

## SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, July 20, 2020, at 7:00 p.m. in the Starr Auditorium of the senior high school as advertised in the Daily News on December 5, 2019. A work session was held prior to the regular meeting, from 6:00 to 6:50 p.m. as advertised in the Daily News on July 15, 2020. The purpose of the work session was to discuss the Phased School Reopening Health and Safety Plan.
- (2) After a ten minute break, Vice-President Debra Bowman called the business 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: Mr. Scott Barry, Mrs. Debra Bowman, Ms. Jan Falk, Mr. Matt Hershey, Mrs. Tracy Johnsen, and Mr. Peter N. Pyles, Jr. Board President Mr. Robert Okonak was present via teleconferencing. Ms. Heather Eggert and Mr. Michael J. Kuhn were absent. Also present were Dr. Arthur W. C. Abrom, Superintendent of Schools; Mrs. Mary A. Harrell, secretary; and Mr. Curt Richards, business manager & treasurer.
- (4) Also present were Dr. Chris Danz, assistant to the superintendent for HR and pupil services; Mr. Mike Murphy, assistant to the superintendent for C & I and assessments; Mr. Shawn Canady, Chief Information Officer; Mrs. Amber Abreu, director of ELD; and Mr. Brian Hartman, director of buildings and grounds; Mr. Josh Coatsworth, director of special education was present via teleconferencing.
- (5) During the Superintendent Updates, Dr. Abrom shared information about each item listed on tonight's agenda. Dr. Abrom reminded the Board that our two meetings in August will be August 3 and August 10.
- (6) There were no public comments.
- (7) RESOLUTION #16186 - The minutes of the virtual committee meeting held on June 8, 2020 and the virtual regular meeting held on June 15, 2020 were offered for consideration. It was moved by Mr. Pyles and seconded by Mrs. Johnsen that the minutes be approved. Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.
- (8) RESOLUTION #16187 - A motion was made by Mr. Pyles and seconded by Mrs. Johnsen to grant approval of the Resolution declaring an emergency pursuant to Section 520.1 of the Pennsylvania School Code, in reference to the COVID-19 global pandemic. Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.
- (9) RESOLUTION #16188 - A motion was made by Mr. Barry and seconded by Ms. Falk to grant approval of the revised Athletic Health and

Safety Plan. Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

(10) RESOLUTION #16189 – Mr. Pyles made a motion, seconded by Mrs. Johnsen to grant approval of the Phased School Reopening Health and Safety Plan. Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

(11) RESOLUTION #16190 – Mr. Barry made a motion, seconded by Mrs. Johnsen to grant approval of a contract with Cheryl McDonough, Collins Writing Associate, for professional development services associated with the district’s writing initiative. Cost for 27 days is \$70,000 and is paid from the federal programs budget. Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

(12) A motion was made by Mrs. Johnsen, seconded by Mr. Barry to remove the previous Collins Writing motion due to a discrepancy in cost and number of days of service. Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

(13) A motion was made by Mrs. Falk, seconded by Mrs. Johnsen to grant approval of a contract with Cheryl McDonough, Collins Writing Associate, for professional development services associated with the district’s writing initiative. Cost for 20 days is \$30,000 and is paid from the federal programs budget. Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

(14) RESOLUTION #16191 – Mr. Pyles made a motion, seconded by Mr. Barry to grant approval to extend an additional two years of the current contract, at a cost of \$135,000 per year, with Imagine Learning for web-based instructional programs used in elementary and middle schools. Imagine Learning will be adding additional programs in reading and mathematics while also reducing the total cost of the contract. This will be paid from federal programs. Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

(15) RESOLUTION #16192 – Mrs. Johnsen made a motion, seconded by Mr. Hershey to grant approval of the following cost per cyber student for participation in athletics, co-curricular, and other extra-curricular activities for the 2020-2021 school year. Excluding our own Lebanon School District Virtual Academy:

Middle School level of participation costs per student for cross country, soccer, field hockey, volleyball, cheerleading, basketball, wrestling, and track & field = **\$575.00**

