

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

**SCHOOL BOARD MEETING MINUTES**  
**April 19, 2021**

The South Middleton Board of School Directors met on April 19, 2021. The South Middleton Board of School Directors met in the BSHS Auditorium. Mrs. Knouse called the meeting to order at 7:02 p.m.

**ROLL CALL**

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

**School Directors**

Mr. John Greenbaum  
Mr. William Hartman  
Mrs. Stacey Knavel  
Mrs. Elizabeth Knouse  
Mrs. Denise MacIvor

Mrs. Elizabeth Meikrantz  
Mrs. Edith Rob  
Mrs. Bethanne Sellers  
Mr. Jonathan Still

**Administrative Staff**

Dr. Matthew Strine, Superintendent  
Mrs. Nicole Weber, Directors of Business/Operations  
Mrs. Melanie Shaver-Durham, Director of Curriculum/Instruction  
Mr. Alex Smith, Director of Student Services  
Mr. Joel Hain, Principal – Boiling Springs High School  
Dr. Jesse White, Principal- Yellow Breeches Middle School  
Mr. David Boley, Principal- W.G. Rice Elementary School  
Mrs. Trisha Reed, Principal- Iron Forge Elementary School  
Mr. David Bitner, Assistant Principal- Yellow Breeches Middle School  
Mr. Matthew Hurley, Supervisor of Human Resources  
Mrs. Jessica White, Supervisor of Special Education

**Student Representatives**

Gibran Varahrami  
Ajla Salkic – Absent

**Visitors**

(see attached)

**Board Secretary**

Cristeen Beck

**Solicitor**

Chris Harris

**APPROVAL OF AGENDA AND MINUTES**

**Approval of Agenda**

Mr. Greenbaum made a motion, seconded by Mrs. Sellers, to move Consent agenda items L (job descriptions) & M (title change) to Itemized agenda, and remove the policies from the agenda.

**The motion passed unanimously.**

**Approval of Minutes**

Mr. Greenbaum made a motion, seconded by Mrs. Rob, that the Board approves the minutes of the following meeting: 4/06/21 – Regular Board Meeting.

**The motion passed unanimously.**

**AWARDS AND RECOGNITIONS –**

Dr. Strine congratulated Student Representative Gibran Varahrami on his scholarship award. Recognized Virtual TSA students who recently received awards at the state conference and CPAVTS Students of the Quarter. Announced that Kindergarten registration is open and information available on the district website.

Mrs. Knavel commented that CPAVTS Director Justin Bruhn used to bring students to present at Board meetings to showcase programs.

**CITIZENS PARTICIPATION (AGENDA ITEMS ONLY)**

Duane Stone – 395 Chestnut Drive Boiling Springs

Inquired about Merakey Agreement, commented that he had a child who received their services with a negative experience.

Mrs. Knouse thanked Mr. Stone for his comment.

Bobbie Goodyear -213 Hope Drive Boiling Springs PA 17007

Inquired about JEDI program and when comment could be made on this topic.

Mrs. Knouse clarified there are printed agendas available, it's also projected on the screen. Dr. Strine clarified that topic can be commented on during the second Citizen Participation.

**PRESIDENT’S REPORT/COMMITTEE REPORTS/REPRESENTATIVES REPORTS/STUDENT REPORTS**

Mrs. Knouse reported on recent events with Diversity & Inclusivity initiative. Spoke to plan to address student needs and resources. District must guarantee that every student has equal access to a high-quality education and want every child to thrive. Existing equity services include free & reduced lunch, tutoring, special education. Have paused Justice, Equity, Diversity, and Inclusivity program and will recalibrate efforts. Will work together with parents for future discussion on diversity and inclusivity work.

**STUDENT REPRESENTATIVE REPORT**

Gibran Varahrami- Student Representative, shared a report on BSHS activities including Mini-thon that is May 22. Commented on 4 days a week schedule and his experience. Commented that mask wearing is essential for everyone staying in school.

Mrs. Knavel inquired about enforcement of mask wearing at high school. Dr. Strine responded that all administrators and teachers should enforce mask wearing.

Mrs. Sellers recognized the efforts of staff and students who are wearing masks.

Mr. Still commented that there are several audience members not wearing masks and we should be setting the example for our students.

**DIRECTOR OF BUSINESS AND OPERATIONS**

Mrs. Nicole Weber – Director of Business & Operations outlined the financial reports that are attached to the agenda. Included comparison report for Treasurer’s report. In review of General Fund report noted the increase for out of district cyber schools.

