



Agenda of Regular Board Meeting

The Board of School Directors Central Dauphin School District

A Regular Board Meeting of the Board of School Directors of Central Dauphin School District will be held Tuesday, October 6, 2026, beginning at 7:00 PM Administration Building Board Room, 75 South Houcks Road, Harrisburg, PA 17109.

1. Opening Items

1.A. Call to Order

The President of the Board will call the meeting order.

1.B. Roll Call

Mr. Michael Jacobs

The Board Secretary will call the roll.

1.C. Pledge to the Flag

The Board President will lead those in attendance in the Pledge of Allegiance.

1.D. Additions, Deletion, or Modifications to the Agenda

Board Members may make additions, deletions, or modifications to the agenda.

1.E. Approval of Meeting Minutes

The Administration is recommending approval of the September 22, 2026 meeting minutes.

Motion to approve the recommendation.

2. Information and Proposals

2.A. Announcement of Executive Session

Executive Session was held to discuss personnel and legal issues.

2.B. Student Speaker

I am pleased to introduce our student speaker from Central Dauphin East High School, please welcome Quentin Heng.

2.C. Superintendent Spotlight

2.D. Public Speakers for Agenda Items

Residents who wish to speak must contact the Board Secretary by 4:00 p.m. on the day of the board meeting, or sign up at the sign-in table until 6:55 p.m.

The following public speaker(s) has (have) requested to speak:

3. Unfinished Business

3.A. Approval of Stormwater Easement Agreement

Mr. Peter Bard

The Administration is recommending approval of the stormwater easement agreement

with Lower Paxton Township Authority, pending legal review. This item was reviewed at the September 8, 2026 Board meeting.
Motion to approve the recommendation.

3.B. Treasurer's Report

The Administration is recommending approval of the Treasurer's Report for the month ending July 31, 2026. This item was reviewed at the September 22, 2026 Board meeting.

Motion to approve the recommendation.

3.C. Approval of District Branding and Logos

Mr. Peter Bard

The Administration is recommending approval of the district branding and logos. This item was reviewed at the September 22, 2026 Board meeting.

4. New Business

4.A. Personnel Report

The Administration is recommending approval of the Personnel Report as discussed in Executive Session.

Motion to approve the recommendation.

4.B. Overnight Trip Approval

Mr. Eric Turman

The Administration is recommending approval of the following overnight trip request. This item will appear on the October 20, 2026 Board agenda for approval.

- East High School FBLA members to travel to Washington, DC from November 5, 2026 to November 7, 2026 for the FBLA National Fall Leadership Conference.

4.C. First Reading of Board Policies

Mr. Eric Turman

The Administration is recommending the first reading of the following Board Policies. This item will appear on the October 20, 2026 Board agenda for approval.

Policy #001 - Name and Classification

Policy #815.1 - Artificial Intelligence - New Policy

Current Policy #815.1 - Social Media - Renumber to #816

Current Policy #816 - Use of Livestream Video on School District Property - Renumber to #817

4.D. Public Speakers for Non-Agenda Items

Residents who desire to speak must contact the Board Secretary by 4:00 p.m. on the day of the Board meeting, or sign up at the sign-in table until 6:55 p.m.

The following public speaker(s) has (have) requested to speak:

4.E. Board Representative Report

Board Representative Reports.

4.F. Board Committee Reports

Board Committee Reports.

4.G. Sympathy Resolutions

5. Adjournment

Motion to adjourn the meeting.



Central Dauphin School District

Regular Meeting of the Board of Directors

Tuesday, September 22, 2026

Administration Building Board Room

75 South Houcks Road

Harrisburg, PA 17109

7:00PM

Members present via Roll Call

Janelle Bingaman, Andrea Cavoli, Eric Epstein, Thomas Garlic, Jeffrey Gordon, Kristen Hanford, Michael Jacobs, Michael Siget, Jeanne Webster

Members absent.

Administration Members present

Eric Turman, Peter Bard, Michael Pykosh, Kim McConnell

School Board President, Michael Jacobs called the meeting to order at 7:02 p.m.

Opening Items

Procedural: 1.A - Call to Order

Procedural: 1.B – Roll Call

Procedural: 1.C - Pledge to the Flag

Action: 1.D - Additions, Deletions, or Modifications to the Agenda. There were no Additions, Deletions, or Modifications to the Agenda.

Action: 1.E – Approval of Meeting Minutes. The Administration recommended approval of the minutes from the Regular Board meeting held on Tuesday, September 8, 2026.

Motion made by Jeanne Webster, second by Kristen Hanford

Final Resolution: Motion carried with 9 affirmative votes.

Yea: Janelle Bingaman, Andrea Cavoli, Eric Epstein, Thomas Garlic, Jeffrey Gordon, Kristen Hanford, Michael Jacobs, Michael Siget, Jeanne Webster

Information and Proposals

Information: 2.A – Announcement of Executive Session. Michael Jacobs announced that Executive Session was held prior to this meeting to discuss personnel and legal issues.

Information: 2.B – Public Speakers for Agenda Items. Residents who desire to speak must contact the Board Secretary by 4:00 p.m. on the day of the Board meeting, or they can sign up at the sign-in table until 6:55 p.m.

There were no public speakers.

Unfinished Business

Action: 3.A – Approval of Stormwater Easement Agreement. The Administration recommended approval of the stormwater easement agreement with Lower Paxton Township Authority, pending legal review. This item was reviewed at the September 8, 2026 Board meeting.

Motion to table the recommendation until the October 6, 2026 Board Meeting made by Kristen Hanford, second by Jeanne Webster

Final Resolution: Motion carried with 9 affirmative votes.

Yea: Janelle Bingaman, Andrea Cavoli, Eric Epstein, Thomas Garlic, Jeffrey Gordon, Kristen Hanford, Michael Jacobs, Michael Siget, Jeanne Webster

New Business

Action: 4.A – Personnel Report. The Administration recommended approval of the Personnel Report, as discussed in Executive Session.

Motion by Janelle Bingaman, second by Jeanne Webster

Final Resolution: Motion carried with 8 affirmative votes.

Yea: Janelle Bingaman, Andrea Cavoli, Eric Epstein, Thomas Garlic, Kristen Hanford, Michael Jacobs, Michael Siget, Jeanne Webster

Nay: Jeffrey Gordon

Action: 4.B – Settlement Agreement Case #2627-1. The Administration recommended approval of the Settlement Agreement Case #2627-1, as discussed in Executive Session.

Motion by Jeanne Webster, second by Thomas Garlic.

Final Resolution: Motion Carried with 9 affirmative votes.

Yea: Janelle Bingaman, Andrea Cavoli, Eric Epstein, Thomas Garlic, Jeffrey Gordon, Kristen Hanford, Michael Jacobs, Michael Siget, Jeanne Webster

Information: 4.C – Treasurer's Report. The Administration recommended approval of the Treasurer's Report for June 2026. This item will appear on the October 6, 2026 Board agenda for approval.

Information: 4.D – Approval of District Branding and Logos. The Administration recommended approval of the district branding and logos. This item will appear on the October 6, 2026 Board agenda for approval.

Information: 4.E – Public Speakers for Non-Agenda Items. People who desire to speak must contact the Board Secretary by 4:00 p.m. on the day of the Board meeting, or they can sign up at the sign-in table until 6:55 p.m.

Elizabeth Rodger, Student, spoke about her 504 accommodations.

Jonathan Blascovich, spoke about the menus at the Kindergarten Centers and the start and end times at the Kindergarten Centers.

Information: 4.F – Board Representative’s Report. Mr. Jacobs thanked Mr. Siget for his assistance with the proposed Department of Health Regulation.
Mrs. Bingaman acknowledged the East School Band for a recent competition.

Information 4.G – Board Committee Reports.

Upcoming Committee Meetings: September 29, 2026 – 4:00 p.m. Personnel, 4:30 p.m. Policy and 5:00 p.m. Academic.

Information: 4.H – Sympathy Resolutions. Sympathies were extended to Julia Batdorf, Principal at Paxtonia Elementary, on the passing of her father, Michael Andreoli. Sympathies were extended to the family of Dr. Anne Russo, former Psychologist, on her passing.

Adjournment

Action: 5 – Adjournment.

Motion by Eric Epstein, second by Kristen Hanford.

Final Resolution: Motion Carried with 9 affirmative votes.

Yea: Janelle Bingaman, Andrea Cavoli, Eric Epstein, Thomas Garlic, Jeffrey Gordon, Kristen Hanford, Michael Jacobs, Michael Siget, Jeanne Webster

Information: 9.01 – Next Meeting. The next meeting of the Central Dauphin School District Board of Directors will take place on Tuesday, October 6, 2026 at 7:00 p.m. in the Administration Building Board Room, 75 South Houcks Road, Harrisburg, PA.

