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

**Board Members Absent:** None

**School District Representatives Present:** Superintendent, Dr. Brian Troop; Assistant Superintendents, Dr. Jacy Clugston Hess and Richard Hornberger; District Solicitor, Susan Friedman; Community Relations Coordinator, Sarah McBee; and Student Representative, Taylor Mahlandt

**District Staff Members Present:** Kevin Deemer, Dan Mahlandt, Tim McCormick, Ben Rossman, and Gregg Shulenberger

**Visitors Present:** Tara Becker, Joey Campbell, Kevin and Stephanie Hertzog, Jim an Sharon Martin, and Ryan and Trinity Murphy

**Media:** Gary Klinger, Ephrata Review

**CALL TO ORDER BY BOARD PRESIDENT**

President Stayer called the meeting to order at 7:00 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

**RESOLUTIONS**

Resolutions were presented to Bob Miller for his service to the Ephrata Area Education Foundation and to the staff of the Ephrata Area School District for the outstanding School Performance Profile score they helped the District achieve.

**CELEBRATING PUBLIC EDUCATION**

Several 6th Grade students and Tech Ed teacher Jon Miller presented several examples of robot programming they do.

**EXECUTIVE SESSION**

President Stayer announced the Board met in Executive Session tonight for a personnel matter.

**SECTION 2 – GENERAL BOARD ACTION ITEMS**

**Motion**

It was moved by Mr. Martin, seconded by Mr. Miller, 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 and Committee Meeting Minutes
      Minutes of the November 16, 2015 Regular Board Meeting, the December 7 Reorganization meeting, and the December 7, 2015 Committee Meetings

II. BUDGET & FINANCE + PROPERTY COMMITTEE – Timothy W. Stayer
    Budget & Finance
   A. Treasurer’s Report
      Treasurer’s Report for the period November 1, 2015 through November 30, 2015

   B. List of Bills
      Payment of the following List of Bills for individual accounts for December 21, 2015
      | General Fund       | $470,972.56 |
      | AP Direct Deposit  | $469,578.65 |
      | General Fund ACH Items | $1,854,726.85 |
      | Capital Reserve    | $30,097.28  |
      | Food Service       | $91,308.65  |
      | Student Activities | $12,665.76  |
      TOTAL: $2,929,349.75

   C. Exonerations
      Real Estate Tax Exonerations:
      - Clay Township 2015-2016: $5,006.47
      - Ephrata Borough 2013-2014: $168.10
      - Ephrata Township 2015-2016: $3,550.47
      Total: $8,893.34

   D. General Fund Budget Transfers
      General Fund Budgetary transfers for 2015-2016:

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   E. 2014-2015 Local Audit – Herbein + Company
      Receipt and acceptance of the 2014-2015 audit report completed by Herbein + Company

   F. General Fund Budget – Opt Out Resolution (Attachment #5)
      Accelerated Budget Opt-Out Resolution for 2016-2017. The applicable index for the 2016-2017 fiscal year is 2.9%, and the School Board will not increase the rate of its real estate tax in excess to the applicable index.

   G. Connections Learning - Amendment
      Amendment to the Connections Learning agreement for the district to purchase short-term course seats for summer school at a reduced price of $375.00 for each seat

   H. Lancaster-Lebanon IU 13 Bulk Fuel Procurement Program- Participation Agreement
      Participation Agreement with Lancaster-Lebanon IU 13 to participate in the collaborative procurement to purchase bulk fuels for fuel oil for District buildings
I. Establish a Student Activity Club
Establishment of a student activity organization named Friends of Rachel (F.O.R.). This club is a safe place for all students. The club strives to befriend others and stop bullying. A student account is not requested.

Property
A. War Memorial Agreement
Agreement between the District and the War Memorial Association

III. PERSONNEL COMMITTEE – Judy Beiler
A. Resignations
- Michael Hershberger, Softball Assistant Coach, effective November 19, 2015
- Mor Nguyen, Title I Aide, effective December 11, 2015
- Derek Sipe, Baseball Assistant Coach, effective December 10, 2015

B. Leaves
- Rebecca Bach, Clay Grade 1, requests leave, effective approximately February 25, 2016 through a date to be determined
- Cynthia Heck, Fulton Grade 3, requests leave, effective October 27, 2015 through November 30, 2015
- Alycia Kauffman, Clay Grade 1, requests leave, effective approximately March 22, 2016 through approximately 6-8 weeks
- Erin Kneasel, High School Cafeteria, requests leave, effective November 4, 2015 through approximately January 4, 2016
- Kristie Ohlinger, Intermediate/Middle School Music, requests leave, effective December 15, 2015 through approximately 4 weeks
- Connie Reber, Akron Grade 2, requests leave, effective December 21, 2015 through approximately February 15, 2016
- Michael Sushinski, High School Custodian, requests leave, effective November 2, 2015 through approximately 3 months

C. Unpaid Leave
- Randy Brossman, Middle School Custodian

D. Transfers
- Sarah May, 0.5 High School German to 0.5 High School German/Temporary 0.5 High School ELL (Prorated), effective January 4, 2016 through the conclusion of the 2015-16 school year or upon the hiring of a contracted High School ELL teacher, replacing Lyndel Balthaser who is retiring
- Samantha Ulrich, LTS High School Math to Temporary Professional Employee High School Math @ Level B/Step 1 (Prorated), effective January 19, 2016, replacing Nathan Jones who resigned

