
Board Members Present: President, Timothy W. Stayer; Vice-President, Jenny L. Miller; Secretary, Stephanie A. Gingrich; Treasurer, Kristee Reichard; Members: Judy S. Beiler, Ted Kachel, Kay Kurtz, Glenn R. Martin, Robert E. Miller, and Chris Weber

Board Member Absent: Tim Stauffer

School District Representatives Present:
Dr. Brian Troop    Superintendent
Kimberly Schlemmer Assistant Superintendent
Susan Friedman    District Solicitor

Visitors Present: Larry Hummer, Sally Kieffer, Jill Kling and family

Media: Dean Evans, Lancaster Newspapers

CALL TO ORDER BY BOARD PRESIDENT
President Stayer called the meeting to order at 7:01 PM.

MOMENT OF SILENT MEDITATION, PLEDGE OF ALLEGIANCE, AND RECITATION OF THE MISSION STATEMENT
President Stayer asked for a moment of silent meditation, followed by the Pledge of Allegiance and the recitation of the District Mission Statement.

WELCOME AND COMMENTS/QUESTIONS FROM VISITORS
President Stayer welcomed visitors to the meeting. He opened the meeting to questions or comments from visitors for any item on the agenda except personnel items that are never discussed at public meetings.

- None

---- SECTION 2 – GENERAL BOARD ACTION ITEMS ----

Motion
It was moved by Mr. Stayer, seconded by Mr. Martin, that the Ephrata Area Board of School Directors approve all of the following items set forth below.

Roll call vote, all members present voting yes. Motion passed.

I. SECRETARY REPORT – Stephanie A. Gingrich
   A. Regular Board Meeting and Committee Meeting Minutes
      Minutes of the June 16, 2014 Regular Board Meeting and the August 11, 2014 Committee Meetings.

II. BUDGET/FINANCE COMMITTEE – Timothy W. Stayer
    A. Treasurer’s Report (Attachment #1)
       Treasurer’s Report for the period of June 1, 2014 through July 1, 2014.

    B. List of Bills (Attachment #2)
       Payment of the following List of Bills for individual accounts for June 17, 2014 through August 18, 2014.

<table>
<thead>
<tr>
<th></th>
<th>June 30, 2014</th>
<th>July 31, 2014</th>
<th>Aug. 18, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>$ 1,279,819.00</td>
<td>$ 959,691.38</td>
<td>$ 393,742.83</td>
</tr>
<tr>
<td>AP Direct Deposit</td>
<td>$ 72,256.66</td>
<td>$ 31,694.87</td>
<td>$ 36,875.95</td>
</tr>
<tr>
<td>General Fund ACH Items</td>
<td>$ 2,694,397.65</td>
<td>$ 3,959,557.82</td>
<td>$ 1,119,913.27</td>
</tr>
</tbody>
</table>
C. **Exonerations (Attachment #3)**

Tax exonerations:

1. **Per Capita**
   a. Akron Borough 2013-2014 $ 40.00
   b. Clay Township 2013-2014 $160.00
   c. Ephrata Borough 2013-2014 $220.00
   d. Ephrata Township 2013-2014 $ 80.00
   
   TOTAL $500.00

2. **Ephrata Borough Real Estate Tax**

Exoneration of the following properties owned by the Ephrata Borough for the 2014-2015 fiscal year:

<table>
<thead>
<tr>
<th>Location</th>
<th>Account Number</th>
<th>Assessed Value</th>
<th>2014-2015 School District Tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 East Trout Run Rd.</td>
<td>27041053000000</td>
<td>$163,200.00</td>
<td>$3,198.72</td>
</tr>
<tr>
<td>198 Old Mill Rd</td>
<td>26038137000000</td>
<td>$148,600.00</td>
<td>$2,912.56</td>
</tr>
<tr>
<td>Church Avenue</td>
<td>26082280000000</td>
<td>$191,700.00</td>
<td>$3,757.32</td>
</tr>
<tr>
<td>Sunset Avenue</td>
<td>26070028000000</td>
<td>$52,300.00</td>
<td>$1,025.08</td>
</tr>
<tr>
<td>390 Church Avenue</td>
<td>26022412000000</td>
<td>$75,000.00</td>
<td>$1,455.75</td>
</tr>
<tr>
<td>182 Old Mill Road</td>
<td>26032770000000</td>
<td>$209,300.00</td>
<td>$4,102.28</td>
</tr>
<tr>
<td>365 East Pine Street</td>
<td>26088516000000</td>
<td>$4,600.00</td>
<td>$90.16</td>
</tr>
</tbody>
</table>