The September 22, 2026 meeting was adjourned at 7:25 p.m.

As prepared by:

Kim McConnell,
Board Secretary

STORMWATER EASEMENT AGREEMENT

THIS EASEMENT AGREEMENT (the "Agreement"). made as of the ____ day of _____, 2026 by and between **CENTRAL DAUPHIN SCHOOL DISTRICT**, maintaining an address of 75 S. Houcks Rd., Harrisburg, PA 17109 ("Grantor"), and **LOWER PAXTON TOWNSHIP AUTHORITY**, a Pennsylvania municipal authority, maintaining a mailing address of 425 Prince St., Harrisburg, PA 17109 ("Grantee" or Authority") (collectively, "Parties").

WHEREAS, Grantor is the owner of real property located at 75 S. Houcks Rd., more particularly described as Dauphin County Tax Parcel No. 35-052-125-000-000 ("Grantor's Property"); and

WHEREAS, the Authority is constructing Colonial Park stormwater improvements, including those located along Prince St. ("Project"); and

WHEREAS, a necessary component of the Project involves area located on the Property that requires an easement interest; and

WHEREAS, the parties desire to enter into this Agreement to create certain stormwater easements running across and for the benefit of the Grantor and Grantee under the terms and conditions set forth herein.

NOW THEREFORE, in consideration of the mutual covenants and promises herein contained and intending to be legally bound hereby, the Parties agree as follows:

1. Recitals. The Recitals set forth above are incorporated herein.
2. Grant of Permanent Stormwater Easement. In exchange for a payment of One Dollar (\$1.00) together with other valuable consideration, receipt of which is hereby acknowledged, Grantor grants to Grantee, its successors, and assigns, a permanent stormwater easement on, over, upon and under Grantor's Property for the purpose of protecting the constructed stormwater facilities, as depicted by the area on "Exhibit A" ("Permanent Stormwater Easement"). This Permanent Stormwater Easement shall contain the ability to bring legal action, if necessary, to correct any violations of easement restrictions: set forth below:
 - a. No action will be taken to block or impede the passage of water through the stormwater facilities.
 - b. No structure, building, or fence shall be placed upon any affected lot which would impede the use or operation of the stormwater facilities for their intended purposes without the prior approval of the authority.
 - c. No trees or shrubs shall be placed upon any affected lot which would impede

the use or operation of the stormwater facilities for their intended purposes without the prior approval of the Authority.

3. Grant of Temporary Construction Easement. Grantor additionally grants to Grantee, its successors and assigns a Temporary Construction Easement on, over, and upon Grantor's Property as depicted by the area on Exhibit "A" (Temporary Construction Easement for use in staging and storage of materials) Upon the Temporary Construction Easement, Grantee is permitted to store materials to be used with respect to the work Grantee will perform within the Permanent Easement. Grantee shall not store vehicles or machinery within the Temporary Easement at anytime. Upon completion of the project, Grantee shall restore the Temporary Construction Easement area to the condition that existed prior to Grantor's use.

4. Access. Grantor authorizes Grantee or its authorized representatives to enter upon Grantor's Property, from time to time, to inspect and maintain the stormwater facilities. The terms of this paragraph shall survive the termination of any term set forth in this Agreement.

5. Corrective Measure. Upon the failure of Grantor to comply with the terms of this Agreement or to take corrective measures within 30 days following notice from Grantee, Grantee through its authorized representatives may take such corrective measures as it deems reasonably necessary to bring Grantor's Property into compliance with this Agreement, including, but not limited to the removal of any blockage or obstruction from drainage pipes, easements and swales, and may charge the cost thereof to Grantor. In default of such payment, Grantee may cause a municipal lien to be imposed upon Grantor's Property.

6. Indemnification. Grantor agrees to indemnify and hold harmless the Authority and all of its employees, agents, attorneys, and consultants ("Grantee Indemnitees") from any and all liability, loss or damage, including attorney's fees and costs of investigation and defense, as a result of claims, demands, costs, or judgements against Grantee Indemnitees which arise as a result of violations with respect to paragraph 2(a-c) herein.

Grantee agrees to indemnify and hold harmless Grantor and all of its directors, employees, agents, attorneys and consultants ("Grantor Indemnitees") from any and all liability, loss, or damage, including attorney's fees and costs of investigation and defense, as a result of claims, demands, costs or judgements against Grantor Indemnitees which arise as a result of the design, installation or construction of the stormwater facilities.

7. Amendment. This Agreement shall not be amended, modified, or changed except in a writing signed by Grantor and Grantee, or their successors or assigns.

8. Recording. This Agreement shall be recorded, with the costs of recording to be paid by the Authority, in the Office of the Recorder of Deeds of Dauphin County, Pennsylvania.

9. Binding Effect. This Agreement shall be binding upon and shall inure to the benefit of the

Authority, and the Authority's successors or assigns. Likewise, this Agreement shall be binding upon and shall inure to the benefit of Grantor, and Grantor's successors or assigns and shall expressly run with the land to all subsequent owners.

10. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania.

11. Severability. If any provision of this Agreement or the application thereof to Grantor and Grantee, its successors or assigns, is held invalid or unenforceable to any extent, the remainder of this Agreement and the application of the remaining provisions shall be enforced to the greatest extent permitted by law.

12. Merger. This Agreement contains the entire agreement and understanding, with respect to the subject matter hereof between the Parties.

13. Assignment. This Agreement may be assigned by Grantee. Written notice of assignment will be provided to the Grantor.

[the remainder of this page has been left intentionally blank: signatures to follow]

IN WITNESS WHEREOF, the parties have caused this Stormwater Easement Agreement to be executed as of the day first written below:

ATTEST:

GRANTOR:

By:

Michael Jacobs,
CDSD President

(SEAL)

ATTEST:

**LOWER PAXTON TOWNSHIP
AUTHORITY:**

By:

Robin Lindsey,
Secretary

David Blain,
Chair

(SEAL)

COMMONWEALTH OF PENNSYLVANIA :
: SS
COUNTY OF DAUPHIN :

On this _____ day of _____, 2026, before me, a Notary Public, the undersigned officer, personally appeared MICHAEL JACOBS, who acknowledged that he, being the Chair of the CENTRAL DAUPHIN SCHOOL DISTRICT Board, executed the foregoing instrument for the purpose therein containing by signing his name.

Witness my hand and seal, the day and year aforesaid.

Notary Public
(SEAL)

COMMONWEALTH OF PENNSYLVANIA :
: SS
COUNTY OF DAUPHIN :

On this _____ day of _____, 2026, before me, a Notary Public, the undersigned officer, personally appeared DAVID BLAIN, who acknowledged that he, being the Chair of the LOWER PAXTON TOWNSHIP AUTHORITY, executed the foregoing instrument for the purpose therein containing by signing his name.

Witness my hand and seal, the day and year aforesaid.

Notary Public
(SEAL)

EXHIBIT “A”

Central Dauphin School District Easement Exhibit

HERBERT, ROWLAND & GRUBIC, INC.

369 EAST PARK DRIVE

HARRISBURG, PA 17111

717.564.1121 | hrg-inc.com

HRG

EASEMENT EXHIBIT

CENTRAL DAUPHIN SCHOOL DISTRICT

PID 35-052-125

INSTR. # 20250000312

PROJECT #

4807.0450

DATE

2026.04.15

SCALE

AS SHOWN

PM:

JAH

SHEET TITLE:

EXHIBIT A

SHEET:

EASE-01

01

PERMANENT DRAINAGE EASEMENT (1,085 SF)

NOTES:

1. PROPOSED EASEMENT AREAS ARE AS SHOWN.
2. PROPOSED DESIGN FEATURES DEPICTED ON THIS PLAN ARE FOR GENERAL INFORMATION ONLY AND ARE NOT TO BE CONSTRUED AS AN EXACT REPRESENTATION OF THE ENGINEERING DRAWINGS.
3. ALL PROPERTY LINE INFORMATION SHOWN IS BASED UPON TAX MAPS, DEEDS AND PLANS OF RECORD. HERBERT, ROWLAND & GRUBIC, INC. ASSUMES NO RESPONSIBILITY FOR THE ACCURACY OF SAID INFORMATION.
4. ALL EXISTING RIGHT-OF-WAY AND EASEMENT LINE INFORMATION SHOWN IS BASED UPON TAX MAPS AND PLANS OF RECORD. HERBERT, ROWLAND & GRUBIC, INC. ASSUMES NO RESPONSIBILITY FOR THE ACCURACY OF SAID INFORMATION.

