

Dr. John S. Bickhart
Superintendent
Andrew R. Rantz
Director of Secondary Education
Misty L. Harris
Supervisor of Special Education



Catherine A. Girton
Director of Student Services
Courtney R. Hamm
Spvr. of Educational Data Analysis

June 17, 2025

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

Re: Alteration or Curtailment of Program in the Milton Area School District and furlough of employee

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 20, 2025. The vote was 9-0 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 including the elimination/discontinuation of the following program at the end of the 2024-2025 school term.

Agriculture, General Program, CIP Code: 01.0000

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 employee impacted/affected by this motion to eliminate/discontinue the CTE Agriculture Program is employee #2300.

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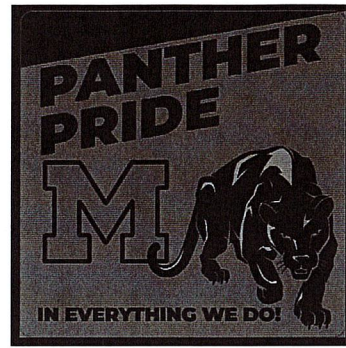
The Board reserves the right to authorize and direct such other personnel actions as may be necessary in light of the above."

The alteration of the program being affected involves the teacher of Agriculture. 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,

A handwritten signature in black ink that reads "John Bickhart". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Dr. John Bickhart
Superintendent



MAY 20, 2025 REGULAR BOARD MEETING

05/20/2025 [06:00 PM]

MAY 20, 2025 REGULAR MEETING AGENDA

1. CALL TO ORDER

Minutes

Weaver called the meeting to order at 6:00 pm.

2. ROLL CALL

Minutes

Darren Tull took attendance.

Board members in attendance: Fry, Harris, Hosterman, Hunt, Moser (Zoom 6:00 - 6:47), Rantz, Strawser (Zoom 6:47-7:52), Waldron, and Weaver

Board member(s) absent:

Also in attendance: Dr. John Bickhart, Derrek Fink, Darren Tull, Catherine Girton, Andrew Rantz, Ashley Reese, Julie Lohr, Seth Decker, Duane Gemberling, Misty Harris, Dave Slater, Lee Kaar, Greg Scoggins, Jeff Hoffman, Courtney Hamm, Mike Bergey, Rod Harris, Attorney Mike Wiley, Adam Paulhamus, Max Campbell, Madelyn Wertz, Haidyn Saiers, Brooks Kemp, Rick Dandees, Sabrina Barner, Barry Beaver, Lisa Mattern-Stokes, Megan Crawford, Tyler Ditty, Jordan Ditty, Jim Hans, Rebel Scoggins, Crystal Hoover, Amelia Hoffman, Gianna Boatman, Kaleb Eger, Camryn Hoover, Samantha Neitz, and approximately 23 members of the public.

3. PLEDGE OF ALLEGIANCE

Minutes

The pledge was led by the May Citizen of the Month, Madelyn Wertz.

3.a. May Citizen of the Month

White Deer Elementary Student

Madelyn Wertz - Fifth Grade

Parents/Guardians: Shawn and Jessica Wertz

Teacher: Mrs. Chappell

Minutes

The Board presented the Citizen of the Month award to Madelyn Wertz.

4. PRESENTATIONS and COMMENTS FROM VISITORS:

4.a. District Students of the Month:

1. White Deer Elementary School: Haidyn Saiers, Grade 5
2. James F. Baugher Elementary School: Brooks Kemp, Grade 1
3. Middle School: Barry Beaver, Grade 8
4. Senior High School: Gabriela Sanchez, Grade 12

Minutes

White Deer Elementary School: Haidyn Saiers, Grade 5 – Presented by Julie Lohr.

James F. Baugher Elementary School: Brooks Kemp, Grade 1 – Presented by Lee Kaar.

Middle School: Barry Beaver, Grade 8 – Presented by Seth Decker.

Senior High School: Gabriela Sanchez, Grade 12 – Mike Bergey noted that Gabriela was acknowledged last month.

Dr. Bickhart noted how great it is to acknowledge the students and thanked Breaking Bread for providing an award to the students.

4.b. Panther Pride Award: Amelia Hoffman, Secretary to the Middle School Principal

Minutes

Seth Decker and Adam Paulhamus presented the Panther Pride Award to Amelia Hoffman.

