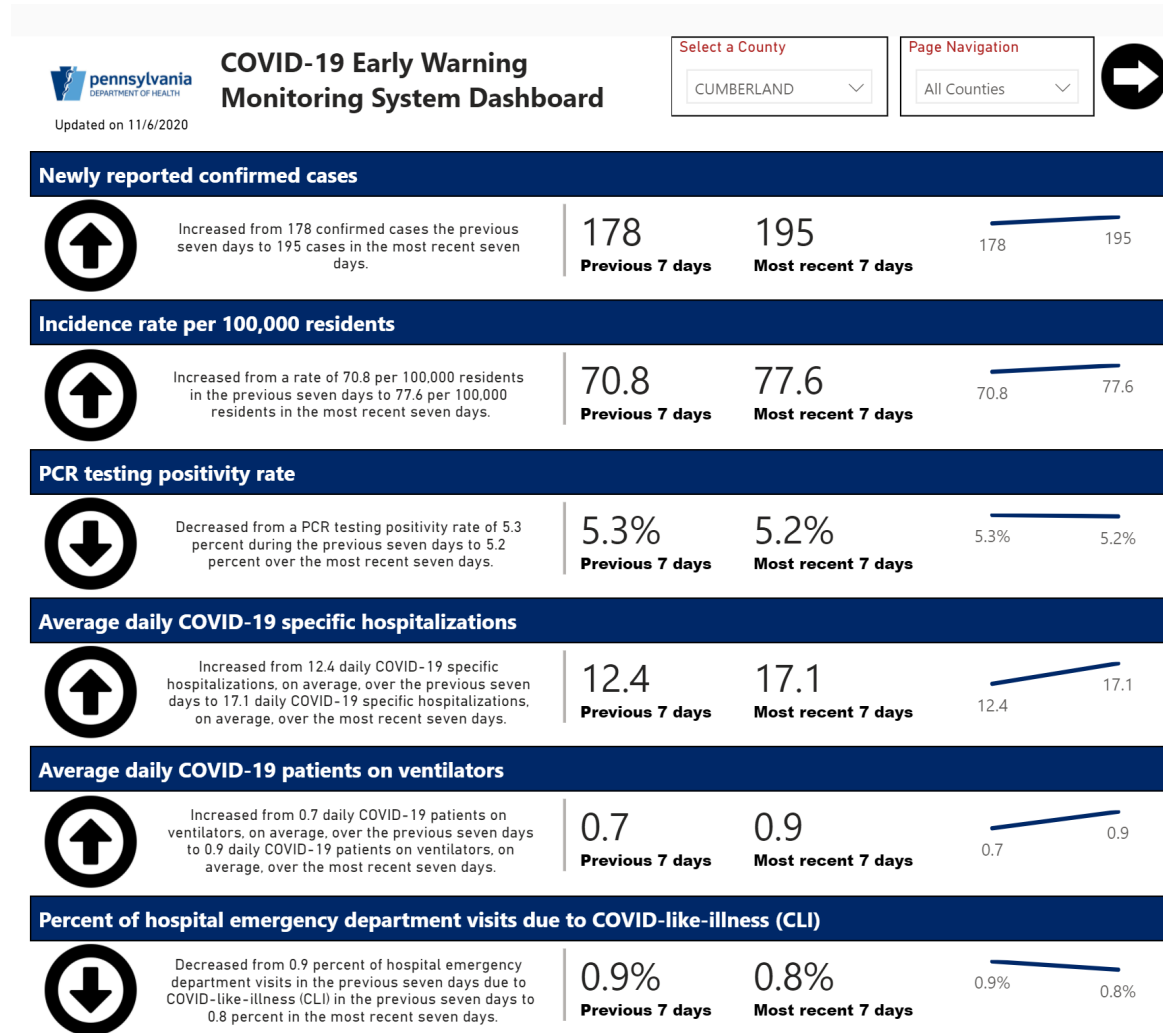


Shippensburg Area School District

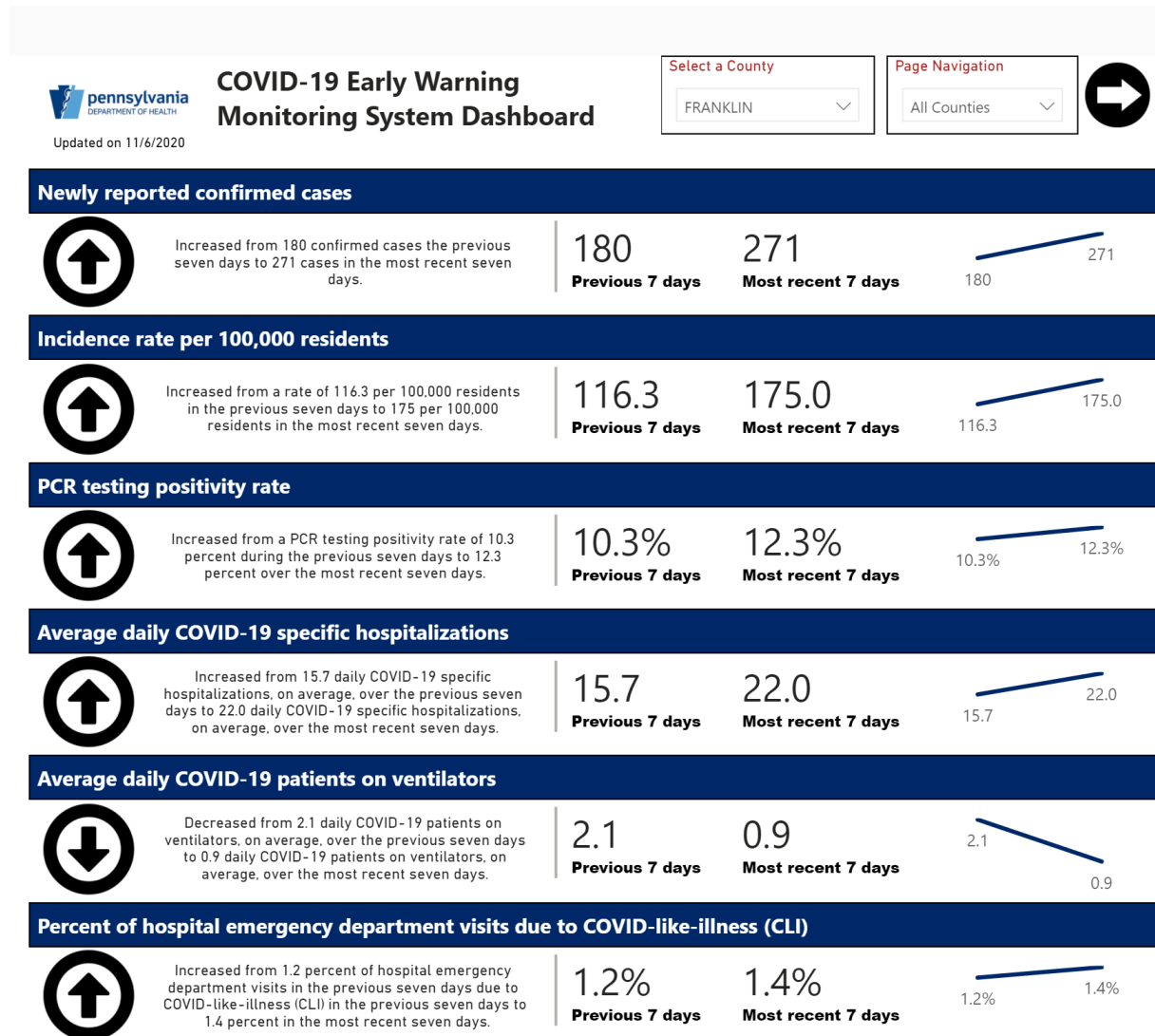


Regular Board Meeting
November 9, 2020

Latest Cumberland County Data



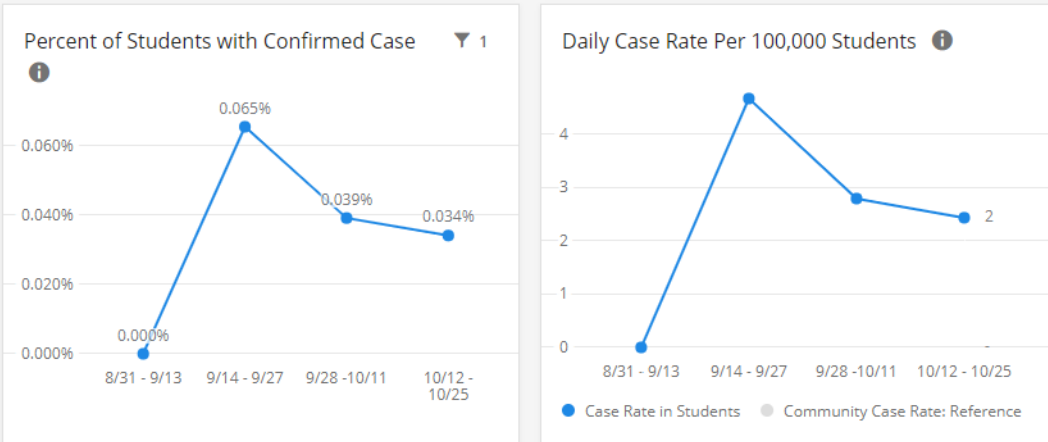
Latest Franklin County Data



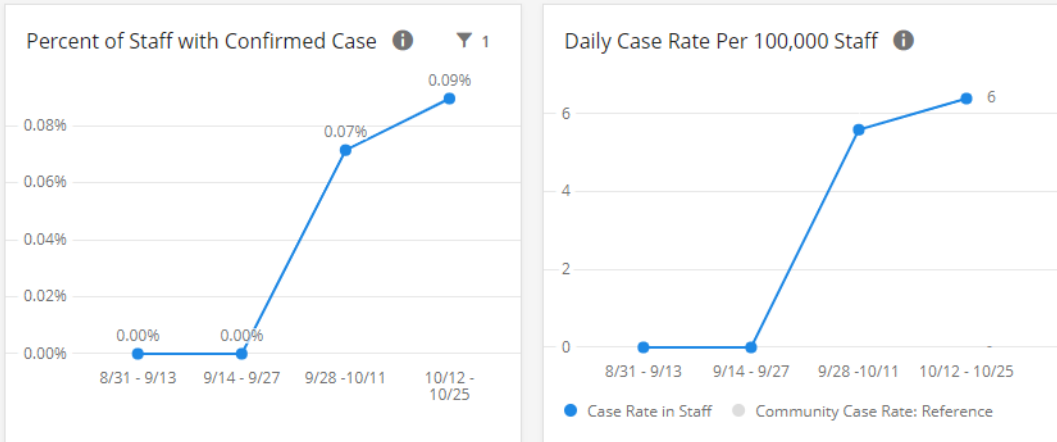
COVID-19 School Response Dashboard

Filters State: **Pennsylvania** Regional Density: All School Type: **District Public School** Learning Model: All PreK: **Exclude schools with Pre-K** Elem: All Middle School: All High School: All
 Student Masks: All 6 Foot Distance: **No** Groups under 25: **Yes, No** wave: All Hide Filters Reset to Default