TREASURER'S REPORT
July 2026

I. The Administration recommends the approval of the Treasurer's Report for the month ending July 31, 2026 summarized as follows:

General Fund Receipts	\$	21,354,181
General Fund Disbursements	\$	15,210,862
Balance of Cash + Investments	\$	31,347,699

II. The Administration recommends the approval of the listed schedule of investment transactions for the period beginning July 01, 2026 through July 31, 2026 having total interest earnings \$ 89,490 comprised of the following:

Fulton Bank General Checking	\$	25,648
Interest Earned in Payroll Fund 71	\$	4,638
Fulton Bank Investments	\$	547
PLGIT - Class, General Fund	\$	20,109
PSDLAF - General Fund	\$	16,197
PSDLAF -SWAP Proceeds Acct	\$	8,609
Mid Penn -General Fund	\$	7,089
Fulton Bank Swap Proceeds	\$	6,652

III. The Administration recommends the approval of the July Disbursements for the paid bills for all funds totaling: \$ 22,213,600

IV. ESTIMATED DISBURSEMENTS OF GENERAL FUND

The Administration recommends approval of the estimated disbursements of the General Fund for the month of July in the following amounts:

Operating Disbursements	\$	18,970,356
Payroll		15,447,677
Social Security -- District		1,181,747
Employer Provided Insurance		2,497,783
General Obligation Bonds, Notes		
Retirement Contribution		5,252,210
Total Estimated Disbursements	\$	43,349,773

V. The Administration recommends the approval of the listed schedule of exonerations for the period beginning July 1, 2026 through July 31, 2026.

District Level

Initials



Mascot



Script Initials



Colors



Wordmark



Scriptmark



Central Dauphin East Schools

Mascot



Initials



Script Initials



Colors



Scriptmark



Wordmarks



Circle Mark



Central Dauphin Schools

Mascot



Initials

CDHS

CDMS

LMS

Script Initials

CDHS

CDMS

LMS

Colors

GREEN

BLACK

WHITE

Scriptmark

Central Dauphin
HIGH SCHOOL

Central Dauphin
MIDDLE SCHOOL

Linglestown
MIDDLE SCHOOL

Wordmarks

CENTRAL DAUPHIN HIGH SCHOOL

CENTRAL DAUPHIN MIDDLE SCHOOL

LINGLESTOWN MIDDLE SCHOOL

CENTRAL DAUPHIN
H I G H S C H O O L

CENTRAL DAUPHIN
M I D D L E S C H O O L

LINGLESTOWN
M I D D L E S C H O O L

Circle Mark



PERSONNEL AGENDA October 6, 2026

*It is recommended the Board of School Directors approve the following appointments, subject to pre-employment requirements, applicable clearance paperwork, reference verification, and verification of educational and professional experience. Assuming successful completion of the pre-employment onboarding process, start date will be updated from to be determined date to official calendar start date.

**As seen on the Personnel Agenda below, TBD, or to be determined, stands in place of an official start date until successful completion of the onboarding process.

1. Appointment(s) – Professional

Name:	<u>Demetria Tennison</u>
Position:	Autistic Support Teacher/E.H. Phillips Elementary School
College:	Pennsylvania State University
Experience:	Private Sector
Certification:	Emergency Certification
Reason for Vacancy:	Transfer of Allison Nurick
Salary:	\$61,439.00 Column B, Step 1
Effective:	October 7, 2026

Name:	<u>Courtney Sparrow</u>
Position:	Autistic Support Teacher/Colonial Park Learning Center
College:	Pennsylvania State University
Experience:	Private Sector
Certification:	Emergency Certification
Reason for Vacancy:	New Position Budgeted for 2026-2027
Salary:	\$61,439.00 Column B, Step 1
Effective:	November 4, 2026

Name:	<u>Hannah Wilson</u>
Position:	Learning Support Teacher/Union Deposit Learning Center and Executive Park Learning Center
College:	Kutztown University
Experience:	Three years
Certification:	Level I
Reason for Vacancy:	New Position Budgeted for 2026-2027
Salary:	\$64,439.00 Column B, Step 3
Effective:	December 2, 2026

2. **Appointment(s) – Classified**

Name: **Jennifer Speelman**
 Position: Learning Support Paraprofessional/Paxtang Elementary School
 Reason for Vacancy: Retirement of Brenda Horting
 Salary: \$28,491.47
 Effective: October 12, 2026

Name: **Samantha Del Cristo**
 Position: Emotional Support Paraprofessional/Swatara Middle School
 Reason for Vacancy: Transfer of Jacinta Jackson
 Salary: \$28,491.47
 Effective: October 26, 2026

Name: **Anna Panzino**
 Position: Second Shift Custodian/Central Dauphin East High School
 Reason for Vacancy: Resignation of Lisa Mongelli
 Salary: \$41,927.04
 Effective: October 7, 2026

Name: **Reginald Wise**
 Position: First Shift Projects Custodian/District Wide
 Reason for Vacancy: Transfer of Caleb Bechtel
 Salary: \$41,927.04
 Effective: October 12, 2026

Name: **Joannie Walton**
 Position: Autistic Support Paraprofessional/Colonial Park Learning Center
 Reason for Vacancy: New Position Budgeted for 2026-2027
 Salary: \$28,491.47
 Effective: October 21, 2026

Name: **Tamie Meredith**
 Position: Autistic Support Paraprofessional/North Side Elementary School
 Reason for Vacancy: Transfer of Prudence Williams
 Salary: \$28,491.47
 Effective: October 21, 2026

Name: **Marissa Hoke**
 Position: Supplemental Full-Time Learning Support
 Paraprofessional/Paxtonia Elementary School
 Reason for Vacancy: Transfer of Lynn Kopnisky
 Salary: \$28,491.47
 Effective: October 21, 2026

3. Appointment(s) – Act 93

Name: **Sabrina Calabrese**
 Position: Human Resources Onboarding Specialist/Administration
 Building
 Reason for Vacancy: Resignation of Eileen Perez
 Salary: \$52,000.00
 Effective: October 7, 2026

4. Transfers(s) – Professional

Name: **Amber Showers**
 Position: *From:* Autistic Support Teacher/Paxtonia Elementary
 School
To: Supplemental Full-Time Learning Support
 Teacher/Paxtonia Elementary School
 Reason for Vacancy: Resignation of Ashley Faircloth
 Salary: No Change
 Effective: No Later Than December 1, 2026

Name: **Keli Melhorn**
 Position: *From:* Instructional Coach/Administration
To: Fourth Grade Teacher/Tri-Community Elementary
 School
 Reason for Vacancy: Resignation of Kaleigh Jean Francois
 Salary: No Change
 Effective: No Later Than October 12, 2026

5. Transfers(s) – Classified

Name: **Ashok Rai**
 Position: *From:* Second Shift Custodian/Tri-Community Elementary
 School
To: Second Shift Custodian/Rutherford Elementary School
 Reason for Vacancy: Transfer of Hailey Young
 Salary: No Change
 Effective: October 7, 2026

Name: **Prudence Williams**
 Position: *From:* Autistic Support Paraprofessional/North Side Elementary School
To: Supplemental Full-Time Learning Support Paraprofessional/Central Dauphin East Middle School
 Reason for Vacancy: Transfer of Emily Davis
 Salary: No Change
 Effective: October 7, 2026

Name: **Tyrone Fischer**
 Position: *From:* Substitute Custodian/District Wide
To: Second Shift Custodian/Central Dauphin East High School
 Reason for Vacancy: Resignation of Julio Gonzalez
 Salary: \$41,927.04
 Effective: October 7, 2026

Name: **John Mullins, Jr.**
 Position: *From:* Autistic Support Paraprofessional/South Side Elementary School
To: Autistic Support Paraprofessional/Central Dauphin High School
 Reason for Vacancy: Resignation of Tonya Collins
 Salary: No Change
 Effective: October 19, 2026

Name: **Caleb Bechtel**
 Position: *From:* First Shift Custodian/Executive Park Learning Center
To: Second Shift Custodian/Tri-Community Elementary School
 Reason for Vacancy: Transfer of Ashok Rai
 Salary: No Change
 Effective: October 19, 2026

6. **Transfers(s) – Act 93**

Name: **Bipan Jogi**
 Position: *From:* IT Support Technician/Administration
To: Jr. Systems Administrator/Administration
 Reason for Vacancy: Resignation of Jayden Hendry
 Salary: \$47,402.00
 Effective: October 26, 2026

7. **Extended Leave(s) – Professional**

Name: **Patricia Johnson**
 Position: Fifth Grade School Teacher/Lawnton Elementary School
 Reason: Extended Leave
 Effective: November 30, 2026
 Expire: Not to exceed 60 days

Name: **Jacklyn Schaefer**
 Position: School Nurse/Linglestown Elementary School
 Reason: Extended Leave
 Effective: October 2, 2026
 Expire: Not to exceed 60 days

