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

**Board Members Absent:** Kristee Reichard (Treasurer, non-voting)

**School District Representatives Present:** none

**Visitors Present:** none

**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 of the District Mission Statement.

**WELCOME AND COMMENTS/QUESTIONS FROM VISITORS**

As there were no visitors in attendance, President Gehman eliminated the welcome and call for questions.

**SECTION 2 – GENERAL BOARD ACTION ITEMS**

**Motion**

It was moved by Mr. Stayer, seconded by Mrs. Beiler, 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 - 9 Yes, 0 No.

I. **SECRETARY REPORT – STEPHANIE A. GINGRICH**
   A. **Meeting Minutes**
      Minutes from the February 24, 2020 Regular School Board meeting and the March 2, 2020 School Board Committee of the Whole Meeting

II. **BUDGET & FINANCE / PROPERTY**

   **Budget & Finance**
   A. **Treasurer’s Report for February 1-29, 2020 (Attachment #1)**

   B. **Approve the List of Bills for individual accounts for March 23, 2020 (Attachment #2)**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>$504,214.76</td>
</tr>
<tr>
<td>AP Direct Deposit</td>
<td>$498,567.43</td>
</tr>
<tr>
<td>General Fund ACH Items</td>
<td>$9,493,276.05</td>
</tr>
<tr>
<td>Capital Reserve</td>
<td>$00.00</td>
</tr>
<tr>
<td>Food Service</td>
<td>$73,181.55</td>
</tr>
<tr>
<td>Student Activities</td>
<td>$10,176.38</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$10,579,416.17</strong></td>
</tr>
</tbody>
</table>
C. **Per Capita Exonerations (Attachment #3)**

A. Akron Borough 2019-2020 $ 500.00
B. Clay Township 2019-2020 $ 380.00
C. Ephrata Borough 2019-2020 $1,210.00
D. Ephrata Township 2019-2020 $ 840.00

**Total** **$2,930.00**

D. **Sapphire Agreement (Attachment #4)**
Agreement with Sapphire for the School Nurse Health System. The cost for 2020-2021 is $12,669.00.

E. **Gaggle Agreement (Attachment #5)**
Three-year agreement with Gaggle.Net, Inc. for Gaggle Safety Management for Office 365. The cost for the 2020-2021 fiscal year will be $15,125.00.

F. **Lancaster County Career and Technology Center Bond Refinancing (Attachment #6)**
Resolution for Lancaster County Career and Technology Center Bond Refinancing of 2014 bonds and 2017 bank loan.

G. **Transportation Contract Addition**
Driver for Boyo Transportation for the 2019-2020 school year:
- Glenda Burdine

**Property**
No Action Items

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III. **PERSONNEL**

A. **Resignations**
- Ruth Fackler, Middle School Full-time Special Education Para-Educator, effective March 31, 2020
- Adrienne Kametz, Ephrata High School @ Washington Part-time Learning Coach, effective April 3, 2020

B. **Leaves**
- Heather Balmer – Middle School One-to-One, February 20, 2020 through to be determined, this is a change from the February 24, 2020 agenda
- Jessica Bartsch – Intermediate School/Middle School Health & Physical Education requests to extend her leave through December 16, 2020
- Holly Criniti, Akron Grade 2, approximately May 14, 2020 through the conclusion of the 2019-20 school year
- Allen Harding, High School Social Studies, a half-year (full-pay) Sabbatical Leave for Study as per the Negotiated Contract, effective the second semester of the 2020-2021 school year
- Kara Harding, Part-time Clay General Cafeteria, February 24, 2020 through approximately March 20, 2020
- Joshua Shortuse, High School Biology, requests intermittent leave February 24, 2020 through March 31, 2020

C. **Creation of Position**

1. **Social Studies – High School**

   This position is necessary to align class size and teacher caseload to other core areas.

