

**Dr. Cathy S. Keegan**  
Superintendent  
**Derrek F. Fink**  
Business Administrator/Board Secretary  
**Duane E. Gemberling**  
Network Administrator



**Dr. Daphne D. Kirkpatrick**  
Director of Education  
**Catherine A. Girton**  
Director of Student Services  
**Jeffrey D. Hoffman**  
Director of Facilities

May 20, 2022

School Services Unit  
Pennsylvania Department of Education  
333 Market Street  
Harrisburg, PA 17126

Re: Furlough due to Alteration/Curtailment of Programs in the Milton Area School District

Dear School Services Unit:

Due to a decline in program enrollment, the Milton Area School District will suspend (furlough) one professional employee under Section 1124(2) of the School Code. Our district will enact a curtailment or alteration of the present educational program through the recommendation of myself, the Superintendent, which was concurred by the Board of School Directors at the stated public meeting on May 17, 2022. The vote was 5-4 in favor of the following proposal.

*“The Board of School Directors through its Superintendent and Administration has an ongoing responsibility to look at staffing levels, curriculum and delivery of its educational programs.*

*Based on the recommendation of the Superintendent and pursuant to Section 1124.2 of the Public School Code of 1949, as amended, in order to promote a more effective and efficient educational program and to conform with standards of reorganization, to approve alteration/curtailment of the educational program to approve the elimination/discontinuation of the following program at the end of the 2021-2022 school term.*

*Drafting and Design Technology/Technician, General Program, CIP Code: 15.1301*

*The Superintendent or Board Secretary is hereby directed to notify the affected employee of this action.*

*The Superintendent and/or Board Secretary is hereby directed to provide proper notice of said suspension/furlough to any impacted individual and to take all actions necessary to effectuate same.*

*The Board reserves the right to authorize and direct such other personnel actions as may be necessary in light of the above.”*

**Dr. Cathy S. Keegan**  
Superintendent  
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The alteration of the program being affected involves the teacher of Drafting. This reduction of staff will allow the school district to operate more efficiently and allow the district to reallocate resources to other professional educational avenues.

In the event you have additional questions or concerns regarding our proposal, please contact me.

Sincerely,

*Cathy S. Keegan*

Dr. Cathy S. Keegan  
Superintendent



## **MAY BOARD MEETING - MAY 17, 2022**

05/17/2022 [06:00 PM-08:00 PM]

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### **MAY 17, 2022 REGULAR BOARD MEETING AGENDA**

#### **1. CALL TO ORDER**

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##### **Minutes**

Meeting called to order by President Chris Rantz at 6:00p.

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#### **2. ROLL CALL**

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##### **Minutes**

Mr. Fink took attendance.

All board members in attendance: President Chris Rantz, Vice President Andrew Frederick, Lindsay Kessler, Ken Snyder, Eric Moser, Alvin Weaver, Brett Hosterman, Steph Strawser, and Josh Hunt.

Also in attendance: Dr. Cathy Keegan, Dr. Daphne Kirkpatrick, Derrek Fink, Jeff Hoffman, Duane Gemberling, Andrew Rantz, Mike Bergey, David Slater, Greg Scoggins, Jeremy Stetler, Ashley Reese, Rod Harris, Dr. John Bickhart, Gaven Russell, Sarah Kitchen, Max Campbell, Kevin Fry, Mary DeLong, Ann Trudnak, Aaron Slusser, Norm Jones, David Edinger, Anthony Beachel, Jackie Martin, Karen Bottorf, Paula Cooper, Kristin Barr, Abigail Kitchen, Kellie Brouse, Melissa Lilley, Nick Vega, Bob Keegan, Dennis Derr, Emma Bickhart,

Nolan Scheller, Jerika Monk, Lucas Perrin, Emma Hummel, Kaydin Aigler, Mackenzie Dries, Kylie Schrock, Vance Strawser, Ruby Beachy. 5th grade was presented by Emma Bickhart, Ruby Beachy and Mackenzie Dries.

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#### **3. PLEDGE OF ALLEGIANCE**

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##### **Minutes**

Led by our May Citizen of the Month, Kole Trate.

