The Board of School Directors of the Ephrata Area School District, Ephrata PA, met in regular session on Monday, February 24, 2020 at Ephrata High School, 803 Oak Blvd., Ephrata, PA 17522, as advertised on July 15, 2019 in *LNP News*.

**Board Members Present:** President, Richard Gehman; Vice-President, Chris Weber; Members: Judy Beiler, Philip Eby, Trisha Good, Tim Stauffer, Timothy W. Stayer, and David Wissler; Superintendent (non-voting) Dr. Brian Troop; Treasurer (non-voting), Kristee Reichard; and Secretary (non-voting), Stephanie Gingrich

**Board Members Absent:** Glenn Martin

**School District Representatives Present:** Marion Brenner, Amanda Calhoun, Dr. Jacy Clugston Hess, Adam Ewing, Dr. Scott Galen, Dr. Rick Hornberger, Greg LoPiccolo, and Rod Myers

**Visitors Present:** Sally Kieffer, Darrin and Jen Lytle, and Jody Wilson

**Media:** Alex Geli, *LNP News*; Sarah Gisriel, *ABC 27*

**CALL TO ORDER BY BOARD PRESIDENT**

President Gehman called the meeting to order at 7:00 PM.

**MOMENT OF SILENCE, PLEDGE OF ALLEGIANCE, AND MISSION STATEMENT**

President Gehman asked for a moment of silent meditation followed by the Pledge of Allegiance and the recitation the District Mission Statement.

**WELCOME AND COMMENTS/QUESTIONS FROM VISITORS**

President Gehman 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.

- Darrin Lytle regarding after school child care

**SCHOOL BOARD RESOLUTIONS**

**CELEBRATING PUBLIC EDUCATION**

High School students provided presentations about e-sports, the High School Science Fair, and the new Biomedical Science *Project Lead the Way* course.

**SECTION 2 – GENERAL BOARD ACTION ITEMS**

**Motion**

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

Roll call vote -- all members present voting yes. Motion approved - 8 Yes, 0 No.

**I. SECRETARY REPORT – STEPHANIE A. GINGRICH**

**A. Meeting Minutes**

Minutes from the January 27, 2020 Regular School Board meeting and the February 10, 2020 School Board Committee of the Whole Meeting

**B. School Board Resolutions (Attachment #1)**

- Tyler Shue for competing at the Reykjavik International Games in Iceland
- The EHS Robotics Team for qualifying to compete at the state tournament
II. BUDGET & FINANCE / PROPERTY

Budget & Finance

A. Treasurer's Report for January 1-31, 2020 (Attachment #2)

B. List of Bills for Individual Accounts for February 24, 2020 (Attachment #3)

<table>
<thead>
<tr>
<th>Account</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td></td>
<td>$311,186.15</td>
</tr>
<tr>
<td>AP Direct Deposit</td>
<td></td>
<td>$1,069,110.63</td>
</tr>
<tr>
<td>General Fund ACH Items</td>
<td></td>
<td>$6,458,875.92</td>
</tr>
<tr>
<td>Capital Reserve</td>
<td></td>
<td>$15,738.12</td>
</tr>
<tr>
<td>Food Service</td>
<td></td>
<td>$76,753.25</td>
</tr>
<tr>
<td>Student Activities</td>
<td></td>
<td>$6,208.60</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>$7,937,872.67</td>
</tr>
</tbody>
</table>

C. Tax Exonerations (Attachment #4)

a. Real Estate

   - Akron Borough 2019-2020 $2,760.00

b. Per Capita

   - Akron Borough 2019-2020 $240.00
   - Clay Township 2019-2020 $440.00
   - Ephrata Borough 2019-2020 $1,040.00
   - Ephrata Township 2019-2020 $790.00

   **Total** $2,510.00

D. General Fund Budget Transfers for 2019-2020

<table>
<thead>
<tr>
<th>TRANSFER FROM</th>
<th>TRANSFER TO</th>
<th>Amount</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1164170M</td>
<td>EMS Reg Ed Math Books</td>
<td>$500.00</td>
<td>1161170M EMS Math Supplies $500.00</td>
</tr>
<tr>
<td>110610M</td>
<td>EMS Supplies</td>
<td>$3,000.00</td>
<td>1161170M EMS Math Supplies $3,000.00</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>$3,500.00</td>
<td><strong>TOTAL</strong> $3,500.00</td>
</tr>
</tbody>
</table>

E. Pearson Online & Blended Learning K-12 Statement of Work Agreement (Attachment #5)

Pearson Online & Blended Learning K-12 for Virtual Learning Programs for the 2020-2021 fiscal year. The cost per full-time student is $3,950.00. The District will purchase enrollment licenses bundles as needed.