Mrs. Weber commented on cafeteria fund report that is attached to the agenda which outlines a positive balance of \$5,027 comparative to last year as of March 31 which was a negative \$47,023 balance.

Mrs. Weber asked Board to table Bond Refinancing on agenda after speaking with Mr. Remig and noting that savings have increased and will plan to discuss further at upcoming Budget meeting on Monday, April 26. Item may be voted on at May 3 Board meeting.

Mrs. MacIvor inquired about cafeteria fund process.

Mrs. Weber responded with the procedure.

**SUPPORT SERVICES REPORTS - None**

**SUPERINTENDENT REPORT-**

Dr. Strine, Superintendent, reported on recent misinformation and recognized missteps that led to the confusion and frustration. Noted reading list incident and assured that proper policy was reiterated to those involved. Highlighted Comprehensive Plan Steering Committee and upcoming new Diversity & Inclusivity Steering Committee. New website has been developed to assist in this process and can email with any questions. Thanked community and for taking education of students seriously.

**Consent Agenda**

**Financial Reports**

**YMCA Childcare Agreement**

**Dental Services Agreement**

**Chartwells Agreement**

**School Lunch Prices**

**Merakey Agreement**

**Yellow Breeches Educational Center (YBEC) Trails Program Agreement**

**Textbook Disposal**

**Personnel-Professional- Retirement**

**Personnel- Administration- Retirement**

**Personnel – Employment - PT Grounds Crew**

**Itemized Agenda:**

**Bond Refinancing**

Mr. Greenbaum made a motion, seconded by Mrs. Knavel, to table the Bond Refinancing until the May 3, 2021 meeting.

**On a roll call vote, the motion was tabled as follows:**

**Mrs. Meikrantz –Yes**

**Mr. Hartman - Yes**

**Mrs. Rob- Yes**

**Mrs. Knavel – Yes**

**Mrs. Sellers- Yes**

**Mrs. Knouse- Yes**

**Mr. Still – Yes**

**Mrs. MacIvor –Yes**

**Mr. Greenbaum- Yes**

**Yes –9, No – 0, Abstentions- 0, Absent - 0**

**DOCEO Agreement**

Mr. Greenbaum made a motion, seconded by Mrs. Sellers, to approve the DOCEO Agreement.

**The motion passed unanimously.**

**CAIU Budget**

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

<b>Mrs. Meikrantz –Yes</b>	<b>Mr. Greenbaum - Yes</b>
<b>Mrs. Rob- Yes</b>	<b>Mrs. Knavel – Yes</b>
<b>Mrs. Sellers- Yes</b>	<b>Mrs. Knouse- Yes</b>
<b>Mr. Still – Yes</b>	<b>Mrs. Maclvor- Yes</b>
<b>Mr. Hartman- Yes</b>	

**Yes –9, No – 0, Abstentions- 0, Absent - 0**

**Job Descriptions**

Executive Assistant to the Superintendent  
Athletic Director

Mr. Greenbaum made a motion, seconded by Mrs. Meikrantz to approve the job descriptions.

Mrs. Maclvor made a motion, seconded by Mrs. Sellers to table job descriptions to discuss compensation.

Dr. Strine noted the timeline for the AD job description and need to hire a replacement.  
Mrs. Maclvor commented that she had previously requested an Executive Session to discuss job descriptions for changes in duties resulting in salary changes.

**On a roll call vote, the motion to table was defeated as follows:**

<b>Mrs. Meikrantz –No</b>	<b>Mr. Hartman - No</b>
<b>Mrs. Rob- Yes</b>	<b>Mrs. Knavel – No</b>
<b>Mrs. Sellers- Yes</b>	<b>Mrs. Knouse- No</b>
<b>Mr. Still – No</b>	<b>Mrs. Maclvor- Yes</b>
<b>Mr. Greenbaum- No</b>	

**Yes –3, No – 6, Abstentions- 0, Absent – 0**

Mrs. Rob inquired about Athletic Director job description and concern with it being narrowly written.

Dr. Strine asked for clarification.

Mrs. Rob clarified that there may be someone with experience without a specific athletic director or sports degree would not be able to apply.

Dr. Strine responded that applicants must meet requirements of job descriptions.

Mr. Still asked Dr. Strine about neighboring districts and their AD job descriptions.

Dr. Strine noted the positions have similar duties and requirements.

Mrs. MacIvor commented that the phrase Dr. Strine was referring to for job description minimum education and experience requirements, was 'or equivalent'.