   TOTAL $897,800.00 ($17,582.63)

3. **Ephrata Borough Real Estate Tax**

Property recently purchased by the Ephrata Borough and will be used for municipal purposes for the 2014-2015 fiscal year:

<table>
<thead>
<tr>
<th>Location</th>
<th>Account Number</th>
<th>Assessed Value</th>
<th>2014-2015 School District Tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>35 Fulton Street</td>
<td>26013791000000</td>
<td>$173,500.00</td>
<td>$3,400.60</td>
</tr>
</tbody>
</table>

4. **Real Estate Tax**

a. Akron Borough 2014-2015 $ 2,779.28
b. Clay Township 2009-2010 thru 2013-2014 $ 5,123.15
c. Ephrata Township 2014-2015 $ 115.76

TOTAL $8,018.19

D. **2014-2015 Non-Public Transportation**

Non-public 2014-2015 Pupil Transportation contracts and daily rates as follows:

<table>
<thead>
<tr>
<th>Contractor</th>
<th># of Students</th>
<th>Rate per Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Ephrata Mennonite School</td>
<td>77</td>
<td>$302.61</td>
</tr>
<tr>
<td>2. Gehman's Mennonite School</td>
<td>12</td>
<td>$47.16</td>
</tr>
<tr>
<td>3. Hinkletown Mennonite School</td>
<td>38</td>
<td>$149.34</td>
</tr>
<tr>
<td>4. Lititz Area Mennonite School</td>
<td>57</td>
<td>$224.01</td>
</tr>
<tr>
<td>5. Our Mother of Perpetual Help</td>
<td>28</td>
<td>$110.04</td>
</tr>
</tbody>
</table>

Total 212 $833.16
E. **District Bus Routes and Stops**
Bus routes and stops for the 2014-2015 school year.

F. **Lancaster-Lebanon Intermediate Unit 13 – IDEA Part B – Special Education**
Sub-grant agreement with the Lancaster-Lebanon Intermediate Unit 13 IDEA Part B, Use of Funds Agreement. The Funds will be used to support appropriate services to school age eligible students. The amount of the Pass Through Funds for 2014-2015 is $854,204.00.

G. **American Red Cross**
American Red Cross of the Susquehanna Valley to use the Ephrata Middle School as a mass care shelter in the event of a disaster or emergency.

H. **Royer Pharmacy – Flu Vaccine**
Sales agreement with Royer Pharmacy, Inc., 2 East Main Street, Ephrata, PA to purchase 34 vials of flu vaccine for the District employees and their spouses for the 2014-2015 fiscal year. The total cost is approximately $5,440.00. The cost of the flu vaccine is reimbursed by Lincoln Benefit Trust.

I. **Royer Pharmacy – Business Associate Agreement**
Business Associate Agreement with Royer Pharmacy, 2 East Main Street, Ephrata, PA.

J. **Amended Voluntary Agreement – Ephrata Community Hospital**
Amended Voluntary Agreement with Ephrata Community Hospital effective July 1, 2015 and will expire on June 30, 2020. The amount of the initial contribution shall be $118,500.00; the district will have the discretion to adjust the voluntary payment annually by the percentage of the approved millage rate.

K. **Lancaster-Lebanon IU 13 - Schoology Learning Management Agreement**
Agreement with Lancaster-Lebanon IU 13 for Schoology Learning Management System. Schoology is a learning management solution that adjusts to any educational environment. The cost to the district is $12,900.00 for the 2014-2015 fiscal year.

L. **New Story Tuition Agreement**
An agreement with New Story, Mountville, PA. New Story operates a private licensed school within the Commonwealth of PA that provides special education for students as defined by his/her IEP. The cost for the 2014-2015 is $180.00 per day.

III. **BUILDING/PROPERTY/PUBLIC AFFAIRS/PLANNING COMMITTEE – Jenny Miller**

A. **Change Order – Middle School Auditorium and Gym AV Systems**
Consideration to approve the following change order for the Auditorium and Gym AV Systems and Expenses