F. OMNI 403(b) Retirement Plan Amendment (Attachment #6)

Hardship Eligibility Amendment for part-time employees for the District OMNI 403(b) Retirement Plan. This regulation is required by the IRS.

G. DoubleTree by Hilton – Catering Sales Agreement (Attachment #7)

Catering Sales Agreement with DoubleTree by Hilton in Reading for the Prom Package in May 2020. Estimated cost is $14,851.91. The costs are paid for by the Class of 2021 Student Activity Fund and students.

H. Mixed-Up Productions Agreement (Attachment #8)

Service agreement with Mixed-Up Productions for equipment/lighting rental for the Ephrata High School Prom. The estimated cost is $2,000.00 and will be paid for by the Class of 2021 Student Activity Fund.

I. Arethusa Designs Rental (Attachment #9)

Rental of lighting equipment from Arethusa Designs for the 2020 Ephrata High School Spring Musical. The cost for this equipment will be $7,500.00 and will be paid by the Theater Student Activity Fund.
**Property**

**A. Mowing Bid for 2020**

<table>
<thead>
<tr>
<th>Site</th>
<th>Vendor</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Akron Elementary</td>
<td>DWD</td>
<td>$150.00</td>
</tr>
<tr>
<td>Clay Elementary</td>
<td>Stark</td>
<td>$195.00</td>
</tr>
<tr>
<td>Fulton Elementary (Including Softball Field and Swale)</td>
<td>Stuart &amp; Sons</td>
<td>$390.00</td>
</tr>
<tr>
<td>Highland Elementary</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mowing</td>
<td>Stuart &amp; Sons</td>
<td>$85.00</td>
</tr>
<tr>
<td>Weed-Wack Bank</td>
<td>DWD</td>
<td>$210.00</td>
</tr>
<tr>
<td>Ephrata Middle School – Areas around Middle School</td>
<td>Stuart &amp; Sons</td>
<td>$335.00</td>
</tr>
<tr>
<td>Fulton High School – Areas around High School</td>
<td>Stuart &amp; Sons</td>
<td>$275.00</td>
</tr>
<tr>
<td>Mow Athletic Fields as follows: Ephrata Middle School Athletic Fields, Ephrata High School Oak Street Athletic Fields</td>
<td>Rec Center</td>
<td>$480.00</td>
</tr>
<tr>
<td>189 S. Market Street</td>
<td>DWD</td>
<td>$ 90.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>$2,210.00</strong></td>
</tr>
</tbody>
</table>

**B. Fidevia Agreement (Agreement #10)**
Agreement with Fidevia for Construction Management Services at the Middle School and High School. The cost are as follows:

a. For services listed on Attachment A (Scope of Services During Pre-Construction) to be provided by Fidevia, the School District shall pay Fidevia a Not-to-Exceed fee of $38,500.00.

b. For services listed on Attachment B (Scope of Services During Bidding) to be provided by Fidevia, the School District shall pay Fidevia a Not-to-Exceed fee of $17,500.00 per school.

c. For services listed on Attachment C (Scope of Services During Construction and Closeout) to be provided by Fidevia, the School District shall pay Fidevia a monthly Not-to-Exceed fee of $15,200.00.

d. In addition to the specific items listed at Attachments A through C, Fidevia shall also perform other assignments as directed by the School District that pertain to the project, including assisting with litigation or other forms of dispute resolution, and shall do so for no additional fee so long as they do not place an undue additional burden on the owner’s representative.

