

## SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, May 20, 2019, at 7:00 p.m. in the board conference room of the senior high school as advertised in the Daily News on December 6, 2018.
- (2) President Robert G. Okonak called the meeting to order at 7:00 p.m. Everyone participated in the Pledge of Allegiance to the Flag.
- (3) On roll call by the secretary, the following board members were present: Mrs. Ashley Cessna, Ms. Heather Eggert, Mrs. Tracy Johnsen, Mrs. Rose Marie R. Kotay, Mr. Cesar Liriano, Mr. Robert Okonak, and Mr. Peter N. Pyles, Jr. Mr. Michael J. Kuhn arrived at 7:02 PM; Mrs. Debra Bowman was absent. Also present were Dr. Arthur W. C. Abrom, Superintendent of Schools and Mrs. Mary A. Harrell, secretary.
- (4) Also present were Dr. Chris Danz, assistant to the superintendent for HR and pupil services; Mr. Mike Murphy, assistant to the superintendent for assessment and accountability; Mr. Shawn Canady, chief information officer; Mr. Joshua Coatsworth, director of special education; Mrs. Kelly Herr, assistant business manager; Mr. Brian Hartman, director of buildings and grounds; Mr. Todd Kaylor, assistant director of buildings and grounds; Ms. Amber Hilt, director of ELD; Mr. Adam Steckbeck, head custodian; Mr. Bill Giovino, principal, Lebanon High School; Mr. Robert Nordall, assistant principal, Lebanon High School; Mr. Dave Bentz, assistant principal, Lebanon High School; Mr. Dale Ludwig, LHS Teacher; and Mr. Gidge Horn, district resident;
- (5) RESOLUTION #16006 – The minutes of the committee meeting held on April 8, 2019, and the regular meeting held on April 15, 2019, were offered for consideration. It was moved by Mr. Pyles and seconded by Mrs. Kotay that the minutes be approved. All members voiced consent and so ordered.
- (6) Student Board Reporters Denise Colon and Peyton Arnold-Paine reported on school news. Students in Mr. Ludwig's high school biology class presented information about a water bottle filler project and stated that their goal is to make Lebanon School District a more environmentally friendly district through the installation of water bottle fillers on our water fountains.
- (7) Mr. Giovino presented information to the Board about the High School's Additional Targeted Support and Improvement (A-TSI) Plan. As part of the Federal Every Student Succeeds Act, schools are monitored for progress in the following areas: achievement and growth, English Learners, graduation rate, attendance and truancy, and college and career readiness. Based on Lebanon High School's progress in these areas, we have been identified as a school that will have a three-year improvement plan commonly known as the A-TSI plan. Mr. Giovino will report back to the board on June 10<sup>th</sup>.

- (8) United Way approved the CISPA for Community Schools. We received the timeline and the MOU today, for review. The Community School Navigator will work with principals at Northwest and Lebanon Middle School.
- (9) Renewal applications for the PA Department of Community and Economic Development Educational Improvement Organization that were previously due in May are now due in November. The current list of approved organizations will remain in effect until December 31, 2019.
- (10) Our Rotary Students of the Month are Devin Picart and Ryan Brown.
- (11) Dr. Abrom reminded everyone that next month's meetings would be held on June 10 and June 24.
- (12) RESOLUTION #16007 – It was moved by Mr. Kuhn and seconded by Ms. Eggert to grant approval of the depositories listed for the 2019-2020 school year. The motion passed with a unanimous vote.
- (13) RESOLUTION #16008 – It was moved by Mr. Pyles and seconded by Mrs. Kotay to grant approval of Fund Balance designations and amounts for Fiscal Year ending June 30, 2019, as proposed in the executive summary and in particular designate \$65,217 as Committed Fund Balance for the purpose of paying the Lebanon School District's remaining share of overpaid earned income tax from prior years as calculated in the Grumbine Plan. The motion passed with a unanimous vote.
- (14) RESOLUTION #16009 – It was moved by Mr. Liriano and seconded by Mrs. Kotay to grant approval to submit applications for the Title I, II, III, and IV grants for the 2019-2020 school year. The motion passed with a unanimous vote.
- (15) RESOLUTION #16010 – It was moved by Mr. Liriano and seconded by Ms. Eggert to grant approval to purchase The Creative Curriculum for K4 children. The motion passed with a unanimous vote.
- (16) RESOLUTION #16011 – It was moved by Mrs. Kotay and seconded by Mr. Pyles to grant approval of the 2019-2020 Lancaster-Lebanon IU13 Special Education Agreements listed below:
1. District Contract Consortium Special Education Contracting Agreement with Lancaster-Lebanon IU13 to provide special education programs and services during the 2019-2020 school year as listed on the attached worksheet in the amount of \$2,270,884.52. (last year's amount was \$2,304,041.45).
  2. Special Education Contracting Agreement with Lancaster-Lebanon IU13 to provide special education programs and services during the 2019-2020 school year as listed on the attached worksheet in the amount of \$428,989.33. (last year's amount was \$545,538,31).

