

SOUTH MIDDLETON SCHOOL DISTRICT
4 Academy Street, Boiling Springs, PA 17007

SCHOOL BOARD MEETING MINUTES
September 29, 2020

The South Middleton Board of School Directors met on September 29, 2020. The South Middleton Board of School Directors met via Zoom. The President, Mrs. Knouse called the meeting to order at 6:03 pm.

ROLL CALL

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

School Directors

Mr. John Greenbaum

Mr. William Hartman – Absent

Mrs. Stacey Knavel

Mrs. Elizabeth Knouse

Mrs. Elizabeth Meikrantz

Mrs. Denise MacIvor -joined 6:27pm

Mrs. Edith Rob

Mrs. Bethanne Sellers

Mr. Jonathan Still

Administrative Staff

Dr. Matthew Strine, Superintendent

Student Representatives

Gibran Varahrami - Absent

Ajla Salkic – Absent

Visitors

Board Secretary

Nicole Weber

Solicitor

Gareth Pahowka

Reading Notice of Special Meeting

Mrs. Knouse read the Notice of Special Meeting.

CITIZENS PARTICIPATION –

Mrs. Knouse announced that members of the public that are participating in the meeting can email comments during the meeting to: smsdschoolboardcomment@smsd.us

Dr. Strine read an email from Dean Clepper regarding Act 93 contract:

Mr. Clepper commented on the compensation plan and years of service. He also offered a possible solution of a reviewing caps and compensation matrix.

Dr. Strine responded that it only impacts two Act 93 employees at this time and can only give opinion on how it would impact performance.

6b. Mr. Clepper had questions about frequency of support staff evaluations and are outsourced aides evaluated by SMSD supervisors using the same evaluation tool. His last question was if any outsourced aides or custodians been evaluated as needing improvement in the past. Mrs. Weber responded that SMSD works closely with ESS and has an evaluation matrix that aligns with SMSD evaluation process. Mrs. Weber recalled past challenges with those staff and when things arise, they are addressed.

Mr. Greenbaum asked if there are any further questions. Mrs. Rob commented that the agreement should be consistent on tuition reimbursement and asked Mrs. Weber to change language to reflect changes. Mrs. Knouse recommended that salary tables be explained to administration.

Transaction of Business

6a. Act 93 Compensation Plan

Mr. Greenbaum made a motion, seconded by Mrs. Meikrantz that the Board approves the Act 93 Compensation Plan.

On a roll call vote, the motion passed as follows:

Mr. Greenbaum - Yes

Mr. Hartman – Absent

Mrs. Knavel - Yes

Mrs. Knouse - Yes

Mrs. Elizabeth Meikrantz – Yes

Mrs. MacIvor - Absent

Mrs. Rob - Yes

Mrs. Sellers - Yes

Mr. Still - Yes

7 – Yes, 0 – No, 2 – Absent, 0 - Abstentions

Mr. Greenbaum thanked Alex Smith and Dave Bitner for their work on the agreement.

6b. Support Staff Compensation and Benefits Plan

Dr. Strine noted a citizen comment regarding Support Staff and list of paid Holidays (page 4 of document). Nicole Weber clarified there is language in Support Staff document that specifies certain holidays are not applicable for 10-month employees. Mrs. Rob inquired if any answer on HSA if employee enrolled in Medicare? Mrs. Weber answered it will be through payables and not HSA, amount is equivalent.

Mr. Greenbaum made a motion, seconded by Mrs. Sellers that the Board approves the Support Staff Compensation and Benefits Plan.

On a roll call vote, the motion passed as follows:

**Mr. Greenbaum - Yes
Mr. Hartman – Absent
Mrs. Knavel - Yes
Mrs. Knouse - Yes
Mrs. Elizabeth Meikrantz – Yes**

**Mrs. MacIvor - Absent
Mrs. Rob - Yes
Mrs. Sellers - Yes
Mr. Still - Yes**

7 – Yes, 0 – No, 2 – Absent, 0 – Abstentions

Mr. Greenbaum thanked the representatives of support staff that met with he and Mrs. Knouse. Mrs. Knouse thanked the support staff for their patience.

Mr. Greenbaum made a motion, seconded by Mrs. Meikrantz that the Board approves the following Professional Personnel:

6c. Personnel – Employment - Professional

Name: David Boyle

Position: Chemistry Teacher @ BSHS (replacing Mark Maurer)

Salary: Master's, Step 9 - \$58,727

Anticipated Starting Date: 10/7/20

Prior to the vote, the following comments were made:

Mrs. Meikrantz was hoping to review Boyle's teaching background, made a note that it seemed more earth science focus and not chemistry for a chemistry position. Dr. Strine responded that Mr. Boyle taught chemistry at a previous school district and that he is working through the TIMS system for reciprocal certification from MD to PA. Mrs. Knouse asked if approval should be provisional since he has not yet been approved through TIMS. Mrs. Knavel inquired if vote should be delayed until the October 5 meeting and Mrs. Rob suggested to approve with ability to amend motion, Mr. Greenbaum agreed, and Mr. Pahowka confirmed the Board can approve pending providing certification.

Mr. Greenbaum amended the motion, seconded by Mrs. Rob that the Board approves the following Professional Personnel pending approval of certification through PDE.

On a roll call vote, the motion passed as follows:

**Mr. Greenbaum - Yes
Mr. Hartman – Absent
Mrs. Knavel - Yes
Mrs. Knouse - No
Mrs. Elizabeth Meikrantz – Yes**

**Mrs. MacIvor - No
Mrs. Rob - Yes
Mrs. Sellers - Yes
Mr. Still - Yes**

6 – Yes, 2 – No, 1 – Absent, 0 - Abstentions

ADJOURNMENT

Mrs. Meikrantz made a motion, seconded by Mrs. Sellers, to adjourn the meeting. The meeting adjourned at 6:36 p.m.

Respectfully Submitted,

Nicole Weber
Board Secretary