Mrs. Knavel commented that she supports Executive Session to discuss Executive Assistant position.

Roll Call Vote for approval of Job Descriptions:

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

**Mrs. Meikrantz –Yes**

**Mr. Hartman - No**

**Mrs. Rob- No**

**Mrs. Knavel – Yes**

**Mrs. Sellers- No**

**Mrs. Knouse- Yes**

**Mr. Still – Yes**

**Mrs. MacIvor- No**

**Mr. Greenbaum- Yes**

**Yes –5, No – 4, Abstentions- 0, Absent - 0**

### **Personnel -Title Change**

Mr. Greenbaum made a motion, seconded by Mrs. Meikrantz to approve the Personnel- Title Change.

Mrs. MacIvor made a motion, seconded by Mrs. Meikrantz to table to discuss compensation for change in duties in Executive Session.

Mr. Still inquired about recently approved job description.

Dr. Strine responded about previously revised job description, updated title, and how its aligned with industry standard.

Mr. Hartman inquired about compensation change.

Dr. Strine responded that can be discussed in Executive Session.

Mrs. Sellers inquired about clarification on changes to job description.

Dr. Strine confirmed there were updates to the duties.

Mrs. Rob commented our policies say that we are to review all job descriptions annually.

Mrs. MacIvor noted that large part of budget is human resources and part of discussion should be part of reviewing job descriptions and salaries.

**On a roll call vote, the motion was tabled as follows:**

**Mrs. Meikrantz –Yes                      Mr. Hartman - Yes**

**Mrs. Rob- Yes                              Mrs. Knavel – Yes**

**Mrs. Sellers- Yes                         Mrs. Knouse- Yes**

**Mr. Still – Yes                             Mrs. MacIvor- Yes**

**Mr. Greenbaum- Yes**

**Yes –9, No – 0, Abstentions- 0, Absent - 0**

### **CITIZENS PARTICIPATION-**

Duane Stone – 395 Chestnut Drive, Boiling Springs  
Commented that he has served on many boards. Disagrees with JEDI and its not for school district to teach and is parents' responsibility. JEDI creates spite and puts people into categories. Education and better prepared students should be the focus of funds at this time.

Anne Ganoë – 417 Glenn Avenue, Boiling Springs  
Here as a taxpayer and former teacher. Has attended many training programs. JEDI program is a danger to school community because its based in critical race theory. Read about Brearly School and that person's experience. Noted concerns with potential of programs.

Mr. Still noted that comments should be related to South Middleton and not other entities.

Tanya Morrett – 22 Enck Drive, Boiling Springs  
Expressed support for this important content. When disagreements occur its an opportunity to grow and be educated. Her family moved to district 15 years ago and felt invisible wall of exclusion. Discussions create space and are hard but important.

Libba Hockley – 502 Forge Road, Boiling Springs  
Has been an educator for over a decade. Finds it critical that we support marginalized children and do what's right for all students. Stands with initiative that promotes positive change.

Jillian Susi – 17 Joseph Drive, Boiling Springs (email)  
Emailed in comment: Hello. My name is Jillian Susi, and I am an alumnus of Boiling Springs High School. I am writing today in regards to the [recent news](#) that some parents in our community are not in favor of implementing equity, diversity and inclusion initiatives into SMSD's education system. I enjoyed growing up in Boiling Springs and attending SMSD's schools. It was a supportive and tight-knit community - for those of us who were white. I constantly saw micro-aggressions, racism, and unjust actions taking place in our community against the few people of color in the community. Upon leaving the school district and going to college, I realized how undereducated I was in terms of diversity and inclusion. A big part of my education in SMSD was missing. It is on us as an individual to challenge policies, practices, and societal norms and explore our privilege and how we are biased towards other communities and people. I don't deny my personal responsibility in that. But it is critical for initiatives like JEDI

## Board Meeting Minutes, 04/19/21, Page 8

to be implemented and taught through school ages to create a more diverse and inclusive culture, something which Boiling Springs severely lacks. In fact, it is the same people calling for JEDI to not be implemented that could greatly benefit from the JEDI initiative. Real change takes time. Real change is uncomfortable. Real change is hard. **I urge you to implement the JEDI initiative and do what is right despite dissent from these parents.**

Tony Lucido – 6 Black Oak Court, Boiling Springs

Thanked Dr. Strine for previous conversations to discuss this topic. Commented on Mrs. Knouse's statements about existing equity programs. Equity in these programs differ, should not focus on skin color. These programs promote division. Can step forward and agree without being racist. Provide workshop and training materials.