3. Contracted Services Agreement with Lancaster-Lebanon IU13 for Occupational/Physical Therapy Services during the 2019-2020 school year, at a rate of \$126.00 per hour. (last year's amount was \$118.00)
4. Contracted Services Agreement with Lancaster-Lebanon IU13 for Speech/Language Services during the 2019-2020 school year, at a rate of \$126.00 per hour. (last year's amount was \$118.00)
5. Gifted Network Commitment Form with Lancaster-Lebanon IU13 to provide Gifted education programs and services during the 2019-2020 school year as listed on the attached worksheet in the amount of \$560.00.
6. Student Enrichment Experience Program (SEE) with Lancaster-Lebanon IU13 to provide gifted education programs and services during the 2019-2020 school year as listed on the attached worksheet in the amount of \$2,800 per year.

The motion passed with a unanimous vote.

(17)            RESOLUTION #16012 – It was moved by Ms. Eggert and seconded by Mrs. Kotay to grant approval of the Technology software agreements listed below:

1. 5-year Agreement with Lancaster-Lebanon Intermediate Unit 13 to participate in the Microsoft Software EES Program. This agreement provides software licensing and competitive pricing for our Microsoft Software used by staff, students, and district servers. Funds in the amount of \$50,288.55 are allocated from the 2019-20 Technology Services Budget. This is a renewal of our current contract with IU13. (MS EES IU13 Attachment)
2. 5-year Agreement with Lancaster-Lebanon Intermediate Unit 13 to renew our subscription to Schoology Learning Management Systems Enterprise Edition. Funds in the amount of \$13,775.10 are allocated from the 2019-20 Technology Services Budget. This program is used in the District by students in grades 5 to 12. (Lebanon SD Schoology Attachment)
3. Contract with Inverse Consulting for the installation, configuration, and testing of Network Access Control Software (Packetfence). This software is designed to increase the control and security of clients logging onto our Wireless network. Funds in the amount of \$9,160 are allocated from the 2019-20 Technology Services Budget. (Lebanon School District – Security Proposal Attachment).
4. 3-year agreement with JAMF Software for Cloud based Apple IOS and OS Management Software. This agreement includes 3 year price protection. Funds in the amount of \$48,666.96 are allocated from the 2019-20 Technology Services Budget. This is the renewal of Software currently used by the district. Hosting will be moving from IU13 to JAMF

Cloud Services. (Lebanon School District – Multi-Year Agreement and Lebanon School District – Renewal 6 July 2019 Attachments),

5. Purchase of replacement laptops for high school and middle school staff from Apple Education. Funds are allocated from the 2019-20 Technology Services Budget. This is year 1 of a 2-year replacement cycle with Elementary Division laptops scheduled for 2020-21 replacement; 175 Laptops for a total of \$183,575.00. (Apple Education Price Quotes Attachment).