4.c. Student Representatives: Kaleb Eger and Camryn Hoover

Minutes

The student representatives provided an update on academics, sports, arts, and social events within the district.

Weaver thanked Kaleb Eger for his service to the Board and congratulated him for his achievements.

4.d. Budget/Staffing Update - Dr. Bickhart

Minutes

Dr. Bickhart, Derrek Fink, and Andrew Rantz provided a budget and staffing update.

4.e. Comments from Visitors - related to board agenda items

Minutes

Jim Hans spoke on tax increases within the district.

Jordan Ditty spoke on the elimination of the special education facilitator role.

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

Motion to approve items 5.a-5.c by Harris, second by Hosterman. Motion passed with all in favor, 9-0.

Motion to enter executive session to discuss personnel matters by Weaver, second by Fry. Motion passed with all in favor, 9-0. The Board entered executive session at 7:06 pm.

Motion to exit executive session and resume the regular meeting by Waldron, second by Harris. Motion passed with all in favor, 9-0. The Board resumed the regular meeting at 7:23 pm.

5.a. Recommend approval of the minutes from the April 3, 2025 Finance Committee Meeting.

5.b. Recommend approval of the minutes from the April 8, 2025 Committee Meeting.

5.c. Recommend approval of the minutes from the April 15, 2025 Regular Board meeting.

6. EXECUTIVE REPORT - Dr. Weaver or Mr. Hosterman (RC)**Minutes**

Motion to approve items 6.a-6.c by Weaver, second by Harris. Motion passed with all in favor, 9-0.

6.a. Recommend approval of the following documents:

1. Affiliation Agreement between Pennsylvania Western University and Milton Area School District effective May 20, 2025 through May 20, 2030..
2. Psychoeducational Services Between Bowersox and Associates, LLC and Milton Area School District effective May 20, 2025.
3. Agreement between Kidswork Therapy Services and Milton Area School District effective July 1, 2025 through June 30, 2026.

6.b. Recommend approval of the following student expulsions:

1. Student No. 2024-25-06 from the Milton Area School District and providing him/her with an alternative education program beginning on May 1, 2025 through October 23, 2025.
2. Student No. 2024-25-07 from the Milton Area School District and providing him/her with an alternative education program beginning on May 1, 2025 through January 15, 2026.

3. Student No. 2024-25-08 from the Milton Area School District and providing him/her with an alternative education program beginning on May 7, 2025 through May 29, 2026.

6.c. Treasurer:

1. Recommend approval of Heidi Schultz for a one (1) year term from July 1, 2025 through June 30, 2026 as Treasurer for the Milton Area School District

7. FINANCE COMMITTEE - Mr. Harris, Mr. Moser, Mrs. Waldron (RC)

Minutes

Motion to approve agenda items 7.a-7.g excluding items 7.d and 7.e by Harris, second by Moser. Motion passed with all in favor, 9-0 .

Motion to approve agenda items 7.d and 7.e by Harris, second by Hosterman. The motion passed 5-4, with Fry, Hunt, Moser, and Strawser voting no.

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

1. Fund 10 - General Fund
2. Fund 22 - Capital Reserve
3. Fund 39 - Capital Projects
4. Fund 50 - Cafeteria Fund

7.b. Recommend approval of bills as follows:

Bills paid since last meeting:	
Fund 10-General Fund	810,535.45
Fund 32 - Capital Reserve	78,259.83
	\$888,795.28
Bills for payment after Board approval:	
Fund 10-General Fund	381.032.62
Fund 50-Cafeteria Fund	169.498.64
	\$550,531.26

7.c. Recommend approval for the following depositories for the 2025-2026 school year:

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

7.d. Final Budget:

1. Recommend approval of a Final General Fund Budget for the 2025-2026 school year with expenditures of \$44,193,342 and revenues of \$42,394,103.

7.e. Real Estate Millage:

1. Recommend adoption of a resolution setting the final real estate millage at 18.47 mills in Union County, which said rate constitutes a 5.49% increase, and 79.31 mills in Northumberland County, which said rate constitutes a 4.44% increase. These rates are not more than the allowable index rate of 5.5% under Act 1 of 2006 and follow the required multi-county re-balancing per school code section 672.1.