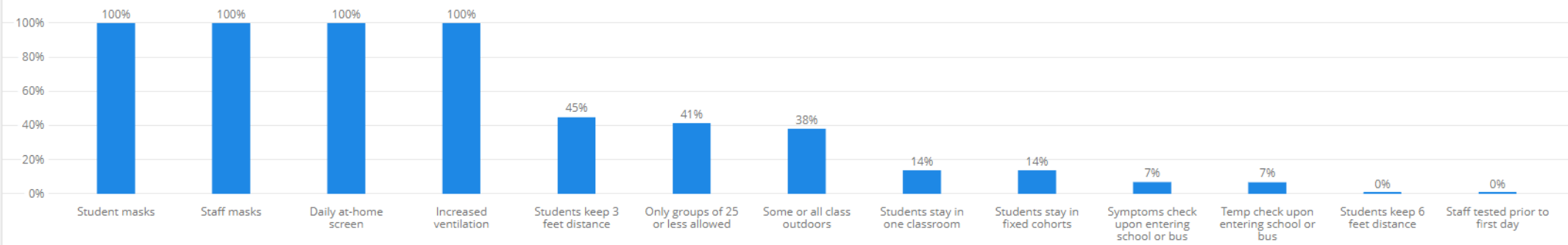
Student Confirmed Infection Rate



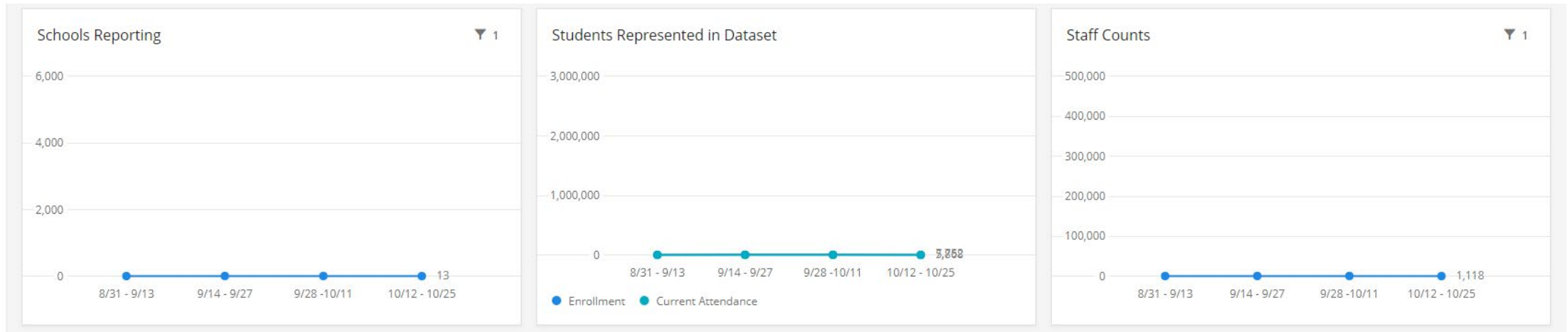
Staff Confirmed Infection Rate



Mitigation Strategies 59 Responses



Covid-19 School Response Dataset



Shippensburg Area School District COVID-19 Impact Data

	# of Students	Tested	Positive	Probable
Elementary	22	5	2	
Middle School	18	0	0	1
High School	33	1	1	

District Recommendations

- Relax Social Distancing Guidelines
- Transition Grades K-5 from hybrid learning to Full-time In-Person learning 4 days per week (December 7th assuming favorable conditions)
- Transition Grades 6-12 from virtual learning to Full-time In-Person learning 4 days per week (December 14th assuming favorable conditions)
- Quarantined staff would teach from home with student class supervised
- Stagger elementary and secondary transition start dates
