
**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, Tim Stauffer, and Chris Weber

**Board Members Absent:** Kay Kurtz

**School District Representatives Present:**
- Superintendent: Dr. Brian Troop
- District Solicitor: Susan Friedman
- Community Relations: Sarah McBee
- Presenters: Nate Eakin and Jill Kling

**Visitors Present:** Brent and Krista Andes, Jim Kimmel, Eric Martin, Adrian Shelley, and Ashley Sollenberger

**Media:** Gary Klinger, The Ephrata Review

**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

**SCHOOL BOARD RECOGNITION MONTH**
School Board members were recognized and thanked for their combined 93 years of service.

**SUPERINTENDENT RECOGNITION AWARDS**
Superintendent Recognition Awards were presented to Akron Elementary School staff members who kept things running smoothly while the cafeteria and kitchen underwent renovations.

**CELEBRATING PUBLIC EDUCATION**
Fifth Grade students along with teacher Nate Eakin provided a presentation about innovations in math.

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

**Motion**
It was moved by Mr. Miller, seconded by Mrs. 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 Meeting and Committee Meeting Minutes**
      Minutes of the December 15, 2014 Regular Board Meeting and the January 5, 2015 Committee Meetings.
II. BUDGET/FINANCE COMMITTEE – Timothy W. Stayer

A. Approve Treasurer’s Report
Treasurer’s Report for the period December 1, 2014 through December 31, 2014.

B. Approve List of Bills
List of Bills for individual accounts for January 26, 2015.

<table>
<thead>
<tr>
<th>General Fund</th>
<th>$ 1,146,341.94</th>
</tr>
</thead>
<tbody>
<tr>
<td>AP Direct Deposit</td>
<td>$ 340,383.46</td>
</tr>
<tr>
<td>General Fund ACH Items</td>
<td>$ 4,333,044.65</td>
</tr>
<tr>
<td>Capital Reserve</td>
<td>$ 73,507.00</td>
</tr>
<tr>
<td>Food Service</td>
<td>$ 70,472.06</td>
</tr>
<tr>
<td>Student Activities</td>
<td>$ 9,897.10</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 5,973,646.21</td>
</tr>
</tbody>
</table>

C. General Fund Budget Transfers
General Fund Budgetary transfers for 2014-2015:

<table>
<thead>
<tr>
<th>Transfer From</th>
<th>Description</th>
<th>Amount</th>
<th>Transfer To</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>212330M</td>
<td>MS Guidance Prof Services</td>
<td>$ 500.00</td>
<td>212610M</td>
<td>MS Guidance Supplies</td>
<td>$ 500.00</td>
</tr>
<tr>
<td>1164170M</td>
<td>MS Math Books</td>
<td>$ 1,100.00</td>
<td>110618M</td>
<td>MS Software Licensing</td>
<td>$ 1,100.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 1,600.00</td>
<td></td>
<td><strong>Total</strong></td>
<td>$ 1,600.00</td>
<td></td>
</tr>
</tbody>
</table>

D. Lancaster Co. Career & Technology Center 2015-2016 Proposed General Fund Budget
Proposed 2015-2016 Lancaster County Career and Technology Center Budget in the total amount of $18,368,667.00.

E. Direct Energy Agreement
Agreement with Direct Energy for Natural Gas for the Middle School/Intermediate School and the High School for the 2015-2016 fiscal year at a fixed price of $4.495/Dth.

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

A. Change Orders – Akron and Fulton Elementary Schools
Consideration to approve the following change orders for the Akron Elementary / Fulton Elementary Project:

1. Mechanical

<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>Shannon A. Smith</td>
<td>Akron</td>
<td>Replace Diffusers</td>
<td>$826.21</td>
</tr>
<tr>
<td></td>
<td>Electrical and Mechanical</td>
<td></td>
<td></td>
<td>Inc.</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
<td>$826.21</td>
</tr>
</tbody>
</table>

2. General Construction

<table>
<thead>
<tr>
<th>Change Order #</th>
<th>Contractor</th>
<th>Location</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>East Coast</td>
<td>Fulton</td>
<td>Terrazzo pouring to the frame</td>
<td>$1,691.75</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Inc.</td>
</tr>
<tr>
<td>9</td>
<td>East Coast</td>
<td>Akron</td>
<td>Credit for not installing the school letters</td>
<td>$(333.78)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Dec.</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
<td>$1,357.97</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Inc.</td>
</tr>
</tbody>
</table>
B. **Lancaster Co. Career & Technology Center Mount Joy Campus Subdivision Resolution**  
Consideration to approve the Lancaster County Career & Technology Center (CTC) request to subdivide a portion of the 70 acre Mount Joy Campus. The subdivision is approximately 19 acres across 27 lots and would be used by the CTC Construction program for residential home building.