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##### **3.a. May Citizen of the Month**

White Deer Elementary Student

Kole Trate, 5th Grade

Parents/Guardians: Bobbie Trate and Brad Trate

Teacher: Mrs. Zettelmoeyer

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**Minutes**

Mrs. Rantz presented Kole Trate with his certificate.

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**4. PRESENTATIONS and COMMENTS FROM VISITORS:****Minutes**

Mrs. Rantz: This is a standing board policy but doesn't hurt to remind everyone. As a district we welcome all family and community members.

Rantz provided a reminder about appropriate etiquette, manner, and language. Also asked all people that choose to speak to avoid complaints about school personnel. We are panther proud and acknowledge our staff and the work they do.

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**4.a. Student Representatives: Jaydon Cottage, Kelly Hause, Leslie Krebs and Gaven Russell****Minutes**

Sarah Kitchen, Gaven Russell, and ??

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**4.b. Elementary Presentation****Minutes**

Rantz introduced our elementary students that presented. First was our White Deer students reporting on all of the happenings at their elementary building at the end of the year.

Mr. Slater introduced the Baugher emma bickhart, nolan scheller who discussed K. Then jerika monk, lucas Perrin 1st grade report. Next 2nd grade: Emma Hummel, Kaydin Aigler: next 3rd grade Mackenzie Dries and Kylie Schrock, 4th grade was Vance Strawser and Ruby Beachy. 5th grade was presented by Emma Bickhart, Ruby Beachy and Mackenzie Dries.

Rantz thanked them for coming and thanks to parents.

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**4.c. Comments from Visitors - related to board agenda items****Minutes**

Rantz: Reminded each person that they have 3 minutes.

David Edinger: Thank you for giving me a few minutes to follow up on any questions from last week. Would also like to have them keep in mind the idea that we could have a person involved in the money we have raised and manage the funds. I am sure we will cross the \$1MM mark with those funds. The way we proposed a position to manage those funds wouldn't cost the school anything as it would be paid by the investments and would work on grant writing. Will be happy to come back and speak anytime needed. Any questions?

None at this time from the board.

Rantz: To the board. You can also email Dr. Keegan any questions from the board to pass along.

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Mary Delong, Ann Trudnak, Paula Cooper: Shared words of appreciation for the board.  
Speaking from their heart.

1. We are thankful for the measures that our district goes to keep us safe.
  2. We appreciate how the district supports the arts. (the art show, school plays, musicals, concerts)
  3. We are grateful for the wellness opportunities that our district provides.
  4. We count it a privilege to work with so many amazing people.
  5. We appreciate how the board recognizes a student of the month as well as support staff of the month.
  6. We are grateful that our district supports all sport teams. (team busses to events, a student section)
  7. We appreciate that our district provides one-one devices for our students.
  8. We are grateful for the educational APPS that teachers have requested and are fortunate to have. For example: Nearpod.
  9. We appreciate that our district is student centered and how we support families in a variety of ways.
  10. We are thankful for the Tech Department and the way they support our staff and student families.
  11. We appreciate that we are tolerant of diversity.
  12. We are grateful for the extra days of Thanksgiving and Easter vacation.
  
  13. We are thankful that our students have the opportunity for Jump Start, Bridging and summer school.
  14. We appreciate that we are moving forward with renovations at Baugher Elementary.
  15. We are thankful that we can come in on the weekends and in the evenings.
  16. We are grateful that we have hard-working and dedicated Principals as well as a Dean of Students and dedicated Administrators.
  17. We appreciate Panther Packs and the connection with the local churches.
  18. We are grateful for the balanced and delicious breakfast and lunch menus being provided to our children.
  19. We are thankful for the over-abundance of supplies!
  20. We appreciate the opportunity for the public to speak at board meetings.
  21. We are grateful for our amazing support staff: secretaries, maintenance and custodial workers and para-educators who work diligently each day.
  22. We are thrilled to have an active handful of people who drive PTSA to new levels!
- And finally ... we are thankful that school board members take time to meet our First Graders at our School Board Panel.  
We are thankful for you!  
We are grateful to you!  
We appreciate you!  
Thank you for all your hard work and dedication this year. Looking forward to 22-23 !

