Agenda of School Board Meeting

The Board of Trustees
Manheim Central School District

A School Board Meeting of the Board of Trustees of Manheim Central School District will be held Monday, November 16, 2026, beginning at 6:00 PM Manheim Central District Office, 281 White Oak Road, Manheim, PA 17545.

1. **Call to Order**

   1.A. Pledge to Flag/Moment of Silence

   1.B. Roll Call

   Description:

BOARD OF SCHOOL DIRECTORS	PRESENT	ABSENT	LATE ARRIVAL
Mr. Steven Bushey, President			
Mr. Matthew Linder, Vice-President			
Mrs. Michelle Nix, Treasurer			
Mrs. Amy Beachy			
Dr. Robert Creighton			
Mr. Nicolas Marinaro			
Mr. Michael Clair			
Mr. Andy Sensenig			
Mrs. Jennifer Walker			
NON-VOTING MEMBERS			
Dr. Ryan Axe, Superintendent			
Dr. Amy Flannery, Assistant Superintendent			
Mrs. Kelly Martin, Board Secretary			

2. **Announcements**

   2.A. The November 16, 2026 School Board Meeting is open to the public and is also being streamed virtually.

3. **Executive Sesison**

   3.A. An Executive Session was held on November 16, 2026, to discuss Legal matters.

4. **Approval of Agenda**

Description: Approval of the November 16, 2026 School Board Meeting Agenda.

5. **Approval of Minutes**

Description: Approval of the October 26, 2026 School Board Meeting Minutes

6. **Recognition Presentations**
Description:
Heather Anderson- Honorary American FFA Degree Winner
High School Ag Students

6.A. Learners of the Month
Description:

School Building	Learner	Grade	Presenter
Baron Elementary	Franklin Abreu	1st	Mrs. Bein
Doe Run Elementary	Tabitha Tlumach	2nd	Mrs. Clark
MC Middle School	Danielle Hess	7th	Mr. Burr
MC High School	Adam Winkler, Nate Weaver, Elijah Pierce, Abb. Goff		Dr. Kensinger
Willow Street CTC	Mea Redcay	12th	Dr. Weitzel

7. **Recognition of Visitors and Public Comment**
Description:
The Board encourages citizens of the district to come before the Board to present their petitions, inquiries or other communications of interest. The Board invites public (Citizens of the District) comment on any topic that is within the Board's jurisdiction. As outlined in Board Policy 903, the Board requires that public participants be residents or taxpayers of this district.

Anyone wishing to address the board during public comment will need to be in person. If you wish to speak to the Board, please sign in prior to the meeting. Public participation in the meeting is the prerogative of the Board President who will establish the amount of time allowed for speaking. Out of respect for time, comments should be limited to under 3 minutes. For your convenience, a timer will be visible for your reference.

Participants are asked not make comments that are personally directed, abusive, obscene, or irrelevant.

8. **Personnel**

8.A. Retirement -- Professional Staff
Description:

David Hahn	FT Physical Education Teacher, High School, effective November 16, 2026.

8.B. Retirement — Professional

Description:

Robert Kreider	FT Social Studies Teacher, High School, 35 years with Manheim Central and 35 years in Education, effective June 3rd, 2027.

8.C. Resignation — Professional Staff

Description:

Adrienne Kametz	FT Gifted/English Language Arts Teacher, High School, effective date to be determined.

8.D. Resignations — Support Staff

Description:

Stephanie Funk	FT Administrative Assistant to the Director of Curriculum & Instruction, effective November 25th, 2026.
Kelly Neifert	FT Assistant to Principal, Middle School, effective December 4th, 2026.

8.E. Resignation - Extracurricular

Description:

Craig Dietrich	Head Boys Varsity Volleyball Coach, High School, effective November 12, 2026.

8.F. New Employment - Professional Staff

Description:

Troy Peters	FT Temporary Professional Social Studies Teacher, High School, Bachelor's Degree, Year 1, Step 2, $68,795.00 (Prorated), effective start date to be determined, contingent on the timely completion of new hire paperwork and requirements (Replacing Employee #002496).
Gage McCabe	FT Temporary Professional Agriculture Teacher, High School, Bachelor's Degree, year 1, Step 2, $68,795.00 (Prorated), effective start date to be determined, contingent on the timely completion of new hire paperwork and requirements (Replacing Employee #000339).