Molly Talley – 209 Amhurst Lane, Carlisle (email)

I am writing to commend your efforts to address issues of diversity, equity and inclusion at the school district. This is important work vital to the development of graduates who are fully prepared to be engaged and productive members of our rapidly evolving society. My daughters both came through SMSD from Kindergarten through 12<sup>th</sup> grade. They are both strong, resilient, academically accomplished, self-directed activist young women, and I'm grateful for the caring guidance and encouragement they received along the way from their dedicated teachers, mentors and coaches. I've learned much about diversity, equity and inclusion through my daughters' experiences and in navigating the social justice movement and civil unrest of the past year together. I've learned a whole new vocabulary, as was necessary to participate in the meaningful dialogue and personal reflection these issues demand of us. Much of this is very personal, but also holds relevance in modern-day civics education and social studies. Schools must teach students the realities of American and World history, including the complexities of race and racism, marginalization, discrimination and effects on politics, public health and economic inequities (in age-appropriate ways). To do any less would be a dereliction of duty to our students and community. I join colleagues in my professional life adding preferred pronouns to our email signatures and LinkedIn profiles because that's the new professional standard. I work in healthcare advocacy, which would be impossible without an understanding of health inequity, implicit bias, institutional racism, and racism as a public health crisis. Our students must be equipped to engage in tomorrow's professional cultural realities. I don't know much about the specifics of the JEDI initiative, but I look forward to learning more about it as the committee shares more information with the public. I strongly encourage the committee leadership and Board to issue regular strategic public communications regarding the work they're engaged in and how it may impact district policies, staff recruitment and training, and curriculum. Considering the apparent widespread misinformation and misunderstandings expressed across the community, I suggest that merely publishing the meeting notes is not meeting the community's need for transparency. Folks are uncomfortable with change, charged up by incendiary language and gaslighting, while inaction is simply not a viable option. We must work together as a community to better articulate and communicate the value of this work and the changes to come as a result, make room for people to express concerns and feel heard, and take time to address concerns while still moving the process forward. I am willing and ready to help however I can. Making our school district a safe and just place for all learners is our imperative. We must not delay or turn back from the path before us but must also reach out to bring others along on that journey. Thank you for your leadership.

Bill Johnston-Walsh- 28 Sheeley Lane, Boiling Springs

Thanked Dr. Strine and Mrs. Knouse. Appreciates hearing both sides. Heard from his children about unacceptable language in hallways at school.



## Board Meeting Minutes, 04/19/21, Page 9

Bobbie Goodyear -213 Hope Drive Boiling Springs PA 17007

Spoke about concerns with critical race theory and that critical race theory is easier to sell than neo-Marxism and will destroy constitution. Read about Mr. Fisher and cease and desist. Asked for answers.

Mrs. Knouse responded that there is no cease and desist order. Noted that any threats received are taken seriously.

Andrew Fisher – 41 Shugart Road, Carlisle

Shocked about emails received. Stated that he was fired for a period of 24 hours. Appreciates an answer that is honest. Thanked the Board for their work as public servants.

Anna Foster – 120 Spring Farm Circle, Carlisle

Public schools need to meet needs of all students. JEDI philosophy is not an indoctrination program. Described the challenges of a black youth during a traffic stop.

Nicholas Borgaonkar- 104 Meals Drive, Carlisle (email)

Members of the Board, My name is Nicholas Borgaonkar, and I am a graduate of Boiling Springs High School, Class of 2013. It's been brought to my attention that there has been recent pushback against efforts of the school district to make boiling springs a more inclusive and welcoming environment for people regardless of their color, religion, gender or intimate preference. I am asking you to ignore them, please ignore the critics of JEDI. I was one of maybe two non-white kids in my Class who went through this school district from Kindergarten at W.G. Rice to graduating at this High School and I can attest to a culture in Boiling Springs that was very hostile to brown kids especially in the wake of 9/11 and the following hate crimes against Muslim-Americans, Sikhs and South Asians in general. There were many times that I considered leaving Boiling Springs, but I decided not to quit and leave a place that was still my home. I wasn't going to let anyone take that home away from me. After graduating Boiling Springs, I have considered my childhood and how I could ensure that a little boy in a similar environment would not have to grow up and learn in an environment that rejects him. JEDI is a start to a more inclusive school district and a more inclusive community. As Cumberland County grows, Boiling Springs will need to be inclusive of everyone who comes here to work and live. I support the school board in retaining all staff responsible for advocating for JEDI and implementing it.

