The Board of School Directors of the Ephrata Area School District, Ephrata PA, met in regular session on Monday, March 21, 2016 in the District Office Board Room, 803 Oak Blvd., Ephrata, as advertised on July 20, 2015 in *LNP News*.

**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:** Neal Reichard

**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:** Scott Galen, Meghan Hooper, Doug Kellogg, and Ben Rossman

**Visitors Present:** Cristin Chon and parents; Peter Edelman; James Ellis and family; Andrew, Carol, George, and Magy Gerges; Alan, Jo, and Zeke Jones; and Sally Kieffer

**Media:** Gary Klinger, *Ephrata Review*; Dave Lefever, LNP News

**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

**EXECUTIVE SESSION**

President Stayer announced the Board met in Executive Session before tonight’s meeting for a personnel matter relating to the terms of office for the Assistant Superintendent and the Business Manager.

**SCHOOL BOARD RESOLUTIONS**

Resolutions were presented to Zeke Jones and James Ellis for qualifying for the State Geography Bee, Cristin Chon for qualifying for the State Orchestra, and Dr. Brian Troop for completing the School Superintendents Association National Superintendent Certification process.

**CELEBRATING PUBLIC EDUCATION**

Ephrata High School senior Andrew Gerges read his award-winning *Voice of Democracy* essay, students provided a physics presentation, and the theatre group performed a song from the spring musical, *Les Misérables*.

**SUPERINTENDENT RECOGNITION AWARD**

A Superintendent Recognition Award was presented to District Technology Integrator Ben Rossman.

**SECTION 2 – GENERAL BOARD ACTION ITEMS**

**Motion**

It was moved by Mr. Weber, 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 and Special Board Meetings and Committee Meeting Minutes
      Minutes of the February 22, 2016 Regular Board Meeting and the March 7, 2016 Committee Meetings
   B. School Board Resolutions (Attachment #1)
      Approved resolutions to Zeke Jones and James Ellis for qualifying for the State Geography Bee, Cristin Chon for qualifying for the State Orchestra, and Dr. Brian Troop for completing the School Superintendents Association National Superintendent Certification process

II. BUDGET & FINANCE + PROPERTY COMMITTEE – Timothy W. Stayer
    A. Treasurer’s Report (Attachment #2)
       Treasurer’s Report for February 1, 2016 through February 29, 2016
    B. List of Bills (Attachment #3)
       Payment of the following List of Bills for individual accounts for March 21, 2016

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>777,084.00</td>
</tr>
<tr>
<td>AP Direct Deposit</td>
<td>788,810.12</td>
</tr>
<tr>
<td>General Fund ACH Items</td>
<td>2,686,982.16</td>
</tr>
<tr>
<td>Capital Reserve</td>
<td>102,595.76</td>
</tr>
<tr>
<td>Food Service</td>
<td>68,638.65</td>
</tr>
<tr>
<td>Student Activities</td>
<td>4,370.50</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>4,428,481.19</strong></td>
</tr>
</tbody>
</table>

C. Exonerations (Attachment #4)
   Per Capita Exonerations:
   - Akron Borough 2015-2016 $330.00
   - Clay Township 2015-2016 $820.00
   - Ephrata Borough 2015-2016 $1,640.00
   - Ephrata Township 2015-2016 $900.00
   **Total** $3,690.00

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

<table>
<thead>
<tr>
<th>TRANSFER FROM</th>
<th>TRANSFER TO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account</td>
<td>Description</td>
</tr>
<tr>
<td>115170M</td>
<td>Non Cap Math Equipment</td>
</tr>
<tr>
<td>1164170M</td>
<td>Math Reg Ed Books</td>
</tr>
<tr>
<td>1164170M</td>
<td>Math Reg Ed Books</td>
</tr>
<tr>
<td>1164170H</td>
<td>EHS Math Books</td>
</tr>
<tr>
<td>1161121H</td>
<td>Music Supplies</td>
</tr>
<tr>
<td>1164121H</td>
<td>Music Books</td>
</tr>
<tr>
<td>11618121H</td>
<td>Music Software</td>
</tr>
<tr>
<td>321330H</td>
<td>Music Drills</td>
</tr>
<tr>
<td>225618E</td>
<td>Library Licensing Fees</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$4,744.28</strong></td>
</tr>
</tbody>
</table>

E. Agreement through Lancaster-Lebanon IU13 Energy Consortium with Direct Energy
   Extend the current agreement through the Lancaster-Lebanon IU13 Energy Consortium with Direct Energy for 2017-2020; rates are near an all-time low.
F. **Hobsons Agreement**
Agreement with Hobsons for Guidance Software products. The product Naviance is a comprehensive college and career readiness solution for high schools that helps align student strengths and interests to post-secondary goals, and improve student outcomes. This is a three-year agreement beginning July 1, 2016 at a total cost of $27,783.63.

