Tuscarora School District Board of Director's Meeting Agenda

August 10, 2026 ~ James Buchanan High School Library ~ 6:00 PM

1. **CALL TO ORDER**

   The Board President will call the meeting to order.

2. **OPENING CEREMONIES**

   -Pledge of Allegiance
   -Roll Call

3. **OPENING REMARKS**

   Public Comment

   Individuals shall wait to be recognized by the presiding officer before commenting, must direct all comments to the Board, and must preface their comments by an announcement of their name, and group affiliation, if applicable.
   Each statement made by a participant shall be limited to five (5) minutes.
   Commenters may not cede their time to other individuals.
   No individual may speak more than once on the same topic, in either public comment session, unless all others who wish to speak on that topic have been heard and there is time remaining in the public comment period.
   All statements shall be directed to the presiding officer; no participant may address or question school directors individually.
   The presiding officer and the district solicitor have the authority to:

   -Interrupt an individual to warn the commenter that the statement is too lengthy or conduct is otherwise in violation of this policy.
   -After warning, terminate the individual's opportunity to comment when the conduct continues and is in violation of this policy.
   -Call a recess or adjourn to another time when an individual's conduct is otherwise in violation of this policy.
   -Request an individual to leave the meeting when that person's conduct is disrupting the operation of the meeting.
   -If the individual refuses to leave the meeting, request the assistance of school security personnel or law enforcement to remove the disorderly person to enable the Board to proceed with the orderly operation of the meeting.
   -Waive the Board's rules regarding public comment with the approval of a majority of those present and voting.

   Where the presiding officer's ruling regarding public comment is disputed, it may be overruled by a majority of those school directors present and voting.

   *View the full policy in the attachment under the Public Comment section

4. **APPROVAL OF MINUTES**

   To approve the meeting minutes from the June 22, 2026 Board Meeting.

5. **PRESENTATIONS AND REPORTS**

   -Board President's Report - Clifford A. Smith, Jr.
   -Student Board Representative Report
   -Superintendent's Report - Zachary E. Kump

   Federal Programs - Dr. Michelle Hall, Ryan Kaczmark

Committee Reports
Building & Technology Committee - Kevin Hoffman - met 8/3/26
Athletics & Activities Committee - Donnie Piper - met 8/4/26

Franklin Learning Center Board Information

Lincoln Intermediate Unit #12 Board Information

Franklin County Area Tax Board/Franklin County Tax Collection Committee Information

Franklin County Career and Technology Center Board Information

6. **PUBLIC COMMENT ON BOARD AGENDA ITEMS**

7. **APPROVAL OF AGENDA**

Approval of the agenda as presented.

8. **CONSENT AGENDA** ***See attachments for consent agenda items***

8.A. **APPROVAL OF CONSENT AGENDA**

Motion to approve the agenda as presented.

9. **NEW BUSINESS**

9.A. **Non-Resident Tuition Agreement**

An eleventh grade James Buchanan High School Student is relocating out of the district. The student's family would like to pay tuition so she can continue attending in the district.

Motion to approve the Non-Resident Tuition Agreement between the Tuscarora School District and the parent of a grade eleven (11) James Buchanan High School student, effective for the 2026-2027 school year, as presented.

9.B. **Building Committee Recommendation**

In a recommendation from the Building & Technology Committee, motion to approve an expenditure from Capital Reserves, not to exceed $15,000, to cover any remaining costs for the new card access locks from Kit Communications following the application of PCCD funding.

9.C. **Targeted Support and Improvement Plan**

Motion to approve the Targeted Support and Improvement (TSI) plan, for the James Buchanan High School, for the 2026-27 school year.

10. **ITEMS FOR BOARD REVIEW**

11. **PUBLIC COMMENT ON NON-AGENDA ITEMS**

12. **ADJOURNMENT**

    Adjournment time _____

Book	Policy Manual
Section	900 Community
Title	Public Comment in Board Meetings
Code	903
Status	Active
Adopted	January 8, 1986
Last Revised	April 8, 2024
Prior Revised Dates	12/05/16; 11/08/21

Purpose

The Board recognizes the value of public input and the importance of designating time for public comment during open Board meetings. The Board also recognizes the importance of diverse viewpoints and commentary.

This policy addresses the right for the public to comment at open Board meetings and the responsibility of the Board to conduct its business in an orderly and efficient manner. An authorized individual's public comment will be free from interruption, except when the individual's conduct is in violation of law or Board policy.[1]

Authority

An opportunity for district residents and taxpayers, employees and students to provide comment on matters of concern, official action or deliberation which are or may be before the Board, shall be provided as designated on the Board meeting agenda and in compliance with law, Board policy and district procedures.[1][2][3][4][5]

The presiding officer may expand the opportunity to provide public comment to others when deemed necessary to inform the Board.

Copies of the agenda, which includes a listing of each matter of business that will be or may be the subject of deliberation or official action at the meeting, shall be made available to individuals in attendance at the meeting.[3]

The Board requires that public comment on agenda items be made at the beginning of each meeting.[4]

If the Board determines there is not sufficient time at a meeting for public comments, the comment period may be deferred to the next regular meeting or to a special meeting occurring before the next regular meeting.[4]

The Board shall provide a second public comment period, after the items for action or deliberation have been completed, to comment on items of concern or other matters involving the school district.