7.f. Per Capita Tax:

1. A Section 679 Per Capita Tax of \$0.00; and an Act 511 Per Capita Tax of \$0.00, which constitutes no decrease or increase.

7.g. Homestead/Farmstead Exclusion Resolution:

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

8. FACILITIES - Mrs. Rantz, Mr. Harris, Mr. Moser (RC)

Minutes

Motion to approve item 8.a by Harris, second by Hosterman. Motion passed with all in favor, 9-0.

8.a. Recommend approval of the attached decommission list:

9. ATHLETICS & EXTRA CURRICULAR COMMITTEE - Mr. Moser, Mr. Fry, Mrs. Rantz (RC)

Minutes

Motion to approve items 9.a and 9.b by Moser, second by Harris. Motion passed with all in favor, 9-0.

9.a. Recommend approval of the following athletic trips:

1. Elizabeth Swartz, Katie Hummel, Kaylie Savidge and approximately 16 students to attend Pine Forest Cheerleading Camp, Greely, PA from June 14-17, 2025. No cost to the district. All costs paid by Cheer Account and participants.
2. Traci Ferguson, Samantha Zimmerman and approximately 17 students to attend Trails End Cheerleading Camp, Honesdale, PA from June 12-15, 2025. No cost to the district. All costs paid by Cheer Account and participants.

9.b. 2025-2026 Athletic Coaches & Extracurricular Positions:

Recommend approval of the following 2025-2026 Coaches and Extracurricular Positions. These positions are subject to the conditions set forth in the approved Health and Safety Plan, are pending required clearances and the results of a TB test, and will be contingent upon adequate student participation:

Name	Position	Salary
Hewitt, Ryan	Head Band Director	\$6,698.00
Klees, Steve	HS Asst. Band	\$1,201.00
Segraves, Sarah	HS Band - Color Guard	\$650.00

10. EDUCATION & TECHNOLOGY COMMITTEE - Mrs. Waldron, Dr. Strawser, Mr. Hunt (RC)

Minutes

Motion to approve items 10.a-10.d by Waldron, second by Hosterman. Motion passed with all in favor, 9-0.

Waldron congratulated the graduates and their families.

Weaver asked if the official motion for item 10.d should be read out loud.

Attorney Mike Wiley recommended it be read out.

Waldron read the motion out loud.

10.a. Class of 2025

1. Recommend approval for the list of 160 candidates for graduation for the Class of 2025. These candidates must complete all requirements to participate in graduation on June 5, 2025 and be awarded a diploma.

10.b. Recommend approval of the following Occupational Advisory Committee members:

1. Jillian Bickhart - Health Careers
2. Kathleen Fink - Health Careers
3. Madison Masden - Health Careers
4. Lynn Painter - Health Careers
5. Jordann Rantz - Health Careers
6. Zach Ritter - Health Careers
7. Kristy Snavely - Health Careers
8. Anita Stauder - Health Careers
9. Nicole Weaver - Health Careers
10. Elyse Woland - Health Careers

10.c. Recommend approval of the following Field Trip Requests:

1. Kathleen Bower, Lisa Mattern-Stokes, Malika Romine and approximately 51 students to visit Hershey Park, Hershey, PA on June 2, 2025. Approximate cost to the district \$450.00. All other costs paid by the Class of 2025 and participants.

10.d. Career & Technical Education 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 including the elimination/discontinuation of the following program at the end of the 2024-2025 school term.

Agriculture, General Program, CIP Code: 01.0000

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 employee impacted/affected by this motion to eliminate/discontinue the CTE Agriculture Program is employee #2300.

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

11. PERSONNEL COMMITTEE - Mr. Hosterman, Mr. Fry, Mrs. Rantz (RC)

Minutes

Motion to approve items 11.a-11.q by Hosterman, second by Harris. The motion passed 7-2 with Hunt and Strawser voting no.

Hosterman noted a correction to be made on item 11.n.7 before the vote was made -

Andrew Rantz welcomed Samantha Neitz.