Name: **Joshua Gerstenlauer**
 Position: Reading Teacher/Swatara Middle School
 Reason: Extended Leave
 Effective: January 8, 2027
 Expire: Not to exceed 60 days

Name: **Mary Catherine Penczkowski**
 Position: English Teacher/Central Dauphin East High School
 Reason: Extended Leave
 Effective: September 18, 2026
 Expire: Not to exceed 60 days

Name: **Jason Reckner**
 Position: Science Teacher/Central Dauphin High School
 Reason: Extended Leave
 Effective: November 17, 2026
 Expire: Not to exceed 60 days

Name: **McKensie Shreiner**
 Position: Fourth Grade Teacher/West Hanover Elementary School
 Reason: Extended Leave
 Effective: December 11, 2026
 Expire: Not to exceed 60 days

Name: **Lisa Brubaker**
 Position: Sixth Grade Teacher/Linglestown Middle School
 Reason: Extended Leave
 Effective: December 9, 2026
 Expire: Not to exceed 60 days

Name: **Kaylin Skaggs**
 Position: Fourth Grade Teacher/Paxtonia Elementary School
 Reason: Extended Leave
 Effective: October 5, 2026
 Expire: Not to exceed 60 days

Name: **Rachel Thrush**
 Position: RN Health Room Aide/Paxtonia Elementary School
 Reason: Extended Leave
 Effective: November 11, 2026
 Expire: Not to exceed 60 days

8. **Extended Leave(s) – Classified**

Name: **Angelica Alexander**
 Position: Second Shift Custodian/Central Dauphin East Middle School
 Reason: Extended Leave
 Effective: October 12, 2026
 Expire: Not to exceed 60 days

Name: **Melissa Match**
 Position: Learning Support Paraprofessional/Colonial Park Learning Center
 Reason: Extended Leave
 Effective: September 2, 2026
 Expire: Not to exceed 60 days

Name: **Kendra Stottlemeyer**
 Position: Life Skills Paraprofessional/Central Dauphin High School
 Reason: Extended Leave
 Effective: October 6, 2026
 Expire: Not to exceed 60 days

Name: **Kathryn Ceneskie**
 Position: Autistic Support Paraprofessional/Union Deposit Learning Center
 Reason: Extended Leave
 Effective: August 18, 2026
 Expire: Not to exceed 60 days

9. Resignation(s) – Professional

Name: **Jasmine Hill**
 Position: Fifth Grade School Teacher/Tri-Community Elementary School
 Years: 2 years 9 months
 Salary: \$64,439.00
 Effective: No Later Than November 19, 2026

Name: **Christine Berry**
 Position: English Teacher/Central Dauphin Middle School
 Years: 15 years 9 months
 Salary: \$80,520.00
 Effective: No Later than November 20, 2026

Name: **Tiara Fowler**
 Position: Autistic Support Teacher/E.H. Phillips Elementary School
 Years: 2 months
 Salary: \$80,520.00
 Effective: September 30, 2026

Name: **Sandra Tardio**
 Position: MDS Teacher/E.H. Phillips Elementary School
 Years: 1 week
 Salary: \$82,439.00
 Effective: October 2, 2026

10. Resignation(s) – Classified

Name: **Dominique McClain**
 Position: Emotional Support Paraprofessional/Lingletown Elementary School
 Years: 0 months
 Salary: \$28,491.47
 Effective: September 18, 2026

Name: **Tyshina Harvie**
 Position: Autistic Support Paraprofessional/Central Dauphin Middle School
 Years: 7 months
 Salary: \$28,491.47
 Effective: October 9, 2026

Name: **Jazmine Cooper**
 Position: Autistic Support Paraprofessional/Tri-Community Elementary School
 Years: 1 year
 Salary: \$28,491.47
 Effective: October 9, 2026

11. Involuntary Resignation(s) – Classified

Name: **Cadasia Parker**
 Position: FT Supp Learning Support Paraprofessional/Central Dauphin East Middle School
 Years: 2 years, 6 months
 Salary: \$28,491.47
 Effective: September 21, 2026

Name: **Gary Fallings**
 Position: Emotional Support Paraprofessional/Linglestown Middle School
 Years: 3 years, 8 months
 Salary: \$30,710.89
 Effective: October 6, 2026

12. Work Experience Students 2026-2027

The Special Needs pupils from the Learning Support Programs will be involved in training experience positions with the following ancillary services:

Dept. of Cafeteria Services, Dept. of Transportation, Dept. of Custodial Services, Curriculum & Audio-Visual Dept. Clerical Services, Library Services, Special Education Classrooms, Computer Labs at the Elementary Schools.

The training program will begin August 2026 and will continue until June 2027. The students will work approximately 3 – 4 hours per school day at these positions in conjunction with their classroom experience at their Home School Assignment. The rate per hour for work experience students will be \$7.25.

T. Turner

N. Kha

A. Shambach

13. Mentor(s) 2026-2027 School Year – Stipend \$900 per Year/\$450 per Semester

Mentor	New Hire	New Hire Building	Stipend
Bethany Foran	Michaela Snody	Linglestown Middle School	\$900.00
Tara Mitchell	Mackenzie Mitchell	Colonial Park Learning Center	\$900.00
Jennifer Morris	Laura Spriggs	Central Dauphin High School	\$900.00
Brianna Stephenson	Christopher Owolabi	South Side Elementary School	\$900.00
Kelly Kroeck	Carolina Sanchez	Executive Park Learning Center	\$900.00

Laura Sullivan	Aneisha Reid	Central Dauphin East High School	\$900.00
Alexander Hoffman	Olivia Gelbaugh	North Side Elementary School	\$900.00

14. **Kindergarten Assistants 2026-2027 School Year- Rate \$11.00 Per Hour**

FIRST INITIAL	LAST NAME
M.	BenLalouna
A.	Tamang
A.	Lemelle
K.	Fonner
T.	Thompson
A.	Stewart

15. **The Administration is recommending the approval of the following Supplemental Agreement(s) for extracurricular activities:**

**CENTRAL DAUPHIN EAST HIGH SCHOOL
2026-2027 EXTRA-CURRICULAR CONTRACTS**

Position	Stipend	Name
Marching Tech – Percussion	Band Fund	Lauren Spada

**PAXTONIA ELEMENTARY SCHOOL
2026-2027 EXTRA-CURRICULAR CONTRACTS**

Position	Stipend	Name
Safety Patrol	\$1,705.00	Carla Miller

16. **Technology Facilitators – 2026-2027 School Year – (\$1,981.00)**

Name	School	Stipend
Katie Lewis	Paxtonia Elementary School	\$1,981.00

17. **The following professional personnel are eligible for tenure under the School Laws of Pennsylvania:**

**Erika Likens
Valerie Calvin**

Lakisha Pate

Marissa Butts

18. **The Administration is recommending the approval of the following ELD Assignment Changes effective October 13, 2026.**

NAME	POSITION	SCHOOL
Amy Schwartz	ELD Teacher	Colonial Park Learning Center and Blue Mountain Learning Center
Stacey Chyr	ELD Teacher	Cyber Academy and Middle Paxton Elementary School
Lauren Good	ELD Teacher	Union Deposit Learning Center
Amy Reisinger	ELD Paraprofessional	Colonial Park Learning Center

19. **The Administration is recommending the approval of the following Supplemental Agreement(s) for coaching activities:**

**CENTRAL DAUPHIN HIGH SCHOOL
COACHES 2026-2027**

BOYS BASKETBALL	NAME	STIPEND
Head Coach	Seth Leonard	\$10,017.00
Varsity Assistant Coach	Malachi Leonard	\$6,228.00
JV Head Coach	Christo Majok	\$6,228.00
Freshman Coach	Anthony Townsend	\$5,515.00
JH Varsity Coach	James Mazzolla	\$4,518.00
JH JV Coach	Jaraud Smith	\$4,246.00
Volunteer Coach	Rashaun Gabriel	Volunteer
Volunteer Coach	Sam Light	Volunteer
Volunteer Coach	Chris Woodard	Volunteer

GIRLS BASKETBALL	NAME	STIPEND
Head Coach	Greg Cavoli	\$10,017.00
Volunteer Coach	Stephanie Sutton	Volunteer
Volunteer Coach	Julia Zakovitch	Volunteer
JH Varsity	Ashlyn Urich	\$4,383.00
Volunteer	Tim Schultze	Volunteer

SWIMMING	NAME	STIPEND
Head Coach	Justin Pitassi	\$6,316.00
Assistant Coach	Jonah Hancock	\$3,453.00
Volunteer Coach	Abigail Starsinic	Volunteer