**C. RLPS Agreement (Attachment #11)**
Agreement with RLPS Architects for a High School Music suite, renovations to existing Administration office area, new Administrative offices, and mechanical renovations and/or upgrades throughout the Middle School and High School

**III. PERSONNEL**

**A. Retirements**

- **Pamela Burger**, District-wide Speech & Language Pathologist, effective at the conclusion of the 2019-20 school year
- **Janice Burkholder**, Highland Custodian, effective June 30, 2020
- **Connie Fink**, High School Special Education One-to-One Life Skills Support, effective at the conclusion of the 2019-20 school year
- **Elaine Good**, Middle School Cafeteria Manager, effective at the conclusion of the 2019-20 school year
- **Susan Izydorczyk**, Intermediate School Grade 5, effective at the conclusion of the 2019-20 school year
- **Lynda Jensen**, Highland Title I Aide, effective at the conclusion of the 2019-20 school year
- **David Kopp**, Highland Custodian, effective at the conclusion of the 2019-20 school year
- **Jacqueline Owsinski**, High School Music, effective at the conclusion of the 2019-20 school year
• Yvonne Peifer, Highland Intervention Specialist, effective at the conclusion of the 2019-20 school year
• Marion Piersol-Miller, Intermediate School Grade 6, effective at the conclusion of the 2019-20 school year
• Jaime Ringler, Middle School Math Grade 7, effective February 13, 2020
• Barbara Sweigart, Highland Special Education Para Educator, effective at the conclusion of the 2019-20 school year
• Steven Sweigart, District-wide Director of Athletics/Student Activities/Facilities, effective November 30, 2020

B. Resignations
• Gloria Conner, High School Learning Support, effective January 10, 2020
• Christy Hambrick, District-wide Parent-to-Parent Representative, effective March 13, 2020
• Dina Keller, Intermediate School Part-time Special Education Para Educator Learning Support, effective February 21, 2020
• Lisa Walters, High School @ Washington Part-time Special Education Para Educator Life Skills Support, effective February 10, 2020

C. Leaves
• Heather Balmer, Middle School Special Education One-to-One, February 4, 2020 through February 17, 2020 and intermittent leave February 18, 2020 through the conclusion of the 2019-20 school year
• David Bucher, High School Custodian, February 4, 2020 through approximately May 4, 2020
• Trudy Fritz, High School Custodian, intermittent leave February 1, 2020 through February 7, 2020
• Scott Leed, Akron Head Custodian, approximately March 9, 2020 through approximately June 1, 2020
• Joshua Shortuse, High School Biology, approximately February 12, 2020 through February 21, 2020
• Ashley Silva, District-Wide Autistic Support, requests to extend her leave through the conclusion of the 2019-20 school year
• Lori Warfel, Middle/High School Spanish, intermittent leave January 20, 2020 through January 19, 2021
• Jessica Werntz, Highland Grade 3, February 7, 2020 through the conclusion of the 2019-20 school year

D. Creation of Positions
• Autistic Support Teacher – Elementary
  This position will support the students in the newly created Autistic Support classroom.
• Full-time Special Education Para Educators (3) – Elementary
  These positions will support the students in the newly created Autistic Support classroom.
• Part-time Special Education Para Educators (2) – Elementary
  These positions will support the students in the newly created Autistic Support classroom.

E. Transfers
• Christina Baron, Part-time Fulton Special Education Para Educator Learning Support to Part-time Highland Special Education One-to-One Emotional Support, effective February 10, 2020 through the conclusion of the 2019-20 school year, due to students’ needs
• Jessica Crosbie, Part-time High School General Cafeteria to Full-time Transportation/General Upkeep, effective February 3, 2020 through to be determined, replacing Michael Sushinski while out on leave
• Shannon Dietz, Middle School Math Grade 7 to High School Math, effective TBD, replacing Chad Droeghe who resigned
• Michelle Slider, Part-time Fulton Special Education Para Educator Learning Support to Part-time High School Special Education One-to-One Learning Support, effective February 26, 2020 through the conclusion of the 2019-20 school year, replacing Heather Brian who resigned
• Stacey Zunner, Part-time Intermediate School Special Education Para Educator Emotional Support to Intermediate/Middle School Part-time Special Education Para Educator Learning Support, effective February 3, 2020 through the conclusion of the 2019-20 school year, due to students’ needs