Rantz: Thank you to you for guiding our children. We are grateful we can help you get the tools you need. This is humbling to hear, I could cry.

Hosterman: That was very nice, thank you. While I am used to a song from you three, this was nice, very heartfelt.

Mrs. Rantz read 2 messages from the public sent in via email. The first from Gary Trate, the

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second from Randall Rugh.

Gary Trate wrote: The fire company and myself are interested in purchasing a small piece of the Turbot Ave property that adjoins our properties before it goes up for auction. We would like to purchase enough to secure a right of way into the back of our properties. We would need about 30' - 50' behind us to ensure that we are able to use the back entrance to our property. Thank you for your consideration in this matter.

Randall Rugh wrote: As vice-president of the Milton Fire Department, I would like to request that the school board give consideration for adjacent property owners to purchase portions of the center street property prior to it going up for auction.

Chris Shawley: I feel unprepared but I heard recently the drafting program is being discontinued. I am here to speak in support of the program. I have been at Playworld for 20 years. We recently hired 2 Milton students right out of High School and those students NOCTI scores on their resume were what really stood out. I trust that the decision to close the program hasn't been made hastily and that we won't leave our students without an option for a very valuable profession.

Kristy Dreisbach: I have a senior graduating this year. We want them to graduate on the new field. They have had a crappy high school experience. Mold as freshmen, then COVID, and they won't be able to play on the new field but they have an opportunity to celebrate it. Can't take away the prospect of them being the first to graduate on the field.

Amy Hoey: First I would like to address the email that I received today, the juvenile with a gun in school. I was a little taken aback that it happened yesterday but parents only got their notice today. I have heard it was the parents of the student that came to the school and reported them. Is that true? As for the superintendent vote. I am thankful for the board members that are in-line with the public's view. I hope you take into the consideration the public and that we want someone local. Mrs. Girton, I asked about surveys at a previous meeting and you said that parents may opt out. Parents do not get consent forms. Mrs. Girton, either you are misinformed or you told me a lie. I was told by 20 parents that they are not given a chance to opt out and their students are chased down to take them.

Rantz: We are unable to discuss the information on the student.

Hoey: I understand. But as a parent and the public, I am concerned about that.

Motion for an executive session regarding a student matter made by Frederick, seconded by Weaver, motion passed with all in favor. Entered executive session at 6:36p.

Motion to end executive session and return to the regular meeting made by Fred second Weaver, all in favor, 7:05

Rantz: Before we leave present and comments would like to ask mr rantz to talk to us again about the drafting program. We did talk about this at length last week.

Mr. Rantz: Reviewed as the CTE coordinator to close. NOT easy and not taken lightly. enrollment data is trending downward for the program. 6, 12, 6, 10, 5, 3 the number of students enrolled for all three grade levels. Within that program, it is a comprehensive program with electives. Ultimately the program would only service 19 total students for the year. other programs and reg ed service 150+ students in a given year. The other main reason to

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recommend closing is the entry of DO. It is a career and tech program that is senior only. it is a catch all that a student can enter into a career pathway where they can learn and train on the job for a given field. Would go work 20 hours per week and then 1 hour per week with DO instructor that would review resume building, interview skills, etc. I see that program servicing drafting and other fields as culinary, welding, cosmetology etc. while they are able to earn some money at the same time. Believes this is a smart allocation of district funds. Reminder that mr. fink shares the impending fiscal cliff. Want to ensure. Also, the position is not in the 22-23 proposed final budget.

## **5. APPROVAL OF MINUTES (V)**

### **Minutes**

Motion to approve the minutes from the previous month's committee and regular meetings made by Rantz seconded by Weaver, motion passed with all in favor, 9-0.

**5.a. Recommend approval of the minutes from the April 12, 2022 Committee Meeting.**

**5.b. Recommend approval of the minutes from the April 26, 2022 Regular Board meeting.**

## **6. EXECUTIVE REPORT - Mrs. Rantz or Mr. Frederick**

### **Minutes**

Rantz requested a motion for a block vote on items 6a-6e and 6g. Motion to approve made by Frederick, seconded by Snyder, motion approved with all in favor, 9-0.

