



## **Committee of the Whole Meeting August 10, 2020 Minutes**

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A Committee Meeting of the Eastern Lancaster County School Board of Directors, which was properly advertised in the LNP *Lancaster Newspaper*, was held on Monday, August 10, 2020 at 7:00 p.m., in Community Hall located at the Garden Spot High School and Middle Complex, 669 E. Main Street, New Holland, PA 17557.

### **Roll Call**

**Board Members in attendance were:** Gary Buck, Brian Conroy, Jonathan Dahl, Jacqueline Geyer, Paul Irvin, Dina Maio, Kevin McCarroll, Bryan Naranjo, and Thomas Wentzel

**Board Members not in attendance were:**

**Also in attendance were:** Dr. Robert Hollister, Justin W. Johnson, Dr. Nadine Larkin and Keith Ramsey

**Staff/Public in attendance were:** Several citizens of the community and staff members of the District and several members of the media.

### **1. Welcome and Call to Order**

President Wentzel opened the meeting at 7:00 p.m. and welcomed the Community.

### **2. Moment of Silence/Reflection - Pledge of Allegiance**

President Wentzel led in a silent meditation and the Pledge of Allegiance.

### **3. Citizens of the District Comments**

The Board encourages citizens of the district to come before the Board to present their petitions, inquiries, or other communications of interest. The Board invites public (*Citizens of the District*) comment on any topic that is within the Board's jurisdiction. As outlined in Board Policy 903, the Board requires that public participants be residents or taxpayers of this district.

Due to the virtual aspect of the Board meeting, the Board is requesting if you wish to provide public comment during the virtual board meeting, you should sign-up to do so by completing the online form prior to the meeting.

[PUBLIC COMMENT SIGN-UP FORM](#) (Please use this form only if you are not attending the meeting in person.)

*Public comments will be read aloud during the public comment section of the agenda.*

Thank you.

#### **SUBMITTED COMMENTS (VIA PUBLIC COMMENT SIGN-UP FORM):**

No Comments submitted online.

Lee Shaffer, 1362 Woodland Drive, Denver, PA 17519

Mr. Shaffer updated the Board on his children, all who graduated from Garden Spot High School, and said a prayer.

Carla O'Neill, 1390 Sheephill Road, East Earl, PA 17519

Ms. O'Neill thanked the Board for their responses to the Volleyball team and helping the team find place to play. Ms. O'Neill presented a statement regarding her concerns for the mental health of school learners and encouraged to the Board to implement a mental health program.

Jeremy Weaver, 720 Walnut Street, New Holland, PA 17557

Mr. Weaver thanked the Board and Administrators and requested the Board to consider keeping the wearing of mask for learners to a minimal. He also urged the Board to continue to pursue in-person learning for students for the upcoming school year.

#### **4. Approve Personnel Report**

Mr. Irvin made a motion to approve the personnel report. It was seconded by Mr. Naranjo. **The motion was approved. (9-0)**

#### **5. Special Presentation - ELCEA (Eastern Lancaster County Education Association)**

Mr. Jeff Martin, President of the ELCEA presented a statement from a team of teachers from the ELCEA:

Comments on Reopening to the **Eastern Lancaster County School Board** delivered by the **Eastern Lancaster County Education Association.**

August 7, 2020

Dear President Tom Wentzel and members of the Eastern Lancaster County School Board Members,

ELANCO's mission statement, "Empowering Learners as Global Thinkers and Producers" is one that is best accomplished by teaching students in person and in a safe environment. We are concerned about the extended time our students had away from the school environment and we understand the need for our learners to return to school where they can thrive academically, socially, and emotionally. We miss our learners and we are excited to return to our classrooms. We desperately want to teach in person and provide an equitable education for every student, especially those with special needs - but only if we can do so SAFELY.