When items are added to the agenda after the public comment period has ended, the Board shall offer a further public comment opportunity limited to the added items.[4][6]

An individual's public comment may be interrupted or terminated only under limited circumstances, such as when the individual's commentary is in clear violation of law or Board policy, including but not limited to the following:

1. Sexual harassment, racial, ethnic, religious or nationality intimidation towards an individual or individuals in the school community.[7][8][9]
2. Disclosure of confidential personal information regarding students or staff.
3. Speech that traditionally has not been protected under the First Amendment, such as obscenity, defamation and speech integral to criminal conduct.
4. Speech that is profane.
5. Speech that constitutes true threats such as inciting imminent lawless action or subjecting individuals to fear of violence.
6. Speech that does not concern matters that may come before the Board for deliberation or official action, for example, sales of commercial products or services.

Guidelines

Sign-in and Request to Comment

All individuals wishing to comment during the Board meeting shall sign in on the sheet provided at the meeting and provide the following information on the sign-in sheet:[1]

1. Name of commenter.
2. Municipality of the commenter.
3. Topic to be addressed.
4. Group or organization affiliation, if applicable.

Statement of Presiding Officer

Prior to public comment during the meeting, the presiding officer shall make a statement providing direction and establishing expectations for the period of public comment.

Public Comment

Individuals shall wait to be recognized by the presiding officer before commenting, must direct all comments to the Board, and must preface their comments by an announcement of their name, and group affiliation, if applicable.

Each statement made by a participant shall be limited to five (5) minutes.

Commenters may not cede their time to other individuals.

No individual may speak more than once on the same topic, in either public comment session, unless all others who wish to speak on that topic have been heard and there is time remaining in the public comment period.

All statements shall be directed to the presiding officer; no participant may address or question school directors individually.

The presiding officer and the district solicitor have the authority to:

1. Interrupt an individual to warn the commenter that the statement is too lengthy or conduct is otherwise in violation of this policy.
2. After warning, terminate the individual’s opportunity to comment when the conduct continues and is in violation of this policy.
3. Call a recess or adjourn to another time when an individual’s conduct is otherwise in violation of this policy.

4. Request an individual to leave the meeting when that person's conduct is disrupting the operation of the meeting.[10][11]
5. If the individual refuses to leave the meeting, request the assistance of school security personnel or law enforcement to remove the disorderly person to enable the Board to proceed with the orderly operation of the meeting.[12][13]
6. Waive the Board's rules regarding public comment with the approval of a majority of those present and voting.

Where the presiding officer's ruling regarding public comment is disputed, it may be overruled by a majority of those school directors present and voting.

Response to Public Comment

The purpose of public comment at Board meetings is to allow the Board to learn the thoughts of the public prior to Board deliberation and official action.

Although the public comment period of the meeting is not a question and answer session between the public and the Board, the Board may direct staff to follow up and address public inquiries in a reasonably prompt manner.

Whenever public comments are subject to the Board policy regarding public complaints, the individual shall be directed to follow the process outlined in the policy for resolution of the issue.[14]

Board Committees

Public comment at committee meetings shall be at the discretion of each committee.[4][5][16]

Recording Devices and Cameras

Electronic recording devices and cameras, in addition to those used as official recording devices, shall be permitted at open meeting.[1][17]

Legal

1. 65 Pa. C.S.A. 710
2. 24 P.S. 407
3. 65 Pa. C.S.A. 709
4. 65 Pa. C.S.A. 710.1
5. Pol. 006
6. 65 Pa. C.S.A. 712.1
7. Pol. 103
8. Pol. 103.1
9. Pol. 104
10. 18 Pa. C.S.A. 5101
11. 18 Pa. C.S.A. 5508
12. 18 Pa. C.S.A. 3503
13. Pol. 805.2
14. Pol. 906
15. 65 Pa. C.S.A. 706
16. Alekseev v. City Council of Philadelphia, 8 A.3d 311 (Pa. 2010)
17. 65 Pa. C.S.A. 711

U.S. Const. Amend. I

PA Const. Art. I

65 Pa. C.S.A. 701 et seq

18 Pa. C.S.A. 1 et seq

18 Pa. C.S.A. 5903

Hatchard v. Westinghouse Broadcasting, 516 Pa. 184, 532 A.2d 346 (1987)

Counterman v. Colorado, 600 U.S. 66, 143 S. Ct. 2106, 216 L. Ed. 2d 775 (2023)

Pol. 113.4

Pol. 216

Pol. 800

Pol. 801

Tuscarora School District

CONSENT AGENDA

August 10, 2026

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.