**6.a. Recommend approval of the following document(s):**

1. Contract for Professional Services with Pennsylvania School Boards Association.

**6.b. Reconfiguration**

1. Recommend approval for the reconfiguration of James F. Baugher Elementary School from a K-5 building to a K-4 building effective with the 2022-2023 school year, and to authorize the solicitor and administration to take such actions as may be necessary, desired or required to carry out the intent of this motion and to obtain any necessary approval from the Department of Education.

**6.c. Board Secretary**

1. Recommend election of Derrek Fink for a three (3) year term from July 1, 2022 through June 30, 2025 as Board Secretary for the Milton Area School District.

**6.d. Assistant Board Secretary:**

1. Recommend election of Darren Tull for a one (1) year term from July 1, 2022 through June 30, 2023 as Assistant Board Secretary for the Milton Area School District.

**6.e. Treasurer:**

1. Recommend election of Heidi Schultz for a one (1) year term from July 1, 2022 through June 30, 2023 as Treasurer for the Milton Area School District.

**6.f. Public Auction for Center Street property**

Recommend approval to grant the authority to and authorize the District administration, with prior solicitor review, to enter into a contract with a public auctioneer to conduct a Public Auction of all assets identified and owned by the Milton Area School District, the contents of, and real estate land formerly known as "Center Street Property", at a Public Auction duly advertised consistent with the laws under the Public School Code of 1949 pursuant to 24 P.S. § 7-707. The items and real estate sold at auction are sold "as is" and "where is" and the district does not hold any liability as to the functionality, operation, or general craftsmanship of the auctioned items and cannot be held responsible for any such injuries that occur from the use of such items, and issues no warranties related to such items.

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**Minutes**

Rantz read the motion aloud.

Moser: I would like to table this item in lieu of the emails from the fire dept. Would like to take those into consideration before a vote.

Hosterman agreed.

Moser made the motion to table this item, motion seconded by Hosterman, motion passed with all in favor, 9-0. Item tabled.

Hosterman: Who will reach out to the fire dept?

Rantz: Fink?

Fink: Sure, I would be happy to do so.

Snyder: We will discuss this further at the June board meeting.

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**6.g. Recommend approval for the following student expulsion:**

1. Student No. 2021-22-09 from the Milton Middle School and providing him/her with an alternative educational program beginning on April 25, 2022 and ending on May 26, 2022.

#### **6.h. Superintendent**

1. Recommend election of Dr. John Bickhart as Assistant to the Superintendent from July 1, 2022 through September 13, 2022 and as Superintendent of the Milton Area School District effective September 14, 2022 through September 13, 2025, with other provisions as agreed upon.

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#### **Minutes**

Motion to approve made by Rantz, seconded by Kessler, motion passed 7-2 with Hosterman and Weaver casting the dissenting votes.

Rantz: Congratulations Dr. Bickhart.

Dr. Bickhart: I am honored. Want to begin by thanking each and every board member and all the time they put into the process for hiring. As a community member and a parent I commend you on all of the time and effort committed to the superintendent search. I am honored and grateful. I told Luke [Dr. Bickhart's son] that tomorrow is a big day, "Luke said yea, it is jump rope for hearts." Then when I reminded him it was an exciting meeting coming up he said, "Yea, Mrs. Barr will be there." I must thank my wife, she is my "rock" without her support I would not be here today. Why Milton? this has been our home for 17 years. Excited to come home. My 3 kids have had so many teachers that have inspired them. Want to be part of this family. When I think of what really brought me here it is 3 things: family, the administrative team that has shown how passionate they are for the district, faculty and staff. My in-laws who live in Montandon. Great part of my life for many years. Finally, my mom is the reason I have had a career that brought me here, she has 40 years dedicated to education. She is passionate and taught me the importance to support and promote. While I may not always agree, I will listen and we will be a team and will work together. Looking forward to taking Milton to the next level.