- One month planning and preparation
- Modify HS master schedule
- Modify student scheduling
- Modify MS master schedule
- Modify MS student team assignments (move some students to balance classes)
- Develop a MS virtual team (Based on Halls-to-Home #'s)

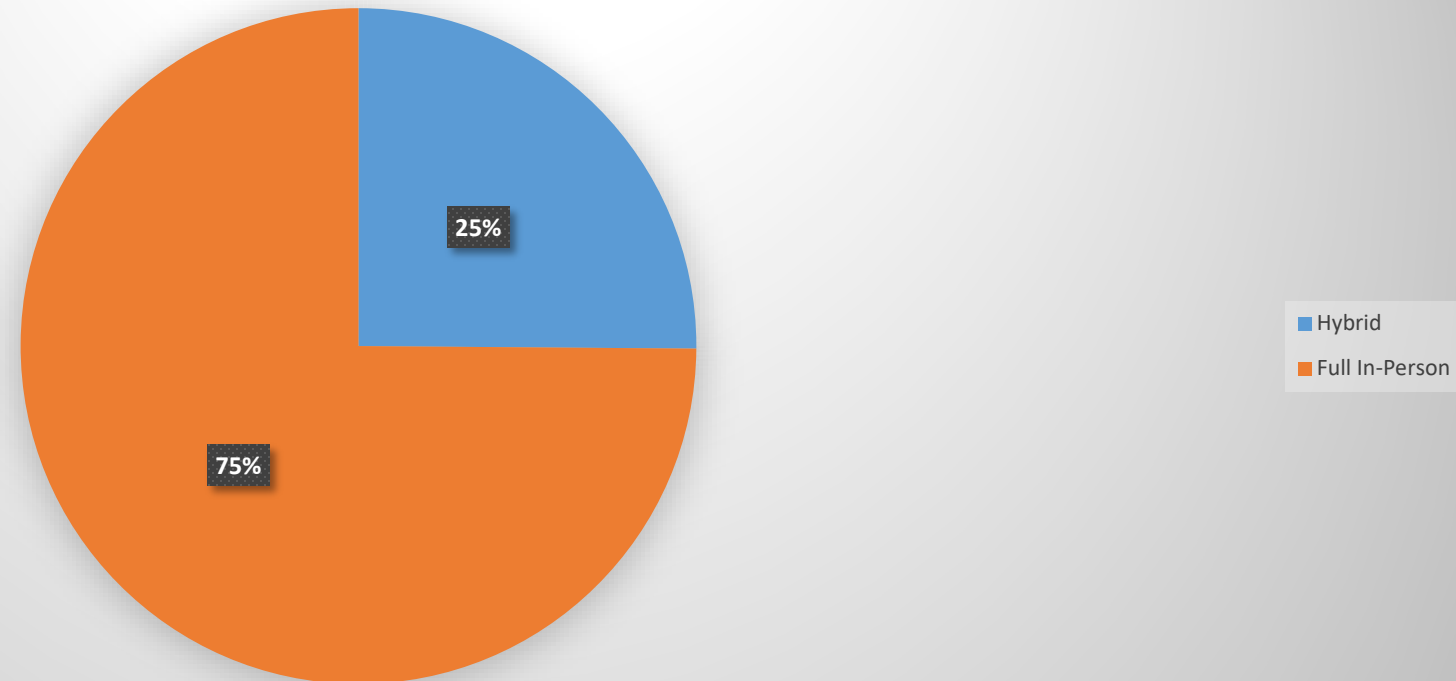
District Recommendations Continued

- Use virtual team classrooms to split high class sizes for 7th and 8th grade science and social studies.
- Virtual team would work from home F-T
- Wednesday's would remain a virtual day district-wide
- Teachers may need to work from home on Virtual Wednesday's
- Extensive cleaning and sanitizing on Wednesday for all buildings
- Elementary buildings continue lunch in classrooms
- Hire lunchtime aides
- SAIS may eat in cafeteria
- HS and MS eat in cafeteria (seating similar to normal)
- Request parents to drive students if possible

