



EASTERN LANCASTER COUNTY SCHOOL DISTRICT

School Board of Directors Meeting August 19, 2019 Minutes

A Regular Meeting of the Eastern Lancaster County School Board of Directors, which was properly advertised in the *LNP Lancaster Newspaper*, was held on Monday, August 19, 2019 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, Jonathan Dahl, Jacqueline Geyer *joined meeting at 7:04p.m.*, Paul Irvin, Dina Maio, Bryan Naranjo, Thomas Wentzel, and Glenn Yoder

Board Members not in attendance were: Melissa Readman

Also in attendance were: Robert Hollister, Justin Johnson, Nadine Larkin and Keith Ramsey

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

1. Welcome and Call to Order

President Yoder opened the meeting at 7:00 p.m.

2. Moment of Silence/Reflection - Pledge of Allegiance

Mr. Paul Irvin led in a silent meditation and the Pledge of Allegiance.

3. Swearing-In of New Board Member: Jacqueline Geyer

Honorable Jonathan Heisse administered the Oath of Office for incoming Board Member, Jacqueline Geyer.

4. Agenda Modification/Approval of Agenda

Requests by board members to remove an item for separate consideration.

Dr. Hollister informed the Board that the Special Presentation from the Senior Class would be moved to before the Citizens Comments.

Mr. Wentzel made a motion to approve the modified agenda. It was seconded by Mr. Irvin.
The motion was approved. (8-0; 1 absent)

5. Special Presentation - Julie Grot, Coleen Parmer, and Senior Class Officers - Senior Trip Request

Logan Martin and Thea Martin, representatives of the Seniors Class of 2020, along with their Advisors, Ms. Julie Grot and Ms. Coleen Parmer requested the Board to approve an overnight trip for the Senior Class Trip to Disney.

Dr. Hollister informed the Board that he was endorsing the trip and indicated that it would go on the next Board agenda as an action item.

6. Citizens of the District Comments

At this time we will invite public (Citizens of the District) comment on any topic that is within the Board's jurisdiction. Please also note that the public is invited to attend our Committee Meetings where much of the discussion and deliberation of agenda topics is conducted. (Committee Meetings are held in the Community Hall at the Garden Spot Complex at 7 p.m. on the second Monday of the month.)

Titus Kauffman, New Holland, PA

Mr. Kauffman commended the Board and Administration on the partnership with Columbia Borough School District and said a prayer.

Faith Pickle, Goodville, PA

Ms. Pickle thanked the Board for their diligence and said a prayer.

Julie Zimmerman, New Holland, PA

Ms. Zimmerman presented her concerns, thoughts, and opinions on the District's proposed student privacy policy and the locker room renovations.

Pam Mentzer, Narvon, PA

Ms. Mentzer thanked the Board for their service and presented her concerns, thoughts, and opinions on the District's proposed student privacy policy.

Heather Myers, East Earl, PA

Ms. Myer presented her concerns, thoughts, and opinions on the District's proposed student privacy policy.

Bryan Hower, New Holland, PA

Mr. Hower thanked the Board for their service and commented on Senate Bill 751 presented by Senator Ryan Aument. He also presented his concerns, thoughts, and opinions on the District's proposed student privacy policy

Jonathan Spangenberg, Denver, PA

Mr. Spangenberg thanked the Board for serving, quoted a statement from Benjamin Franklin from the Constitutional Convention, and said a prayer.

Kevin McCarroll, East Earl, PA

Mr. McCarroll presented his concerns, thoughts, and opinions on the District's proposed student privacy policy and thanked the Board for their service.

David Martin, Denver, PA

Mr. Martin presented his concerns, thoughts, and opinions on the District's proposed student privacy policy.

Rosie Hersh, Terre Hill, PA

Ms. Hersh presented her concerns, thoughts, and opinions on the District's proposed student privacy policy.

Jeremy Weaver, New Holland, PA

Mr. Weaver thanked the Board and Administration and presented his concerns, thoughts, and opinions on the District's proposed student privacy policy.

Stu Martin, East Earl, PA

Mr. Martin presented his concerns, thoughts, and opinions on the District's proposed student privacy policy.

Dave Horst, East Earl, PA

Mr. Horst presented his concerns, thoughts, and opinions on the District's proposed student privacy policy.

Tara Risser, Mohnnton, PA

Ms. Risser presented her concerns and thoughts on the proposed moving of the tennis courts from the Garden Spot Campus.

Jennifer Zeiset, New Holland, PA

Ms. Zeiset presented her concerns, thoughts, and opinions on the District's proposed student privacy policy and the locker room renovations.

Board President Yoder presented a statement of the Board regarding student privacy and Board Policy 253 – Student Physical Privacy

The District has been asked by several residents about Policy 253. The Board voted to implement this policy starting on the first student day of the 2019-2020 school year. This District policy states that multi-user locker rooms and restrooms will be separated based on biological sex. But the idea behind the policy is much deeper. We've worked hard to arrive at a solution that balances varied interests – which is why we're systematically converting multi-user facilities into a series of single-user facilities.

