The Board of School Directors of the Ephrata Area School District, Ephrata PA, met in regular session on Monday, October 20, 2014 at Clay Elementary School, 250 Clay School Road, Ephrata, Pennsylvania.

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

Board Member Absent: Vice-President, Jenny L. Miller

Student Representative Present: Taylor Mahlandt

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

Visitors Present:  Thomas Chenworth, Lindsay and Nathan Kabakjian, Janelle Kapp, Sally Kieffer, Christa Koner, Dan Mahlandt, Amanda Messner, Bret Miller, Yuvgeny Navavich, Jon Price, Geanna Steinmetz, and Jennifer Truex

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

CELEBRATING PUBLIC EDUCATION
Clay Elementary School Kindergarten students and teachers David Trout and Jane Mitchell provided a demonstration of the digital components of the McGraw Hill *Wonders* program on iPads.

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

Motion
It was moved by Mr. Stayer, 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 Meeting and Committee Meeting Minutes
      Minutes of the September 22, 2014 Regular Board Meeting and the October 6, 2014 Committee Meetings.

II. BUDGET/FINANCE COMMITTEE – Timothy W. Stayer
   A. Approve Treasurer’s Report (Attachment #1)
      Treasurer’s Report for the period September 1, 2014 through September 30, 2014.
B. Approve List of Bills (Attachment #2)
List of Bills for individual accounts for October 20, 2014.

<table>
<thead>
<tr>
<th>Account</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>$838,525.37</td>
</tr>
<tr>
<td>AP Direct Deposit</td>
<td>$389,737.73</td>
</tr>
<tr>
<td>General Fund ACH Items</td>
<td>$4,534,836.28</td>
</tr>
<tr>
<td>Capital Reserve</td>
<td>$271,954.54</td>
</tr>
<tr>
<td>Food Service</td>
<td>$82,322.16</td>
</tr>
<tr>
<td>Student Activities</td>
<td>$1,566.75</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$6,118,942.83</strong></td>
</tr>
</tbody>
</table>

C. Exonerations (Attachment #3)
Real Estate Tax Exonerations:

<table>
<thead>
<tr>
<th>Township</th>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clay Township</td>
<td>2014-2015</td>
<td>$4,027.80</td>
</tr>
<tr>
<td>Ephrata Borough</td>
<td>2014-2015</td>
<td>$852.83</td>
</tr>
<tr>
<td>Ephrata Township</td>
<td>2012-2013</td>
<td>$431.29</td>
</tr>
<tr>
<td></td>
<td>2013-2014</td>
<td>$435.51</td>
</tr>
<tr>
<td></td>
<td>2014-2015</td>
<td>$476.60</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>$6,224.03</strong></td>
</tr>
</tbody>
</table>

D. Business Associate Agreement with St. Joseph Health Ministries

E. Service Agreement with Trane
Five year Scheduled Service Agreement with Trane, Harrisburg, PA. Trane will provide planned maintenance for the EASD HVAC systems.

F. Special Education Supplemental Contracts
Contracts to provide Special Education Services for the following school districts for the 2014-2015 school year:

A. Service contract with Conestoga Valley School District, Lancaster, PA to provide Emotional Support Services for elementary students. The cost is $16,125.00 per student plus additional related services billed on an hourly basis.
B. Service contract with Cocalico School District, Denver, PA to provide Emotional Support Services for elementary students. The cost is $16,125.00 per student plus additional related services billed on an hourly basis.
C. Service contract with Cocalico School District, Denver, PA to provide Emotional Support Services for Intermediate/Middle School students. The cost is $16,125.00 per student plus additional related services billed on an hourly basis.

G. Special Education Supplemental Contract with Eastern Lancaster Co. School District
Services provided by Eastern Lancaster County School District, New Holland, PA, for the 2014-2015 school year:

A. Two elementary students to receive Life Skills Support at a cost of $15,738.00 per student for a total contract amount of $31,476.00 plus any related services.
B. One elementary student to receive Emotional Support at a cost of $17,821.00 per student, plus any related services.
C. Eight students (2 elementary, 6 secondary) to receive Autistic Support at a cost of $33,210.00 per student for a total contract amount of $265,680.00 plus any related services.
D. Five students (3 elementary, 2 secondary) to receive Multiple Disabilities Support at a cost of $26,720.00 per student, total cost $133,600.00 plus any related services.
III. BUILDING / PROPERTY / PUBLIC AFFAIRS / PLANNING COMMITTEE – Jenny L. Miller