Elementary Parent Survey Data



Most Preferred Option for Elementary Families (836 Responses)

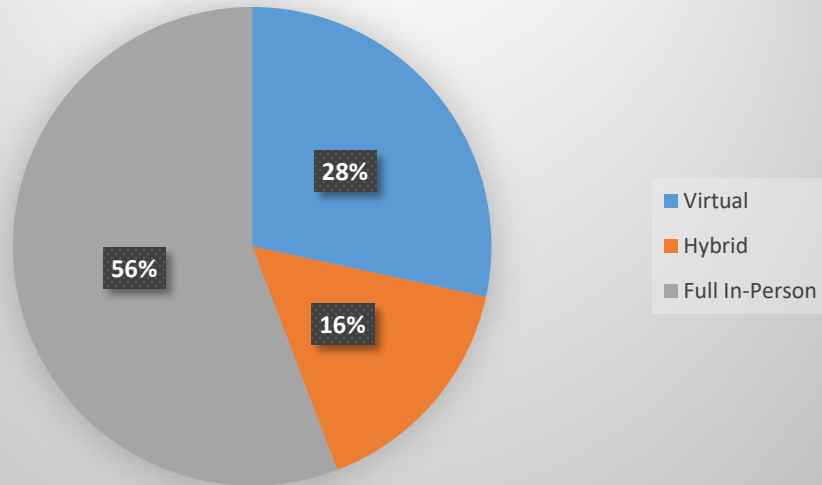


As of 11/9/2020

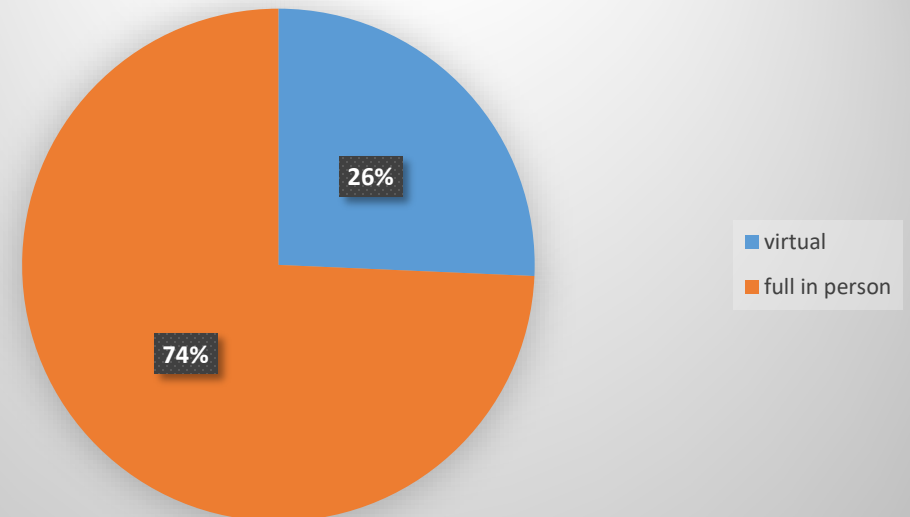
Secondary Parent Survey Data



Most Preferred Option for Secondary Families (898 Responses)