8.G. New Employment — Support Staff

Description:

Montana Gonzales	PT Custodian, High School, Pay Grade 5, Year 0.375, $17.06 per hour, effective November 16th, 2026, contingent on the timely completion of new hire paperwork and requirements (Replacing Employee #002852).

Dil Dahal	FT Custodian, Doe Run, Pay Grade 5, Year 5.75, $18.52 per hour, effective start date to be determined, contingent on the timely completion of new hire paperwork and requirements (Replacing Employee #001244).

8.H. New Employment — Substitute Staff
Description:

Victoria Zellers	Day-to-Day Support Staff Substitute, District Wide, effective November 17th, 2026.

8.I. Change of Status — Support Staff
Description:

Ashley Groff	From: PT Instructional Assistant, Doe Run, To: FT Emotional Support Personal Care Assistant, Doe Run, Pay Grade 4, Year 2.15, $16.65 per hour, effective date to be determined (New Position).

8.J. Tenure for Professional Staff
Description: 1. Approval of tenure for the following Professional Staff who have satisfactorily completed three (3) years of service in the District:

Tyler Roth (Business Education Teacher, High School)

8.K. Supplemental Agenda

9. **Superintendent's Report**

9.A. Fall/Winter Update

9.B. Message to Local Businesses

9.C. PA Cell Phone Bill

10. **Assistant Superintendent's Report**

10.A. Heather Anderson- Honorary American FFA Degree Winner

10.B. Residency Update

11. **Treasurer's Report**
Description:
1. Approval of the Financial Statements and Budget Transfers for October.
2. Approval of the Monthly Invoices for October.

12. **Board Committee Reports**

12.A. Business Operations and Facilities Committee Report- Mr. Linder
Description: 1. Next Meeting will be held on January 11, 2027, at 6 PM.

12.B. Academic Committee Report - Mrs. Walker

Description: 1. Next Meeting will be held on January 11, 2027, at 4 PM.

12.C. Activities Committee Report - Mr. Sensenig
Description: 1. Next Meeting will be held on January 11, 2027, at 5 PM.

13. **General Actions Items**

13.A. Approval of the Occupational and Local Advisory Committee Members for the 2027 School Year.
Description: Alyssa Collins
Dr. Ryan Axe
Eric Beiler
Brad Wagner
Steven Bushey
Allyson Heckman
Megan Shumaker
Olivia St. Clair
Tracey Zimmerman
Dr. Joshua Weitzel

13.B. Approval of the Contract with Soaring Heights for Special Education Services.

13.C. Approval of Renewal Contracts for the 2026-2027 School Year.

13.D. Approval for the Dual Enrollment agreement with Rosedale Technical College for the Diesel Technology Program for the agricultural Program.

13.E. Approval of the Agreement with the IU13 for Additional PD Dates and/or Consultation Services for 12/10/2026.

13.F. Approval of the list of Bus Drivers for 2026-2027.

Graybill's Bus Drivers:
Richard Weaver - Bus Driver

Faithful Bus Drivers:
Zaur Mehtiyer - Van Driver
Doreen Schreck - Van Driver
Daniel Biester - Van Driver
Alexis Keysock - Van Driver

13.G. Approval for Amy Keefer and Natalie Sanchez to attend the PASBO conference from March 9–12, 2027, in Hershey, PA, for a total cost of $798, to be paid out of the business office account for staff development.

13.H. Second Reading and Approval of Manheim Central School District Policy 816.1.

13.I. Approval of Additional Field Trips and Fundraisers for the 2026-2027 School Year.

13.J. Approval of the Coach Volunteers for the 2026-2027 school year.

14. **Board Representatives Reports**

14.A. Lancaster-Lebanon IU13 - Mrs. Beachy

14.B. Lancaster County CTC Report- Mr. Marinaro

14.C. PSBA/Legislative Report - Mrs. Nix

14.D. Lancaster County Academy - Mrs. Walker

15. **Informational Items**

15.A. Enrollment Report

15.B. Upcoming School Board Meeting Information

Description: 1. The School Board Reorganization Meeting will be held on December 7, 2026, at 6:00 PM at the Manheim Central District Office.
2. The next regularly scheduled Board Meeting will be held on December 21, 2026 at 6:00 PM at the Manheim Central District Office.

16. **Board Comments**

17. **Meeting Adjournment**

Description: Adjournment of the School Board Meeting.