Building / Property
A. Change Order – War Memorial Field Improvements

<table>
<thead>
<tr>
<th>Change Order Number</th>
<th>Contractor</th>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Sprinturf, LLC</td>
<td>War Memorial Turf Field</td>
<td>Additional Portable floor</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$15,495.00 Inc.</td>
</tr>
<tr>
<td>2</td>
<td>Sprinturf, LLC</td>
<td>War Memorial Turf Field</td>
<td>Substitution of Sportaflex fence, baseplates and yellow fence topper, add</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>panels, in lieu of outfield fence originally specified.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>($8,005.30) Dec.</td>
</tr>
<tr>
<td>3</td>
<td>Sprinturf, LLC</td>
<td>War Memorial Turf Field</td>
<td>Replace rusted fence at dugout</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$9,835.00 Inc.</td>
</tr>
<tr>
<td>4</td>
<td>Sprinturf, LLC</td>
<td>War Memorial Turf Field</td>
<td>Powder coat portable fence base plates</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$350.00 Inc.</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td>$17,674.00 Inc.</td>
</tr>
</tbody>
</table>

Public Affairs / Planning
None

IV. CURRICULUM / POLICY COMMITTEE – Glenn R. Martin

Curriculum
A. Field Trips
- High School Technical Education Department students (approximately 50 students) will travel to The Mall in Washington, DC and Air & Space Museum/Udvar-Hazy Facilities in Chantilly, VA, October 23, 2014 (Thursday).
- High School Art Department students (approximately 40 students) will travel to the Guggenheim Museum and the Modern Museum of Art in New York, NY, November 12, 2014 (Wednesday).

Policy
A. Second Reading of the Following Policies
- Policy 306, Employment of Summer School Staff
- Policy 307, Student Teachers/Interns
- Policy 308, Employment Contract/Board Resolution
- Policy 309, Assignment and Transfer

B. First Reading of the Following Policies
- Policy 217, Graduation
- Policy 311, Suspensions/Furloughs
- Policy 312, Performance Assessment of Superintendent/Assistant Superintendent
- Policy 313, Evaluation of Employees
- Policy 314, Physical Examination
- Policy 314.1, HIV Infection
- Policy 317, Conduct/Disciplinary Procedures
- Policy 318, Penalties for Tardiness
- Policy 319, Outside Activities
- Policy 320, Freedom of Speech in Nonschool Settings
- Policy 321, Political Activities
- Policy 322, Gifts
C. Policies to be Eliminated
The following policies are to be eliminated. They have been incorporated into the 300 policies.
- Policy 303, Employment of Administrators
- Policy 401, Creating a Position
- Policy 404, Employment of Professional Employees
- Policy 405, Employment of Substitute Professional Employees
- Policy 406, Employment of Summer School Staff
- Policy 407, Student Teachers/Interns
- Policy 408, Employment Contract
- Policy 409, Assignment and Transfer
- Policy 429, Substitute Compensation
- Policy 501, Creating a Position
- Policy 504, Employment of Classified Employees
- Policy 505, Employment of Substitute and Short-Term Employees
- Policy 508, Employment Contract
- Policy 509, Assignment and Transfer
- Policy 529, Substitute Compensation

V. PERSONNEL COMMITTEE – Judy Beiler
A. Retirements
None

B. Resignations
- Jennifer Endy, Mentor for Mark Fischer, effective September 13, 2014.
- Paul Justice, Clay Personal Care Assistant, effective October 17, 2014.
- Galen Reed, Elementary Orchestra (Extracurricular Position), effective August 18, 2014.
- Laurel Touma, Part-Time Intermediate School Inclusion Aide, effective September 23, 2014. This is a change in date from what was approved in September.

C. Leaves
- Dawn Butt, Intermediate/Middle School Literacy Coach, requests leave, effective approximately November 14, 2014 through six to eight weeks.
- Allen Cronrath, Akron/Clay Custodian, requests leave, effective September 8, 2014 through TBD.
- William Harker, High School English, requests a Sabbatical Leave for Restoration of Health, effective October 21, 2014 through the conclusion of the first semester.
- Maria Miller, Middle School English, requests leave, effective approximately October 28, 2014 through approximately December 9, 2014.
- Faye Schwanger, High School Food Service, requests leave, effective October 20, 2014 through approximately six weeks.
- Susan Witmer, Fulton Inclusion Aide, requests intermittent leave, effective September 22, 2014 through TBD.

D. Transfer
- Lindsay Kabakjian, Middle School LTS Science (for Amy Segura) to Middle School Science @ Level B/Year 1/Cstep and to be granted a Temporary Professional Contract, effective October 21, 2014. Lindsay is replacing Dr. Lauren Beal who transferred to another position.
E. Appointments

Professional

- Megan Lefever, LTS High School English @ Level B/Year 1/Cstep 1, effective October 21, 2014 through the conclusion of the first semester. Megan is replacing William Harker who is on leave.
- Christopher Martin, High School Math @ Level B/Year 1/Cstep 1 and to be granted a Temporary Professional Contract, effective October 24, 2014 (prorated). Christopher is replacing Michael Mylin who resigned.
- Kelly Mance LTS Middle School Science @ Level B/Year 1/Cstep 1 through March 31, 2015, effective TBD (pending paperwork). Kelly is replacing Lindsay Kabakjian who was in for Amy Segura and transferred to another position.