Rantz: Thank you and thank you to your family for being here.

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#### **6.i. Termination of employment:**

Motion by \_\_\_\_\_ seconded by \_\_\_\_\_ to terminate the employment of Employee #1937 effective immediately for the reasons outlined in the Statement of Charges letter dated February 22, 2022, and to have the Board Secretary notify the employee of same.

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#### **Minutes**

Motion by Weaver, seconded by Snyder, motion passed with all in favor, 9-0.

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## 7. FINANCE COMMITTEE - Mr. Frederick & Mr. Moser, Mr. Hunt, Mrs. Strawser

### Minutes

Motion for a block vote on items 7a through 7J1 made by Moser, seconded by Frederick, motion initially passed 7-2 with Strawser and Kessler casting the dissenting votes. At the conclusion of the roll call vote, Mr. Hunt asked if the vote was for all items from 7a through yj1. Mr. Moser confirmed that was correct. At that point, Mr. Hunt asked to change his vote to no. The final vote was ammended to 6-3 with Mr. Hunt, Mrs. Strawser, and Ms. Kessler dissenting.

#### 7.a. Recommend approval of the following financial reports:

1. Fund 10 - General Fund
2. Fund 39 - Capital Projects
3. Fund 50 - Cafeteria Fund

#### 7.b. Recommend approval of bills as follows:

Bills paid since last meeting:	
Fund 10-General Fund	432,685.91
Fund 39-Capital Projects PB	529,491.04
	\$962,176.95
Bills for payment after Board approval:	
Fund 10-General Fund	94,764.18
Fund 50-Cafeteria Fund	143,751.34
	\$238,515.52

#### 7.c. Recommend approval for the following depositories for the 2022-2023 school year:

1. Fulton Bank
2. PLGIT - Pennsylvania Local Government Investment Trust
3. PSDLAF - PA School Liquid Assets
4. Susquehanna Community Bank

#### 7.d. Final Budget:

1. Recommend approval of a Final General Fund Budget for the 2022-2023 school year with expenditures of \$38,231,007 and revenues of \$37,954,791.

#### 7.e. Real Estate Millage:

1. Recommend adoption of a resolution setting the final real estate millage at 17.7 mills in Union County, which said rate constitutes a 0.37 mills or 2.1% increase, and 70.36 mills in Northumberland County, which said rate constitutes a 1.94 mills or 2.8% increase. These rates are not more than the allowable index rate of 4.7% under Act 1 of 2005 and follow the required multi-county re-balancing per school code section 672.1

**7.f. Per Capita Tax:**

1. Recommend adoption of a resolution levying a \$5.00 per capita tax.

**7.g. Homestead/Farmstead Exclusion Resolution:**

1. Recommend approval of the Homestead/Farmstead Exclusion Resolution.

**7.h. Recommend approval for the Milton Area School District Real Estate Tax Collection discount and due dates for the 2022 Real Estate Tax collection period:**

1. Real Estate Taxes paid in full by August 31, 2022 shall be eligible for a 2% discount of the Real Estate Tax face value amount.
2. Real Estate Taxes paid after August 31, 2022, but prior to January 1, 2023, shall be collected at the Real Estate Tax face value amount. Installment payments may be made, without penalty, provided the Real Estate Tax face value amount is paid in full no later than December 31, 2022.
3. All Real Estate Tax payments received on or after January 1, 2023 shall be subject to a 10% delinquent penalty applied to the unpaid balance due.
4. Collection dates in this motion may be adjusted to comply with any changes in Pennsylvania state laws enacted after this motion adoption.

**7.i. Recommend approval to restructure the general fund balance per the attached document.**

**7.j. Elementary and Secondary School Emergency Relief (ESSER) Funds 2.0 and 3.0**

1. Recommend approval of the COVID-19 related expenditures funded by the Coronavirus Aid, Relief and Economic Security (CARES) Act, Elementary and Secondary School Emergency Relief (ESSER) Fund 2.0 in the amount of \$2,078,716 and 3.0 in the amount of \$4,204,642.