Agenda of School Board Meeting

The Board of Trustees
Manheim Central School District

A School Board Meeting of the Board of Trustees of Manheim Central School District will be held Monday, October 26, 2026, beginning at 6:00 PM Manheim Central District Office, 281 White Oak Road, Manheim, PA 17545.

With Mr. Bushey presiding, the meeting was called to order at 6:00 PM.

1. **Call to Order**

1.A. Pledge to Flag/Moment of Silence

1.B. Roll Call

Description:

BOARD OF SCHOOL DIRECTORS	PRESENT	ABSENT	LATE ARRIVAL
Mr. Steven Bushey, President	X		
Mr. Matthew Linder, Vice-President	X		
Mrs. Michelle Nix, Treasurer	X		
Mrs. Amy Beachy	X		
Dr. Robert Creighton	X		
Mr. Nicolas Marinaro	X		
Mr. Michael Clair		X	
Mr. Andy Sensenig		X	
Mrs. Jennifer Walker	X		
NON-VOTING MEMBERS			
Dr. Ryan Axe, Superintendent	X		
Dr. Amy Flannery, Assistant Superintendent	X		
Mrs. Kelly Martin, Board Secretary	X		

2. **Announcements**

2.A. The October 26, 2026, School Board Meeting is open to the public and is also being streamed virtually.

3. **Executive Session**

3.A. An Executive Session was held on October 5th, 2026, to discuss Personnel matters.

3.B. An Executive Session was held on October 26th, 2026, to discuss Legal matters.

4. **Approval of Agenda**

Description: Approval of the October 26, 2026 School Board Meeting Agenda

The Agenda was approved by a 7-0 vote following a motion by Mr. Linder and a second by Mrs. Nix.

5. **Approval of Minutes**
Description: Approval of the September 28, 2026 School Board Meeting Minutes.
The Minutes were approved by a 7-0 vote following a motion by Mr. Linder and a second by Mrs. Nix.

6. **Recognition Presentations**
Description: Baron Stage- Middle School

6.A. Learners of the Month
Description:

School Building	Learner	Grade	Presenter
Baron Elementary	Brexten Griffith	3rd	Ms. Rhine
Doe Run Elementary	Micah Glass	3rd	Ms. Lucy Coller
MC Middle School	Evangeline Holmes	6th	Ms. Jess Eiceman
MC High School	Kloe Cox	11th	Mrs. White
Willow Street CTC	Caitlin Hershey	12th	Dr. Weitzel

7. **Recognition of Visitors and Public Comment**
Description:
The Board encourages citizens of the district to come before the Board to present their petitions, inquiries or other communications of interest. The Board invites public (Citizens of the District) comment on any topic that is within the Board's jurisdiction. As outlined in Board Policy 903, the Board requires that public participants be residents or taxpayers of this district.

Anyone wishing to address the board during public comment will need to be in person. If you wish to speak to the Board, please sign in prior to the meeting. Public participation in the meeting is the prerogative of the Board President who will establish the amount of time allowed for speaking. Out of respect for time, comments should be limited to under 3 minutes. For your convenience, a timer will be visible for your reference.

Participants are asked not to make comments that are personally directed, abusive, obscene, or irrelevant.

Other Visitors- Torri Hutter, Carly Ludwig, Lauren Shelly, Teri & Craig Griffith, Lucy Coller, Erica White, Manning Griffith, Mary Ann Hershey, Jamie Cox, Amber Snyder, Jess Eiceman, Genevieve Zercher, Andy Siegrist, Krystle Nemeth, Rebecca Glass, Holmes family, Alysse Arroyo, Caleb Enck, Jan Kugawan, Rebecca & Patrick Weybright

- **Torri Hutter spoke on the criminal investigation and district communication**
- **Amber Snyder spoke on transparency of district and policy change**

- **Genevieve Zercher spoke on charges that were filed and district communication**
- **Alysse Arroyo spoke on transparency/communication of the district, training, and policies**
- **Jan Kugawan spoke on racism, policy change, and public forum request**

8. **Personnel**

The following was approved by a 7-0 vote following a motion by Mr. Linder and a second by Mrs. Nix.

8.A. Approval of the Retirement Memorandum of Understanding with the Manheim Central Education Association.