Tuscarora School District
Consent Agenda Items
August 10, 2026

FINANCE

A. Board Treasurer's Report - June 2026/July 2026 (attached in agenda)

FUND	BALANCE AS OF 6/30/26
General Fund (10)	$15,438,400.43
Capital Reserves (32)	$14,391,752.13
Cafeteria Fund (51)	$705,150.48
Activities Fund (21)	$188,953.92

FUND	BALANCE AS OF 7/31/26
General Fund (10)	$13,013,804.00
Capital Reserves (32)	$13,713,959.76
Cafeteria Fund (51)	$675,654.84
Activities Fund (21)	$188,631.51

B. Board Bills Payable - June 2026/July 2026

FUND (June)		DATED
General Paid Bills	$4,051,408.22	6/30/26
Procurement Card Purchases	$5,967.85	6/25/26

FUND (July)		DATED
General Paid Bills	$2,277,779.44	7/31/26
Procurement Card Purchases	$23,220.58	7/27/26

C. To approve the First Start Partnerships for Children and Families Lease Agreement for two classrooms at Mercersburg and Saint Thomas Elementary Schools for July 1, 2026 -June 30, 2027. First Start Partnerships will pay $500.00 per month per classroom for ten months.

D. To approve the extension of the ability to approve contracts/contracted services prior to the September 14, 2026 Board Meeting upon the Superintendent's recommendation.

E. To approve the Tuscarora School District mileage rate to be set at the IRS standard mileage rate of 76.0 cents per mile effective July 1, 2026 through December 31, 2026.

Tuscarora School District
Consent Agenda Items
August 10, 2026

PERSONNEL

A. RESIGNATIONS/RETIREMENTS

To approve the resignation/retirement of the listed Tuscarora School district employees:

NAME	POSITION	EFFECTIVE DATE
PROFESSIONAL		
Griffin-Allen, Ramona (resignation)	Elementary School Counselor at Mercersburg and Montgomery Elementary	Last Day June 4, 2026
Smith, Andrew (resignation)	Social Studies Teacher at James Buchanan High School	Last Day June 4, 2026
Swisher, Jackilyn (resignation)	Special Education Learning Support ELA Teacher at the James Buchanan Middle School.	September 25, 2026 60 Day hold or until a replacement is hired
Wilt, Cathy (resignation)	Special Education Life Skills Teacher at James Buchanan High School	September 25, 2026 60 Day hold or until a replacement is hired
SUPPORT STAFF		
Marshall, Sara (resignation)	Part-time Special Education Learning Support Paraprofessional at St. Thomas Elementary School	Last Day June 3, 2026
Morrow, Amanda (resignation)	Building Nurse at Mercersburg Elementary.	Last Day June 2, 2026
Parson, Brittani (resignation)	Building Secretary at Montgomery Elementary School	Last Day August 18, 2026

B. To approve to rescind the appointment of Amber Clark, Building Nurse at Montgomery Elementary. Originally approved June 8, 2026.

C. TRANSFERS/CHANGE OF ASSIGNMENTS

To approve the listed transfer/change of assignments effective the 2026/27 school year, unless otherwise listed.

ADMINISTRATIVE STAFF – Act 93	
Kaczmark, Ryan	
From:	Elementary Principal at Mercersburg Elementary
To:	PK-12 Curriculum Director at the Central Administrative Office effective July 1, 2026. Mr. Kaczmark is being hired on the Act 93 salary scale with 17 years of experience, Step 15, at an annual salary of $120,790. This position replaces the Director of Curriculum for Secondary position formerly held by Michael Mele, who resigned.
PROFESSIONAL STAFF	
Bistline, Amanda	

From:	Library Science Teacher at James Buchanan Middle School
To:	Library Science Teacher at James Buchanan High School. This is a location change only.
Cullum, Alyssa	
From:	Kindergarten Teacher at Mountain View Elementary
To:	Grade 2 Teacher at Mt. View Elementary, to replace Bethany Rhodes, who transferred.
Harnish, Sierra	
From:	Grade 1 Teacher at Montgomery Elementary
To:	Kindergarten Teacher at Mountain View Elementary, replacing Alyssa Cullum who transferred
Hutchison-Reed, Brandy	
From:	Grade 6 Reading Teacher at James Buchanan Middle School
To:	Spanish Teacher at James Buchanan High School, replacing Shane Robinson who resigned
Rhodes, Bethany	
From:	Grade 2 Teacher at Mountain View Elementary
To:	Grade 5 Teacher at Mountain View Elementary due to enrollment needs.
SUPPORT STAFF	
Helfrick, Michelle	
From:	Part-Time General Education Intervention / Lunch / Library Paraprofessional at Mercersburg Elementary, 5.75 hours per day.
To:	Part-Time General Education Intervention / Lunch Paraprofessional at Montgomery Elementary, 5.75 hours per day, to replace Amanda Koch, who transferred.
Koch, Amanda	
From:	Part-Time General Education Intervention / Lunch Paraprofessional at Montgomery Elementary, 5.75 hours per day.
To:	Part-Time General Education Intervention / Lunch / Library Paraprofessional at Mercersburg Elementary, 5.75 hours per day, to replace Michelle Helfrick, who transferred.
Weller, Emily	
From:	Part-time Office / Lunch Assistant at the St. Thomas Elementary School. 5.5 hours per day.
To:	Building Secretary at Montgomery Elementary, 8 hours per day, Range 6, Step 1 $18.50 per hour on the Support Staff salary scale with medical/health benefits. Effective August 10, 2026. Ms. Weller is replacing Brittani Parson, who resigned.
Election of all employees and determination of salary level is subject to receipt of appropriate confirming credentials. Effective date of employment is based on receipt of all necessary paperwork.	