**8. FACILITIES - Mr. Hosterman & Mr. Moser, Mr. Snyder, Mrs. Kessler**

**Minutes**

Motion for a block vote on items 8a through 8c made by Hosterman, seconded by Snyder, motion

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passed with all in favor, 9-0.

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**8.a. Recommend approval to decommission the attached list of items:**

**8.b. Facilities Use:**

1. Recommend approval for the CSIU to use the Senior High School auditorium and several classrooms on October 10, 2022 from 8:00 AM - 3:30 PM. (donation)

**8.c. HVAC - Pipe Insulation Project**

Recommend approval of Amendment No. 1 to the Initial Guaranteed Energy Savings Act Agreement with Reynolds Energy Services, Inc. d/b/a SitelogIQ Energy Services, Inc. to provide new insulation on select HVAC piping in the Middle School on the 1<sup>st</sup> Floor in Areas A and B. The amendment will not exceed a lump sum of \$174,800.

**9. ATHLETICS & EXTRA CURRICULAR COMMITTEE - Mr. Snyder & Dr. Weaver, Mr. Hosterman, Mr. Moser**

**9.a. Non-essential volunteer athletic coaches 2021-2022:**

Recommend approval for the following non-essential volunteer coach(es) , subject to the conditions set forth in the board approved Health and Safety Plan, pending required clearances and the results of a TB test. These positions will be contingent upon adequate student participation. This approval is with the clear understanding and acknowledgement that the conditions surrounding COVID-19 are subject to continuous change.

1. Harvey, Aubrey - Cheerleading
2. Martz, Shanna - Cheerleading

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**Minutes**

Motion to approve made by Snyder, seconded by Weaver, motion passed with all in favor, 9-0.

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**10. EDUCATION & TECHNOLOGY COMMITTEE - Mr. Frederick & Mr. Hosterman, Mr. Hunt, Mrs. Strawser**

**10.a. Career & Technical Education Drafting program:**

The Board of School Directors through its Superintendent and Administration has an ongoing responsibility to look at staffing levels, curriculum and delivery of its educational programs.

Based on the recommendation of the Superintendent and pursuant to Section 1124.2 of the Public School Code of 1949, as amended, in order to promote a more effective and efficient educational program and to conform with standards of reorganization, to approve alteration/curtailment of the educational program to approve the elimination/discontinuation of the following program at the end of the 2021-2022 school term.

Drafting and Design Technology/Technician, General Program, CIP Code: 15.1301

The Superintendent or Board Secretary is hereby directed to notify the affected employee of this action.

The Superintendent and/or Board Secretary is hereby directed to provide proper notice of said suspension/furlough to any impacted individual and to take all actions necessary to effectuate same.

The Board reserves the right to authorize and direct such other personnel actions as may be necessary in light of the above.

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**Minutes**

Frederick made a motion to approve, seconded by Weaver, motion passed 5-4 with Strawser, Hunt, Kessler, and Moser casting dissenting votes.

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**10.b. Class of 2022:**

1. Recommend approval for the list of 143 candidates for graduation for the Class of 2022. These candidates must complete all requirements to participate in the graduation on May 26, 2022 and be awarded a diploma.

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**Minutes**

Frederick stated it is a pleasure to recommend approval and made a motion to approve, seconded by Hosterman, motion passed with all in favor, 9-0.

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**11. PERSONNEL COMMITTEE - Mr. Frederick & Dr. Weaver, Mr. Hunt, Mrs. Kessler (RC)**

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**Minutes**

Motion for a block vote to approve items 11a through 11L made by Weaver, seconded by Frederick, motion passed with all in favor, 9-0.

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**11.a. Recommend approval for the following Professional Staff resignations/retirements:**

1. Katherine Magaro, Art teacher at the elementary schools, effective May 27, 2022. Ms. Magaro has worked for the district for 32 years.

**11.b. Recommend approval of the following Classified Staff resignations/retirements:**

1. Courtney Hamm, Data and Assessment Manager, effective June 23, 2022. Mrs. Hamm has worked for the district for four (4) years.