G. **Wellspan Agreement – Employee Assistance Program**
Continuation of the agreement with Wellspan EAP, York, PA, for the Employee Assistance Program. The cost is $14.50 per employee per contract year. Based on the current eligible employee count of 384 employees, the total cost is $5,568.00 for 2016-2017.

H. **Refinance General Obligation Bond Series 2006 and General Obligation Notes Series of 2014**
RESOLVED, that the Board of School Directors of the Ephrata Area School District hereby approves the adoption of the attached Resolution authorizing (a) the issuance of one or more series of General Obligation Bonds in the aggregate principal amount of not to exceed $22,200,000, to finance the refunding of the School District’s General Obligation Bonds, Series of 2006 and the 2014 Notes; and (b) the execution and delivery of (i) a Purchase Proposal for the purchase of the Bonds on the terms and conditions established in the Resolution and (ii) such other agreements, certificates, instruments and documents necessary in connection with the issuance of the Bonds subject to the review and approval of such agreements, certificates, instruments and documents by bond counsel to the School District.

I. **Establish Student Activity Club**
Establishment of a student activity organization named *Ephrata Intermediate/Middle School Mini-Thon Planning Committee*. This club is a student-run, year-long activity to raise funds for pediatric cancer research that culminates in a student-run Mini-Thon event. A student account is requested.

J. **Penn GSE - Penn Literacy Network – Agreement**
An agreement with Penn Literacy Network (PLN). PLN will provide continuing education graduate credits at a cost of $1,950.00 for a 4.5-credit course for teachers and specialists for the 2016-2017 fiscal year.

K. **Settlement Agreement and Release**
A Special Education Settlement Agreement and Release, which has been reviewed by the district’s attorney

**Property**

A. **Agreement for Services – K & W Engineers**
An agreement with K & W Engineers for Services to prepare the documentation necessary to submit the Notice of Termination (NOT) form for terminating the NPDES permit, this form needs to be submitted upon completion of earth disturbance and permanent stabilization of the War Memorial Field and Field House Project. The cost is approximately $3,000.

B. **ELA Sport – Contract Addendum**
A contract addendum for additional services needed for the Middle School Track and Grandstand/Storage Project. The additional services include municipal or county approvals. The inclusion of additional items require the project be subject to Stormwater/Grading Plan approval with the Borough as well as Erosion and Sediment Control approval at the County Conservation District. The additional cost is $26,300.00.

**III. PERSONNEL COMMITTEE – Judy Beiler**

A. **Retirements**
- Kitty Dickersheid, Highland Health Tech, effective at the conclusion of the 2015-16 school year
B. Resignations
- Michael Garman, Girls Basketball Head Coach
- Jessica Yancoskie, EHS@Washington Personal Care Assistant, effective March 4, 2016

C. Leaves
- Carlyn Fryberger, High School Gifted, a half-year (full-pay) Sabbatical Leave for Study as per the Negotiated Contract, effective the 2nd semester of the 2016-17 school year
- Kathleen Miller, Intermediate Grade 6, effective February 9, 2016 through February 28, 2016
- JoBeth Weaver, Highland Grade 1, intermittent leave, effective approximately March 9, 2016 through approximately March 8, 2017

D. Creation of Positions
- Behavioral Specialist – District-wide
  This position will support students in the newly created Emotional Support class at the Intermediate School in addition to other programs throughout the District.
- Emotional Support Teacher – EIS
  This position will support students in the newly created Emotional Support class for students currently served by IU13.
- Inclusion Aides, Part-Time (3) – EIS
  These positions will support the students in the newly created Emotional Support classroom.
- Itinerant Autistic Support Teacher – District-wide
  This position will support students who are currently being served by IU13.
- Speech and Language Therapist
  This position will support students who are currently being served by IU13.
- Supervisor of Student Support Services
  This position will support and oversee the programs across the District taken back from IU13.
- Technology Integrator
  This position will support the integration of technology and the promotion of blended learning environments throughout the District.

E. Transfers
- Tracie Homsher, Clay Part-time Special Education Learning Support to Fulton Full-time Special Education Learning Support, effective the 2016-17 school year, replacing Brittany Thiesen who transferred to another position
- Patrick Ross, Middle School Science to High School Science, effective the 2016-17 school year, replacing Dale Fillmore who retired
- Brittany Thiesen, Fulton Full-time Special Education Learning Support to Clay Part-time Special Education Learning Support, effective the 2016-17 school year, replacing Tracie Homsher who transferred to another position

F. Appointments
  Administrative
- Richard S. Hornberger, Assistant Superintendent of Secondary Education, effective August 1, 2016 through June 30, 2021 per the agreement in the same or substantially similar form, as approved by the Solicitor
- Kristee Reichard, Business Manager, effective July 1, 2016 through June 30, 2021 per the agreement in the same or substantially similar form, as approved by the Solicitor