D. APPOINTMENTS

To give permission to offer a Tuscarora School District position to the listed individuals:

NAME	POSITION	EFFECTIVE DATE
ADMINISTRATIVE STAFF – ACT 93		
Pyles, Andrea	Elementary Principal at Mercersburg effective release of 60 Day Hold from the Shippensburg Area School District. Ms. Pyles is being hired on the Act 93 salary scale with 4 years of experience, Step 4, at an annual salary of $100,875. Ms. Pyles is replacing Ryan Kaczmark, who transferred.	Upon release from 60 Day Hold
PROFESSIONAL		
Holthaus, Ciji	Social Studies Teacher at the James Buchanan High School. Ms. Holthaus will be hired on a Masters in Field +48 (Column VIII), Step 10, $80,455. Ms. Holthaus is replacing Andrew Smith, who resigned.	2026/27 School Year
Hoover, Jesica	STEM Teacher at the James Buchanan Middle School. Ms. Hoover will be hired on a Bachelors (I), Step 3, $59,025. Ms. Hoover is replacing the James Buchanan High School Mathematics and Physics position left vacant by Robert Harvey, who retired.	2026/27 School Year
Horst, Lacey	Creative Writing Grades 6-7 Teacher at the James Buchanan Middle School on an emergency certificate. Ms. Horst will need to take a minimum of three (3) related courses (9 credits) per year to maintain the emergency certification. Ms. Horst's assignment is conditioned upon her securing a Grades 4-8 (All subjects 4-6, English Language Arts and Reading 7-8) certification. She will need to complete the required courses and pass the Certification Praxis to continue as the Creative Writing grades 6-7 teacher. Ms. Horst is being hired on a Masters + 24 (VI), Step 13 $82,650 to replace Amber Starr, who transferred.	2026/27 School Year
Martz, Kasi	School Social Worker at Mercersburg and Montgomery Elementary on an emergency certificate. Ms. Martz will need to take a minimum of three (3) related courses, nine (9) credits, per year to maintain the emergency certification. Ms. Matz's assignment is conditioned upon her securing a School Social Worker (PK-12) certification. She will need to complete the required courses and pass the Certification Praxis to continue as a School Social Worker. Ms. Martz is being hired on a Masters in Field (IV), Step 1 $62,588. Ms. Martz is replacing Rebecca Sharrah, who resigned.	2026/27 School Year
Stoner, Adrianna	Special Education Learning Support Teacher at Mt. View Elementary on an emergency certificate. Ms. Stoner will need to take a minimum of three (3) related courses (9 credits) per year to maintain the emergency certification. Ms. Stoner's assignment is	2026/27 School Year

	conditioned upon her securing a Special Education PK-12 certification. She will need to complete the required courses and pass the Certification Praxis to 2026/27 continue as a Special Education Teacher. Ms. Stoner is being hired on a Bachelors (I), Column 1, $57,373 to replace Meghan Romberger, who resigned.	
SUPPORT STAFF		
Beaver, Shaun	Supervisor of Maintenance, 8 hours per day, Range 1, Step 1, $33.90 per hour on the Support Staff Salary Scale with medical/health benefits. Mr. Beaver will be replacing Corey Hollingshead, who resigned.	August 10, 2026 or Upon Receipt of Necessary Paperwork
Elter, Kevin H.	District Event Staff Personnel, Range 9, Step 1, $15.11 per hour on the Support Staff Salary Scale, on an as needed basis.	2026/27 School Year
Mowen, Cassandra	Part-time General Education Intervention/Lunch Paraprofessional at Montgomery Elementary School, 5.75 hours per day, Range 8, Step 1, $16.68 per hour on the Support Staff salary scale with no medical/health benefits. Ms. Mowen will be replacing Mamie Flannery, who retired.	2026/27 School Year
Seville, Robin	Part-time General Education Intervention/Lunch Paraprofessional at Montgomery Elementary School, 5.75 hours per day, Range 8, Step 1, $16.68 per hour on the Support Staff salary scale with no medical/health benefits. Ms. Seville will be replacing Patti Divelbiss, who resigned.	2026/27 School Year
Election of all employees and determination of salary level is subject to receipt of appropriate confirming credentials. Effective date of employment is based on receipt of all necessary paperwork.		

E. To approve the salary correction of the listed individual:

Salmon, Lindsay	Librarian Science Teacher at Mercersburg and Montgomery Elementary. Ms. Salmon will be hired on a Masters in Field + 24 (VI), Step 2, $65,974. Ms. Salmon is replacing M. Jane Bodenberg, who retired.	2026/27 School Year

F. To approve the attached Salary Advancements effective the 2026/27 school year.

G. To approve an unpaid leave of absence for Madison Hoover under Section 9.5 Other Leaves of Absence. The leave will be effective August 12, 2026 through September 30, 2026. This approval includes the possibility of extending the leave period upon further review of documentation.

H. To approve the listed Tuscarora School District teachers as New Teacher Mentors. Mentors will be paid a stipend of $450 for each of the 2 years of the required program.