BOYS WRESTLING	NAME	STIPEND
Head Coach	Jeff Sweigard	\$10,017.00
Varsity Assistant	Connor Yourkavitch	\$4,998.00
Varsity Assistant	Jason Woodall	\$5,134.00
Varsity Assistant	Brent Zeiders	\$5,134.00
Jr. High Head Coach	Mike Mauer	\$5,199.00
Jr. High Assistant Coach	Scott Sehar	\$4,930.00
Volunteer Coach	Mark Shirk	Volunteer
Volunteer Coach	Michael Beers	Volunteer

GIRLS WRESTLING	NAME	STIPEND
Head Coach	James Collins	\$9,950.00
Varsity Assistant	James Stettler	\$4,998.00
Varsity Assistant	Teresa Hitchcock	\$4,998.00
Varsity Assistant	Nate Niman	\$4,930.00
Jr. High Head Coach	Jordyn Gaskill	\$4,997.00
Volunteer Coach	Lee Norbury	Volunteer
JR. High Assistant Coach	Olivia Ball	\$4,796.00

INDOOR BOCCE BALL	NAME	STIPEND
Coach	Shawna Shade	\$5,938.00
Volunteer Assistant Coach	Sarah Gliem	Volunteer

STRENGTH COACHES	NAME	STIPEND
Weight Room (Outside)	Paul Linn	\$1,274.00
Weight Room (Outside)	Jon Linn	\$1,274.00

**CENTRAL DAUPHIN EAST HIGH SCHOOL
COACHES 2026-2027**

BOYS BASKETBALL	NAME	STIPEND
Head Coach	Ryan Hill	\$10,017.00
Varsity Assistant Coach	Jahmal Hall	\$6,364.00
JV Head Coach	Gerald Young	\$6,295.00
Freshman Coach	Joseph Marshall	\$5,648.00
Junior High	Andre Cooper	\$4,450.00
Volunteer Coach Junior High Boys	Antoine Fennell	Volunteer

GIRLS BASKETBALL	NAME	STIPEND
Head Coach	Terrill Seward	10,017.00
Varsity Assistant Coach	Charles Vaughn	\$6,364.00
JV Head Coach	Alexis Weikert	\$6,228.00
Volunteer Coach	Lauren Pettis	Volunteer

SWIMMING	NAME	STIPEND
Head Coach	Anthony Termin	\$6,450.00
Assistant Coach	Serena Merlo	\$3,521.00
Assistant Coach	Erica Baylor	\$3,655.00

BOYS WRESTLING	NAME	STIPEND
Head Coach	Jeff Eason	10,017.00
Varsity Assistant	Anthony Mancuso	\$5,065.00
Varsity Assistant	Patrick Wieger	\$5,065.00

GIRLS WRESTLING	NAME	STIPEND
Head Coach	Jen Olszewski	\$9,884.00
Jr. High Head Coach	Sean Taber	\$4,997.00
Jr. High Assistant Coach	Molly Tabe	\$4,862.00

BOCCE BALL	NAME	STIPEND
Head Coach	Laurie Stone	\$6,006.00
Assistant Coach	Nicholas Zeiders	Volunteer

STRENGTH COACHES	NAME	STIPEND
Weight Room (Outside) M/T/W/Th	Nick Robbins	\$1,206.00
Weight Room (Inside) M/T/W/Th	Courtney Wanner	\$1,206.00

20. **The Administration is recommending the approval of the following salary increases due to the completion of coursework. This qualifies these individuals for a change in salary level.**

Name	From	To
Austyn Briggs	B/4 \$65,939.00	C/4 \$68,520.00
Sierra Trout	B/6 \$68,939.00	C/6 \$71,520.00
Meggan Bright	D/15 \$86,999.00	E/15 \$88,978.00
Daniel Maass	F/15 \$90,957.00	G/15 \$92,936.00
Serap Sengoz	B/15 \$82,439.00	C/15 \$85,020.00
Amy Glass	C/5 \$70,020.00	E/5 \$73,978.00
Tiara Hay	B/3 \$64,439.00	C/3 \$67,020.00
Michael Jones	B/5 \$67,439.00	C/5 \$70,020.00
Ashlyn Urich	B/4 \$65,939.00	C/4 \$68,520.00
Karyn Bashore	E/15 \$88,978.00	F/15 \$90,957.00
Angela Dunn	B/4 \$65,939.00	C/4 \$68,520.00
Emily Bircher	B/4 \$65,939.00	C/4 \$68,520.00
Alex Scheib	C/6 \$71,520.00	E/6 \$75,478.00
Barbara Baquero	E/8 \$78,478.00	F/8 \$80,457.00
Brittany Robinson	C/6 \$71,520.00	E/6 \$75,478.00

Julie Miller	C/7 \$73,020.00	E/7 \$76,978.00
Janei Sunho	B/3 \$64,439.00	C/3 \$67,020.00
Jonathan Ray	F/10 \$83,457.00	H/10 \$87,415.00
Beth Woronko	F/15 \$90,957.00	H/15 \$94,915.00
Ceida Joya	B/3 \$64,439.00	C/3 \$67,020.00
Ian Jenkins	G/3 \$74,936.00	H/3 \$76,915.00
Lauren Metz	E/6 \$75,478.00	F/6 \$77,457.00
Grace Hayes	B/5 \$67,439.00	C/5 \$70,020.00
Jhoseli Jiminez Almanzar	C/4 \$68,520.00	E/4 \$72,478.00
Bylly Jo Morton	E/15 \$88,978.00	F/15 \$90,957.00
Joela Mbuu	E/15 \$88,978.00	F/15 \$90,957.00
Beau Barber	E/10 \$81,478.00	F/10 \$83,457.00
Ryan Maloney	B/6 \$68,939.00	C/6 \$71,520.00
Kaitlyn Hertzler	B/1 \$61,439.00	C/1 \$64,020.00
Leanne Griffo	C/15 \$85,020.00	E/15 \$88,978.00
Tessa Kitzmiller	B/1 \$61,439.00	C/1 \$64,020.00
Mark Shelleman	B/15 \$82,439.00	C/15 \$85,020.00
Tatyana Hlinka	B/4 \$65,939.00	C/4 \$68,520.00
Logan Hunsicker	C/8 \$74,520.00	E/8 \$78,478.00
Jeremy Moser	B/2 \$62,939.00	D/2 \$67,499.00
Erika Likins	C/4 \$68,520.00	E/4 \$72,478.00
Julia Yudichak	B/2 \$62,939.00	C/2 \$65,520.00
Casey Dodson	C/4 \$68,520.00	E/4 \$72,478.00
Courtney Wanner	B/6 \$68,939.00	C/6 \$71,520.00
Rachael Newcomer	B/5 \$67,439.00	C/5 \$70,020.00
Riley Zimmerman	B/4 \$65,939.00	C/4 \$68,520.00
Allyson Cook	B/6 \$68,939.00	C/6 \$71,520.00
James A. Miller	C/15 \$85,020.00	E/15 \$88,978.00
Brittany Alibrando	B/9 \$73,439.00	C/9 \$76,020.00
Marianne Gamble	E/15 \$88,978.00	F/15 \$90,957.00
Fahidra Jean Hyppolite	C/4 \$68,520.00	E/4 \$72,478.00
Racquelle Perry	C/5 \$70,020.00	F/5 \$75,957.00
Lisa Miller	C/15 \$85,020.00	F/15 \$90,957.00
Amanda Laird	B/9 \$73,439.00	E/9 \$79,978.00

21. Update to the September 22, 2026 Personnel Agenda:

Marcy Yeich: Release date was no later than November 13, 2026; release date updated to no later than November 3, 2026.

Jammie Ippolito: Rescinded acceptance of Supplemental Full-Time Learning Support Paraprofessional at Paxtonia Elementary School.

B. Sandoval: Student was listed as Work Experience instead of Kindergarten Assistant.

K. Muhammad: Student was listed as Work Experience instead of Kindergarten Assistant.

Tara Mitchell: Was listed as mentor for Lisa Hull and will no longer be her mentor due to additional documentation provided.



BOARD POLICY

001-DUP1 Name and Classification (Copy)

POLICY NUMBER	VERSION	DOCUMENT STATUS	PRINTED
001-DUP1	v1.2	DRAFT	9/28/2026

■ Proposed addition ■ Proposed deletion

Name

The Board of School Directors shall be known officially as the Board of School Directors of the Central Dauphin School District hereinafter sometimes referred to as the "Board".[\[1\]](#)

Composition

Central Dauphin School District is comprised of all lands that lie within the municipal boundaries of boroughs of Dauphin, Paxtang, and Penbrook and the townships of Lower Paxton, Middle Paxton, Swatara and West Hanover.