Danielle Archulet- 10 Summerbridge Drive, Carlisle

Educator, alumnus, and parent of students in district. Noted that when program began, it was based upon one world view and critical race theory. Scale should be equally balanced and valued for character and not for skin. Wants diversity and inclusivity for her children and transparency in process.

Dr. Strine commented to public that everyone should be open to listening and to look for the commonalities.

Frank Neumayer- 207 Red Tank Road, Boiling Springs

## Board Meeting Minutes, 04/19/21, Page 10

Parents job to teach children how to treat others based upon their character. Using the golden rule to treat others. Kids have shared how they get ridiculed and divisiveness. Should have ability to share their own thoughts and morals.

Angela Bistline – 103 Walnut Street, Boiling Springs (email)

As a parent of two graduates of Boiling Springs High School, (2016 and 2020) my children learned at home about inclusion and not shutting out or bullying others because they are different. Contrary to the comments I have been seeing on social media our school is not perfect. It is not Mayberry. Both of my children had friends who were bullied simply because they were from a different country (they are here legally), because someone thought they acted weird or because their skin wasn't white. I heard the hurt and later, anger, in the voices of these teens. My children simply could not understand why some people treat people differently based on skin color, sexual preference or their home country. People are people. Do unto others as you would want them to do unto you. By teaching inclusion through other subjects - having a book available about other cultures, cooking a meal from a different country, talking about stereotypes and why we have them - these things become more normal and accepted. Education is power. Power to stop hate and bullying in our schools. Power to learn together and come out stronger. Boiling Springs can do better and this program will help them make every single student - no matter color or heritage - feel like Bubbletown is their home. That is something each and every parent should want for their children - and all children. Thank you to our teachers in support of this initiative and Board.

Margo Rowe- 7 Black Oak Court, Boiling Springs

Questioned why JEDI is only option. Agrees with teaching children diversity but concerns with that program. Focus is steered in one-direction. Lack of communication between what is being said and what is being done. Be more communicative.

Dr. Strine responded that several parents have provided resources to look into. Wants to continue diversity work but will pause to determine what is best for students. Consideration on these topics is broader than is has been in past.

Katrina Scavone – 13 Meadowood Place, Boiling Springs (email)

Last meeting, Mr. Greenbaum had an excellent point that the district's focus over the next 1.5 years needs to be on academics and catching our children up to grade level. What is the district's plan to accomplish this? Where can we find that plan/information? Thank you, Katrina Scavone

Dr. Strine responded that the district is working with a MTSS approach. Commented that its been a very trying 13 months and wants to help families.

Mandy Doyle – 1 White Oak Court, Boiling Springs

## Board Meeting Minutes, 04/19/21, Page 11

Inquired about funding for programs for students in single parent households and the possibility of afterschool programs, including character development programs. These programs can help with diversity.

Mrs. Knouse commented on previous activity bus for students.

Collin Schoeller – 19 Smith Road, Gardners (email)

First and foremost, I would like to thank Dr. Strine, Elizabeth Knouse, and the entire school board for attempting to help make our community a more inclusive, accepting, well rounded, and safer place for everyone. Their efforts demonstrate that they truly care about the success and development of the kids in the Boiling Springs community. They want to be certain that graduates of BSHS are well-versed, productive, positive citizens who can contribute to whichever community in which they choose to live. Being one of the only openly gay students when I attended Boiling Springs High School was not always easy. There were virtually no outlets for me and others like me to ask questions and to be received positively by faculty, staff, and members of the community. There were certainly no books on our reading lists that even broached the subject of being part of the LGBTQIA+ community. The feeling of being an outcast and feeling truly alone is a feeling that should never be felt by anyone. As I am writing this, I am certain that a good number of individuals who hear this letter read aloud will not be able to name what some or any of the letters in the LGBTQIA+ acronym stand for. Let me inform you. L – Lesbian, G – Gay, B – Bisexual, T – Transgender, Q – Queer or Questioning, I – Intersex, A – Asexual. Members from each of these sub groups exist in our community. Let me say it again, members of EACH of these sub groups exist in our community. They exist and they deserve to feel safe, heard, and understood in the environment in which they are educated. To the teacher who asked their students to provide their individual, preferred pronouns, I applaud you. You were attempting to promote a safe and inclusive learning environment for your students. You are also preparing your students for what it's really like to work in a professional corporate environment. Speaking from personal experience, diversity and inclusion are major pillars of most working environments. Most employers will ask for preferred pronouns, and some even have their employees notate preferred pronouns in their individual email signatures. This may not be the reality that most people in this community want to believe – but it is in fact reality. In addition, it has been and remains clear that this predominately white community is so far removed from racial injustice and inequality. The mindset that 'if I don't see it, it's not really a problem' is very prevalent here. Graduates from BSHS are not prepared to go to diverse colleges in major cities across the country or even the state schools in PA. Your kids will be in classes and working with people from all over the world. Educating them early on other cultures, cultural dos and don'ts, and just how to interact with someone who doesn't look or sound like them is unquestionably necessary. Being thought of as a racist, homophobe, sexist, bigot, or anything in between is absolutely not tolerated in today's academic and professional environments. Your kids will find themselves jobless with no prospects if you don't give them the tools they need for their future, that is quickly approaching. Boiling Springs is supposed to be all about the community, but it seems a lot of people forget that the community includes individuals who are not straight and individuals who are not white. Do better, Boiling Springs Community. Leave what you have been conditioned to think about people of color and individuals in the LGBTQIA+ community in the past. It's time. Sincerely, Collin Schoeller, He/Him/His, BSHS class of 2010