MENTOR	MENTEE	MENTORING START DATE	MENTORING END DATE
Baumgardner, Amanda	Fortin, Paige	August 5, 2026	August 5, 2028
Horst, Kristy	Linn, Kayleigh	August 5, 2026	August 5, 2028
Keebaugh, Susan	Daywalt, Michelle	August 5, 2026	August 5, 2028
Plum, Barb	Snyder, Judith	August 5, 2026	August 5, 2028
Reath, Melissa	Hoover, Jesica	August 5, 2026	August 5, 2028
Rock, Becky	Martz, Kasi	August 5, 2026	August 5, 2028
Shreiner, LeAnn	Stoner, Adrianna	August 5, 2026	August 5, 2028

I. To approve Zachary E. Kump, per Act 44/Act 45, School Safety and Security Coordinator effective the 2026/27 School Year.

J. To approve the contract between the Tuscarora School District and Cindy Yeager for James Buchanan High School Certified Pool Operator Services at a rate of $340 per week for the 2026/27 school year.

K. To approve Beard Legal Group, PC, 3366 Lynnwood Drive, P. O. Box 1311, Altoona, PA 16603 as District Solicitor for the 2026/27 school year at an hourly rate of $180.00 for all services. This is the same rate as the 2025/26 school year.

L. Interscholastic Sports/ Extra Duty Assignments:

1. To approve the resignation of the following Interscholastic Sports/Extra Duty assignments:

Sport	Name	Position	Effective Date
Football	Hess, Charles	Asst. Coach	June 30, 2026

2. To approve the listed Interscholastic Sports assignment:

SPORT	NAME	POSITION	STEP	STIPEND	EFFECTIVE DATE
Cross Country	Schaszberger, Elizabeth	Asst. Coach	1	$3027	2026/27 School Year
Soccer-Boys	Grove, Darwin	Volunteer Asst. Coach	n/a	$0	2026/27 School Year

Tuscarora School District
Consent Agenda Items
August 10, 2026

PROGRAM

A. To adopt the Student/Parent Handbooks for the 2026/27 school year including Student Acceptable Use Policy (AUP).
   1. Elementary Schools
      a. Mercersburg Elementary School
      b. Montgomery Elementary School
      c. Mountain View Elementary School
      d. St. Thomas Elementary School
   2. James Buchanan Middle School
   3. James Buchanan High School

B. To approve updates to the Support Staff Manual (following the 30-day review period presented on the June agenda):
   1. Section 1.4 (Ranges): To update the Special Education Paraprofessionals annual stipend from $200 to $400.
   2. Section 5.2 (Medical and Prescription Insurance Plan Provisions) and Section 5.3 (Opt-Out Provision): To align terms, conditions, and obligations with the TEA Contract's Section 12.1 (Medical Insurance) and Section 12.6 (Opt-Out Provision).

C. To approve the Memorandum of Understanding between First Start Partnerships and Tuscarora School District for the purpose of coordinating mutually beneficial activities of the parties involved to provide effective services for children and families served effective July 1, 2026 - June 30, 2027 in order to meet new requirements of the Elementary and Secondary Education Act (ESEA) as amended by Every Student Succeeds Act (ESSA) requirements of local agencies (LEAs) who receive Title I funds.

D. To approve a contract with First Starts Partnerships for Children and Families to provide all Pre-K Counts services and program activities as required for July 1, 2026 - June 30, 2027. Tuscarora School District will pass through a budget of $580,500 to First Start Partnerships for Children and Families to provide these services.

E. To approve the James Buchanan High School and the JLG Cooperative Program effective the 2026/27 school year.

F. To approve school meal prices as listed below effective for the 2026/27 school year.

Meal	2025-2026 Prices	2026-2027 Prices	Increase (Decrease)
Breakfast			
Elementary	$ 1.75	$ 1.80	$ 0.05
Secondary	$ 1.85	$ 1.90	$ 0.05
Adult	A la carte	A la carte	N/A
Lunch			
Elementary	$ 2.75	$ 2.80	$ 0.05
Secondary	$ 2.90	$ 2.95	$ 0.05
Adult	$ 5.00	$ 5.05	$ 0.05
Milk	$ 0.50	$ 0.55	$ 0.05

G. To approve trip requests. (attached in agenda)

Tuscarora School District
Consent Agenda Items
August 10, 2026

TRANSPORTATION

A. To approve an agreement between the Tuscarora School District and the parent of a special needs student to transport her son to and from New Story-Carlisle beginning August 25, 2026 until the end of the 2026/27 school year. The daily round trip mileage is 196 miles which will be reimbursed at the current IRS mileage rate of $0.76 per mile plus an extra $25.00 per day.