11.a. Recommend approval of the following summer employment and 2025-2026 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. Adami, Sharon
2. Baker, Gehrig
3. Bickhart, Ryan
4. Brown, Miles
5. Brown, Wendy
6. Edinger, Matthew
7. Hagenbuch, Nathaniel
8. Hertz, Christina
9. Hoffman, Alyssa
10. Hoflund, Hesper
11. Houtz, Brianna
12. Howell, Vicki
13. Huff, Pamela
14. Hummel, Christina
15. Long, Wayne
16. Mahoney, April
17. Metz, Stephanie
18. Miller, Pamela
19. Mitch, Charles
20. Mohr, Lura
21. Neidig, Carly
22. Olenginski, Jessica
23. Painter, Gregory
24. Prutzman, Andrea
25. Rearick, W. Chip
26. Reitz, Seth
27. Reitz, Tavin
28. Robenolt, Virginia
29. Rodrigues, Jaanai
30. Russell, Gaven
31. Schlagel, Bonnie

32. Smith-Parker, Trish
33. Souder, Fawn
34. Yannone, Sharon

11.b. Recommend approval of the following 2024-2025 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. Hauck, Sierra - Nurse
2. Nsabimana, Eugenie

11.c. Recommend approval of the following 2024-2025 Guest Teacher/Education Major 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. Barbatj, Vincent
2. Lehman, Leah

11.d. Recommend approval of the following 2024-2025 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. Strickland, Brianna

11.e. Recommend approval of the following 2025-2026 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. Armstrong, Pamela
2. Bruno, Eugene
3. Cooper, Paula
4. Degroat-Durham, Cynthia
5. Hause, Rebekah
6. Kenney, Lori
7. Lynch, Margaret
8. Mabus, Jennifer
9. McClelland, Elise
10. McKinney, Tara

11. Myers, Andrew
12. Pursel, E. Bing
13. Reitz, Carolyn
14. Ruppel, Breanna
15. Savidge, Tiffany
16. Shearer, Michelle
17. Specht, Kathy
18. Sweigard, Duane
19. Tripoli, Emily
20. Trudnak, Ann
21. Wagner, Patricia
22. Watts, Grace
23. Wright, Jennifer

11.f. Recommend approval of the following Classified Staff leave:

1. Employee #2382, days without pay on April 14, 2025 and May 2, 5, 6 & 16, 2025.
2. Employee #215, days without pay on May 7 and 16 (PM), 2025.
3. Employee #2282, day without pay on April 25 (PM) and May 13, 2025.

11.g. Recommend approval for the following Professional Staff leave:

1. Employee #1913, intermittent Family Medical Leave beginning on July 25, 2024 and ending on or about June 30, 2025, for a period of time not to exceed 12 weeks.
2. Employee #2370, day without pay on April 15, 2025.
3. Employee #2208, day without pay on April 14 (PM), 2025 and May 5 (PM) & 15, 2025.
4. Employee #2047, days without pay on May 5, 6 & 16, 2025.
5. Employee #2350, Parental Leave from on or about October 15, 2025 through November 21, 2025.

11.h. Recommend approval of the following Independent Volunteers for the 2024-2025 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. Bower, Jeff

11.i. Recommend approval of the following bus/van drivers in our district for the 2024-2025 school year through August 15, 2025:

The van/bus drivers are employed by the bus contractor, FishingCreek Transportation, and approval is pending all required trainings, clearances, and TB test results:

1. Brown, Brad
2. Groshek, Daniel

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

1. Selena McLaughlin, 7th Grade English/Language Arts teacher, effective June 6, 2025. Mrs. McLaughlin has worked for the district for six (6) years.
2. Janna Huber, K-3 Science teacher, effective June 6, 2025. Mrs. Huber has worked for the district for eight (8) years.

11.k. Recommend approval of the following Classified Staff resignation:

1. Karen Catherman-Schlieff, Human Resources/Payroll Specialist, effective June 4, 2025. Ms. Catherman-Schlieff has worked for the district for seven (7) years.

11.l. Recommend approval of the following Classified Staff transfers:

1. Donna Firman from part-time Food Service employee to full-time Food Service employee, at the rate of \$15.85, effective April 28, 2025.