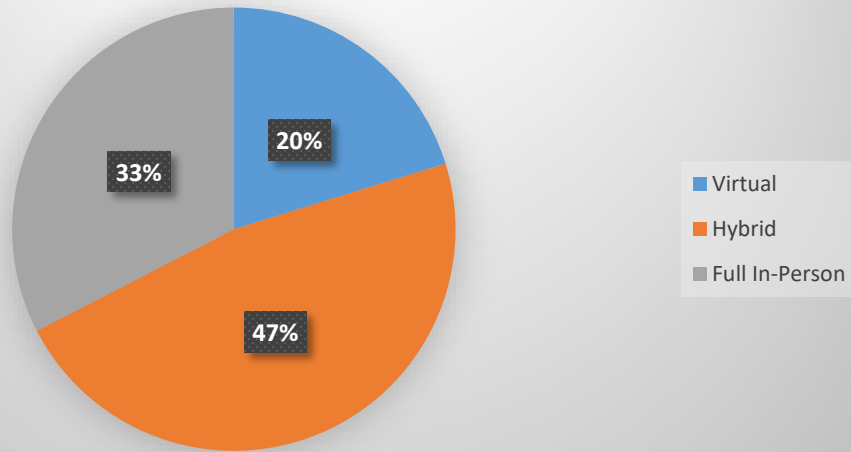
Most Preferred if Hybrid is not option



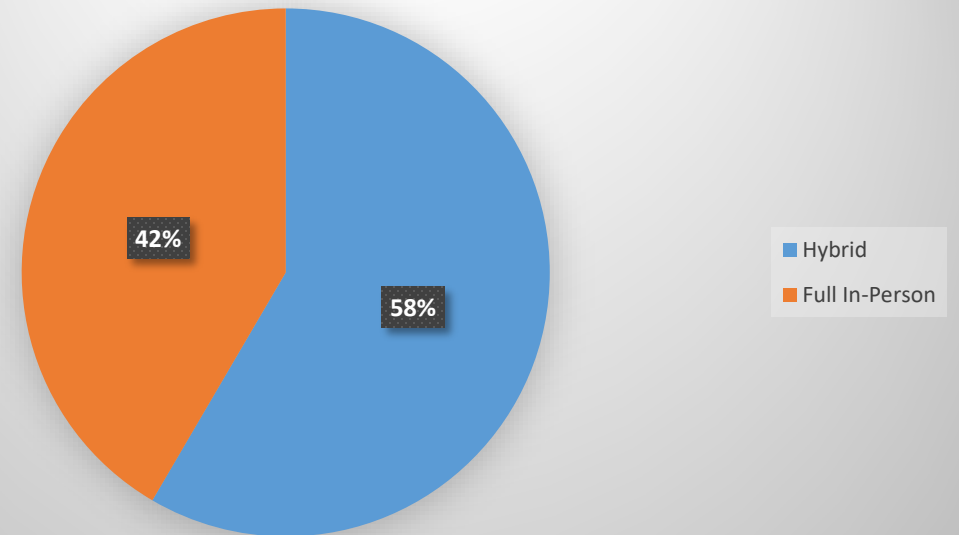
Elementary Teacher Survey Data



Elementary Teacher Preferences with Virtual Option (89 Responses)



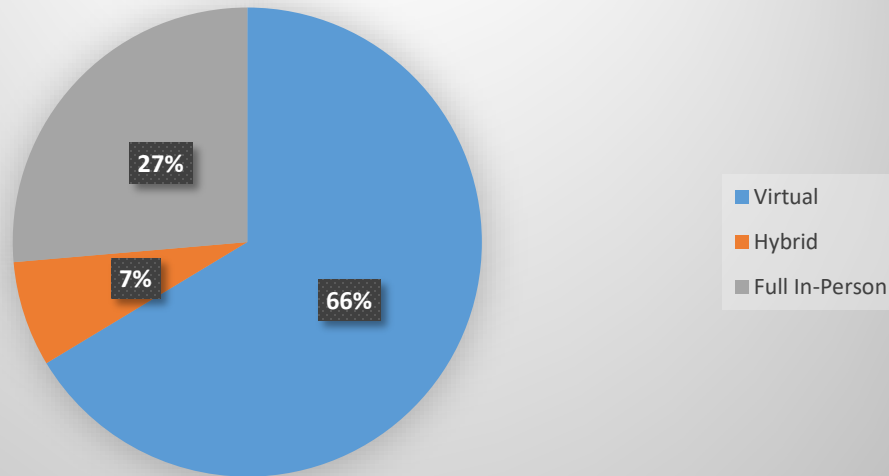
Elementary Teacher Preferences without Virtual Option (89 Responses)



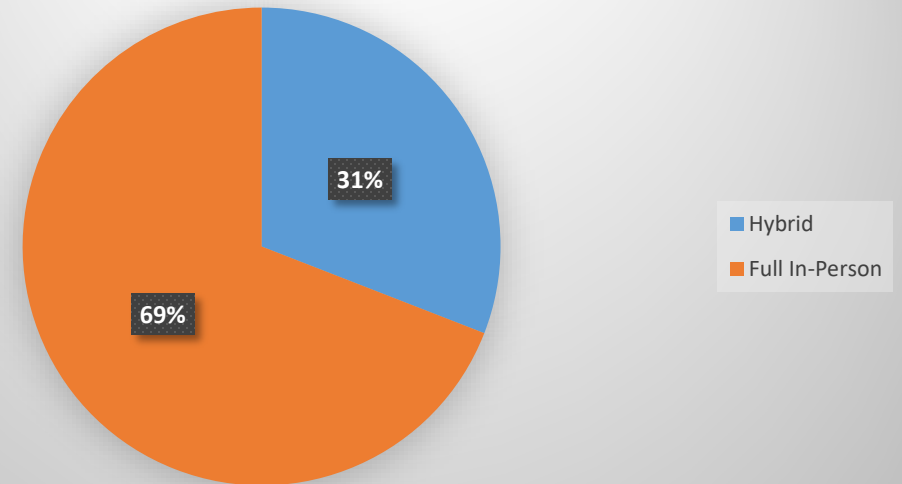
Secondary Teacher Survey Data



Secondary Teacher Preference w/ Virtual Option (87 Responses)



Secondary Teacher Preference w/o Virtual Option (87 Responses)