B. To review and approve, retroactive to July 1, 2026, the bus drivers and routes for the 2026/27 school year as listed. (attached in agenda)

Contractor	Route/Vehicle #	Name	Route Type
TLC Transportation LLC (Dale E. Carbaugh)			
Carbaugh	20	Zimmerman. Glen H.	MBG Van Run
Carbaugh	23	Dickson, Gerri	Regular Bus Run
Carbaugh	29	Rotz, David D.	Regular Bus Run - Secondary Only
Carbaugh	34	Bricker, Gale "Sam"	Regular Bus Run
Carbaugh	36	Barr Sr., Arnold "Chris"	Regular Bus Run
Carbaugh	38	Fisher, Heather L.	Regular Bus Run
Carbaugh	55	Covert, Janet M.	SN Van Run - MTGY & MER
Carbaugh	56	Rotz, Trapper J.	SN Van Run - STT ES & JBMS/HS
Carbaugh	75	Schooley, Gary	SN Van Run - STT ES
Carbaugh	77	Sword, Evelyn	Hagerstown Homeless Run
Carbaugh Subs			
Carbaugh	Sub	McFadden, Beverly	Sub (Van Only)
Carbaugh	Sub	Carbaugh, Dale E.	
Carbaugh	Sub	Carbaugh, Danielle R.	
Carbaugh	Sub	Carbaugh, Gerald C.	Sub (Van Only)
Carbaugh	Sub	Carbaugh, Tammy	Sub (Van Only)
Carbaugh	Sub	Carbaugh, Trevor C.	
Carbaugh	Sub	Counts, Kayla	Sub (Van Only)
Carbaugh	Sub	Kline, Brian "Scott"	
Carbaugh	Sub	Stoner, Tiffany M.	
Contractor	**Vehicle #**	**Name**	**Route Type**
Friese Bus Transporation LLC (Trever E. Friese)			
Friese	11	Shepherd, Keith L.	Regular Bus Run
Friese	15	Peiffer, Dean E.	Regular Bus Run
Friese	16	Morgan, Melissa M.	Regular Bus Run
Friese	17	Barges, Karen E.	Regular Bus Run
Friese	25	Ayers, Donna R.	Regular Bus Run - Secondary Only + Shuttle Run
Friese	26	Sears, Brandi	Regular Bus Run
Friese	32	Chilcote, Florine A.	JLG - School to Work
Friese	33	Thomas, Anita K.	Regular Bus Run

Friese	40	Ocker, Deanna	VoTech Bus Run - a.m. & p.m. Underclassmen
Friese	42	Gonzalez, Melissa M.	Regular Bus Run
Friese	43	Stahl, Gary L.	Regular Bus Run
Friese	44	Donley, Lyndi S.	NonPub Mini Bus Run - Montessori
Friese	45	High, Linda L.	NonPub Van Run - Corpus Christi/Freedom Christian Academy
Friese	50	DeSalle, Thomas J.	Regular Bus Run
Friese	51	Angle, Anthony L.	Regular Bus Run - Secondary Only
Friese	54	Bechtel, Rickey D.	Sec. Bus Run/VoTech Srs.
Friese	67	McBeth, Kay M.	NonPub Mini Bus Run - CVCS
Friese	73	Hartman, Christina	SN WC Mini Bus Run
Friese	74	Peiffer, Beverly J.	SN Van - MTV Laurel Life Classroom
Friese	76	Ray, Robin E.	SN/AE/Homeless (as needed)
Friese	78	Strite, Michelle	SN Van - Laurel Hall (Smithsburg, MD)
Friese	79	Pierce, Christina	SN/Homeless Van - MTV
Friese	90	Borzager, Tami	NonPub Van - Heritage Academy
Friese Subs			
Friese	Sub	Beard, Kimberly A.	
Friese	Sub	Dietrich, Michael P.	
Friese	Sub	Friese, Colton	
Friese	Sub	Friese, Dalton L.	
Friese	Sub	Friese, Robert E.	
Friese	Sub	Friese, Sharen	
Friese	Sub	Friese, Trever E.	
Friese	Sub	Grabill, Julia M.	
Friese	Sub	Hampton, Paula	*Pending receipt of all credentials.*
Friese	Sub	Hawbaker, Eugene	
Friese	Sub	Hawbaker, Mary K.	
Friese	Sub	Heinbaugh, Alisa S.	
Friese	Sub	Hoch, Denise	
Friese	Sub	Keefer, Raquel	
Friese	Sub	Long, Mark	
Friese	Sub	Martin, Kevin R.	

Friese	Sub	McGlothin, David	
Friese	Sub	Miller, Brian	*Pending receipt of all credentials.*
Friese	Sub	Mowen, Jeffrey	
Friese	Sub	Poper, Pamela	
Friese	Sub	Stahl, Sherri E.	
Friese	Sub	Starliper, Nicole	*Pending receipt of all credentials.*
Friese	Sub	Thomas, Cinda	*Pending receipt of all credentials.*
Friese	Sub	Thomas, Teresa	*Pending receipt of all credentials.*
Friese	Sub	Woods, Lisa H.	
Friese	Sub	Woods, Ryan J.	
Friese	Sub	Donald, Michael	*Pending receipt of all credentials*
Contractor	**Vehicle #**	**Name**	**Route Type**
Gift Transportation Inc. (Thomas C. Gift III)			
Gift	10	Hege, Tammy	SN Bus Run - FLC SA
Gift	10	Kahn, Kimberly S.	SN Bus Run Aide
Gift	12	Hendershot, David R.	Regular Van Run
Gift	14	Peiffer, Christine M.	Regular Bus Run
Gift	22	Hartung, Debra L.	Regular Bus Run
Gift	30	Covert, Charles D.	Regular Bus Run - Secondary Only
Gift	35	Gordon, Jody L.	Regular Bus Run
Gift	47	Fike, Michelle	SN Van Run - MTGY ES
Gift	48	Hagans, Jamie	SN Van Run - FLC SA & Preschool
Gift	49	Stoner, Melinda	SN Van Run and/or homeless MBG
Gift	52	Gordon, Julie M.	NonPub Mini Bus Run - Shalom
Gift	53	Ganoe, Steven E.	NonPub Mini Bus Run - Shalom
Gift	57	Glass, David L.	NonPub Mini Bus Run - Shalom
Gift	58	Lawson, Laban	SN Van MTGY
Gift	60	Hostler, Rebecca	Regular Bus Run
Gift	61	Bivens, Donald O.	SN Van Run - MER & JBMS/HS
Gift	63	Gordon, Gloria S.	SN Van Aide - TSD
Gift	64	Steiding, Lisa	SN/Alt. Ed. Van Run - New Story Carlisle
Gift	64		SN/Alt. Ed. Van Run Aide