ELANCO prides itself in not simply providing reasonable accommodations to those who need them, but going above and beyond to provide extraordinary accommodations for all its students. At the start of the school year, there will be 13 single-user restrooms, which all students can use without special permission and for any reason. We think these spaces will be quite popular. But these 13 single-user spaces are only the start. As you may know, we're working to approve plans to completely eliminate locker rooms. Those will be replaced with a series of single-user restrooms, showers, and changing rooms that can be accessed off of public areas, and thus can be used by persons of either sex. Teams will be able to meet in team classrooms nearby. Because nobody will change in any classroom, including these team classrooms, both sexes can be present. This really helps, for instance, when we have a girls' team coached by a male, or vice versa. While this involves a significant investment, it is a worthwhile one that will serve students, coaches and the school well for many years to come.

To be absolutely clear, we seek to accommodate any student in need of an accommodation because we believe accommodations can help all students to thrive. We have the utmost respect for every member of our school community, and providing reasonable accommodations that also take into account the interests of others is essential. We also want to preserve bodily privacy in spaces that exist to provide privacy from those with the opposite anatomy. Some might say it's an impossible task to balance all those interests. But it is one we're working to implement, and is why we have put the privacy-facility policy in writing. It's simply and sincerely out of respect for every student and family in our district.

In the meantime, it is our hope that those who have been criticizing us on both sides of the issue will see that we're proceeding with goodwill toward everyone in our community. We

ask that you give us time to let this work and not assume the worst. Dr. Hollister and the administrative team have been working diligently over the summer to assure the maximum amount of single-user restrooms are available for the start of the school year. They have been meeting almost weekly with the architects, athletic department and the facilities manager to plan the extensive renovations to the locker areas.

As you know, we have not arrived here lightly; not at all. We've been working hard for something that respects everyone's interests, and we appreciate your understanding.

7. Consent Agenda

Items listed under the Consent Agenda section of our Board Meeting Agenda are considered to be routine and are acted on by the Board in one motion. There is no Board discussion of these items individually prior to the Board vote unless a member of the Board requests that a specific item be removed from the Consent Agenda. Requests to remove an item from the Consent Agenda will be accepted at agenda section 3. Agenda Modification/Approval of Agenda. (Requests to remove an item for separate consideration). Items Removed from the Consent Agenda will be moved to agenda section "Action Items."

Mr. Ramsey noted that the agenda item regarding the bus list would be moved to the next Board meeting when the finalized list was available and could be presented to the Board.

Mrs. Kara Martin, Director of Special Education and Gifted Services introduced Samantha Miller, Emotional Support Teacher for Brecknock Elementary.

Mr. Jeffrey Starr, Principal of New Holland Elementary introduced Mr. Robert Arrick as Dean of Students for New Holland Elementary and Blue Ball Elementary.

Dr. Hollister informed the Board that a lighting quote would be added to the quote for the new tennis courts.

Mr. Irvin made a motion to approve the consent agenda. It was seconded by Mr. Wentzel. **The motion was approved. (8-0; 1 absent)**

- a. Approval of Minutes**
- b. Treasurer's Report**
- c. Approve Personnel Report**
- d. Bills Paid**
- e. Cafeteria Fund Treasurer's Report**
- f. Investments**
- g. Student Activity Account**

h. Approval of the Tennis Court Project

This is only to approve the design and bidding of the project. The Board will have final approval to award bids and authorize the project after bids are received.

i. Authorize the Chief of Finance and Operations to sign the Non Public Transportation Contracts for 2019-20

The cost per student will increase by 1.9% based on the cost index. The total cost may vary depending on number of students transported.

j. HVAC Project for the Garden Spot Auditorium

k. Approval of Affidavits of Guardianship

l. New Course - Genius Hour for Garden Spot Middle School

8. Action Items

Items Removed from Consent Agenda for Separate Consideration.

9. Reports

a. Lancaster County Tax Collection Bureau

Mr. Ramsey noted that there was no meeting to report on. The next meeting would occur on September 11th.

b. Lancaster-Lebanon IU13

Mr. Irvin reported on the August 15, 2019 IU Board meeting and shared several highlights from the board meeting report: He also reported the IU13 Board approved \$26,904,310.30 in disbursements and approved new or addition to service contracts for Business Services, Early Childhood and Special Education Services, Instructional & Technology Services, and Human Resource Services. There were fifty (50) resignations, sixty-one (61) termination, six (6) retirements, one hundred, twenty-seven (127) new hires, ninety-seven (97) changes in position or salaries, and three (3) leaves of absences. He also distributed to the Board copies of the Helping Districts, Helping Students.

c. Lancaster CTC

No Report.

d. Legislative

Mr. Wentzel reported on charter school reform and noted the total cost that Eastern Lancaster County School District would incur that upcoming school year for charter schools of \$1.1 million. He also reported on Senate Bill 526 regarding the payment responsibilities of cyber school enrollments. Mr. Wentzel commented on the new property tax reform plans.