The motion passed with a unanimous vote.

- (18) **RESOLUTION #16013** – It was moved by Mr. Kuhn and seconded by Mr. Pyles to grant approval to increase the allocations of the facilities/construction account by \$100,000.00, for the purpose of a one-time project: High School Library Skylight. The motion passed with a unanimous vote.

- (19) **RESOLUTION #16014** - The treasurer's report for the month of April 2019, was presented for consideration. Mr. Liriano made a motion, seconded by Mrs. Johnsen, that the board approves the treasurer's report, payment of invoices and other business reports for April 2019. All members answered aye and the motion carried.

- (20) **RESOLUTION #16015** – A motion was made by Ms. Eggert and seconded by Mrs. Cessna for the Board of School Directors to accept the following personnel items for discussion and action as listed on the agenda as follows:

**PROFESSIONAL STAFF (PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE)**

**RETIREMENTS/RESIGNATION**

Name	Effective Date	Building/Position	Reason
Hitz, Brandon	4/26/2019	LMS Science, Grade 7	Personal
Horstick, Linda	11/30/2019 (19 years)	SE ELD	Retirement
Summy, Laura	6/10/2019	NW Grade 5	Personal

**APPOINTMENTS**

Name	Effective Date	Building/Position	Salary
Livering, Ashley	8/19/2019	SW Grade 3	Amount determined by the negotiated CBA (B, step 2)
McCarty, Patrick	8/19/2019	LHS Industrial Technology	Amount determined by the negotiated CBA (B, step 1)

**CHANGE OF STATUS**

Name	Effective Date	From Building/Position	To Building/Position	Salary
Caro, Reuben	8/19/2019	LHS LTS Itinerant Learning Support	LHS Social Studies	Amount determined by the negotiated CBA (B, step 1)
Cruz, Natasha	8/19/2019	HD Emotional Support Paraprofessional	HD Grade 4 Teacher	Amount determined by the negotiated CBA (B, step 1)
Hartman, Alyssa	8/19/2019	Day-to-Day Substitute Teacher	NW Grade 4	Amount determined by the negotiated CBA (B, step 1)

#### LEAVES OF ABSENCE WITH APPROVAL

Name	Effective Date	Building/Position	Consecutive/Intermittent
Book, Lara	05/10/2019 - 06/10/2019	LHS French	Consecutive
Danielwicz, Susan	05/08/2019 - 06/10/2019	HH Grade 4	Consecutive
Godshall, Amy	08/19/2019 - 11/08/2019	LMS Supplemental Science	Consecutive
Hain Shipkowski, Anthony	05/07/2019 - 06/10/2019	LMS Math	Intermittent
Hunter, Amy	09/03/2019 - 10/21/2019	LMS Science, Grade 6	Consecutive
Lerch, Robin	04/09/2019 - 04/20/2020	LMS School Counselor	Intermittent

#### **SUPPORT STAFF**

#### RETIREMENTS/RESIGNATION

Name	Effective Date	Building/Position	Reason
Gable, Molly	6/7/2019	HD Security Guard 7.5 hours/day	Personal
Meade, Donna	5/14/2019	LHS Personal Care Assistant 6.5 hours/day	Personal
Morales, Marta	4/18/2019	LMS Personal Care Assistant	Termination

		6.5 hours/day	
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**CHANGE OF STATUS**

Name	Effective Date	From Building/Position	To Building/Position	Salary
Oda, Jean	4/16/2019	LHS Security Guard 7.5 hours/day	Day-to-Day Substitute Security Guard	\$10.20/hr.
Wertz, Nancy	8/21/2019	Day-to-Day Substitute RN	LMS RN 6.5 hours/day	\$18.85/hr.