<table>
<thead>
<tr>
<th>Change Order #</th>
<th>Contractor</th>
<th>Location</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Clair Brothers</td>
<td>MS Gymnasium</td>
<td>Install conduit</td>
<td>$8,861.11</td>
</tr>
<tr>
<td>2</td>
<td>Clair Brothers</td>
<td>MS Gymnasium</td>
<td>Install 120 V power circuits</td>
<td>$2,670.00</td>
</tr>
<tr>
<td>3</td>
<td>Clair Brothers</td>
<td>MS Auditorium</td>
<td>Install 120 V circuits</td>
<td>$4,888.89</td>
</tr>
<tr>
<td>4</td>
<td>Clair Brothers</td>
<td>MS Auditorium</td>
<td>Install Conduit in Stage Area</td>
<td>$11,666.67</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>TOTAL</td>
<td>$28,086.67</td>
</tr>
</tbody>
</table>

Public Affairs / Planning
No action items.
IV. CURRICULUM/POLICY COMMITTEE – Glenn R. Martin

Curriculum
A. Field Trip
Qualifying Athletic Teams and Individual Student Athletes to travel to post-season Tournaments, Team Playoffs, District Games and Meets, and State Games and Meets.

Policy
A. First Reading of the Following Policies
- Policy 301, Creating a Position
- Policy 302, Employment of Superintendent/Assistant Superintendent
- Policy 304, Employment of District Staff
- Policy 305, Employment of Substitutes
- Policy 718, Service Animals in Schools

V. PERSONNEL COMMITTEE – Judy S. Beiler

A. Resignations
- Gangi Cucciuffo, Intermediate/Middle School Principal, effective August 13, 2014.
- Benjamin Ehrhart, Assistant Wrestling Coach, effective July 7, 2014.
- Galen Reed, District-Wide Elementary Music, effective August 18, 2014.
- Kam Traugh, Highland Grade 2, effective June 25, 2014.

B. Leaves
- William Harker, High School English, requests leave, effective August 18, 2014 through TBD pending doctor certification.
- Bridget Raymond, Akron Grade 1, requests to extend her leave through January 1, 2015.
- Daniel Strepko, Systems Support Specialist, requests leave, effective approximately August 6, 2014 through approximately two to three weeks.

C. Transfers
- Jill Kling, High School Assistant Principal to Intermediate/Middle School Principal, effective August 19, 2014.
- Gina Krouse, Community Relations and Foundation Coordinator to Internal Communications/Customer Service Representative, effective August 18, 2014. Gina is replacing Pam Brink who resigned.
- Doreen Mellinger, Part-Time Middle School Server/Dishroom/Cashier to Full-Time Middle School Custodian 2nd shift, effective August 18, 2014.
- Mary Reimold, Middle School .70 Business/High School .30 Gifted to District-Wide Elementary .40 Computers/Middle School .30 Computers/High School .30 Gifted, effective August 18, 2014.
- Benjamin Rossman, Intermediate School Grade 6 to Technology Integrator, effective August 18, 2014.
- David Trout, Early Childhood Coordinator/Fulton PM Kindergarten to Early Childhood Coordinator/Clay AM Kindergarten, effective August 18, 2014.
D. **Appointments**  