We believe the current reopening plan could be improved by implementing a hybrid model. After hearing the concerns of teachers, and weighing the recommendations of the CDC, we are requesting that the administration and the school board consider a hybrid model, where two groups of students alternate between in-person and virtual learning. A less preferable option is temporary 100% virtual learning, which allows for safety, but does not help us establish meaningful relationships in a face-to-face environment. We are making this request in light of the rise in COVID-19 cases here in Lancaster County. As of August 4th, and as reported in the Lancaster Newspaper, the rate of positive tests is up to 8.1%, placing Lancaster County as the 6th highest positivity rate in the state. The 354 new cases from July 28th through August 4th raises the per capita rate to 65 cases per 100,000, the 8th highest of any Pennsylvania county.

We appreciate the hard work the district administration has put into its Health & Safety Plan; however, as the spread of COVID-19 continues to rise, these plans do not completely address the safety protocols mandated by the CDC and PDE. Ensuring that classrooms allow for maximum physical distancing will keep all parties safe. The hybrid model allows for face-to-face instruction/interaction, which we believe is so important, AND it also further reduces the number of students in any given room. Reducing overall student populations (whether in classrooms or on buses) is crucial for proper physical distancing and giving our learners much-needed mask breaks. Additionally, the use of instructional materials and manipulatives in the classroom will be possible with increased time for sanitation.

Furthermore, with smaller groups of students, collaborative learning and more social interaction (including during recess and lunch) will be utilized, and students will have more opportunity to move throughout the day. This is of particular concern at the elementary and middle school levels. Social interactions and social learning increase the quality of education and supports the social and emotional needs of our learners. Therefore, we strongly advocate for a hybrid model, which appropriately balances the safety, education, and social-emotional well-being of our learners.

Please consider the impact of your decision on the employees and the students that are required to implement it. Please consider the impact your decision will have if it leads to an increased risk of spread to our community.

The past few months many of you may have experienced significant and added stress as you are making difficult decisions balancing education and safety. As educators, we are thinking of this too and we are dedicated to providing the highest quality education to every one of our

learners. This is the sole reason we are respectfully advocating for this change in your reopening plan. The CDC recommends the hybrid plan and several other districts in the state are attempting this hybrid model rather than going immediately to a virtual situation, which we believe is not as effective.

Included with this letter is the data from our July 24-28 teacher survey, which provides the impetus for this request.

We respectfully request your consideration.  
Eastern Lancaster County Education Association

The Board responded to the ELCEA statement with comments and questions regarding what the hybrid learning model would look like.

The Board and Administration discussed the pros and cons of a Hybrid A/B Schedule.

Mr. Conroy left the meeting at 7:50 p.m. Mr. Conroy returned to the meeting at 7:51 p.m.

## **6. Property and Services**

### **a. Action Item - Approval of Bus Drivers (Public and Nonpublic) and Bus Assistants for the 2020-21 School Year**

The list will be provided at the August 17th Board Meeting

Mr. Ramsey requested the Board to approve the annual action item of the approval bus drivers, both public and non-public for the upcoming 2020-2021 school year, noting that the final list would be provided at the following meeting.

### **b. Action Item - Authorize the Chief of Finance and Operations to sign the Non Public Transportation Contracts for 2020-21**

The cost per student will increase by 2.3% based on the cost index. The total cost may vary depending on number of students transported.

Mr. Ramsey requested the Board to approve the annual action item to authorize him to sign the non-public transportation contracts for the 2020-2021 school year. He indicated that there was a cost increase of 2.3% per student based on the cost index.

### **c. Action Item - Extension of the Agreement with Jani King thru June 30, 2022**

Mr. Ramsey requested the Board to approve the extension of the agreement with Jani King, the District's cleaning franchise, through June 30, 2022. He informed the Board that the current contract was set to expire December 31, 2020. Mr. Ramsey also informed the Board that the District's current cleaning franchise was set to retire after the start of school and a new franchise would be taking over. He indicated that the new franchise had agreed to the

extension of the base contract with no increase for a year and a half with additional cost for any materials and time as needed for extra cleaning.