D. **Transfers**
- Donna Rivera, Part-time Clay Special Education Para-Educator Autistic Support to Full-time Clay Special Education Para-Educator Autistic Support, effective the first day of
school after the COVID-19 school closure through the conclusion of the 2019-20 school year, replacing Megan Lasky while out on leave

E. **Appointments**
   **Professional**
   - Dianna Becker, Long-term Substitute High School Learning Support @ Level B/Step 1 (Pro-rated), effective March 23, 2020 through the conclusion of the 2019-20 school year, replacing Gloria Conner who resigned

   **Support**
   - Ian Pammer, District-wide Maintenance HVAC Technician, effective the first day of school after the COVID-19 school closure, replacing Larry Gehman who resigned
   - Amanda Shaffer, Part-time Intermediate School Special Education Para Educator Learning Support, effective the first day of school after the COVID-19 school closure through the conclusion of the 2019-20 school year, replacing Dina Keller who resigned
   - Melissa Zook, Part-time Akron/Clay Parent-to-Parent Representative, effective the first day of school after the COVID-19 school closure, replacing Christy Hambrick who resigned

   **Extracurricular**
   - James Kimmel, 2020 Summer Enrichment Program Coordinator

F. **Stipend for Support of a Substitute Working Outside Certification Area**
   Geri Bauer, Level C, January 27, 2020 through February 20, 2020

G. **Stipend for Morning Supervision for the 2019-20 School Year**
   Erin Brady – Middle School (Pro-rated) - replacing Austin Wealand who resigned

H. **Mentor for 2019-20 School Year**
   Elise Bennett for Heather Hibshman – Orientation (Pro-rated) - replacing Ashley Silva while she is on leave

I. **Spring Volunteer Coach for the 2019-20 School Year**
   Stephanie Greaves – Track & Field

IV. **POLICY & CURRICULUM**

   **Policy**
   A. **Policies for Second Reading (Attachment #7)**
      - Policy 702.1, Crowdfunding

   B. **Policies for First Reading (Attachment #8)**
      - Policy 333, Professional Development

   **Curriculum**
   No Action Items

V. **PUBLIC AFFAIRS & PLANNING**
   No Action Items
I. **Nominate an Intermediate Unit 13 Board Member**
It was moved by Mr. Weber, seconded by Mr. Stayer, that the Ephrata Area Board of School Directors nominate Mr. Tim Stauffer as an Intermediate Unit 13 Board Member.

Roll call vote -- all members present voting yes. Motion approved - 9 Yes, 0 No.

II. **COVID-19 Pandemic Response**
It was moved by Mr. Weber, seconded by Mr. Stayer, that the Ephrata Area Board of School Directors approve the items set forth below.

Roll call vote -- all members present voting yes. Motion approved - 9 Yes, 0 No.

Authorize the following in response to the Governor-ordered closure of public schools, beginning March 16, 2020, due to the COVID-19 pandemic:

a. The payment of non-essential support and confidential staff at their regular rate of pay for the time period of March 16, 2020 through the conclusion of the school closure, subject to the requirement and understanding that said personnel will work make-up days scheduled later in the current school year in compliance with any applicable laws, collective bargaining agreements or other binding contractual commitments.

b. The District Superintendent is authorized to designate essential staff members to work during the aforementioned school closure to ensure continuing District operations, subject to the following conditions: (a) CDC recommended precautions shall be taken to protect the health and safety of essential staff members working in school facilities to limit potential COVID-19 exposure; (b) working from home should be considered when practicable to reduce the need for essential staff members in “at risk” medical categories to leave their homes; (c) essential staff members shall be paid in accordance with all applicable laws, collective bargaining agreements or other binding contractual commitments.

c. The District Superintendent is authorized to begin discussions with the Ephrata Area Education Association about the possible implementation of a virtual education program for District students. The District Superintendent is authorized to allow teaching staff to begin work on such a program, if deemed appropriate, and such teachers shall be credited in compliance with any applicable collective bargaining agreement and/or any memoranda of understanding that may be developed to effectuate the implementation of the virtual education program.

d. Nothing in this motion is intended to conflict with any binding emergency declaration provision made by the Governor of the Commonwealth of Pennsylvania or the President of the United States concerning the COVID-19 pandemic.