District Needs – Personnel Existing

POSITION	# of PART-TIME VACANCIES	# of FULL-TIME VACANCIES	TOTAL VACANCIES	
Classroom Assistant	8	1	9	FT vacancy as of 01-01-21
Custodian	1	2	3	
Cashier/Kitchen Helper	2	0	2	
Kitchen Helper	8	0	8	
Cashier	1	0	1	
Head Cook	1	0	1	
HR Assistant	0	1	1	
Supervisor of Special Education	0	1	1	
LTS Teacher	0	2	2	virtual 1st and 2nd grades
Teacher	0	4	4	
Building Substitute Teacher	0	5	5	
			37	TOTAL
COVID Staff Requests				
HS Social Studies				
MS ELA				
MS ELA				

District Needs – Personnel Existing Solutions

Classroom Assistants: Make CBA changes to attract more candidates

Custodian: individual movement will increase existing capacity with previous board action. (previously approved)

Food Service: Fill as many vacancies as possible, can work with existing capacity but lunch offerings/options would be much less. Suspend curbside service.

LT Subs and Building Substitutes: Make CBA changes to attract more candidates

District Needs – Personnel New Requests

- Middle School Science Teacher
- Middle School Social Studies Teacher
- Custodial (5 Short-term, Full-time) (\$38K single; \$52K family)
- Possibly additional Food Service P-T hours for extra lunches
- Noontime Aides (2 hours per day)
- Intermediate Building – Clerical Support virtual teacher
- Additional District-wide Building Substitute Teacher

District Needs – Substitute Teacher Pay Comparison

DISTRICT	OUTSOURCE SUB TEACHERS?	COMPANY	D2D SUB RATE	BLDG SUB RATE
South Middleton SD	YES	ESS	\$95.00	\$100.00
Chambersburg Area SD	YES	ESS	\$100.00	\$100.00
Greencastle-Antrim SD	YES	ESS	\$100.00	\$100.00
Susquenita SD	NO	NA	\$100.00	\$100.00
Shippensburg Area SD	YES	ESS	\$100.00	\$105.00
Northern York County SD	NO	NA	\$100.00	\$105.00
Carlisle Area SD	YES	ESS	\$100.00	\$110.00
Lower Dauphin SD	YES	STS	\$100.00	\$125.00
Cumberland Valley SD	YES	STS	\$100.00	\$125.00
Mechanicsburg Area SD	NO	NA	\$105.00	\$105.00
Littlestown Area SD	NO	NA	\$105.00	\$110.00
Upper Adams SD	YES	ESS	\$105.00	\$115.00
Conewago Valley SD	NO	NA	\$105.00	\$157.50
Bermudian Springs SD	YES	STS	\$105.00	NA
East Pennsboro Area SD	YES	STS	\$110.00	\$125.00
Eastern York SD	YES	STS	\$110.00	\$125.00
South Eastern SD	YES	STS	\$110.00	\$130.00
West York Area SD	YES	STS	\$110.00	\$135.00
Capital Area IU	YES	STS	\$115.00	80% of CBA schedule
Central Dauphin SD	YES	STS	\$125.00	\$150.00
City of York SD	YES	STS	\$150.00	\$150.00
Susquehanna Township SD	YES	STS	\$150.00	\$150.00

District Needs – Cost and Time Analysis

Custodial

<u>Shippensburg Area School District Custodial Staffing</u>			
	<u>Day</u>	<u>Night</u>	<u>Proposed</u>
<u>NG</u>	1 each- 7:00am-3:30pm	2 each- 3:00pm-11:30pm	1 each- 10:00am- 6:30pm
<u>JB</u>	1 each- 7:00am-3:30pm	2 each- 3:00pm-11:30pm	1 each- 10:00am- 6:30pm
<u>SAIS</u>	1 each- 7:00am-3:30pm	2 each- 3:00pm-11:30pm 2 each- 3:00pm -7:00pm	1 each- 10:00am- 6:30pm
<u>SAMS</u>	1 each- 7:00am-3:30pm	1 each full time 1:00 pm - 9:30 pm 1 full-time 3:00pm-11:30pm 2 each 5:15-11:30	1 each-11:00pm -7:30am gyms & locker rooms
<u>HS</u>	1 each- 7:00am-3:30pm	3 each full-time 3:00pm-11:30pm 3 each part-time 2 each - 5.75 hrs 3:00pm -9:15pm 1 each 4.0 hrs 3:00pm- 7:00pm	1 each-11:00pm -7:30am gyms & locker rooms
<u>District</u>	1 each 7:00am -3:00pm		
<u>Wide Floater</u>			
<u>Admin</u>	1 each 7:00 am-3:30pm		
	1 each 8:00am-12:00pm		Increase 4 hours 8:00am - 4:30pm

Custodial Full-time
Position = (\$38K
single; \$52K family)