8.B. Retirement - Professional

Description:

Dr. Seth Kensinger	FT Professional Agricultural Science Teacher, High School, 36.5 years with Manheim Central and 36.5 years in Education, effective January 19, 2027.

The following was approved by a 7-0 vote following a motion by Mr. Linder and a second by Mrs. Nix.

8.C. Resignations — Support Staff

Description:

Kathryn Coe	FT Custodian, Doe Run, effective October 30th, 2026.
Patricia Rivera	PT Food Service Assistant, High School, effective October 2nd, 2026.

8.D. Resignations — Substitute Staff

Description:

Jessalyn Lyon	Day-to-Day Support Staff Substitute, District Wide, effective September 23rd, 2026.

8.E. Leave of Absence — Professional

Description:

Employee #002438	Unpaid FMLA leave starting September 28th, 2026 through Decem This leave is in accordance with Section 23.1 of the Collective Barg Agreement. Unpaid leave starting December 14th through March 1

8.F. Leave of Absence — Support Staff

Description:

Employee #002252	Unpaid FMLA leave starting October 5th, 2026 through November 15th, 2026.

Employee #002213	Unpaid leave starting October 23rd, 2026, through December 17th, 2026.

8.G. New Employment — Support Staff
Description:

Alesha Grant	FT Custodian, Middle School, Year 4.75, Pay Grade 5, $18.25 p effective October 15th, 2026, employment contingent on the tim of new hire paperwork and requirements (replacing Employee #
Ashley-Lynn Wolfgang	PT Young Farmer Coordinator, High School, Year 2.25, Pay Gra per hour, effective date to be determined, employment continge completion of new hire paperwork and requirements (replacing I #002860).

8.H. New Employment — Substitute Staff
Description:

Susan Chasser	Day-to-Day Nurse Substitute, District Wide, effective date to be de employment contingent on the timely completion of new hire paper requirements.

The following was approved by a 7-0 vote following a motion by Mrs. Nix and a second by Mr. Linder.

8.I. Change of Status — Professional
Description:

Myrna Beachy	From: Day-to-Day Support Staff Substitute, District Wide, To: PT L Substitute Pre-K Teacher, Baron Elementary, Master's Degree, Yea $20,425.71, effective January 4th, 2027 to June 3rd, 2027 (substitu Employee #002440).

8.J. Change of Status — Support Staff
Description:

Kathryn Coe	From: FT Custodian, Doe Run, To: Day-to-Day Support Staff Subst Wide, effective October 30th, 2026.
Katherine Gruver	From: Day-to-Day Support Staff Substitute, District Wide, To: PT In Assistant, Doe Run, Year 1.5, Pay Grade 3, $16.00 per hour, effect 1st, 2026 (replacing Employee #002801).

8.K. Continued Employment — Substitute
Description:

Diane Heistand	Support Staff Substitute, District Wide, effective September 15th, 2

8.L. Tenure for Professional Staff
Description: 1. Approval of tenure for the following Professional Staff who have satisfactorily completed three (3) years of service in the District:

Alicia Bartlett (Music Teacher, Middle School & High School)
Melissa Evans (Social Worker, Baron Elementary)
Marissa Fisher (Coordinator of Post-Secondary Transition, High School)
Adrian McCoy (English Language Arts Teacher, Middle School)
Sara McGowan (Emotional Support Teacher, Baron Elementary)
Britiney Rykaczewski (Pre-K Teacher, Baron Elementary)

Kandis Sharp (7th Grade Science Teacher, Middle School)
Dana Sick (FLEX Teacher, Middle School)
Jovana Thompson (Student & Family Resource Specialist, Middle School & High School)

8.M. Supplemental Agenda

9. **Superintendent's Report**

Dr. Axe spoke on the issues brought up by those who spoke and reminded the public that all updates are posted online. He also mentioned the success of the Doe Run Fun(d) fun, the Farm show and the Going Beyond Day.

9.A. District Update

9.B. Distribution of Manheim Central School District Policy 816.1 for First Reading.
Description: 816.1

10. **Assistant Superintendent's Report**

10.A. Dr. Krystle Nemeth- Excellence in Education Award recipient for the Transformational School Leadership Award.

10.B. Update on Policy 204.1.

10.C. Comprehensive Planning Update

11. **Treasurer's Report**
Description:
1. Approval of the Financial Statements and Budget Transfers for September 2026.
2. Approval of the Monthly Invoices for September 2026.
The Treasurer's Report was approved by an 8-0 vote following a motion by Mr. Linder and a second by Dr. Creighton.