**d. Action Item - Approval of the Agreement with Substitute Teacher Service (STS) for Substitute Teacher effective July 1, 2020 thru June 30, 2025**

Fee remains the same throughout the life of the agreement.

Mr. Ramsey requested the Board to approve the Agreement with Substitute Teacher Service (STS), noting that there was no increase in fee cost for the 5-year contract.

**e. Action Item - Approval of the Change orders that were executed for the HS/MS Locker Room and HVAC Project, as follows:**

**General Contractor - ECI Construction**

**GC-09 \$4,823 Add - Steel required for unsupported existing beam & deck**

Architect's comment on GC-09 - There are two components of this cost, both of which are concealed conditions:

- There is an existing beam that was shown on the original drawings to be supported by an existing column in the wall. It turns out there wasn't a column, and the wall that supports it needs to be removed. So, additional structural support was required.
- There is an existing brick shelf that was discovered as part of the demo that needed to be supported.

**GC-10 \$397,976 Add - Replacement of existing gym floor**

Mr. Ramsey requested the Board approve the Change orders for the HS/MS Locker Room and HVAC project. He also noted the current list of change orders were provided for their review. Mr. Chris Barnhart of Crabtree, Rohrbaugh, & Associates updated the Board with the most recent change orders.

**f. Action Item - Approval of 3 Year Agreement with PowerSchool for Online Applicant Tracking, Hiring, and Onboarding Process**

Cost Per Year:

1st Year - \$14,900 (includes \$7,500 for setup and training)

2nd Year - \$14,800

3rd Year - \$14,800

Mr. Ramsey requested the Board to approve a 3-year contract with PowerSchool for a more robust online application tracking, hiring, and onboarding process. He informed the Board that this system would replace the current PA-Educator and would push the District vacancies out to more applicants. He also noted that the District received a discounted cost due to their partnership with Columbia Borough School District.

**g. Information Item - Game Line Options for New Gym Floor**

**Option 1 is per the architectural plans**

- 12 badminton courts
- Partial Volleyball Courts
- Center Court Logo

**Option 1 Cost - \$7,600.00**

**Option 2 is an upgraded version**

- 12 badminton courts
- Partial Volley Courts
- Enlarged Center Logo
- Enlarged Lettering
- Stained 3pt Area

**Option 2 Cost - \$12,540.00**

Mr. Ramsey presented the Board with two options for the game line options for the New Gym Floor. The Board and Administration discussed the merits of both options.

Mr. Conroy made a motion to approve the Game Line Option 2 for a total cost of \$12,540 with a second by Mr. Dahl. **The motion was approved. (9-0)**

**h. Information Item - Tennis Court Update**

Mr. Ramsey and Mr. Chris Barnett updated the Board on the Tennis Court project, indicating that during excavation rock had been found. They informed the Board that contractor was going to continue to excavate by breaking up the rock without the use of blasting.

**i. Information Item - First Reading of the following Board Policies to Comply with Updated Title IX Regulations**

- Policy 103 - Discrimination/Title IX Sexual Harassment Affecting Students
- Policy 104 - Discrimination/Title IX Sexual Harassment Affecting Staff
- Policy 247 - Hazing
- Policy 249 - Bullying/Cyberbullying
- Policy 252 - Dating Violence **(NEW)**
- Policy 317.1 - Educator Misconduct **(NEW)**
- Policy 824 - Maintaining Professional Adult/Student Boundaries **(NEW)**

Mr. Ramsey presented the Board with the first reading of several updated and new policies that complied with the updated Title IX regulations. He noted that these policies were released from PSBA and that the District Solicitor had reviewed all policies. Mr. Ramsey informed the

Board that the District would need to appoint several individuals to roles that would comply with the new regulations. He also informed them that these policies would be presented at the September Board meeting for approval.