District Needs – Classroom Assistant Comparison Chart

DISTRICT	HOURLY RATE for NEW CLASSROOM ASSISTANTS	# of STAFF PT	# of STAFF FT	COMMENTS
Bermudian Springs SD	\$9.85	6	16	
Littlestown Area SD	\$9.87	0	9	
Conewago Valley SD	\$10.00	5	57	
Susquenita SD	\$10.00	0	all	
Shippensburg Area SD	\$10.15	29	11	
Lower Dauphin SD	\$10.40	33	93	
Eastern York SD	\$10.50	45	5	
Lower Dauphin SD	\$11.45	Not provided	Not provided	
South Eastern SD	\$11.68	8	36	
Mechanicsburg Area SD	\$11.69	0	all	
West York Area SD	\$11.77	37	30	
Greencastle-Antrim SD	\$11.96	Not provided	Not provided	
Chambersburg Area SD	\$12.49	Not provided	Not provided	
City of York SD	\$12.87	0	32	
East Pennsboro Area SD	\$13.47	0	all	
Susquehanna Township SD	\$14.11	0	all	
Cumberland Valley SD	\$14.80	35	100	
Capital Area IU	\$16.48	7	89	
Central Dauphin SD	\$16.98	0	170	student enrollment = 12,000
Northern York County SD	\$11.33 for PT and \$80.00/day for FT	55	38 with ESS	FT Classroom Assistants are outsourced with ESS
Carlisle Area SD	\$80.00/day	5 with ESS	100 with ESS	All Classroom Assistants are outsourced with ESS
South Middleton SD	\$80.00/day	0	all	All Classroom Assistants are outsourced with ESS
Upper Adams SD	\$82.90/day	1 with ESS	17 with ESS	All Classroom Assistants are outsourced with ESS

4 SDs outsource their Classroom Assistants with ESS; they are paid \$80.00 to \$82.90/day (plus approx. 30% mark-up to the district)

Supplies and Equipment

- Classroom Technology (\$5,000 +)
- Cleaning Sanitizing and PPE Supplies (\$261,000)
- Additional Cleaning Sanitizing and PPE Supplies (\$225,00)

Health and Safety Plan Draft Revisions

Page 16

- Currently:
 - “Turn desks to face the same direction (rather than face each other)”
 - Change to: “Turn desks to face the same direction when feasible”
- Currently:
 - “desks to be six feet apart”
 - Change to: “desks will be spaced to the greatest extent possible”
- Currently:
 - “However, each group must be separated from the other by an empty space of at least 30 feet. Groups should not combine for activities at any time”
 - Change to: remove statement to allow for lunches in the cafeteria

Page 16

- Currently:
 - “Students must not be brought together in assemblies, field trips, or other group gatherings outside their class group, unless the distancing of 30 feet between groups can be maintained”
 - Change to: “Students must not be brought together in assemblies and field trips”
 - This is to ensure that students can eat lunch in the cafeteria

Page 17

- Currently
 - “One-way hallways”
 - Change: Statement needs removed
- Currently
 - Referring to social distancing in the cafeteria “with students sitting on one-side tables facing the same direction”
 - Change to: Remove statement
- Addition:
 - “Adults supervising the cafeteria will constantly rotate through the cafeteria and stand in one location for no more than six (6) continuous minutes in order to avoid close contact as defined by DOH”

Page 25

- Currently:
 - “One-way hallways”
 - Change to: Statement needs removed
- Currently
 - “Bathroom considerations: limit student access”
 - Change to: “Elementary bathroom consideration: limit student access”

Page 26

- Currently

- “Primary (K-3) buses will run at a significantly reduced normal occupancy due to alternating days of attendance, parent drop-off and pick-up.

Intermediate grade (4 & 5) and secondary grade (6-12) buses will run at drastically reduced occupancy. Initially due to only IEP students attending face-to-face, all others attending virtually. When schools can transition to an A/B schedule, occupancy will may be reduced to under 50% combined with student drivers, parent drop-off and pick-up.”

- Change to: “Buses will run

- “Buses will run with less than normal occupancy due to families choosing Halls-to-Home and Shippensburg Area Virtual Academy”

Page 26

- Currently:
 - “When able to transition to an A/B cohorts, < 50% normal occupancy and some parents choosing the Shippensburg Virtual Academy.”
 - Change to: “When able to transition to an A/B cohort (or full-time face to face) classrooms will be at less than normal occupancy due to families in Halls-to-Home and SAVE.”

Page 28

- Currently:
 - “Temperature check upon arrival at school (all students and staff)”
 - Change to: Remove statement

Page 35

- Currently:
 - “Schools may allow students to remove their face coverings when students are eating or drinking when spaced at least 6 feet apart”
 - Change to: “when students are eating or drinking”

Page 36

- Currently:
 - “Staff available to take temperatures”
 - Change to: Remove statement