### Professional  
- **Laurelin Accardo**, TPE Part-Time Highland AM Kindergarten @ Level B/Year 1/Cstep 1 (prorated), effective August 18, 2014 through the 2014-15 school year (pending paperwork). Due to enrollment.  
- **Genevieve Belavance**, LTS High School Learning Support @ Level B/Year 1/Cstep 1, effective September 16, 2014 through the conclusion of the 2014-15 school year. Genevieve is replacing Heather Scotch while she is on leave.  
- **Daniel Delaney**, Intermediate/Middle School Physical Education @ Level B/Year 1/Cstep 1 and to be granted a Temporary Professional Contract, effective August 18, 2014. Daniel is replacing Mike Garrison who resigned.  
- **Mark Fischer**, High School Learning Support @ Level M/Year 5/Cstep 5 and to be granted a Temporary Professional Contract, TBD (pending paperwork). Mark is replacing Jenna Ginder who transferred to Assistant Coordinator of Student Support Services.  
- **Tammy Fulginiti**, LTS Akron Grade 1 @ Level B/Year 1/Cstep 1, effective August 18, 2014 through the conclusion of the 2014-15 school year (pending paperwork). Tammy is replacing Amanda Francis while she is on leave.  
- **Wayne Hooper**, Intermediate School Grade 6 @ Level B+30/Year 5/Cstep 5 and to be granted a Professional Contract, effective August 18, 2014. Wayne is replacing Benjamin Rossman who transferred to another position.  
- **Nathan Jones**, Ephrata High School at Washington Evening Instructor, effective August 18, 2014. Nathan is also a math teacher at the Middle School and is replacing Michael Garrison who resigned.  
- **Amanda (Bartholomew) Kidhardt**, LTS Clay AM/PM Kindergarten @ Level B/Year 1/Cstep 1, effective August 18, 2014 through the 2014-15 school year. Amanda is replacing David Trout who transferred to another position for the 2014-15 school year.  
- **Christina Manocchio**, Fulton and Middle School Speech @ Level M/Year 1/Cstep 1 and to be granted a Temporary Professional Contract, effective August 18, 2014. Christina is replacing Barbara Witmer who resigned.  
- **Amanda Miller**, Akron Learning Support @ Level M/Year 6/Cstep 6 and to be granted a Professional Contract, effective August 18, 2014 (pending paperwork). Amanda is replacing Debi Bernhardt who transferred to another position.  
- **Lisa Peters**, Highland Grade 2 @ Level B/Year 1/Cstep 1 and to be granted a Temporary Professional Contract, effective August 18, 2014. Lisa is replacing Kam Traugh who resigned.  
- **Amy Potts**, Akron and Clay Nurse @ Level B/Year 1/Cstep 1 and to be granted a Temporary Professional Contract, effective August 25, 2014 (pending paperwork). Amy is replacing Lorena Bickel who resigned.  
- **Brian Smith**, High School Learning Support @ Level M/Year 7/Cstep 7 and to be granted a Professional Contract, effective August 18, 2014 (pending paperwork). Brian is replacing Brian Chickerino who transferred to another position.  
- **Victoria Suchozza**, LTS Highland Grade 2 @ Level B/Year 1/Cstep 1, effective August 18, 2014 through the conclusion of the 2014-15 school year (pending paperwork). Victoria is replacing Rebecca Bach who is on leave.  
- **Mallory Waller**, TPE Clay Grade 2 @ Level B/Year 1/Cstep 1, effective August 18, 2014 through the conclusion of the 2014-15 school year. Due to enrollment.  
- **Melissa Weaver**, TPE Highland Grade 1 @ Level B/Year 1/Cstep 1, effective August 18, 2014 through the conclusion of the 2014-15 school year (pending paperwork). Due to enrollment.
Support
- **Christina Earl**, Part-Time Middle School Cafeteria General, effective August 11, 2014. Christina is replacing Carolyn Walker who transferred to another position.
- **Laurie Grow**, Part-Time EVA Support, effective August 1, 2014.
- **Sarah McBee**, Community Relations/Foundation Coordinator, effective August 25, 2014 (pending paperwork). Sarah is replacing Gina Krouse who transferred to another position.
- **Stephanie Sheidy**, Part-Time High School Cafeteria General, effective August 11, 2014. Stephanie is replacing Sally Sweigart who retired.
- **Michelle Slider**, Part-Time Middle School Cafeteria General, effective August 11, 2014. Michelle is replacing Louise Dohner who retired.
- **Kevin Sweigart**, High School Custodian 2nd shift, effective TBD (pending paperwork). Kevin is replacing James Adams who retired.

Extracurricular
- **Brian Smith**, Assistant Boys Basketball @ Step Top/400 Units, effective August 19, 2014 through the conclusion of the 2014-15 school year.

E. **Mentors for the 2014-15 School Year**
- Julie Bachman for Victoria Suchoza – Full Mentor
- Deb Bernhard for Amanda Miller – Orientation Mentor
- Candy Blessing for Samantha Hull – Orientation Mentor
- Jessica Chinchock for Meghan Bradley Hooper – Orientation Mentor
- Jennifer Endy for Mark Fischer – Orientation Mentor
- Cheryl Etkin for Helen Pennypacker – Orientation Mentor
- Dale Fillmore for Kara Fox – Full Mentor
- Steve Habowski for Stefanie Moore – Full Mentor 1st Semester
- Heidi Harnish for Amy Apgar – Full Mentor
- Kelly Homan for Stephanie (Lohr) Balak – Full Mentor 1st Semester
- Sheri Klahr for Brian Smith – Orientation Mentor
- Marion Lesagonicz for Adam Ewing – Full Mentor
- Lori Long for Lisa Peters – Full Mentor
- Molly Marquardt for Genevieve Bellevance – Orientation Mentor
- Marilyn Molchany for Brian McClellan – Orientation Mentor
- Jean Mollica for Christina Manocchio – Full Mentor
- Alane Mowbray for Lisa Adams – Full Mentor
- Nancy Murphy for Laurelin Accardo – Full Mentor
- Yvonne Peifer for Jessica Walters – Full Mentor
- Jay Price for Michael O’Donnell – Full Mentor
- Gail Prosser for Amy Potts – Full Mentor
- Julie Rhine for Melissa Weaver – Full Mentor
- Kristen Rubeck for Kristen Selzer – Full Mentor 1st Semester
- Shannon Rudy for Wayne Hooper – Orientation Mentor
- Denise Shultz for Mallory Waller – Full Mentor
- Ann Stevens for Tammy Fulginiti – Full Mentor
- Heidi Yohn for Daniel Delaney – Full Mentor