## 7. Program

### **a. Action Item- Approval of Affidavits of Guardianship**

Dr. Larkin requested the Board approve the annual action item of approving affidavits of guardianship. She noted that there were four affidavits for their approval.

### **b. Action Item - Policy 137 Home Education - Second & Final Reading**

Dr. Larkin requested the Board approve the updated and revised HomeSchool Policy 137, noting that the policy had been almost completely rewritten to meet the changed State requirements.

### **c. Information Item - Update on Educational Learning Options**

Dr. Larkin presented the Board with the updated numbers for the educational learning options for the start of the 2020-2021 school year.

## 8. Management

### **a. Action Item - Resolution Implementing an Emergency for the duration of the COVID-19 Pandemic for the Eastern Lancaster County School District,,,**

#### **Resolution Implementing an Emergency for the duration of the COVID-19 Pandemic for the Eastern Lancaster County School District as required under the Pennsylvania School Code 520.1**

As school districts prepare reopening plans for the 2020-21 school year, a continuing concern is the ability to provide 180 days and 900/990 hours of instruction during the ongoing COVID-19 pandemic. PDE released guidance on how school districts may utilize remote learning and/or “hybrid” schedules to satisfy school attendance requirements pursuant to the “emergency” exception in School Code § 520.1.

COVID-19 pandemic qualifies under § 520.1 as an “emergency” that can cause school districts to not achieve the requirements of 180 days and 900/990 hours of instruction. Accordingly, pursuant to Section 520.1, school districts may seek approval from the Secretary of Education to implement “temporary provisions” to satisfy school attendance requirements. In the event of an approved emergency under §520.1, a school district may decide which days and number of days per week students attend schools, and may reduce the length of time of daily instruction for various classes and courses.

Dr. Hollister requested the Board to approve the Resolution Implementing an Emergency for the duration of the COVID-19 Pandemic for the Eastern Lancaster County School District as required under the Pennsylvania School Code 520.1. He noted that this resolution would allow the District to operate virtually under this emergency.

**b. Information Item - 2020-2021 School Year Calendar**

Dr. Hollister presented the Board with the recommendation to add additional early-dismissal days at the start of the school year to allow for professional development and training for staff to allow them to adapt to new classroom technology. He noted that these would occur at the end of each week during the month of September. (September 3, 11, 18, & 25)

Dr. Hollister recommended the Board move to a Hybrid A/B Schedule for learners K-12. The Board and Administration further discussed the various aspects of a Hybrid A/B Schedule and the logistics of implementing that learning model to all grade levels K-12.

Mr. Irvin made a motion keep the current learning model with the three educational learning options of In-Person Learning, In-Person Remote Learning, and ElancOnline Virtual Academy. It was seconded by Mr. Naranjo. **A roll call vote was taken, and the motion was approved. (6-3)**

Mr. Irvin made a motion to approve the updated 2020-2021 School Year Calendar with the additional early dismissal days, September 3<sup>rd</sup>, 11<sup>th</sup>, 18<sup>th</sup>, & 25<sup>th</sup>. It was seconded by Mr. Buck. **The motion was approved. (9-0)**

## **9. Announcements**

Mr. Brian Conroy presented a statement regarding the recently passed Resolution supporting the development of an anti-racist school climate by the Board of Directors of Eastern Lancaster County School District.

Mr. Conroy made a motion to resend the previous vote to approve the Resolution supporting the development of an anti-racist school climate by the Board of Directors of Eastern Lancaster County School District so that the Board could further review the language of resolution and investigate the implications of the statement. It was seconded by Mrs. Geyer. **The motion was withdrawn.**

## **10. Adjournment**

Mr. Naranjo made a motion to adjourn the meeting at 9:05 p.m. with a second by Mr. Buck. **The motion was approved. (9-0)**



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Justin W. Johnson  
School Board Secretary  
August 10, 2020