10. Superintendent's Report

Dr. Hollister introduced Mr. Lotsie Wooten who informed the Board that the District would no longer be utilizing the new Sangha App as communication tool for the upcoming school year due to the application no longer being supported. Mr. Wooten indicated that the District would be returning to their original rapid notification system.

Dr. Hollister thanked Crossnet Ministries for their most recent back-to-school event at which 600 students received backpacks with supplies for the upcoming school year. He noted that the event also provided free haircuts and medical screenings.

Dr. Hollister announced that the following day was the first day for teachers to return back to school and the first day for students was August 26th.

Dr. Hollister informed the Board that the General Assembly recently passed a bill that changed the compulsory school age which would take in effect the following school year. School age for students entering school would change from 8 to 6 and students would have to stay in school until they turned 18 instead of 17. He also updated the Board on the passed bill regarding the option of electronic instructional days to replace snow days. Dr. Hollister noted that most districts in both Lancaster and Berks County were not applying for the option, but he commented that Eastern Lancaster County School District would be looking into trying to submit an application. Dr. Hollister also informed the Board that there were some additional legislative changes regarding mandatory CPR training for students and training for Board members.

Dr. Hollister made a statement regarding the current student privacy issue.

It is no secret that this issue has been trying for all...both internally within the school community, as well as the ELANCO community at large. AND as we know has gained the attention of others both close and far. The pressure has been difficult, and it has been relentless.

I want to take a moment to publicly thank everyone who committed extra time, effort, and thought to the issue at hand. The Board members have answered and responded to countless messages, poured in additional time, and have done their best to listen respectfully to all. A host of folks including our architects and attorneys have had to respond to questions and requests, often with little turnaround time, taking them away from their own families and the other clients they serve. Internally my colleagues have picked for me, I wish to acknowledge publicly Dr. Larkin and Mr. Ramsey for the “extra water they carried on my behalf” these last nine months as my attention has been diverted to this issue. Finally, I wish to publicly acknowledge Mr. Johnson who has had his workload increased significantly as he serves the Board and community; answering calls, organizing the public comment protocol and preparing minutes while all the while remaining his calm, respectful, service-minded self.

None of us has performed our duties flawlessly, certainly I have not. We, each of us, is human after all. But all of us have performed as our hearts and minds have led us and with the responsibilities to the Oath of Office demanded of us as each of us internalizes that oath.

There are number of lenses to in which people view this issue...a political lens, a moral lens, an educational lens and a legal lens Individual rights occasionally conflict, in fact, in a Country as diverse as ours...often conflict. We are a people of great diversity. As such, we here have worked extremely hard together as a Board and administrative team to create and plan something good for all. We have labored long and hard to balance interests important to all our students. There are few schools in the country that have gone to the extent that we have to plan and provide not just reasonable accommodations, but what will be extraordinary accommodations to reach the best possible balance for everyone

As the Superintendent and as and administrative team we understand that student safety is paramount...even above learning. Safety includes the physical, social, and emotional well-being of ALL students...and ALL means ALL. Day in and day out, we do that well here...not perfect, but well. Student comfort level in an atmosphere that is respectful, caring, and supportive regardless of creed, ethnicity, sex, gender identity, specialized learning need, poverty level ect. is what we preach, what we do and will continue to strive for. We cannot move onto academic successes until those comforts are in place.

It is time to come together as a community now, celebrate our common ground of which there is much. We can do so by taking the lead already provided by our students, who have modeled great benevolence in our schools regarding this issue. A benevolence taught to them at home and in their churches. In all the years that I have served here, very few, almost no incidents of bullying occurred between students with sexual differences and those without. Fortunately, we are more prepared than ever to accommodate all students this coming school year with over a dozen single-user bathrooms that any student may use at any time at the secondary campus. Plans for creating an entire facility that guarantees student privacy are well under development and will be made public soon after a few more internal reviews.

As a District, we've done the best we can. It certainly doesn't give everyone what they want. But that's what compromise is and a small cost, a very small cost to pay, to live in this great melting pot we call...the UNITED States of America. Our differences are our strength. Our hope is that everyone can lay aside their assumptions and criticisms, support our efforts, support our students, and show respect for everyone involved.

Thank you.

11. Announcements

President Yoder announced that there was an executive session held prior to the meeting to discuss a legal matter.

12. Adjournment

Mr. Irvin made a motion to adjourn the meeting at 8:20 p.m. with a second by Mr. Wentzel. **The motion was approved. (8-0; 1 absent)**

Justin W. Johnson
School Board Secretary
August 19, 2019