Purpose

Central Dauphin School District is organized for the purpose of providing a program of public education to serve the needs of the students of the Commonwealth.[\[10\]](#) [\[4\]](#) [\[5\]](#) [\[6\]](#)

Intermediate Unit

Central Dauphin School District is assigned to Capital Area Intermediate Unit No. 15. [\[7\]](#) [\[8\]](#)

Classification

Central Dauphin School District is classified as a school district of the second class.[\[9\]](#)

Address

The official address of the Board of School Directors of Central Dauphin School District shall be 75 S. Houcks~~600 Rutherford~~ Road, Harrisburg, Pennsylvania 17109-5297.

Legal Footnotes

[1] 24 P.S. 201 LEGAL REFERENCE	[4] 24 P.S. 501 LEGAL REFERENCE
[5] 24 P.S. 502 LEGAL REFERENCE	[6] 24 P.S. 503 LEGAL REFERENCE
[7] 24 P.S. 201 LEGAL REFERENCE	[8] PA Const. Art. III Sec. 14 LEGAL REFERENCE
[9] 24 P.S. 202 LEGAL REFERENCE	[10] PA Const. Art. III Sec. 14 LEGAL REFERENCE

Legal References

Additional References

1949 Act 14 LEGAL REFERENCE	1949 Act 14 LEGAL REFERENCE
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BOARD POLICY

815.1 Artificial Intelligence

POLICY NUMBER	VERSION	DOCUMENT STATUS	PRINTED
815.1	v1.3	DRAFT	10/5/2026

Purpose

The district recognizes the potential that Generative Artificial Intelligence (Generative AI) offers in enhancing educational opportunities, streamlining operations and preparing students for a future that demands adaptability, critical thinking and digital literacy. When incorporated and used in a responsible and ethical manner, AI can support a dynamic working and learning experience.

This policy addresses guidelines for the proper management and responsible use of AI in the district's educational environment. By establishing clear guidelines and procedures, this policy aims to promote transparency and accountability, while fostering a safe learning and working environment.

Authority

The Board directs that the use of AI in the educational environment shall be limited to approved educational purposes and shall comply with applicable state and federal laws, regulations, Board policies, administrative regulations and school rules including, but not limited to, the Family Educational Rights and Privacy Act (FERPA), the Individuals with Disabilities Education Act (IDEA), the Americans with Disabilities Act (ADA), the Children's Internet Protection Act (CIPA), the Children's Online Privacy Protection Act (COPPA), as well as Board policies related to acceptable use of computers and network resources, student and staff conduct, copyright protections, student records, personnel records, bullying and cyberbullying, nondiscrimination and harassment, data security and staff and student expression.^{[1][2][3][4][5][6][7][8][9][10][11][12][13][14][15][16][17][18][19][20][21][22][23][24][25][26][27]}

The availability of access to AI tools and resources by students and staff does not imply endorsement by the district of the Generative AI tool or resource, nor does the district guarantee the accuracy of the information received from AI tools or resources. The district shall not be responsible for any information that may be lost, damaged or unavailable when using an AI tool or resource.

The district shall not be responsible for the dissemination, replication or alteration of information or data input by any student or staff into any AI tool or resource. Nothing in this policy is intended to limit the district's obligations under applicable law or regulations.

The district shall not be responsible for any unauthorized charges or fees resulting from access or use of AI tools or resources.

Definitions

Artificial Intelligence (AI) – computer systems and algorithms that mimic human cognitive functions, such as learning, reasoning, problem-solving, and making decisions. AI encompasses a broad spectrum of techniques and methodologies, including machine learning, natural language processing, computer vision, and robotics, aimed at creating intelligent systems capable of performing tasks autonomously or with minimal human intervention.

AI literacy – the ability to understand, use and interact with AI systems effectively, efficiently and responsibly.

Delegation of Responsibility

The Superintendent shall develop procedures to implement this policy, and may delegate to his/her designee(s) the right to enforce the policy.

Guidelines

Instruction on AI Tools

Staff

The district shall provide staff with professional development addressing the ethical, effective, safe, and appropriate integration of AI to enhance teaching and learning. The training should equip educators, administrators, and staff with the knowledge and skills necessary to integrate AI tools into their roles in the District while also addressing data privacy, legal compliance, and ethical considerations.

Students

The Board directs that students at all grade level receive age-appropriate instruction on the proper use of AI tools, encompassing fundamental principles such as the necessity of proper human supervision, critical thinking, and skepticism regarding accuracy. Such instruction should aim to empower students with the knowledge and skills needed to navigate the increasingly prevalent presence of AI technologies in their academic and personal lives. By fostering a culture of responsible and informed use, students will be better equipped to navigate AI tools effectively while understanding their limitations and ethical implications.

Ethical Considerations

The district shall prioritize the educational value in the use of AI tools and resources and will take measures to mitigate associated risks. The district shall only authorize AI systems and platforms appropriately equipped for preventing breach of personally identifiable information and addressing the district's prohibitions against discrimination, harassment, bullying, bias and access to sexually explicit materials, or those which are harmful to minors or prohibited by Board policy. [\[8\]](#)[\[9\]](#) [\[10\]](#) [\[20\]](#) [\[25\]](#)

The district's technology protection measures shall be enforced during use of AI on district computers and network resources. [\[25\]](#)

The district shall provide additional training, when needed, and address accessibility needs to provide equitable access to AI tools and resources for students and staff including, but not limited to, individuals with disabilities and English Learner students. [\[8\]](#)[\[9\]](#) [\[10\]](#) [\[11\]](#) [\[36\]](#)

The district prohibits the use of AI in making decisions regarding budgeting, payroll, financial or population forecasting, HR analytics, and similar operational tasks. [\[10\]](#)

While AI tools may be used to assist in operational and HR processes the Board directs that final decision-making regarding employee evaluations, promotions, hiring and operational decisions be human decisions and not solely by AI technology to ensure fairness, equity, and compliance with anti-discrimination.

The district prohibits the use of AI in making final determinations on student assessments and evaluations. Teachers shall ensure that personally identifiable student records are kept secure when using such grading technology. [\[8\]](#) [\[9\]](#) [\[11\]](#) [\[14\]](#) [\[37\]](#) [\[38\]](#)

FERPA Compliance

All teachers, administrators, and staff are required to adhere strictly too the regulations outlined in the Family Educational Rights and Privacy Act (FERPA) when utilizing any AI resources.

The District prohibits the use of the personally identifiable information of students while using AI websites, tools, or applications that have not been preapproved by the Director of Technology or his/her designee. The Director of Technology shall establish a process by which teachers and administrators can request the approval of new AI resources. The vetting process shall include a review of the tool's privacy policy, data handling practices, and compliance with FERPA. The Director of Technology or designee shall maintain a list of all such approved resources.

Academic Honesty

The Board recognizes the capacity of AI to complete many student assignments. In doing so, AI has the potential to upend traditional academic honesty and plagiarism standards.

It is the responsibility of all teachers to provide advanced notice of the level of AI use permitted on a particular assignment or project. Generally, when AI is permitted, the student must disclose how they used AI on the assignment, assessment, task, or project.

Having received such notice from a teacher, any student who violates these standards is subject to discipline including detention, suspension, or expulsion depending on the nature of the violation.

The Board permits the use of AI detection tools as an aid to identify potential academic integrity issues, but prohibits reliance on results from AI detection tools as the sole determination of academic integrity.

Acceptable Use

All students and employees shall comply with the District's Policy on the Acceptable Use of District Technology when using AI tools on school district technology. Violations of the District's Acceptable Use Policy may result in disciplinary action against the student or employee.

Student use of AI tools while using District technology or engaged in District activities is also governed by the Student Code of Conduct, which is hereby incorporated by reference.

Consequences for Inappropriate Use

Failure to comply with this policy or district rules regarding appropriate use of AI including, but not limited to, acceptable use of computer and network resources, shall result in usage restrictions, loss of access privileges, disciplinary action and/or referral to legal authorities. [\[12\]](#) [\[16\]](#) [\[21\]](#) [\[25\]](#) [\[40\]](#)

Students and staff must immediately report any violations or suspicious activity to the building principal or designee.

Illegal use of AI; intentional modification without permission or damage to files or data belonging to others; copyright violations; and theft of services shall be reported to the appropriate legal authorities for possible prosecution and is subject to disciplinary action up to and including termination.

This policy shall also apply to student conduct that occurs off school property or during nonschool hours to the same extent as provided in Board policy on student discipline. [\[12\]](#) [\[16\]](#) [\[25\]](#) [\[40\]](#)

Legal Footnotes

[1] 24 P.S. 4601 et seq
LEGAL REFERENCE

[2] 47 U.S.C. 254
LEGAL REFERENCE

[3] 15 U.S.C. 6501 et seq
LEGAL REFERENCE

[4] 17 U.S.C. 101 et seq
LEGAL REFERENCE

[5] 20 U.S.C. 1232g
LEGAL REFERENCE

[6] 20 U.S.C. 1400 et seq
LEGAL REFERENCE

[7] 42 U.S.C. 12101 et seq
LEGAL REFERENCE

[8] Pol. 103 — Discrimination/Title IX Sexual Harassment Affecting Students
POLICY REFERENCE

[9] Pol. 103.1
POLICY REFERENCE
Referenced policy is not available in this policy book.