F. **Aides for the 2014-15 School Year** (Attachment #4)

G. **Extracurricular Event Positions for the 2014-15 School Year**

H. **Volunteer Coaches Fall 2014-15**
- Victoria Johns, Cheerleading
- Rod Snyder, Football
I. Middle School and High School Media Coordinators for 2014-15 School Year
   • Stephen Goss, Middle School Media Coordinator
   • Samantha Hull, High School Media Center Coordinator

J. Grade Level Leaders for the 2014-15 School Year
   • Cindy Michael, Kindergarten
   • Karen Hunt, Grade 1
   • Susan Wenrich, Grade 2
   • Kristy DelVecchio, Grade 3
   • Emily Rossman, Grade 4
   • Susan Izydorczyk, Grade 5
   • Marion Piersol-Miller, Grade 6

K. 2014-15 Bus/Van Regular Drivers, Substitute Drivers, and Aides (Attachment #5)

L. Administrative Salaries for 2014-15
   Approve administrative salaries in accordance with previously approved contracts and the compensation plan for administrators.

M. Act 82
   The Superintendent and Assistant Superintendents received satisfactory evaluations in attaining their goals for the 2013-14 school year in accordance with Act 82.

---- END OF GENERAL BOARD ACTION ITEMS ----

---- SECTION 3 – INFORMATION ITEMS ----

I. PERSONNEL COMMITTEE – Judy S. Beiler
   A. Vacancies
      Administration
      • High School Assistant Principal

      Professional
      • PT Intermediate School Music/Strings

      Support
      • Playground Aides

      Extracurricular
      • Assistant Wrestling
      • Indoor Guard
      • Quiz Bowl Advisor

---- SECTION 4 – REPORTS ----

I. REPORT OF STUDENT REPRESENTATIVE
   Taylor Mahlandt
   • No report

II. REPORT OF LANCASTER COUNTY CAREER & TECHNOLOGY CENTER JOINT OPERATING COMMITTEE REPRESENTATIVE
    Jenny L. Miller
    • No report
III. REPORT OF LANCASTER-LEBANON IU13 BOARD REPRESENTATIVE
Tim Stauffer
- No report

IV. REPORT OF PSBA REGION IX LIAISON
Glenn R. Martin
- The legislative conference will be held in October.

V. REPORT OF EPHRATA AREA EDUCATION FOUNDATION LIAISON
Robert E. Miller
- The Foundation will host a 5K on Saturday, September 20, 2014.
- A new Foundation Coordinator will be starting on August 25.

VI. REPORT OF SUPERINTENDENT
Dr. Brian M. Troop
- The District Opening included a presentation about leadership and being multipliers vs. diminishers.
- Thanks was extended to the Maintenance, Custodial, and Technology Services staffs for doing an excellent job in getting ready for the students' return on August 25, especially considering the additional challenges they faced with construction.
- In the past week, nearly 60 students enrolled and nearly 20 partially completed the enrollment process.
- Jill Kling was recognized as the new Intermediate/Middle School Principal.
- A preview of the new District website was provided.

----- SECTION 5 – MISCELLANEOUS ITEMS & ADJOURNMENT -----

I. COMMENTS/QUESTIONS FROM VISITORS
   A. Visitors may make comments or raise questions. NOTE: Personnel matters are never discussed at public meetings.
   B. Citizens desiring consideration of our action on a topic not included on the agenda may make a written request to the board president or superintendent at least five (5) days before the regular public board meeting. This is according to Policy 903 in the official policy manual of the school district.
      - None

II. OLD BUSINESS
   - None

III. NEW BUSINESS
   - The Board is working to create a team for the upcoming Foundation 5K event.
   - The Middle School and High School marching band seasons are off to a great start.
   - An Executive Session was requested for a personnel/contract matter.

IV. ADJOURNMENT
   The meeting adjourned at 7:19 PM.

Respectfully Submitted,

Stephanie A. Gingrich, Secretary
Ephrata Area Board of School Directors