E. Appointments
Support
- Daniel Zimmerman, Maintenance/Electrician, effective January 4, 2016, replacing Kenneth Harvey who is retiring

Extracurricular
- Andrea Hartman, High School Spring Musical, effective December 22, 2015 through the conclusion of the 2015-2016 school year
- Mercedes Maccarino, High School Spring Musical, effective December 22, 2015 through the conclusion of the 2015-2016 school year
- Mike Wiltraut, High School Spring Musical, effective December 22, 2015 through the conclusion of the 2015-2016 school year
F. Professional Contract
   • Meredith Bailey

G. Boyo Substitute Drivers
   • Tabitha Heindel #23839522
   • Mark Kern #22024387

IV. POLICY COMMITTEE – Tim Stauffer
   A. Policies for Second Reading
      1. Policy 233, Suspension and Expulsion
      2. Policy 234, Pregnant/Parenting/Married Students
      3. Policy 235, Student Rights and Responsibilities
      4. Policy 235.1, Surveys
      5. Policy 236, Student Assistance Program
      6. Policy 237, Electronic Devices
   B. Policies for First Reading
      1. Policy 005, Organization
      2. Policy 247, Hazing
      3. Policy 248, Unlawful Harassment
      4. Policy 250, Student Recruitment
      5. Policy 251, Homeless Students
      6. Policy 252, Dating Violence
      7. Policy 916, School Volunteers

V. PUBLIC AFFAIRS & PLANNING + CURRICULUM COMMITTEE – Jenny L. Miller
   Public Affairs & Planning
   No Action Items

   Curriculum
   No Action Items

VI. SUPERINTENDENT REQUESTS FOR ACTION – Dr. Brian M. Troop
   A. Expulsion of Student
      The Board of School Directors of Ephrata Area School District held a student expulsion
      hearing on December 7, 2015. The Board has determined that the student should be expelled
      for the remainder of the school year through June 30, 2016. The Board adopts the Findings of
      Fact, Conclusions of Law and written Adjudication, including an appropriate notice of appeal
      rights, as prepared by the District Solicitor.

SECTION 3 – INFORMATION ITEMS

I. PERSONNEL COMMITTEE – Judy S. Beiler
   A. Vacancies
      Professional
      • High School ELL
      • LTS High School English (beginning January 19, 2016)
      • LTS High School German (beginning February 2, 2016)
      • LTS High School Math (beginning January 19, 2016)

      Support
      • District-wide Maintenance/HVAC Technician (beginning July 1, 2016)
      • Inclusion Aides/Personal Care Assistants (2)
      • Title I Aide
Extracurricular
- Football Head Coach
- Marching Band Assistant Director
- Softball Assistant Coach
- Baseball Assistant Coach

SECTION 4 – REPORTS

I. REPORT OF STUDENT REPRESENTATIVE – Taylor Mahlandt
A report was provided about various activities being held in buildings throughout the District.

II. REPORT OF LANCASTER COUNTY CAREER & TECHNOLOGY CENTER (LCCTC) JOINT OPERATING COMMITTEE REPRESENTATIVE – Jenny Miller
- The 2016-17 CTC budget will be brought forward for consideration in January.
- The CTC adult physical therapy program approval has been delayed due to the state budget delay.
- The Mount Joy CTC sub-division has been approved for three homes.
- The CTC Education Foundation funded the purchase of a machine that helps students master welding in a safer environment.

III. REPORT OF LANCASTER-LEBANON IU13 BOARD REPRESENTATIVE – Tim Stauffer
- Five new members have joined the IU Board.
- Cathy Howard will be recognized at an upcoming conference by the PA Association of School Social Workers.

IV. REPORT OF PSBA REGION IX LIAISON – Glenn R. Martin
- The state has been without a budget for more than 170 days.
- Discussion continues on pension reform.

V. REPORT OF EPHRATA AREA EDUCATION FOUNDATION LIAISON – Chris Weber
- The Foundation raised approximately $22,500 at the recent 5K Run/Walk, Food Truck Challenge, Saturday at the Movies, and Extraordinary Give.
- Information about the Purple and Gold Gala will be available soon.

VI. REPORT OF THE SUPERINTENDENT – Dr. Brian M. Troop
- Student musicians and student athletes were recognized.
- Several Ephrata High School students placed in the Ephrata VFW Voice of Democracy contest.
- One hundred ten people attended the Most Likely to Succeed event.
- Two Ephrata High School students were selected to attend the Hugh O’Brien Youth Leadership conference.
- School Board Committee meetings on February 1 will be held at EHS@Washington.
- The state has now gone for more than six months without a budget.
- A presentation about The Hour of Code will be made after the School Board business meeting.

VII. GOOD NEWS REPORTS
- Thanks were extended to all involved with organizing the Most Likely to Succeed event.
- The musical talents of District students have been showcased at the holiday concerts.
SECTION 5 – MISCELLANEOUS ITEMS & ADJOURNMENT

I. COMMENTS/QUESTIONS FROM VISITORS
   President Stayer opened the floor to visitors for questions or comments except personnel items that are never discussed at public meetings.
   • None

II. OLD BUSINESS
   • None

III. NEW BUSINESS
   • None

IV. ADJOURNMENT
   The meeting adjourned at 8:03 PM.

Respectfully Submitted,

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