[10] Pol. 104 — Discrimination/Title IX Sexual Harassment Affecting Staff
POLICY REFERENCE

[11] Pol. 113 — Special Education
POLICY REFERENCE

[12] Pol. 113.1 — Discipline of Students With Disabilities
POLICY REFERENCE

[13] Pol. 113.4 — Confidentiality of Special Education Student Information
POLICY REFERENCE

[14] Pol. 114 — Gifted Support Services
POLICY REFERENCE

[15] Pol. 216 — Student Records
POLICY REFERENCE

[16] Pol. 218 — Student Discipline
POLICY REFERENCE

[17] Pol. 220 — Student Expression/Distribution and Posting of Materials
POLICY REFERENCE

[18] Pol. 237 — Electronic Devices
POLICY REFERENCE

[19] Pol. 247 — Hazing
POLICY REFERENCE

[20] Pol. 249 — Bullying/Cyberbullying
POLICY REFERENCE

[21] Pol. 317 — Conduct/Disciplinary Procedures
POLICY REFERENCE

[22] Pol. 320
POLICY REFERENCE
Referenced policy is not available in this policy book.

[23] Pol. 324 — Personnel Files
POLICY REFERENCE

[24] Pol. 814 — Copyright Material
POLICY REFERENCE

[25] Pol. 815 — Acceptable Use of the Computers, Network, Internet, Electronic Communications, and Information Systems
POLICY REFERENCE

[26] Pol. 830 — Data Breach
POLICY REFERENCE

[27] Pol. 830.1

POLICY REFERENCE

*Referenced policy is not available in this policy book.***[36] Pol. 138 — English as a Second Language**

POLICY REFERENCE

[37] Pol. 113.3 — Independent Educational Evaluations at Public Expense

POLICY REFERENCE

[38] Pol. 127 — Evaluation of Educational Program

POLICY REFERENCE

[40] Pol. 233 — Suspension and Expulsion

POLICY REFERENCE



BOARD POLICY

815.1 Social Media

POLICY NUMBER

815.1

ADOPTED

3/11/2019

VERSION

v1

DOCUMENT STATUS

ACTIVE

PRINTED

10/5/2026

Purpose

The purpose of this policy is to ensure the orderly operation of the district's schools by establishing standards for the operation of school district social media accounts and personal social media accounts, and to differentiate between personal and third party social media accounts and those accounts controlled by the district.

Authority

The Superintendent shall develop procedures to implement this policy, and may delegate to his/her designee(s) the right to enforce this policy.

Definitions

Discriminatory or Harassing Comments – comments or imagery that attack or mock an individual due to his/her real or perceived race, color, national origin/ethnicity, gender, age, disability, sexual orientation or religion.

Limited Public Forum – a government operated location where the public may comment and post online, subject to viewpoint neutral guidelines.

Non-public Forum – a government operated location where the public may not comment or post online; free expression by the public is restricted regardless of message or viewpoint.

Personal Social Media Account – a social media account, regardless of platform, that is operated by a school district employee or school board member for his/her personal use, including personal professional development. A personal account is not regularly used to promote or communicate about school district events or activities, or the activities of students.

School District Social Media Account – a social media account, regardless of platform, that is operated by a school district employee or school board member in his/her professional capacity, and that is designed to further the educational mission of the school district by communicating with members of the school district community and the general public.

Third Party Social Media Account – a social media account, regardless of platform, that is operated by a volunteer, student, parent, alumnus, or other member of the public on behalf of a club, foundation, sports team, or other extracurricular group affiliated with the school district. Third party social media accounts are *not* operated by school district employees or school board members.

Guidelines

If any social media post is published using school district technology resources, including computing devices, mobile devices, and networks, the district's acceptable use policy applies and is hereby incorporated by reference.

SCHOOL DISTRICT SOCIAL MEDIA ACCOUNTS

School district social media accounts must remain professional, and consistent with the educational mission of the school district at all times. The operators of school district social media accounts are responsible for the content on the social media accounts that they manage.

Account Ownership

School district social media accounts are owned by the school district, and operated by school district employees or school board members on behalf of the school district. The Director of Technology and the Director of Public Relations shall maintain a list of all social media accounts operated by the school district, along with a list of credentials to access the accounts.

Photos, Videos, & Livestreams of Students

School district social media account operators may post photographs, videos, and livestreams of students engaged in the educational process or at school-related events *unless* the student's parents have opted the student out of FERPA's directory information sharing. The operators of school district social media accounts are responsible for complying with this provision.

Public Comments

All school district social media accounts shall operate as either a non-public forum (where the public may not comment on the district's posts), or as a limited public forum, where the public may comment publicly on the district's posts – subject to certain guidelines. Whether a social media account is operated as a non-public forum or limited public forum shall be determined by the account operator.

School district social media accounts that operate as a limited public forum shall include a prominent link to the following comment guidelines, posted on the school district's website:

- a. Comments must be related to the original school district post.
- b. No personal attacks.
- c. No lewd, vulgar, or obscene posts.
- d. No discriminatory or harassing comments.
- e. No posts promoting violence or illegal conduct.

Individual comments or posts that violate the above guidelines may be deleted (if possible given the social media platform) without further notice. Posts may not be deleted simply because they are critical of the school district, or because they promote an unpopular opinion, if the post otherwise complies with the above guidelines.

School district social media account operators may not block users from accessing the school district's social media posts. The Director of Technology shall refer any user who repeatedly violates the above guidelines to the Superintendent for further investigation and potential legal remedies.

Tagging

School district social media account operators may tag the social media accounts of educational applications, products, and services, so long as the district and its employees do not receive financial or other tangible compensation for the tag.

School district social media account operators shall not tag individual students using their social media usernames or handles, but may tag other adult members of the school district community.

School district social media accounts shall not be used to communicate directly with students. One-to-one communication with a student shall be limited to electronic resources provided by the district such as e-mail or classroom management applications.

Accessibility

All content posted to school district social media accounts shall be as accessible to individuals with disabilities as it is to non-disabled individuals. To ensure accessibility, so long as the social media platform allows, social media posts must:

- a. Include alternate text or detailed captions for images.
- b. Include captions for videos.
- c. Include captions for livestreams.
- d. Avoid images of text.
- e. Avoid acronyms, wherever possible.
- f. Ensure that links to PDFs are accessible to screen readers.

The Director of Technology or his/her designee shall ensure that all individuals operating school district social media accounts receive training on social media accessibility.

Copyright

The copyright for all content posted to school district social media accounts must be either owned by the school district, licensed by the copyright owner, or not subject to copyright protection. The operator of a school district social media account is responsible for ensuring compliance with this provision.

Retweets/Reposts

School district social media accounts may highlight social media posts by others by retweeting or reposting their messages, so long as the retweet/repost follows these guidelines.

PERSONAL SOCIAL MEDIA ACCOUNTS

School district employees may not use personal social media accounts to communicate privately (via direct message or private chat) with students concerning any school district business. One-to-one communication with a student concerning any school district business shall be limited to the electronic resources provided by the district such as e-mail or classroom management applications.

School district employees are urged to exercise extreme caution before communicating with students via social media about non-school matters. Such electronic communication may cross professional boundaries in violation of the Pennsylvania Code of Professional Practice

and Conduct for Educators, and the Educator Discipline Act. School district employees are urged to maintain strict professional boundaries on social media, and to protect against even the appearance of impropriety.

School district employees and board members shall not post personally identifiable and otherwise confidential information from educational records on their personal social media accounts. Personally identifiable information includes information that could indirectly identify a student through linkages with other information.

School district employees are strongly encouraged to utilize privacy settings on personal social media accounts to ensure that a professional boundary is maintained between the employee and students and parents.

The school district does not actively monitor personal social media accounts for its employees. Nonetheless, should the school district administration or school board's attention be brought to a personal social media post that demonstrates insubordination, immorality, cruelty, unlawful discrimination, other unlawful act(s), or that impedes the efficient and effective operation of the school district, the employee may be subject to disciplinary action.

THIRD PARTY SOCIAL MEDIA ACCOUNTS

Third party social media accounts are not operated or controlled by the school district. These accounts are privately created and maintained, and are not actively monitored by the district.

Third party social media accounts may *not* use the school district's logo, unless given express written permission by the Superintendent.

The school district encourages the operators of all third party social media accounts to be good-faith ambassadors of the school district, and to operate these private social media accounts in a manner that represents the school district in a positive light.

CONSEQUENCES

Consequences for Violation of This Policy

Employees that violate this policy may be subject to disciplinary action, up to and including dismissal.