## Board Meeting Minutes, 04/19/21, Page 12

Carol Neumayer – 207 Red Tank Road, Boiling Springs

Feels like a minority as a white, Caucasian, Christian woman. Does not want this pushed on children and that's what she is advocating against. Encourages all-inclusiveness. Commented on Racial Justice Club and reminder to remember our Christian students.

Erin Keen – 403 Chestnut Drive, Boiling Springs

Provided minority student perspective. Noted there is a Christian club at BSHS. Racial Justice club is open to any student and they are not pushing any agenda.

Kaitlin Aunkst – 405 Pine Road, Mount Holly (email)

I am a 2011 graduate of boiling springs and have been seeing postings on social media regarding the newly introduced JEDI program. I personally feel as though this is a great stride on behalf of boiling springs to incorporate exposure to diversity, especially given the current social climate. Boiling springs always felt like a safe community growing up, but I am sad to say that since I have moved away I have realized there was a significant lack of education concerning racial and cultural differences and sexual orientation. I ended up completing graduate school in North Philly where the roles were reversed, and a lot of times I was the only white person in the room, on the subway, on the street. I am embarrassed to admit, but this frightened me at first. I was so unaccustomed to racial diversity that I felt **uncomfortable** simply existing in a community. It was at this time I realized how incredibly sheltered my life had been up until then. It took time and effort to have deliberate, difficult internal conversations with myself to recognize my own implicit biases, and I continue to work on this. These children have the opportunity to be educated in a safe setting and perhaps get a step ahead of the perpetual cycle of systemic racism and injustice that is plaguing our country. I have encountered colleagues and patients alike that are members of the LGBTQ community and I am sad to say that I felt severely uneducated in not only the more detailed aspects of that community but also in general conversational etiquette. Introduction to correct pronouns, unoffensive language and appropriate questions provided in a safe space would have benefited me greatly in real life scenarios. In my opinion the time to introduce these topics and allow students to become comfortable is early on, in a safe space where they can ask the difficult questions. And also to learn that despite boiling springs students being from predominantly white, heterosexual, and from upper-middle class families, diversity exists in the world. I think it's a dangerous precedent to set when we try to dictate and manipulate every morsel of information that children receive. I understand there was concern about sexually explicit reading material being introduced in the middle school reading list. There is much to say about significantly worse social media content readily available on these kids phones, but I'll leave it at if they are old enough to get pregnant, they are old enough to hear about sex. It's a preventative measure. The time to change how we think is now. I hope this opinion was helpful in some way.

## Board Meeting Minutes, 04/19/21, Page 13

George Lindsey – 311 West First Street, Boiling Springs

JEDI enforces BLM and promotes division. All lives matter.