C. **Lancaster Co. Career & Technology Center Mount Joy Amendment to the Lease Agreement**  
Consideration to approve the amendment to the lease agreement with the Lancaster County Career & Technology Center (CTC) Authority and Board for the completion of the subdivision of the CTC Mount Joy campus. The subdivided land will be used by the CTC Construction program for residential home building.

**Public Affairs / Planning**  
A. **2015-2016 School Calendar**

IV. **CURRICULUM / POLICY COMMITTEE – Glenn R. Martin**

**Curriculum**  
A. **Field Trip**  
- High School Jazz Ensemble students (number of students TBD) to travel to Central Dauphin High School to participate in the PMEA District Jazz Festival, April 10-11, 2015.

**Policy**  
A. **Policies for Second Reading**  
- Policy 338, Sabbatical Leave  
- Policy 338.1, Compensated Professional Leaves  
- Policy 340, Responsibility for Student Welfare  
- Policy 341, Benefits for Part-Time Employees  
- Policy 342, Jury Duty  
- Policy 343, Paid Holidays  
- Policy 347, Workers' Compensation Transitional Return-To-Work Program  
- Policy 348, Harassment  
- Policy 349, Retirement  
- Policy 351, Drug and Substance Abuse  
- Policy 351.1, Pre-Employment Drug Testing  
- Policy 353, Whistleblower/Fraud

B. **Policies for First Reading**  
- Policy 100, Comprehensive Planning  
- Policy 101, Vision/Mission Statement/Belief Statements  
- Policy 102, Academic Standards  
- Policy 103, Nondiscrimination in School and Classroom Practices and Attachment  
- Policy 103.1 Nondiscrimination – Qualified Students with Disabilities and Attachments 1-4  
- Policy 104, Nondiscrimination in Employment and Contract Practices and Attachment  
- Policy 105, Curriculum  
- Policy 105.1, Review of Instructional Materials by Parents/Guardians and Students

C. **Policies to be Eliminated**  
- Policy 438, Sabbatical Leave  
- Policy 438.1, Compensated Professional Leave  
- Policy 440, Responsibility for Student Welfare  
- Policy 442, Jury Duty  
- Policy 448, Harassment  
- Policy 449, Retirement  
- Policy 451, Drug & Substance Abuse
• Policy 451.1, Pre-Employment Drug Testing
• Policy 453, Whistleblower
• Policy 542, Jury Duty
• Policy 543, Paid Holidays
• Policy 548, Harassment
• Policy 549, Retirement
• Policy 551, Drug & Substance Abuse
• Policy 551.1, Pre-Employment Drug Testing
• Policy 553, Whistleblower

V. PERSONNEL COMMITTEE – Judy Beiler

A. Resignations
• Larry Hagen, Assistant Football Coach, effective December 1, 2014
• William Harker, High School English, effective January 16, 2015

B. Leaves
• Bridget Raymond, Akron Grade 1, requests to extend her leave through the conclusion of the 2014-15 school year.

C. Appointments

Professional
• Michael Croft, LTS Middle School Tech Ed @ Level B/Year 1/Cstep 1 (Prorated), effective January 20, 2015 through the conclusion of the 2014-15 school year (pending paperwork). Michael is replacing Jon Miller while he is on leave.
• Rachel Engleman, LTS Akron Grade 1 @ Level B/Year 1/Cstep 1 (Prorated), effective January 5, 2015 through the conclusion of the 2014-15 school year. Rachel is replacing Bridget Raymond while she is on leave.
• Megan Lefever, LTS High School English @ Level B/Year 1/Cstep 1 (Prorated), effective January 19, 2015 until the position is filled. Megan is replacing William Harker who is resigning.

Support
• Jessica Crosbie, Part-time High School Cafeteria General, effective January 27, 2015 (pending paperwork). Jessica is replacing Faye Schwanger who resigned.
• Mary Ellen Hoover, Part-time High School Cafeteria General, effective January 27, 2015 (pending paperwork). Mary Ellen is replacing Mary Weidman who resigned.