**LEAVES OF ABSENCE WITH APPROVAL**

Name	Effective Date	Building/Position	Consecutive/Intermittent
Davis, Stacey	04/29/2019 - 06/07/2019	LHS Custodian	Consecutive
Grimes, Andrea	04/28/2019 - 06/04/2019	HH Custodian	Consecutive
Rivera, Elizabeth	05/01/2019 - 05/01/2020	LHS Library Paraprofessional	Intermittent

**SUBSTITUTE STAFF**

**APPOINTMENTS**

Name	Effective Date	Building/Position	Salary
Dissinger, Kathie	04/24/2019	Paraprofessional	\$10.20/hr.
Landes, Alexis	05/17/2019	Paraprofessional Secretary	\$10.20/hr. \$11.50/hr.
Wertz, Nancy	4/23/2019	RN	\$17.60/hr.

**REMOVAL OF SUBSTITUTE STAFF**

Name	Effective Date	Building/Position
Troiano, Jennifer	09/01/2018	Teacher

**EXTRACURRICULAR**

**APPOINTMENTS**

Name	Position
Appoint the following persons as coaches for the 2019-2020 Fall and Winter Seasons, at a stipend amount to be determined by the negotiated CBA: Splitting Stipend	
<i>Football</i>	
Yonchiuk, Gerard	Head Football Coach
Liedtka, Karl	Assistant Varsity Football Coach
Stellar, Jeffrey	Assistant Varsity Football Coach
Herr, Gregory	Assistant Varsity Football Coach
Isenberg, Frank	Assistant Varsity Football Coach
Hower, William	Head Junior High Football Coach
Norman, Robert	Assistant Junior High Football Coach
Capello, Jason	Assistant Junior High Football Coach

Roth, Tyler	Assistant Junior High Football Coach
Sepulveda, Carlos	Assistant Junior High Football Coach
Gill, Cameron	Assistant Junior High Football Coach
<i><u>Field Hockey</u></i>	
Johnston, Terese	Head Field Hockey Coach
Thomson, Rebecca	Assistant Varsity Field Hockey Coach
Sementelli, Sara	Head Junior High Field Hockey Coach
Strauser, Rachel	Assistant Junior High Field Hockey Coach
Walborn, Jaime Coach	Volunteer Assistant Varsity Field Hockey
<i><u>Girls Tennis</u></i>	
Uzar, Cathy	Head Girls Tennis Coach
Haitos, Karen	Assistant Varsity Girls Tennis Coach
<i><u>Girls Volleyball</u></i>	
Albright, Jeffrey	Head Girls Volleyball Coach
Aponte, Kayla	Assistant Varsity Girls Volleyball Coach
Monk II, Robert	Head Junior High Girls Volleyball Coach
DeJesus, Tiffany	Assistant Junior High Girls Volleyball Coach
Lawrence, Dawn Coach	Volunteer Assistant Varsity Girls Volleyball
<i><u>Cross Country</u></i>	
Pearson, Thomas	Head Cross-Country Coach
Rhinier, Amanda	Assistant Varsity Cross-Country Coach
Rolon, Keith	Head Junior High Cross-Country Coach
<i><u>Boys Soccer</u></i>	
Dornes, Andrew	Head Boys Soccer Coach
Figuroa, Daniel	Assistant Varsity Boys Soccer Coach
McGee, Alexander	Head JV Boys Soccer Coach
<i><u>Girls Soccer</u></i>	
Hunter, Doug	Head Girls Soccer Coach
Reid, Crystal	Assistant Varsity Girls Soccer Coach
<i><u>Golf</u></i>	
Naimoli, Mark	Co-Head Golf Coach
Fairbanks, Christopher	Co-Head Golf Coach
<i><u>Cheerleading</u></i>	
Roth, Jamie	Head Cheerleading Coach
Rodriguez, Tiana	Assistant Varsity Cheerleading Coach
Yeagley, Charmaine	Head Junior High Cheerleading Coach
Smith, Jaime	Assistant Junior High Cheerleading Coach
Bickel, Heather	Volunteer Varsity Cheerleading Coach
<i><u>Bowling</u></i>	
Doerrman, Susan	Head Bowling Coach