12. **Board Committee Reports**

12.A. Business Operations and Facilities Committee Report- Mr. Linder
Description: 1. October 19, 2026 Meeting Report
2. Next Meeting on January 11, 2027, at 6 PM.

12.B. Academic Committee Report - Mrs. Walker
Description: 1. Next meeting will be held on January 11, 2027, at 4 PM.

12.C. Activities Committee Report - Mr. Sensenig
Description: 1. Next Meeting will be held on January 11, 2027, at 5 PM.

13. **General Actions Items**

The following was approved by a 7-0 vote following a motion by Mrs. Nix and a second by Mrs. Walker.

13.A. Approval of the Agreement with Saint Joseph's University for their Direct Admission Program.

13.B. Approval of the Agreement with Harrisburg Area Community College for Student Field Placements.

13.C. Approval of the Current STS Guest Teacher List for the 2026-2027 School Year.

13.D. Approval of the list of Bus Drivers for 2026-2027.
Description: Faithful Bus Drivers:
Nikeya Lee- Van Driver
Amber Benner- Van Driver
Martin Eshleman- Van Driver

Graybill's Bus Drivers:
Vanessa Acevedo-Steidel- Bus Aid
Alyssa Burkholder- Bus Driver
Danielle Bare-Aid/Driver

BlueCap Drivers:
Harold Boden III, Driver
Shane Imler, Driver
Joseph Mercado, Driver

The following was approved by a 7-0 vote following a motion by Mrs. Nix and a second by Mrs. Walker.

13.E. Approval of the appointment of Jeff Swarr as the Manheim Central representative to the Lancaster County Career & Technology Center Joint Authority for a three-year term ending October of 2029.

13.F. Approval for Donna Jackson to attend the PA Data Summit from March 22 to 24, 2027, and the Child Accounting Conference from November 4 to 6, 2026, both in Hershey, PA. The total cost of these events is $765, to be paid out of the business office account for staff development.

13.G. Approval of playground repairs from River Valley Landscapes for the Baron and Doe Run Elementary Schools.

The following was approved by a 6-0-1 (Nix Abstained) vote following a motion by Mr. Linder and a second by Mrs. Walker.

13.H. Approval of John M. Hess Auction Service, Inc. On-Site Auction Contract to sell the property at 475 Charles Drive.

The following was approved by a 7-0 vote following a motion by Mrs. Nix and a second by Mr. Linder.

13.I. Approval to purchase a 2027 Ford Super Duty F-350 maintenance and plowing truck from Hondru Ford Inc. (Costars vendor #125126, Contract #025-E22-387), in the amount of $49,995.

13.J. Approval of invoice from Stable Hollow Construction for repairs to the Shearer's Mill Bridge for $23,977.80 - District will pay 33% ($7,912.67) of the expense per agreement with the Manheim Boro.

13.K. Retroactive Approval of Special Education Services.

13.L. Approval of the Renewal Contracts for the 2026-2027 School Year.

13.M. Approval of Additional Fundraisers for the 2026-2027 School Year.

13.N. Approval of Additional Field Trips for the 2026-2027 School Year and 2027-2028 Out-Of-Country Field Trip.

13.O. Second Reading and Approval of Manheim Central School District Policies 102, 105, 209, 237, 246, 249, 716, 803, 805.2, and 822.
Description: 102, 105, 209, 237, 246, 249, 716,803, 805.2, and 822.

13.P. Approval of the Coach Volunteers for the 2026-2027 school year.

14. **Board Representatives Reports**

14.A. Lancaster-Lebanon IU13 - Mrs. Beachy

14.B. Lancaster County CTC Report- Mr. Marinaro

14.C. PSBA/Legislative Report - Mrs. Nix

14.D. Lancaster County Academy - Mrs. Walker

15. **Informational Items**

15.A. Enrollment Report

15.B. Upcoming School Board Meeting Information
Description: 1. The next regularly scheduled Board Meeting will be held on November 16, 2026 at 6:00 PM at the Manheim Central District Office.

16. **Board Comments**

17. **Meeting Adjournment**
Description: Adjournment of the School Board Meeting.

The meeting was adjourned at 7:03 PM by Mr. Bushey.