  Professional
- James Kimmel, 2016 Summer Enrichment Program Coordinator

  Support
- Carol Hackman, Clay General Cafeteria, effective March 21, 2016, replacing Cecelia Maye-McCabe who transferred to another position
- Joe Ngo, Middle School 2nd Shift Custodian, effective March 7, 2016, replacing William Hopkins who resigned
• Diane Strawderman, Clay Inclusion Aide, effective March 21, 2016, replacing Lisa Mondillo who transferred to another position

G. Bus/Van Drivers & Aides for the 2015-16 School Year
Boyo Aide
• Lisa Moyer

H. Spring Sports Volunteer Coaches for the 2015-16 School Year
• Seth Griffith, Baseball
• Brennen Harding, Boys Lacrosse
• Tyler Muckle, Boys Lacrosse

I. Mentors
• Chad Droege, Full Mentor for Meghan Campana
• Sally Wise, Orientation Mentor for Amanda Nace

This is a correction to items approved at the February 22, 2016 Board meeting.

IV. POLICY COMMITTEE – Tim Stauffer
A. Policies for Second Reading (Attachment #5)
• Policy 606, Tax Collection
• Policy 607, Tuition Income
• Policy 608, Bank Accounts
• Policy 609, Investment of District Funds
• Policy 610, Purchases Subject to Bid/Quotation
• Policy 611, Purchases Budgeted

B. Policies for First Reading (Attachment #6)
• Policy 613, Cooperative Purchasing
• Policy 615, Payroll Deductions
• Policy 616, Payment of Bills
• Policy 619, District Audit

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

Curriculum
A. Field Trips
• High School students (approximately 50) to travel to Whitney Museum of Art, New York, NY, on Friday, April 15, 2016
• High School Marching Band students (approximately 80-90) to travel to Disneyworld, Orlando, FL, Tuesday, November 7, 2017 – Monday, November 13, 2017

SECTION 3 – INFORMATION ITEMS

I. PERSONNEL COMMITTEE – Judy S. Beiler
A. Vacancies
Professional
• Art
• Behavioral Specialist
• Elementary (2)
• Emotional Support Teacher
• High School ELL
• Intervention Specialist
• Itinerant Autistic Support Teacher
Library/Media Specialist
LTS Gifted Teacher (2nd Semester, 2016-2017 school year)
Middle School Science
School Nurse
Secondary School Guidance
Speech and Language Therapist
Technology Integrator

Support
District-wide Maintenance/Construction
District-wide Maintenance/HVAC Technician
EHS@Washington Personal Care Assistant
EIS Inclusion Aide (3)
High School Library Secretary
Highland Health Tech
Middle School Custodian

Extracurricular
Cross Country Assistant Coach
Field Hockey Assistant Coach
Football Assistant Coach
Girls Basketball Head Coach
Marching Band Assistant Director

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 CTC Foundation fundraiser will be held in May.
   • The CTC Adult Education program has been named among the top 150 community colleges and has qualified to compete for a $1 million prize.
   • RBC has reviewed the refinancing of the CTC bonds.
   • A tiny house is being constructed at the Brownstown CTC campus.
   • Demand is high for skilled laborers.

III. REPORT OF LANCASTER-LEBANON IU13 BOARD REPRESENTATIVE – Tim Stauffer
   • A presentation was provided to the IU Board about hybrid learning in special education classrooms.

IV. REPORT OF PSBA REGION IX LIAISON – Glenn R. Martin
   • The state still does not have a budget.
   • Districts are expected to make PSERS and charter school payments despite there being no state budget.

V. REPORT OF EPHRATA AREA EDUCATION FOUNDATION LIAISON – Chris Weber
   • The Foundation Board received 32 Venture Grant requests. The list of grant recipients is on the Foundation website.

VI. REPORT OF THE SUPERINTENDENT – Dr. Brian M. Troop
   • Lancaster County Science Fair results were shared.
   • A Winter Athletic Wrap-Up Report was provided.
   • Secondary Shadow Day occurred in mid-March.
• Tweet Week gave insight into a day in the life of a high school student.
• Ephrata National Bank is interested in partnering with the District to provide financial literacy instruction, guest speakers, and job shadow opportunities.
• The Special Education Plan will be posted on the website. The Board will be asked to take action at the April meeting.
• The District Administration and Board continue to insulate students from the impact of the budget impasse.

VII. GOOD NEWS REPORTS
• The many student recognitions are a reflection of the great staff, parents, and community.
• “Meet the Mounts” will kick off the spring sports season.
• Students, staff, and the community are making a difference by supporting Mini-THONs.
• The Code Contest was exciting and fun for students.
• Results were shared from the following competitions – FFA County Creed Speaking, You Be the Chemist, County High School Band, National Scholastic Writing, and State Chess.
• Andrew Gerges’ essay spotlights the greatness of the United States.

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
• A STEAM (Science, Technology, Engineering, Art, and Math) presentation will be provided after the business meeting.

IV. ADJOURNMENT
The meeting adjourned at 8:22 PM.

Respectfully Submitted,

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