III. **Authorization to Pay Bills and Employ Staff Members to Fill Vacancies**
It was moved by Mr. Martin, seconded by Mr. Eby, that the Ephrata Area Board of School Directors authorize the Business Manager/Board Treasurer to pay appropriate bills as submitted and authorize the Superintendent, after consultation with the Board President, to employ necessary staff members to fill vacancies within budgetary guidelines through the conclusion of the school closure.

Roll call vote -- all members present voting yes. Motion approved - 9 Yes, 0 No.

IV. **Authorize Agreements and Change Orders and Award Bids**
It was moved by Mr. Stayer, seconded by Mr. Eby, that the Ephrata Area Board of School Directors authorize the Superintendent to approve agreements and change orders and to award bids from March 24, 2020 through the conclusion of the school closure for projects that have been approved by the Board.

Roll call vote -- all members present voting yes. Motion approved - 9 Yes, 0 No.
SECTION 3 – INFORMATION ITEMS

I. PERSONNEL
   A. Vacancies
      Administration
         2020-2021
         District-wide Director of Athletics/Student Activities/Facilities

      Professional
         2019-2020
         EHS@Washington Part-time Learning Coach
         High School Chemistry
         High School Learning Support
         Middle School Math Grade 7

         2020-2021
         Autistic Support Teacher - Elementary
         District-wide Speech & Language
         High School Music
         High School Social Studies
         Highland Intervention Specialist
         Intermediate School Elementary (2)
         LTS High School Social Studies (2nd Semester)
         Middle School Math

      Support
         2019-2020
         Full-time Special Education Para Educator
         Part-time Special Education Para Educator (4)
         Part-time Special Education One-to-One

         2020-2021
         Clay Custodian
         Full-time Special Education Para Educator (3)
         Highland Custodian (2)
         Highland Title I Aide
         Middle School Cafeteria Manager
         Part-Time Special Education Para Educator (3)
         Part-Time Special Education One-to-One

SECTION 4 – REPORTS

I. REPORT OF THE LANCASTER COUNTY CAREER & TECHNOLOGY CENTER (LCCTC) JOINT OPERATING COMMITTEE REPRESENTATIVE – Tim Stayer
   • The March 23 meeting was held remotely.
   • The Mount Joy CTC Student of the Month was an Ephrata High School student.

II. REPORT OF LANCASTER-LEBANON IU13 BOARD REPRESENTATIVE – Tim Stauffer
   • A variety of programs were spotlighted at the IU Reinventing Learning Showcase.
   • The March 27 meeting will be remotely.

III. REPORT OF PSBA SECTION VII LIAISON – Glenn R. Martin
   • PSSA and Keystone testing will not take place this year due to the COVID-19 school closure.

IV. REPORT OF EPHRATA AREA EDUCATION FOUNDATION LIAISON – Philip Eby
   • The Grant Committee meeting has been postponed until April.
V. REPORT OF THE SUPERINTENDENT – Dr. Brian Troop

- The winter sports wrap-up report was provided.
- Updates were provided about meal distribution and online instruction due to the COVID-19 school closure.

VI. GOOD NEWS REPORTS

- Staff reaching out to students during the COVID-19 school closure is nice to see. Activities are keeping students connected and active.
- EHS senior Abigail Kachel received a volunteer award.
- MiniTHONS for grades 5-12 raised more than $47,000.
- Shadow a Student was successful.
- Gabbie Gerola-Hill scored her 1,000\textsuperscript{th} point during the final minute of her final high school basketball game.

SECTION 5 – MISCELLANEOUS ITEMS & ADJOURNMENT

I. COMMENTS/QUESTIONS FROM VISITORS

As there were no visitors in attendance, President Gehman eliminated the call for questions.

II. OLD BUSINESS

- None

III. NEW BUSINESS

- None

IV. ADJOURNMENT

The meeting adjourned at 8:02 PM.

Respectfully Submitted,

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