Gift	65	Harkcom, Lawernce E.	Homeless Run - Cburg & Greencastle Area
Gift Subs			
Gift	Sub		
Gift	Sub	Bonnor, Johanna E.	Van
Gift	Sub	Brown, Arthur G.	Bus
Gift	Sub	Burkett, Rachael	Van
Gift	Sub	Carbaugh, Levy	Van
Gift	Sub	Caudill, Linda K.	Van
Gift	Sub	Clopper, Stacey	Van
Gift	Sub	Coffman, Brian A.	Van
Gift	Sub	Coons, Kelli S.	Van
Gift	Sub	Cordell, Debra	Bus
Gift	Sub	Cordell, Jamie L.	Bus
Gift	Sub	Czap, Jane F.	Bus
Gift	Sub	Deal, Harold	Bus
Gift	Sub	Diaz, Amy	Van
Gift	Sub	Dinsmore, Florence	Van
Gift	Sub	Felmee, Shirley	Van
Gift	Sub	Gift III, Thomas C.	Bus
Gift	Sub	Hagans, Adam R.	Bus
Gift	Sub	Hampton, Lori D.	Bus
Gift	Sub	Hamilton, Samantha	Van
Gift	Sub	Harmon, David L.	Van
Gift	Sub	Heffner, Pamela K.	Bus
Gift	Sub	Heffner, Wayne B.	Van
Gift	Sub	Henry, Joyce D.	Bus
Gift	Sub	Higgins, Kim	Van
Gift	Sub	Hoskins, Richard C.	Bus
Gift	Sub	Kanouff, Vickie	Bus
Gift	Sub	Keefer, Robert	Van
Gift	Sub	Kelley, Tracy	Van
Gift	Sub	Kelley, Gary L.	Bus

Gift	Sub	Kemmerling, Amber E.	Van
Gift	Sub	Lynch, Amanda	Van
Gift	Sub	McIlveen, Anita M.	Bus
Gift	Sub	Mellott, Rhonda L.	Van
Gift	Sub	Miley, Karen R.	Van
Gift	Sub	Miley, Samuel	Bus
Gift	Sub	Miller, Linda	Aide
Gift	Sub	Morgan, Samuel O.	Bus
Gift	Sub	Morris, Karla	Bus
Gift	Sub	Mummert, Jay R.	Van
Gift	Sub	Peterson, Jonathan	Van
Gift	Sub	Quivers, Sonja L.	Bus
Gift	Sub	Ritchey, Kathryn A.	Bus
Gift	Sub	Simmons, Norman D.	Bus
Gift	Sub	Skinner, Jessica	Bus
Gift	Sub	Souders, Ricky J.	Bus
Gift	Sub	Sprenkle, Kendra	Van
Gift	Sub	Stahl, Darryl E.	Van
Gift	Sub	Statler, Milton R.	Van
Gift	Sub	Steiding, Paul	Van
Gift	Sub	Tedrick, Dennis	Bus
Gift	Sub	Timmons, Daniel B.	Van
Gift	Sub	Timmons, P. Joanne	Bus
Gift	Sub	Truman, Stacy J.	Van
Gift	Sub	Vaughn, Kathy A.	Van
Gift	Sub	Vaughn, Penny L.	Van
Gift	Sub	Walls, Susie	Van
Gift	Sub	Weaverling, Kylie L.	Van
Gift	Sub	Weyant, Meladie S.	Bus
Gift	Sub	Wratchford, Bridget	Bus
Contractor	**Vehicle #**	**Name**	**Route Type**
Stoner's Bus Service (Paula E. Stoner)			