**11.c. Recommend approval for the following 2021-2022 and 2022-2023 Classified Staff substitutes:**

For all categories, unless otherwise noted; on an as needed basis; at the designated rate; pending required clearances, the results of a TB test and successful completion of the local assessment for highly qualified paraprofessionals, where applicable:

1. Baker, Gehrig
2. DeLong, Mary
3. Godown, Xavier
4. Hertz, Christina
5. Holzapfle, Amanda
6. Howell, Vicki
7. Keiser, Aidan
8. Michael, Laura
9. Mohr, Lura
10. Russell, Gaven
11. Steward, Christine
12. Zimmerman, Robert

**11.d. Recommend approval for the following Professional Staff leave:**

1. Employee #2000, Family Medical Leave beginning on or about May 19, 2022 and ending on or about May 25, 2022, for a period of time not to exceed 12 weeks.
2. Employee #1999, Family Medical Leave beginning on August 18, 2022 and ending on or about October 27, 2022, for a period of time not to exceed 12 weeks.

**11.e. Recommend approval for the following Classified Staff leave:**

1. Employee #1786, days without pay from May 2 - June 30, 2022.
2. Employee #215, days without pay on April 22, May 11 (PM), May 12 & 13, 2022.

**11.f. Recommend approval of the following 2021-2022 Professional Staff substitute(s):**

On an as needed basis, at the rate of \$150.00 per day, pending appropriate certification, required clearances and the results of a TB test:

1. Mahoney-Ferster, Mary

**11.g. Recommend approval of the following 2022-2023 Professional Staff Substitutes:**

On an as needed basis, at the rate of \$150.00 per day, pending appropriate certification, required clearances and the results of a TB test:

1. Lynch, Margaret
2. Mahoney-Ferster, Mary

**11.h. Recommend approval of the following Professional Staff transfers, effective July 1, 2022:**

1. Wally Blair from 8th Grade Social Studies at the Middle School to Social Studies at the Senior High School.
2. Maggi Parker from Fifth Grade at Baugher Elementary School to Sixth Grade Mathematics at the Middle School.

**11.i. Recommend approval for the following Professional Staff employees:**

a. Name:	Sikora, Emily
Address:	Cheswick, PA
Position:	Special Education/Gifted Education
Terms:	\$55,227.00, Step 3, Bachelor's
Effective:	August 11, 2022
Certification:	Grades PK-4, Special Education PK-8
Building(s):	Elementary
b. Name:	Stahl, Jamie
Address:	Milton, PA
Position:	Guidance Counselor
Terms:	\$64,967.00, Step 4, Master's +30

Effective:	August 11, 2022
Certification:	School Counselor PK-12
Building(s):	James F. Baugher Elementary
c. Name:	Bauer, Lindsay
Address:	Allentown, PA
Position:	First Grade
Terms:	\$56,967.00, Step 1, Master's
Effective:	August 11, 2022
Certification:	Grades PK-4, Grades 5-6
Building(s):	James F. Baugher Elementary
d. Name:	Stauffer, Emily
Address:	Mifflinburg, PA
Position:	First Grade
Terms:	\$53,117.00, Step 1, Bachelor's
Effective:	August 11, 2022
Certification:	Grades PK-4
Building(s):	White Deer Elementary

**11.j. Recommend approval for the following van/bus drivers in our district for the 2021-2022 school year:**

The van/bus drivers are employed by the bus contractor, Hackenberg's, and approval is pending all required clearances and TB test results:

1. Richter, David

**11.k. Recommend approval for the following Professional Staff salary adjustments, effective September 2022:**

1. Jennifer Conklin-Myers from Master's +15 to Master's +30
2. Michelle Reichner from Master's +15 to Master's +30
3. Danielle Sommers from Master's +30 to Master's +45
4. Jennifer Swineford from Master's +15 to Master's +30

5. Cassandra Urso from Bachelor's to Master's

**11.I. Recommend approval for the following Independent Volunteer(s) for the 2021-2022 school year:**

Contingent upon volunteer providing proof of mandated reporter training, current required clearances and TB test results prior to service in the school district, and acknowledgement and agreement to comply with all current board policies and school rules, including but not limited to state and federal mandates:

1. Hamilton, Felicia
2. Hesman, Stephanie
3. Letteer, Danielle
4. Wallace, Ben
5. Woltz, Samantha

**12. LEGISLATIVE & POLICY COMMITTEE - Mr. Hosterman & Mrs. Kessler, Mr. Snyder, Mrs. Strawser**

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**Minutes**

Kessler: Nothing for this evening.