BOARD POLICY

816 Use of Livestream Video on School District Property (Remote Learning and Livestreaming)

POLICY NUMBER	ADOPTED	REVISED	VERSION
816	10/24/2016	8/9/2021	v1
DOCUMENT STATUS	PRINTED		
ACTIVE	10/5/2026		

Purpose

The Board recognizes that remote learning and livestream video may be helpful to the district and its employees in both fulfilling its educational mission and in expanding the reach of school district events and activities to those not able to attend in person. The Board further recognizes that without parameters, remote learning and livestream video may pose legal risks to the district and its employees, and may otherwise disrupt the educational environment. This policy does not prevent employees, students, parents/guardians, and/or members of the public from livestreaming district events open to the public.

Delegation of Responsibility

The Superintendent shall develop procedures to implement this policy, and shall delegate to his/her designee(s) the right to enforce this policy.

Definition

A **hybrid class** is one in which the teacher and a portion of the students in the class are located in the brick and mortar classroom on district property, and a portion of the students are located off district property, participating in livestreamed instruction and other

educational activities. Additional staff may engage with the hybrid class, whether on or off district property. A hybrid class may also be one in which the teacher and all class participants access and participate in the livestream instruction remotely.

Livestreaming video, as used in this policy, shall mean utilizing any camera located on school district property to broadcast live video content through the Internet, including through a social media platform.

Personal device includes but is not limited to the use of a student's/family's own laptop, smart phone, chrome book, or other internet-enabled device.

Guidelines

Use of Livestream or Recorded Video for Educational Purposes

The Superintendent or designee shall ensure that adequate precautions are in place to limit the sharing of personal information with individuals not directly affiliated with the district, and those who do not qualify as "school officials".

In accordance with the Children's Online Privacy Protection Act, the district shall:

1. Ensure that the use of online learning platforms is for school-authorized educational purposes, and not for commercial purposes.
2. Review the privacy and security policies of each online learning platform company utilized by the district to understand how each company will collect, use, and disclose personal information from district students.
3. Provide parents/guardians with notice of the website and online learning platform companies whose collection they have consented to on behalf of the parent/guardian.

Parents/Guardians and students enrolled in a hybrid class shall be notified of the use of livestreaming. Building administrators and teachers shall ensure that students are not captured in the livestream or recorded video whose parents/guardians have elected to opt them out of video or audio recording.

Recording of a hybrid class livestream of academic instruction and/or educational activities may occur and shall not be maintained for longer than two (2) weeks. Only district employees given explicit permission by administration to record a hybrid class livestream may do so. The district shall not share these recordings or any educational records with anyone who does not have a legitimate educational interest without written parental consent. The recordings may, however, be shared with other students for instructional purposes, in which case the parents/guardians of recorded students will be notified. Anyone with a legitimate educational interest who requests and thus receives the recording shall abide with privacy protections and shall utilize the recording only for the remote instruction of his or her child. Any person who violates such privacy requirements shall be prohibited from gaining access to future recordings.

Students

Students in a hybrid class shall:

1. Dress in proper attire consistent with the district's dress code.
2. Comply with the district's Acceptable Use Policy, whether using a district device or a personal device. [\[1\]](#)
3. Abide by the district's policies and Code of Conduct and shall be held accountable for violations of policies and the Code of Conduct while participating in the livestream. [\[2\]](#)

Students participating in the hybrid class off district property shall abide by attendance policies and procedures in place for remote instruction in order to be considered present for those hours during which they received instruction. [\[3\]](#)

Employees

At all times while engaging the hybrid class in livestreaming, employees on and off district property shall:

1. Be dressed in proper attire consistent with the district's dress code. [\[4\]](#) [\[5\]](#) [\[6\]](#)
2. Shall comply with the district's Acceptable Use Policy, whether using a district device or a personal device. [\[1\]](#)
3. Conduct themselves in a professional manner consistent with appropriate and orderly behavior. [\[7\]](#) [\[8\]](#)

Employees engaging the hybrid class in a livestream while off district property shall adhere to the assigned work schedules and procedures as outlined in administration regulations pertaining to working periods.

Livestream of School District Events Open to the Public

This policy does not prevent employees, students, parents/guardians, and/or members of the public from livestreaming school district events open to the public. Students, parents/guardians, employees, and members of the public should not have any expectation of privacy while attending public events; they may be captured and broadcast on a livestream just as they could at any other public or community event, or facility open to the public.

However, school district administrators may prohibit livestreaming at specific events hosted by the school district on a case-by-case basis to comply with the law, to comply with contract terms, or to prevent a substantial disruption to the public event.

The Board prohibits livestreaming of copyrighted musical performances, theatrical performances, or any material or performance in violation of copyright law.[\[9\]](#)

Livestream Video in Lieu of Homebound Instruction

Upon acceptance of a physician's recommendation that homebound instruction is medically necessary, the Board directs that consideration be given to whether or not the student should receive livestream access to his/her essential academic classes in lieu of homebound tutoring. Considerations must be given to:[\[10\]](#)

1. The severity of the student's medical condition, and whether or not the student can benefit from livestream academic instruction.
2. The recommendation of the student's physician.
3. Input from the student's parents/guardians.
4. The age and specific needs of the student, including whether the student has the technical proficiency to access the livestream at home.

5. Whether providing livestream instruction may be counter-productive, in that it may prolong the student's absence from school.

Students who access their essential academic instruction via livestreaming shall be considered present for attendance purposes during those hours during which they received instruction. Livestream access to academic instruction is in lieu of and not in addition to homebound tutoring.

The decision whether or not to provide livestream access to academic instruction in lieu of homebound tutoring rests in the sole discretion of the district. Nothing in this policy shall be construed to require the district to provide livestream access to any particular student.

Livestream Video for Routine Illnesses & Absences

No teacher or administrator shall be required to provide a livestream of academic instruction for a student's routine illness or absence. If a student or parent/guardian requests access to such a livestream due to extenuating circumstances, the decision whether or not to provide such a livestream shall be in the sole discretion of the teacher and building administrator.

Acceptable Use of District' Network

If a livestream utilizes the district's internet connection, the school district's Acceptable Use Policy applies and is incorporated herein by reference. [\[1\]](#)

Use of Personal Devices

If any livestream authorized pursuant to this policy utilizes a personal mobile device, the district's mobile device policies apply and are incorporated herein by reference. [\[11\]](#)

Accommodations for Disabilities

The district must provide qualified individuals with disabilities equal access to their programs, services, or activities in part by ensuring that government websites have accessible features for people with disabilities. The Board directs that livestreams, depending on the use and as defined and authorized via this policy, be as accessible as reasonably feasible for students,

employees, and members of the public with disabilities as their nondisabled peers. Such accessibility may include, but is not limited to, the provision of closed captioning. [\[12\]](#)[\[13\]](#)[\[14\]](#) [\[15\]](#)

Nothing in this policy shall affect the provision or use of livestreaming as stated in an Individualized Education Program or Section 504 Service Agreement.

Penalties for Violations

Violation of this policy, administrative regulations, and/or state or federal laws will result in discipline. Employees may be subject to discipline up to and including dismissal. Students may be subject to discipline up to and including expulsion. [\[2\]](#) [\[7\]](#)[\[8\]](#)

Development of Administrative Guidelines

The Superintendent or his/her designee may develop administrative guidelines to implement this policy. The Superintendent shall ensure that all students and employees are made aware of this policy and any administrative guidelines by means of the employee and student handbooks, the school district website, or other reasonable means.

Legal Footnotes

[1] Pol. 815 — Acceptable Use of the Computers, Network, Internet, Electronic Communications, and Information Systems
POLICY REFERENCE

[2] Pol. 218 — Student Discipline
POLICY REFERENCE

[3] Pol. 204 — Attendance
POLICY REFERENCE

[5] Pol. 425 — Dress and Grooming
POLICY REFERENCE

[6] Pol. 525 — Dress and Grooming
POLICY REFERENCE

[7] Pol. 317 — Conduct/Disciplinary Procedures
POLICY REFERENCE

[8] Pol. 417
POLICY REFERENCE
Referenced policy is not available in this policy book.

[9] 17 U.S.C. 101 et seq
LEGAL REFERENCE

[10] 24 P.S. 1329
LEGAL REFERENCE

[11] Pol. 237 — Electronic Devices
POLICY REFERENCE

[12] 29 U.S.C. 701 et seq
LEGAL REFERENCE

[13] 42 U.S.C. 12101 et seq
LEGAL REFERENCE

[14] Pol. 103 — Discrimination/Title IX Sexual Harassment Affecting Students
POLICY REFERENCE

[15] Pol. 104 — Discrimination/Title IX Sexual Harassment Affecting Staff
POLICY REFERENCE