Stoner	18	Stoner, Paula E	Regular Bus Run
Stoner	19	Watson, Tina M.	Regular Bus Run
Stoner	21	Hassler, Cruz	Regular Bus Run - *Pending receipt of all credentials.*
Stoner	59	Seville, Harvey A.	NonPub Mini Bus Run- Grace & Emmanuel
Stoner	70	Cook, Thomas D.	NonPub Van Run - Broadfording
Stoner	71	Winters, Homer E.	NonPub Van Run -Horizon Mennonite/Truth Academy
Stoner Subs			
Stoner	Sub	Cook, Joyce A.	Van Only
Stoner	Sub	Fix, Jack C.	Van Only - *Pending receipt of all credentials.*
Stoner	Sub	Stoner Sr., Donald E.	Van Only
Stoner	Sub	Stoner Jr., Donald E.	Van Only
Contractor	**Vehicle #**	**Name**	**Route Type**
Weller's Transportation (Cathy J. Weller)			
Weller	27	Weller, Cathy J.	Regular Bus Run
Weller	28	Weller, Rodney A.	Regular Bus Run
Weller	31	Saltzman, Diane L.	Regular Bus Run
Weller Subs			
Weller	Sub	Egolf, Laci M.	Bus
Weller	Sub	Weller, Joan L.	Bus
Weller	Sub	Witmer, Kimberly J.	Bus
Parent Transporters			
Clugston	Parent	Clugston, Carol	SN - FLC (Isis Ott)
Beaver	Parent	Beaver, Angel	SN - New Story Carlisle (Liam Beaver)

2026/27 Salary Advancements

Name		Column	Column #	Step	Salary	Longevity / Sp. Ed. Stipend
Baumgardner, Amanda	From	Masters in Field + 24	6	9	76,310	
	To	Masters in Field + 36	7	9	77,590	
Bucci, Brianna	From	Bachelor's	1	2	58,199	Plus 1,000 Sp. Ed.
	To	Bachelors + 15	2	2	58,605	Plus 1,000 Sp. Ed.
Cool, Amanda	From	Bachelor's + 15	2	10	70,526	
	To	Master's Equivalent	3	10	74,055	
Cullum, Alyssa	From	Masters in Field + 12	5	6	70,275	
	To	Masters in Field + 24	6	6	71,555	
Egolf, Kylei	From	Bachelors + 15	2	5	62,601	
	To	Masters	3	5	66,130	
Maurer, Ashley	To	Masters in Field+ 36	7	13	83,930	
	To	Masters in Field+ 48	8	13	85,210	
Rhodes, Bethany	From	Bachelor's + 15	2	4	61,016	
	To	Masters in Field	4	4	65,825	
Shover, Nicole	From	Masters in Field	4	6	68,995	
	To	Masters in Field + 12	5	6	70,275	
Sperry, Ainsley	From	Bachelor's	1	3	59,025	
	To	Bachelors + 15	2	3	59,431	
Stoner, Kelly	From	Bachelor's	1	3	59,025	
	To	Bachelors + 15	2	3	59,431	
Straley, C. Arin	From	Bachelor's	1	3	59,025	Plus 1,000 Sp. Ed.
	To	Bachelors + 15	2	3	59,431	Plus 1,000 Sp. Ed.
Swisher, Jackilyn	From	Bachelor's + 15	2	5	62,601	Plus 1,000 Sp. Ed.
	To	Masters in Field	4	5	67,410	Plus 1,000 Sp. Ed.

Date	Staff/Student	Details
July 7, 2026	staff	Ryan Kaczmark to Elevating Your Math Instruction professional developement at LIU12. New Oxford, PA. $250.00 registration/$14.00 meals/$50.75 mileage. Total cosrt to district, $314.75 (secondary curriculum)
July 20-22, 2026	staff	Amanda Piper to Middle school Advanced Math with the TI-84 Series. Virtual Event. $275.00 registration. To be paid for using Title II funds. Cost to district, none.
August 13, 2026	students	Jamie Zimmerman with 30 kindergarteners to experience a bus ride for KG Open House. Transportation $132.01. Cost to district, $132.01.
August 14, 2026	staff	Zachary Kump and TSD professional staff to Waynesboro HS for Professioanl Developement. $515.92 transportation. Cost to District, $515.92.
August 17, 2026	students	Ryan Kaczmark with 60 kindergarteners to experience a bus ride for KG Open House. Transportation $117.95. Cost to district, $117.95.
September 25, 2026	students	Barrett Myers & Maddie Hoover with the Mercersburg fourth grade classes to Franklin Fall Farm Fun Fest. Shippensburg, PA. $270.08 transportation. Total cost to district, $270.08
September 25, 2026	students	Michelle Souders & Carey Grove with the Mountain View fourth grade classes to Franklin Fall Farm Fun Fest. Shippensburg, PA. $251.90 transportation. Total cost to district, $251.90
September 25, 2026	students	Anita Slemp with the Montgomery fourth grade class to Franklin Fall Farm Fun Fest. Shippensburg, PA. $318.56 transportation. Total cost to district, $318.56
September 25, 2026	students	Shay Heebner, Joel Rineer & Kali Minnich with the St Thomas fourth grade classes to Franklin Fall Farm Fun Fest. Shippensburg, PA. $431.08 transportation. Total cost to district, $431.08
October 19-23, 2026	student	Kelly Stoner, Nick Wingert and Chase Newton with 10 FFA students to National FFA Convention to compete in various Ag Industry skills. Lucas Oil Stadium and Indiana Convention Center. Indianapolis, IN. $2500 lodging/$754.00 transportation/$22 tolls/$2630.55 substitutes (meals TBD). To be paid by FFA. Total cost to district, none.
Total Cost to District: $745.83		**Total Cost to Federal Programs: $275.00**