Alex Helwig – 345 Bonnybrook Road, Carlisle (email)

I am a 2011 graduate of Boiling Springs High School. After hearing about the resistance of current parents toward the JEDI program, I felt a calling to write and express my viewpoint. I will start by saying—I enjoyed going to Boiling Springs. I made lifelong friends and had amazing experiences in sports and music programs. I had some amazing teachers and learned a lot about life. BUT... I am a white, heterosexual female that grew up in a middle class family and I recognize that not everyone had the same experience as me. After graduating and leaving for college, I began to realize just how sheltered Boiling Springs was. Growing up, I was protected from everything that was uncomfortable. I was surrounded by white fragility and taught history based on that fragility. Racism Exists. Homophobia Exists. Hatred toward LGBTQ communities Exists. Instead of ignoring the problem, let's teach children how to accept and support diversity. Teach them how to celebrate people who are different than them and make them feel included. Let's teach them how to be leaders and fight for what is right. The change is going to happen—It already has in a lot of ways. Boiling Springs can be a part of that change or they can resist it. To the teachers, board members and supporters of this program—thank you. You are fighting to teach the next generation something that I was never taught in school.

Dean Clepper – 8 Hickory Court, Boiling Springs (email)

In the 1970's, values education programs were initiated throughout the state only to be scrapped shortly afterward as the wrong way to TEACH students how to have positive interactions with others in the school or community. As a former student of the District, my life and values were influenced by my family, my church, and school. As the years progressed, family and church have been less of an influence with our students. As a teacher and an administrator, my personal motto and the one I hope I passed to my staff was to lead by example. I had 635 students.....all equal....all accepted.....all the same. We can't force attitudes upon people who are unwilling to support them. We can lead by example and through such students can see the value in differences in people here and abroad.

Margus Susi – 17 Joseph Drive, Boiling Springs (email)

I believe that inclusion education needs to be added into the South Middleton education system, which is greatly lacking in this community. I also believe it needs to honestly address systemic and other bias. Having said that, the time should be taken to get it right, be open to the community, ensure it is age appropriate and is not pushing ideology, but equality.

Amanda Gelber- 5 Jenny Drive, Boiling Springs (email)

My name is Amanda Gelber, and I am a graduate of the South Middleton South District. I have recently become aware of the petition and the article about parents against the implementation of JEDI. This is disheartening because I spent K-12 in the South Middleton School District. I was active in clubs and sports, I loved school, and I was academically prepared for college in most

subject areas. However, I look back and feel so much shame about the lack of equity, diversity, and inclusion in the curriculum. I have spent over ten years trying to unlearn behaviors that were taught to me in this community. I witnessed discrimination and microaggressions consistently during my time in Boiling Springs. Educators did not call out behaviors or teach us that all those things were wrong and hurtful. Many educators perpetrated discriminatory behaviors by allowing comments, themed events, and projects. Everyone has biases, but hate is taught, and the purpose of education is to recognize and discuss complex topics. Race and sexual identity should be discussed, and learning about the many facets of identity should be normalized within the classroom. Intersectionality creates community and the sharing of ideas. The lack of this knowledge leads to shame, false information, and most importantly, students being left out of classroom discussion due to their identity. Race is a word that constantly is fueling the loss of black and brown Americans' lives. George Floyd was killed because of the color of his skin, not because of his character. Race is not an ideology; it is a construct. The problem with white people using Martin Luther King Jr.'s words is that they do not know what it means to use those words. They do not know what it means to be black or of the BIPOC community. When you come from privilege, you do not have to think about the challenges that could stand in the way of your character being judged. From the beginning, the men who built this country stated that all men are created equal. Contrary to that statement, this country was built by enslaved men and women. White men immediately killed indigenous people and stole their lands. Lastly, I want to talk about the college students who continue to walk into my office struggling with their identity. I have students who identify as bisexual or transgender at the age of 6 but could not come out until they came to college because they were afraid of being shamed by their family and friends or kicked out of these houses. It is never too early to talk about identity and intersectionality; students will find and learn the information regardless. To the teacher who encourages pronouns, I want to thank you for creating an environment for young minds to feel a sense of identity and belonging. Thank you to the school board. Your efforts to implement JEDI are vital to the future of all students. I understand that this process is overwhelming. I work in higher education and am constantly unlearning and educating myself through various avenues. I highly encourage JEDI to continue. It is the right thing to do.

Joy Bowman – 46 S. Pin Oak Drive, Boiling Springs

Parent of 3 children in district. Identity is what makes everyone different, don't focus on differences but content of character. Concerned about providing equality of outcomes. Do not put equity above excellence. Teach them how to think and not that to think.

