PERSONNEL BOARD ACTIONS REQUESTED:

A. **REMOVE FROM THE TABLE THE GRIEVANCE ACTION ITEM TABLED FROM THE OCTOBER 26, 2026, REGULAR VOTING MEETING.**

B. **RESPONSE TO SGEA LEVEL III GRIEVANCE** – Authorization for the Board President to respond to the SGEA Level III Grievance, denying as discussed in executive sessions on October 26, 2026.

C. **RESIGNATION** – Approval of the following resignation:

First Name	Last Name	Building Assignment	Position	Years of Service	Effective Date
Wanda	Colyer	Spring Grove Intermediate School	PT Nutrition Services Support	3	10/22/2026

D. **APPOINTMENT (*Classified)*** – Approval of the following appointment, provisionally hired, pending completion of all onboarding requirements, and receipt of clearances, with compensation established at the hourly rate included on the compensation matrix for the position, and commensurate with years of experience:

First Name	Last Name	Building Assignment	Position	Effective Date	Work Schedule
Heather	Bange	Spring Grove Elementary	Instructional Aide (Paraprofessional) Autistic Support	11/10/2026	7 hours per day/180 days

Background Information: *Heather is a current resident of Spring Grove looking for a position that supports the district and her community. She is being hired to ensure compliance with the requirements of Individualized Education Programs at Spring Grove Elementary.*

E. **LONG-TERM TEACHER SUBSTITUTE –** Approval of the following individual holding a PA Teaching certificate or a bachelor's degree and completing the necessary requirements to substitute teach in the subject area indicated during the 2026-2027 school year at a daily rate of Bachelors - Step 1, until a vacancy can be secured and approved by the school board, provisionally hired pending receipt of updated clearances and completed Act 168 disclosure forms from previous employers:

First Name	Last Name	Effective Date	Position
Heather	Altland	11/10/2026	Business Education / High School - Long-term Substitute

Background Information: *Heather is filling a vacancy at the High School resulting from the resignation of Kaylyn Ford. The position remains unfilled due to lack of a qualified, experienced candidate. Heather will remain in the position as a long-term substitute until the vacancy is filled, not to exceed the end of the 2026-2027 School Year.*

F. **EXTRACURRICULAR POSITION –** Approval of the following individual for the 2026-2027 school year, with compensation determined by the Extracurricular Minimum Stipend Matrix and authorizing discretion to reduce, pro-rate, or cancel any appropriated payment because of delayed, shortened or canceled events:

Group	Position	Name	2026-2027 Stipend
4	Spring Grove Intermediate School Student Council Advisor	Jessica Reese	$932.00

G.

ATHLETICS – Approval of the following coaches for the 2026-2027 season, with compensation determined by the Coaches' Salary Matrix and the stipends noted below, and authorizing discretion to reduce, pro-rate, or cancel any appropriated payment because of a delayed, shortened, or canceled season:

	First	Last	Job Title	Years	Stipend
1	Alexis	Hoke	Varsity Head Basketball Cheerleading Coach	0	$1,828.00
2	Alexis	Hoke	Varsity Head Wrestling Cheerleading Coach	0	$1,828.00
3	Anthony	Miller	Varsity Boys Assistant Wrestling Coach	29	$3,691.00
4	Ryan	Miller	Varsity Boys Assistant Wrestling Coach	3	$3,541.00

H. **CLASSIFIED SUBSTITUTE** – Approval for the following to perform duties as a day-to-day classified substitute during the 2026-2027 school year, at the rate commensurate with the board-approved Compensation (Minimum Salary) Matrix:

1) Cynthia Ferrence – Classified Substitute (Administrative Assistant)