Trimmer, Samuel	Volunteer Assistant Varsity Bowling Coach
Schies, Ryan	Volunteer Assistant Varsity Bowling Coach
<i><u>Girls Basketball</u></i>	
Walborn, Jaime	Head Girls Basketball Coach
Barlett, Kenneth	Assistant Varsity Girls Basketball Coach
Johnston, Terese	Head JV Girls Basketball Coach
Bach, Caitlin	Head Junior High Girls Basketball Coach
DeJesus, Tiffany	Assistant Junior High Girls Basketball
Coach	
Sellers, Nolan	7 <sup>th</sup> Grade Girls Basketball Coach
Shepps, Todd	Volunteer Assistant Varsity Girls
Basketball Coach	
<i><u>Boys Basketball</u></i>	
Speraw, Timothy	Head Boys Basketball Coach
Barlet, Terry	Assistant Varsity Boys Basketball Coach
Discuillo, Jr., Frank	Head JV Boys Basketball Coach
Sanders, Richard	Head Junior High Boys Basketball Coach
Schwenk, Warren	Assistant Junior High Boys Basketball
Coach	
Rakow, William	7 <sup>th</sup> Grade Boys Basketball Coach
Discuillo Sr., Frank	7 <sup>th</sup> Grade Boys Basketball Coach
Sanchez, Carlos	Volunteer Assistant Junior High Boys
Basketball Coach	
Gates, Joshua	Volunteer Assistant Junior High Boys
Basketball Coach	
Sanders, Michael	Volunteer Assistant Junior High Boys
Basketball Coach	
<i><u>Wrestling</u></i>	
Black, Vaughn	Head Wrestling Coach
Gill, Cameron	Assistant Varsity Wrestling Coach
Monk II, Robert	Head Junior High Wrestling Coach
Fox, Kim	Assistant Junior High Wrestling Coach
Polydere, Kemuel	Volunteer Assistant Varsity Wrestling
Coach	
<i><u>Weight Training</u></i>	
Yonchuik, Gerard	Head Weight Training Coach
Watt, Nicholas	Fall Weight Training Coach
Watt, Nicholas	Winter Weight Training Coach
Watt, Nicholas	Summer Weight Training Coach
Hower, William	Spring Weight Training Coach
<i><u>Equipment Manager</u></i>	
Speraw, Daniel	
Rothgaber, Brandon	Appoint as a 2018-2019 Volunteer Track & Field Coach.

**OTHER PERSONNEL RECOMMENDATIONS/RESCIND APPOINTMENTS/AMENDMENTS**



Name	Recommendation
Sanders, Sherry	Appoint to work as an LPN in the 2019 Extended School Year Program at the Lebanon High School from Monday, June 24, 2019 through Thursday, July 25, 2019 from 8:00 a.m.-12 noon, at her applicable hourly rate.
Danielewicz, Sue	Amend approved leave of absence return to work date to 05/20/2019.
Grant permission to pay \$2,900 to personnel who played in the orchestra for the high school spring concert on May 1, 2019.	
Appoint the following teachers to the 2019 LHS Summer Credit Recovery Program from June 17, 2019 through June 25, 2019 at the supplemental pay rate negotiated in the CBA: Book, Lara Dornes, Andrew Forry, Christopher O’Byle, Amy Prados, Eveira Shucker, Lisa Stetson, Hannah Isenberg, Frank O’Byle, Staci Reid, Crystal Stellar, Jeffrey Uzar, Cathy	
Appoint Sherrie Burkhart and Antoinette Henning to work as a school nurse in the 2019 Extended School Year Program at the Lebanon High School from Monday, June 24, 2019 through Thursday, July 25, 2019 from 8:00 a.m.-12 noon, at the supplemental pay rate negotiated in the CBA.	
Appoint Margaret Gipe and Shem May Mercado Velez to work as substitute secretaries during the 2019 Summer at the substitute secretary hourly rate in effect at the time.	