11.m. Recommend approval of the following job description:

1. Secretary to Food Service Director

11.n. Recommend approval for the following transfers, effective July 1, 2025:

1. Gregory Edinger from Human Resources Director to Payroll and Workforce Compliance Coordinator.
2. Pamela Bailey from District-wide MTSS Coach to Math Intervention at White Deer Elementary School.
3. Natalie Myers-Easton from Library/Media Specialist and Gifted Gr. 4-12 to Library/Media Specialist and Family & Consumer Science at the Middle School.
4. Heather Reitz from Elementary Reading Specialist to Elementary ESL.
5. Jennifer Rugh from Elementary Reading Specialist to Reading Specialist at the Middle School and Gifted Gr. 6-12 at the Middle School & High School.
6. Jessica Snyder from Elementary ESL to 7th Grade Science at the Middle School.
7. Cathy Toland from Kindergarten at Baugher Elementary School to Integrated Science Gr. 4-5 at White Deer Elementary School.
8. Alicia Laubscher from Special Education at the Senior High School to Special Education at Baugher Elementary School.

9. Julie Bowman from District-wide Special Education Facilitator to Special Education/Learning Support at the Senior High School.

11.o. Recommend approval of the following Professional Staff employee(s):

11.p.1 Name:	Samantha Neitz
Address:	New Columbia, PA
Position:	CTE-Health Careers
Terms:	\$58,007.00, Bachelor's Step 1
Effective:	August 11, 2025
Certification:	CTE Emergency Permit
Building:	Senior High School

11.p. Recommend approval of the following Classified Staff, with benefits as stated in the Classified Employee Handbook:

1. Randi Wheeland, Special Education Paraprofessional, at the rate of \$14.31 per hour, effective August 1, 2025.
2. Ryan Fegley, Special Education Paraprofessional, at the rate of \$14.88 per hour, effective August 1, 2025.
3. Bonnie Schlegel, part-time Food Service employee, at the rate of \$13.00 per hour, effective May 21, 2025.
4. Glenda Frederick, Secretary to Director of Food Service, at the rate of \$14.59 per hour, effective May 27, 2025.

11.q. Recommend approval of the following Released Time request:

1. Kathy Bower and Lisa Mattern-Stokes to attend the AP Biology Training at Eastern Kentucky University, Richmond, KY from June 9-12, 2025. Approximate cost to the district \$3,767.00.

12. LEGISLATIVE & POLICY COMMITTEE - Dr. Strawser, Mr. Hunt, Mrs. Waldron (RC)

Minutes

Motion to approve item 12.a by Hunt, second by Harris. Motion passed with all in favor, 9-0.

12.a. Open Records Report

13. CSIU-16 REPRESENTATIVE REPORT

Minutes

Weaver shared a video from the CSIU and provided a list of dates for upcoming events and meetings.

14. SECRETARY'S CORRESPONDENCE - Mr. Tull

Minutes

Darren Tull read out the donations received in May.

Motion to accept the donations by Hosterman, second by Hunt. Motion passed with all in favor, 9-0.

14.a. Grants and Donations (V)

15. SUPERINTENDENT'S REPORT - Dr. Bickhart

Minutes

Dr. Bickhart thanked the Board for the opportunity to continue in his role as Superintendent for Milton. He noted the upcoming presentations, kindergarten graduation, senior graduation, events around the district, the elementary school fair, and the great job done by the CTE students in their presentations and interviews. He shared a note from a student to the Board.

Motion to accept the Superintendent's report by Harris, second by Hunt. Motion passed with all in favor, 9-0.

15.a. Upcoming Presentations

1. July 8: Cell Phone Policy and Procedures - Secondary Principals
2. August 5: Data Analysis, Early Warning Risk Report - Courtney Hamm
3. August 5: Transportation - Darren Tull
4. August 12: Curriculum Cycle/Planning - Instructional Leadership

16. BOARD COMMENTS

Minutes

Fry thanked Dr. Bickhart, Derrek Fink, and the staff for their hard work on the budget. He said it was well done, transparent, and made publicly available.

Harris thanked the group as well. He asked for any options and more information on how to help fixed income tax payers moving forward. Derrek Fink responded – he will have a presentation.

Fry asked if transfer tax income could be set aside for committed funds. Derrek Fink replied.

Hunt thanked the group as well. Hunt announced that the PTSA has got a vending machine for education.

Kaleb Eger thanked the Board for the opportunity to participate. He thanked his teachers for everything that they have done for him and his future.

16.a. Comments from visitors - other

17. ADJOURNMENT

Minutes

Motion to adjourn the meeting by Harris, second by Moser. Motion passed with all in favor. The meeting adjourned at 7:52 pm.

A handwritten signature in blue ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.