F. Appointments
Professional
• Kenneth Johns, Long Term Substitute Middle School Math Grade 7 @ Level B/Step 1 (Pro-rated), effective February 20, 2020, replacing Shannon Dietz who transferred
• Jeffrey Kerchner, Professional Employee Middle School Math Grade 8 @ Level M+30/Step 11 (Pro-rated), effective February 11, 2020, replacing Jaime Ringler who retired

Extracurricular
• Tucker Keefer, Boys’ Lacrosse Assistant Coach, effective February 25, 2020 through the conclusion of the 2019-20 school year
• Samantha Marino, Girls’ Lacrosse Assistant Coach, effective February 25, 2020 through the conclusion of the 2019-20 school year
• Cassidy Pinchorski, Softball Assistant Coach, effective February 25, 2020 through the conclusion of the 2019-20 school year, replacing Brianna Andraos who resigned
• Austin Sensenig, Boys’ Lacrosse Assistant Coach, effective February 25, 2020 through the conclusion of the 2019-20 school year, replacing Tyler Muckle who resigned
• Clinton Surgeoner, Track & Field Assistant Coach, effective February 25, 2020 through the conclusion of the 2019-20 school year, replacing Jeffrey Werner who resigned

G. Mentors for 2019-20 School Year
• Michael Brosig for Kenneth Johns – Full (Pro-rated)
• Brett Sunday for Melinda Harden – Full (Pro-rated) Replacing Tanya Weaver
• Heidi Yohn for Hannah Thompson – Full (Pro-rated) (This is a change from Orientation to Full.)

H. Stipend for Support of a Substitute Working Outside Certification Area
The following is a change to the start date that was approved at the December 16, 2019 Board Meeting.
• Christina Thomas, Level B, November 12, 2019 – TBD

I. Spring Volunteer Coaches for the 2019-20 School Year

<table>
<thead>
<tr>
<th>Spring Volunteer Coaches</th>
<th>Name</th>
<th>Sport</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Timothy Beever</td>
<td>Baseball</td>
</tr>
<tr>
<td></td>
<td>Stephen Bonner</td>
<td>Track &amp; Field</td>
</tr>
<tr>
<td></td>
<td>Mary Beth Cardin</td>
<td>Girls’ Lacrosse</td>
</tr>
<tr>
<td></td>
<td>Barry Christ</td>
<td>Boys’ Tennis</td>
</tr>
<tr>
<td></td>
<td>Nathan Cummings</td>
<td>Baseball</td>
</tr>
<tr>
<td></td>
<td>Kole DeHaven</td>
<td>JH Track &amp; Field</td>
</tr>
<tr>
<td></td>
<td>Christopher Helock</td>
<td>JH Track &amp; Field</td>
</tr>
<tr>
<td></td>
<td>Dakota Keefer</td>
<td>Boys’ Lacrosse</td>
</tr>
<tr>
<td></td>
<td>Austin Landis</td>
<td>Baseball</td>
</tr>
<tr>
<td></td>
<td>Dylan Lindberg</td>
<td>Boys’ Lacrosse</td>
</tr>
<tr>
<td></td>
<td>Deana Long</td>
<td>Unified Track</td>
</tr>
</tbody>
</table>
IV. POLICY & CURRICULUM

Policy
A. Policies for Second Reading (Attachment #12)
   • Policy 203.1, HIV Infection

B. Policies for First Reading (Attachment #13)
   • Policy 702.1, Crowdfunding

Curriculum
A. Field Trips (Attachment #14)
   • EHS Art Department (approximately 40 students) to travel to New York, N.Y., to visit Modern Museum of Art and Whitney Museum of American Art, April 24, 2020 (Friday)

B. High School Course Catalog for 2020-21 (Attachment #15)

V. PUBLIC AFFAIRS & PLANNING
A. New School Start Times
   Approval of the new school start times, effective at the start of the 2020-2021 school year

<table>
<thead>
<tr>
<th>Level</th>
<th>Start Time</th>
<th>End Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary (K-4)</td>
<td>9:00 AM</td>
<td>3:40 PM</td>
</tr>
<tr>
<td>Intermediate School (Gr. 5-6)</td>
<td>8:55 AM</td>
<td>3:45 PM</td>
</tr>
<tr>
<td>Middle School (Gr. 7-8)</td>
<td>8:05 AM</td>
<td>2:55 PM</td>
</tr>
<tr>
<td>High School (Gr. 9-12)</td>
<td>8:10 AM</td>
<td>3:00 PM</td>
</tr>
</tbody>
</table>