The motion passed with a unanimous vote.

- (21) RESOLUTION #16016 – A motion was made by Mr. Liriano and seconded by Ms. Eggert to grant permission to administer the 2019 Pennsylvania Youth Survey (PAYS), to youth in grades 6, 8, 10, and 12, at no cost to the district. The motion passed with a unanimous vote.
- (22) RESOLUTION #16017 – A motion was made by Mr. Liriano and seconded by Mrs. Johnsen to grant approval to accept the following driver from D. B. Fisher Student Transportation to provide transportation service to the Lebanon School District during the 2018-2019 school year. Documentation has been provided to the Business Office as required by contract to certify the driver listed meets the requirements to transport students: Tiffany Hoffman. The motion passed with a unanimous vote.
- (23) RESOLUTION #16018 – A motion was made by Ms. Eggert and seconded by Mr. Liriano to grant approval of the following overnight trips for Lebanon High School students:
1. The LHS Football Team will take an overnight trip to Millersville University, from July 12 to July 14, 2019. The purpose of the trip is team building and instilling offensive and defensive systems. Students will be transported by bus and vans and will be paid through athletic budget, student fundraising and golf tournament.

2. The LHS Boys Basketball Team will take an overnight trip to Alvernia College from July 19 to July 21, 2019. The team will learn basketball skill improvement and team building. The trip will be paid through fundraising and player payment. Students will travel in school vans.
3. The LHS Cheerleaders will take an overnight trip to Shippensburg University from July 20 to July 23, 2019. The objective of the trip is team building and training. Students will be transported by bus, which will be paid through student fundraising, donations and the athletic budget.
4. The LHS Girls Basketball team will take an overnight trip to Susquehanna University from August 2 to August 4, 2019. The objective of the trip is team building and skill improvement. Students will travel in school vans. The trip will be paid through the athletic budget.

The motion passed with a unanimous vote.

- (24)        RESOLUTION #16019 – A motion was made by Mr. Liriano and seconded by Ms. Eggert to grant approval of the Cyber/Charter Resolution supporting Cyber/Charter School amendments. The motion passed with a unanimous vote.

- (25)        RESOLUTION #16020 – A motion was made by Mr. Kuhn and seconded by Mrs. Cessna to grant approval of the Second Reading of the following New and Revised Board Policies, and delete policy as listed:

- Policy 313 - Evaluation of Employees
- Policy 314 - Physical Examination
- Policy 315 - Disqualification By Reason of Health - DELETE due to legal concerns
- Policy 317 - Conduct/Disciplinary Procedures
- Policy 317.1 - Educator Misconduct
- Policy 318 - Penalties for Tardiness - New
- Policy 319 - Outside Activities
- Policy 320 - Freedom of Speech in Nonschool Settings
- Policy 321 - Political Activities

The motion passed with a unanimous vote.

- (26)        RESOLUTION #16021 – A motion was made by Mrs. Kotay and seconded by Mr. Liriano to grant approval of First Reading of the following Revised Board Policies:

- Policy 322 – Gifts
- Policy 323 – Tobacco
- Policy 326 – Complaint Process
- Policy 328 – Compensation Plans/Salary Schedules

The motion passed with a unanimous vote.

- (27)        There were no communications.
- (28)        The president requested that board members remain for an executive session to discuss personnel matters.

- (29) With no further business to come before the board at this time, a motion was made by Mrs. Kotay and seconded by Mr. Liriano that the meeting adjourn. All members voiced consent and President Okonak declared the meeting adjourned at 7:35 p.m.

Respectfully submitted,

Mary A. Harrell  
Secretary of the Board