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**13. CSIU-16 REPRESENTATIVE REPORT**

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**Minutes**

Weaver: Ballot for election and must be provided to board secretary. Only one person on the ballot is new and he has been there since January of 2022. Meeting tomorrow. Reception for the art gallery items. Work is from local students and each year new items are added to the gallery.

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**14. SECRETARY'S CORRESPONDENCE - Mr. Fink**

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**Minutes**

Mr. Fink listed the donations received by the district this month.

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**14.a. Grants and Donations (V)**

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**Minutes**

Motion to accept the listed donations made by Weaver, seconded by Snyder, motion passed with all in favor, 9-0.

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**14.b. Panther Pride Award:**

1. Charles Mingle, Jr. - Custodian

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**Minutes**

Mr. Fink announced the awards winner and shared positive comments from our faculty regarding his outstanding work.

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**15. SUPERINTENDENT'S REPORT - Dr. Keegan****Minutes**

Keegan: Congratulated Dr. Bickhart. Relationship goes way back to Immaculata Doctoral cohort. Look forward to your successes. Have had a great 12 years here and I wish the same for you. Big 8 days coming up, baccalaureate sunday evening. Senior awards, Dreyfuss-Hackenberg award, and then graduation on Thursday evening. Great to see Elementary students and their teachers out to support and share.

Motion to accept the Superintendent's report made by Hosterman, seconded by Moser, motion passed with all in favor, 9-0.

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**16. BOARD COMMENTS****Minutes**

Snyder: Regards to graduation, is it possible to hold it in the new facility? I know the track isn't laid but I would like to have the discussion.

Keegan: We will go into executive session to discuss the track as a legal matter.

Hunt: Hunt, i have an idea that we could do, look into. Regarding the student with the weapon. Maybe we have an officer in each building. Don't know what could happen. I think that we need to as a board look into that. That was brought up by Jessica Brouse during her election campaign, and I would like to push that agenda.

Rantz: We will call an executive session and there will be no further business after.

Motion to enter an executive session for legal and personnel matters made by Frederick, seconded by Snyder, motion passed with all in favor, 9-0. Entered executive session at 7:40p.

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**16.a. Comments from visitors - other****Minutes**

Anthony Beachel: After regular meeting last month. I heard and seen people talking about me. They called me bigot, homophobic, transphobic. [he then went on to define those terms and state why these terms are not applicable to him]. I don't have an issue with gay lifestyle. I only draw issue when their lifestyle is pushed on my children. Just because I disagree with that way of life doesn't mean I fear it. Leaving science out... [then quoted various bible verses to defend his stance]. Facts don't care about your feelings. As children we are taught to walk and talk. There is a difference between hate speech and speech you hate. Truth doesn't damage points

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of view that are legitimate. If we continue down this road it damages our children.

He was asked: Is it anger or passion? he said that it is passion. Gained it in Afghanistan serving in the military. [He then shared a personal narrative connecting his time in the military to his current passion for children]

It is emotional and mental abuse subjecting children to the teaching of sexual ideologies. Job is to teach facts. You are not the child's parents. Still feel the budget isn't great this year. But thanks to the board for finding a quality superintendent.

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## 17. ADJOURNMENT

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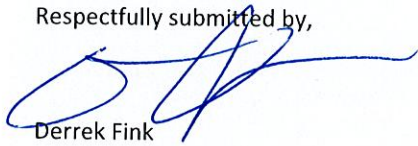
### Minutes

Motion to end executive session and return to the regular meeting made by Moser, seconded by Snyder, executive session ended at 8:47p.

Motion to adjourn made by Frederick, seconded by Moser, all in favor.

Meeting adjourned at 8:48p.

Respectfully submitted by,



Derrek Fink

Board Secretary

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