Extracurricular
• Jeremy Bischoff, High School Musical, Program Assembly @ Step Top/10 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.
• Jeremy Bischoff, High School Musical, Set Construction @ Step Top/55 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.
• Jeremy Bischoff, High School Musical, Technical Director @ Step Top/100 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.
• Dan Clark, Intermediate/Middle School Musical, Vocal Assistant @ Step Top/225 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.
• Jeff Cusano, High School Musical, Light Design/Board Programming @ Step Top/90 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.
• Elaine Gaston, High School Musical, Ticket Sales @ Step Top/20 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.
• Irving Gonzalez, High School Musical, Choreographer @ Step Top/110 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.
• Jaclyn Johnson, High School Musical, Costume/Make-Up Design @ Step Top/165 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.
• Lindsay Kabakjian, Intermediate/Middle School Musical, Costume Design @ Step 1/50 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.
Lindsay Kabakjian, Intermediate/Middle School Musical, Make-up Design @ Step 1/25 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Jill Klinger, High School Musical, Orchestra Director @ Step Top/200 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Jill Klinger, High School Musical, Vocal Director @ Step Top/230 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Theresa Kreider, Intermediate/Middle School Musical, Choreographer @ Step Top/100 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Theresa Kreider, Intermediate/Middle School Musical, Technical Director @ Step Top/75 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Theresa Kreider, Intermediate/Middle School Musical, Stage Manager @ Step Top/25 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Theresa Kreider, Intermediate/Middle School Musical, Properties @ Step Top/25 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Jill Kurtz, High School Musical, Scenic Artist/Visuals Design @ Step Top/120 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Joel Latshaw, High School Musical, Assistant Set Construction @ Step Top/45 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Jacqueline Owinski, High School Musical, Rehearsal Pianist @ Step Top/15 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Julie Rhine, High School Musical, Properties @ Step Top/75 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Michael Rhoads, High School Musical, Set Design @ Step Top/115 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Malinda Saunders, Intermediate/Middle School Musical, Set Painting @ Step 2/50 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Donna Schubert, High School Musical, Ticket Sales @ Step Top/20 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Jan Smith, High School Musical, Production Assistant @ Step Top/100 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Rod Snyder, High School Musical, Assistant Set Construction @ Step Top/55 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Rod Snyder, Intermediate/Middle School Musical, Set Construction @ Step 3/100 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Rod Snyder, Intermediate/Middle School Musical, Set Design @ Step 3/50 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Mandy Ulrich, Intermediate/Middle School Musical, Ticket Sales @ Step 2/50 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

Stephanie Whitman, High School Musical, Master Electrician @ Step Top/20 Units, effective January 27, 2015 through the conclusion of the 2014-15 school year.

D. Homebound Instructors for the 2014-15 School Year

Amy Apgar
Genevieve Bellavance
David Herring
Ashley Martin
Jackie Nolt
Kirstin Schneider
Sue Snyder
Wendy Srock
Ashley Stamets
Linda Umble

E. 2014-15 Spring Volunteer Coaches

F. Mentors

Kelly Brosig for Megan Lefever
Thomas Ferrari for Michael Croft
Rachel Martin for Rachel Engleman
G. Bus/Van Drivers
Lititz Area Mennonite School - Substitute Driver
• Theresa Ackley #19195121

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

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

I. PERSONNEL COMMITTEE – Judy S. Beiler
A. Vacancies
   Administration
• Assistant Superintendent of Elementary Education

   Professional
• High School English
• Intermediate School Grade 5 (2015-2016 school year)
• Middle School English (2015-2016 school year)

   Support
• High School Personal Care Assistant
• Inclusion Aide/Personal Care Assistant

   Extracurricular
• Boys Lacrosse Assistant Coach
• Football Assistant Coach (2)
• Indoor Guard

---- 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 L. Miller
• Thanks were extended to the Board for approving the 2015-2016 LCCTC budget.
• The CTC received a grant to enhance security and one for a farms-to-food program.
• Change is being sought in the ways CTCs are funded.
• An article was shared about a CTC painting project.

III. REPORT OF LANCASTER-LEBANON IU13 BOARD REPRESENTATIVE
Tim Stauffer
• An update was provided on the IU13 wellness center that is on track to open in the spring.

IV. REPORT OF PSBA REGION IX LIAISON
Glenn R. Martin
• The new governor was sworn in.
• Former School District of Lancaster Superintendent Pedro Rivera is awaiting approval as the next Pennsylvania Secretary of Education.
• A discussion about equitable funding is ongoing.
V. REPORT OF EPHRATA AREA EDUCATION FOUNDATION LIAISON
Robert E. Miller
- The Foundation will host a gala fundraiser on February 7 (snow date: February 8).

VI. REPORT OF THE SUPERINTENDENT
Dr. Brian M. Troop
- Senator Aument will be hosting an Educational Leaders’ breakfast in the Ephrata High School cafeteria on March 6.
- The District is hosting a Bullying Forum on March 5 in the Ephrata Middle School auditorium.
- Monitoring of the Special Education program is scheduled to begin on March 23.
- One of the United Way goals is achieving 100 percent Kindergarten readiness.
- An Executive Session for labor relations was requested and held after the meeting.

VII. GOOD NEWS REPORTS
- Appreciation was expressed for the student presentation.
- Seven District teachers have been nominated for 2015 WGAL/Rotary Teacher Impact Awards.
- Fourth Grade students at Akron Elementary School recently completed a read-a-thon to raise money for Ephrata Area Social Services.
- School Board members have been visiting District buildings to help celebrate School Board Recognition Month. Several Board members expressed their appreciation for the opportunity to serve and impact District students and staff.

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