B. Ephrata Rec Center After-School Childcare
   Approval for the District to provide space to the Ephrata Rec Center for an after-school childcare program for District elementary students
SECTION 3 – INFORMATION ITEMS

I. PERSONNEL
   A. Vacancies

   2019-2020
   Professional
   High School Chemistry
   High School Learning Support
   Middle School Math Grade 7
   Support
   District-wide Maintenance HVAC Technician
   District-wide Parent-to-Parent Representative
   Part-time Special Education Para Educator (5)
   Part-time Special Education One-to-One

   2020-2021
   Administration
   District-wide Director of Athletics/Student Activities/Facilities
   Professional
   Autistic Support Teacher - Elementary
   District-wide Speech & Language
   High School Music
   Highland Intervention Specialist
   Intermediate School Elementary (2)
   Middle School Math
   Support
   Clay Custodian
   Full-time Special Education Para Educator (3)
   Highland Custodian (2)
   Middle School Cafeteria Manager
   Highland Title I Aide
   Part-Time Special Education Para Educator (3)
   Part-Time Special Education One-to-One

SECTION 4 – REPORTS

I. REPORT OF THE STUDENT REPRESENTATIVE – provided by Sarah McBee
   A report was provided about various activities being held in buildings throughout the District.

II. REPORT OF THE LANCASTER COUNTY CAREER & TECHNOLOGY CENTER (LCCTC) JOINT OPERATING COMMITTEE REPRESENTATIVE – Tim Stayer
   - The Brownstown CTC campus received an Excellence Award.
   - The CTC hosted the district SkillsUSA competition.
   - The Mount Joy CTC Childcare program received a national award.

III. REPORT OF LANCASTER-LEBANON IU13 BOARD REPRESENTATIVE – Tim Stauffer
   - The IU Board was provided an overview of the budget.
   - The IU will be adding several positions, including an Assistant Executive Director.

IV. REPORT OF EPHRATA AREA EDUCATION FOUNDATION LIAISON – Philip Eby
   - The Purple and Gold Gala raised over $65,000.

V. REPORT OF PSBA SECTION VII LIAISON – Glenn R. Martin
   - No report

VI. REPORT OF THE SUPERINTENDENT – Dr. Brian Troop
   - The Board received the lists of Middle School students who qualified to compete in the County Science Fair, high school students who received Superior or Excellent Science Fair honors, Scholastic Writing and Lancaster County Young Artist award winners, and scholar athletes.
   - High school students conducted a Skype session with former Lancaster County resident Julian Valentin to talk about his career journey and the positives and negatives of social media.
• Senator Aument hosted a Legislative breakfast for school district officials and Board members where he talked about a variety of topics affecting public education.
• The Regional You Be the Chemist Challenge Competition was held in the Middle School Media Center and included teams from the Intermediate and Middle schools.
• The District STEAM Bowl was held on February 6. The winning 3rd and 4th Grade teams will compete in the IU13 STEM Bowl.
• High School Social Studies teacher Wendy Mellinger was named the VFW High School Teacher of the Year for the Eastern District, which includes Lancaster and Chester counties.
• A team of four students from Akron Elementary School took first place and a team from Fulton took second place in the IU K’NEX Design Challenge. The Akron team qualified to compete in the state challenge in May.
• Students from Ephrata Area and Conestoga Valley school districts participated in an Ephrata VFW coloring contest. The 2nd, 3rd, and 5th Grade winners were from the District.
• On National Signing Day, twelve EHS student-athletes signed letters of intent to continue their athletic careers at the college level.
• There was a presentation about an Ephrata Innovates Project called Alternate Grading at the Elementary Level after the business meeting.

VII. GOOD NEWS REPORTS
• It was rewarding to see a wide variety of community support for the Foundation Gala.
• The Boys’ Swim Team and Girls’ Basketball Teams both won Section 2 titles.

SECTION 5 – MISCELLANEOUS ITEMS & ADJOURNMENT

I. COMMENTS/QUESTIONS FROM VISITORS
President Gehman 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 8:00 PM.

Respectfully Submitted,

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