Support

- Tonya Fetterhoff, Part-time Middle School Inclusion Aide, effective October 21, 2014 through the conclusion of the 2014-15 school year (Pending Clearances). Tonya is replacing Michelle Kunkle who resigned.
- Nicole Myers, Part-time Clay Inclusion Aide, effective October 21, 2014 through the conclusion of the 2014-15 school year (Pending Clearances). Nicole is replacing Lori Snyder who resigned.

Extracurricular

- Scott Bowman, Assistant Wrestling @ Step 4/375 Units, effective October 21, 2014 (Pending Paperwork) through the conclusion of the 2014-15 school year.
- Sandy Habowski, Intermediate School Yearbook Advisor @ Step 1/75 Units, effective July 1, 2014 through the conclusion of the 2014-15 school year. This position is being shared for the 2014-15 school year.
- Rachel Young, Middle School Yearbook Advisor @ Step 6/100 Units, effective July 1, 2014 through the conclusion of the 2014-15 school year. This is a change as Rachel was approved at the June 2014 meeting for the full 175 Units for the 2014-15 school year, and this position is now being shared for the 2014-15 school year.

F. 2014-15 High School Fall Dramatics Production

- Jeremy Bischoff, Technical Director @ Step Top/60 Units, effective October 21, 2014 through the conclusion of the 2014-15 School year.
- Joel Latshaw, Set Construction I @ Step Top/50 Units, effective October 21, 2014 through the conclusion of the 2014-15 School year.
- Jeremy Bischoff, Set Construction II @ Step Top/10 Units, effective October 21, 2014 through the conclusion of the 2014-15 School year.
- Jeremy Bischoff, Set/Program Design @ Step Top/20 Units, effective October 21, 2014 through the conclusion of the 2014-15 School year.
- Jill Kurtz, Scenic Artist/Graphic Designs @ Step Top/100 Units, effective October 21, 2014 through the conclusion of the 2014-15 School year.
- Jaclyn Johnson, Costume Designs @ Step Top/120 Units, effective October 21, 2014 through the conclusion of the 2014-15 School year.
- Jan Smith, Production Assistant @ Step Top/50 Units, effective October 21, 2014 through the conclusion of the 2014-15 School year.
- Donna Schubert, Tickets @ Step Top/40 Units, effective October 21, 2014 through the conclusion of the 2014-15 School year.
- Julie Rhine, Properties @ Step Top/50 Units, effective October 21, 2014 through the conclusion of the 2014-15 School year.

G. Mentor

- Tanya Weaver for Mark Fischer, effective October 3, 2014 through the conclusion of the 2014-15 school year.
H. 2014-15 Bus/Van Drivers/Aides

**Boyo Substitute Drivers**
- Randal Bingman #15238253
- Marijo Campbell #24613522
- Joseph Laventure Sr. #17990802
- JoAnn Zimmerman #18193881

**Groff Substitute Driver**
- Ralph Hull #11186405

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

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

I. PERSONNEL COMMITTEE – Judy S. Beiler
A. Vacancies
   **Support**
   - Part-time Clay Personal Care Assistants
   **Extracurricular**
   - Assistant Wrestling
   - 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 JOINT OPERATING COMMITTEE REPRESENTATIVE
Jenny L. Miller
- No report

III. REPORT OF LANCASTER-LEBANON IU13 BOARD REPRESENTATIVE
Tim Stauffer
- IU 13 approved the opening of on-site medical centers at their Lancaster and Lebanon offices.

IV. REPORT OF PSBA REGION IX LIAISON
Glenn R. Martin
- The PSBA Leadership Conference is being held October 21-23.
- The current legislative session is wrapping up.

V. REPORT OF EPHRATA AREA EDUCATION FOUNDATION LIAISON
Robert E. Miller
- The Ephrata Chamber Business Expo is this week.
- The Foundation will be participating in the Extraordinary Give on November 21 and is planning a gala in February.

VI. REPORT OF THE SUPERINTENDENT
Dr. Brian M. Troop
- Information about Enterovirus D-68 and influenza was distributed and is posted on the website.
- Two staff development days have been dedicated to data analysis and staff trainings.
- Race for Education events are being held in District elementary schools, and wellness activities and a pep rally were held at the high school.
- A presentation about growth data will be provided after the meeting.
VII. GOOD NEWS REPORTS
- Mr. Hornberger was welcomed back from his leave.
- Clay students and staff were thanked for providing the presentation at the beginning of the meeting.
- Administrators were thanked for attending extracurricular activities.
- Four Ephrata High School students qualified for County chorus. The festival will be held at Ephrata High School in early 2015.
- EHS Vo-Ag teacher Sarah Quigg was the 2014 Pennsylvania winner of the Outstanding Young Member award given by the National Association of Agricultural Educators.

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