Mike Migatulski- 201 Hope Drive, Boiling Springs

My daughters graduated from Boiling Springs in 2015 and 2016. They did not attend any JEDI-like program yet they went to college and made friends with people from all over the world. They have friends from India, Pakistan, Greece, Morocco, Japan, China, Germany, and Spain. They made friends because their mother and I instilled Christian values in them. Do unto others as you would have them do unto you. It is what goes on at home that matters. With the limited financial resources available to the district, I think we need to focus on English, Math, Science, and History. If bullying incidents arise they need to be addressed individually and at that time. We are worried about our students interacting with the world; however, I can assure you the kids in the rest of the world are going to school 6 sometimes 7 days a week (yes, it is true I know several families from India who do this). Their kids are learning science, math, reading, and writing skills, the true function of public education. That needs to be the focus.

**BOARD COMMENTS**

Mr. Hartman – congratulated teachers and Zach and his staff for their work. Noted upcoming parade for Senior night. All are welcome.

Mrs. Meikrantz – thanked teachers and staff for herculean effort during stressful year.

Mrs. Rob – commented that she is happy that students are back in school. Thanked audience for their comments. Noted another school district that uses “No Place for Hate” as a resource.

Mr. Still- commented on diversity throughout society. District is responsible for furthering student education and its more than just academics.

Mrs. Knavel – agreed with Mrs. Meikrantz and tough situation to navigate.

Mrs. Sellers – shared personal story of father who was an amputee and dealt with challenges. Community is about helping others.

Mrs. MacIvor – thanked Dr. Strine and Mrs. Knouse for their efforts and appreciates commitment to include others. Thanked community for their emails and comments at meeting.

Mr. Greenbaum – Thanked public for their participation. Echoed thoughts of thanks to teachers and students. Recognized Dr. Strine for his dedication to the district and Mrs. Knouse for her commitment to responding to community questions.

**ANNOUNCEMENTS/INFORMATION ITEMS**

**Enrollment Report (attached)**

**April/May Board Calendar**

April 26, 2021 -Policy Committee Meeting- 4:00 p.m.

April 26, 2021- Budget Committee Meeting- 7:00 p.m.

May 3, 2021 - Planning/Regular Board Meeting - 7:00 p.m.

May 10, 2021- Athletics & Student Activities Committee Meeting- 6:00 p.m.

May 12, 2021- Safety & Security Committee Meeting- 6:00 p.m.

May 17, 2021- Regular Board Meeting - 7:00 p.m.

May 24, 2021- Policy Committee Meeting- 6:00 p.m.

**Personnel- Classified – Retirement (for approval at May 3, 2021 Board Meeting)**

**ADJOURNMENT**

Mrs. Sellers made a motion, seconded by Mrs. Knouse, to adjourn the meeting. The meeting adjourned at 10:14 p.m.

Respectfully Submitted,

---

Cristeen Beck  
Board Secretary



## Board Meeting Minutes, 04/19/21, Page 17

4/19/2021 Board Meeting – Public Attendance

Karen Henry

Meagan Snook

Sophia Bounds

Angela Bistline

Sherry Welsh

Julie White

Kelly Decker

Ed Shipley

Duane Stone

Mag Groome

Anne Gano

Bobbie Goodyear

Mike MacIvor

Andrew Fisher

Emily Fisher

Jessica Marcey

Gene Heyman

Abigail Knouse

Sarah Beam

Joy Bowman

Erin Keen

Wesley Dellinger

Laura Eckert

Sam Moses

Steven Doland

Bill Johnson-Walsh

Lucy Johnson-Walsh

## Board Meeting Minutes, 04/19/21, Page 18

Margo Rowe

Danielle Archulet

Tanya Morret

Tony Lucido

Juan Mullery

Deborah Shipley

Frank Neumayer

Carol Neumayer

Lois Kaneshiki

Shawn Whitemire

Randy Evans

Terri Beam

Elizabeth Hockley

Mandy Doyle

Leah Williams

Jamie Berrier

George Lindsey

Chris Totaro

Bretty Sheaffer

Steve Karloski

Evan Kase

Robin Scherer

Mike Lubinsky

Jeremy Santana

Barb Fidler

Bob Fidler

Joyce Harris

Gene Yanity

Kerry Harbst

Anna Shoemaker

Paul Varahrami

## Board Meeting Minutes, 04/19/21, Page 19

Anna Foster

Sam Rob

Shannon Snyder

Mackenzie Morret

Amanda Finkey

Geoff Bush

Carol Devore

Mark Kerstetter

Dermot Groome

Jeanie Tisserand

Tori Smarr

Marc Scaringi

Ed Scholly

Aidan Johnston-Walsh

Joseph Knouse

Joseph Knouse Jr

Katie Suwala

Donne Wright

Randy Wright