High School level of participation costs per student for cross country, soccer, field hockey, volleyball, cheerleading, golf, tennis, basketball, wrestling, bowling, baseball, softball, and track & field = **\$900.00**

High School and Middle School level of participation costs per student for football = **\$1750.00**

Elementary, High School and Middle School level of participation costs per student for other co-curricular activities (including but not limited to) marching band, show choir, indoor drum line, concert choir, school play, school musical, and student athletic training = **\$500.00**

Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

- (16) **RESOLUTION #16193** – Mr. Pyles made a motion, seconded by Mrs. Johnsen to grant approval of the Treasurer’s Report, Payment of Invoices and other business reports for June 2020. Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

- (17) **RESOLUTION #16194** – A motion was made by Mrs. Johnsen and seconded by Mrs. Falk for the Board of School Directors to accept the following personnel items for discussion and action as listed on the agenda:

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

**RETIREMENTS/RESIGNATION**

<b>Name</b>	<b>Effective Date</b>	<b>Building/Position</b>	<b>Reason</b>
Yonchiuk, Gerard	6/15/2020	LHS Health/Physical Education	Resigned

**APPOINTMENTS**

<b>Name</b>	<b>Effective Date</b>	<b>Building/Position</b>	<b>Salary</b>
Loht, Kaleb	8/24/2020	NW/SE Health/Physical Education	\$56,713/yr. (M, step 3)
Shay, Joseph	8/24/2020	LHS Health/Physical Education	\$70,971/yr. (M+15, step 13)

**LEAVES OF ABSENCE WITH APPROVAL**

<b>Name</b>	<b>Effective Date</b>	<b>Building/Position</b>	<b>Consecutive/Intermittent</b>
Rhinier, Amanda	08/24/2020 – 11/13/2020	LHS Math	Consecutive

**SUPPORT STAFF**

**RETIREMENTS/RESIGNATION**

<b>Name</b>	<b>Effective Date</b>	<b>Building/Position</b>	<b>Reason</b>
Bowman, Shawn	8/14/2020	District Network Administrator	Resigned
Eiceman, JoAnn	06/05/2020	HD K4 Paraprofessional	Retirement (28 years)
Gipe, Margaret	07/14/2020	SW 10 Month Secretary	Resigned

**APPOINTMENTS**

<b>Name</b>	<b>Effective Date</b>	<b>Building/Position</b>	<b>Salary</b>
Becker, Rhonda	08/24/2020	HD Floater Nurse	\$17.15/hr.

**CHANGE OF STATUS**

Name	Effective Date	From Building/Position	To Building/Position	Salary
Ebling, Casey	8/14/2020	District Technology Associate	District Network Administrator	\$27.00/hr.
Mercado, Shem May	08/18/2020	HD School Monitor	HD 10 Month Secretary	\$16.20/hr.

**LEAVES OF ABSENCE WITH APPROVAL**

Name	Effective Date	Building/Position	Consecutive/Intermittent
Yingst, Kim	07/13/2020 – 08/28/2020	District Office Secretary	Consecutive

**SUBSTITUTE STAFF****REMOVAL OF SUBSTITUTE STAFF**

Name	Effective Date	Building/Position	Reason
Ditzler, Emily	06/23/2020	Teacher	Resigned
Miller, Leah	06/01/2020	Teacher	Resigned
Rule, Jody	06/05/2020	Teacher	Retired
Zackey, Leslie	06/01/2020	Teacher	Resigned

**EXTRACURRICULAR****APPOINTMENTS**

Name	Effective Date	Position	Salary
Approve the following coaches for the 2020-2021 school year at the position and stipend indicated: *Longevity increase **Splitting Stipend			
<b>Football</b>			
Isenberg, Frank		Head Football Coach	\$9,083.00
Liedtka, Karl		Assistant Varsity Football Coach	\$5,905.00
Stellar, Jeffrey		Assistant Varsity Football Coach	\$5,905.00
Herr, Gregory		Assistant Varsity Football Coach	\$5,905.00
Gdadyu, Bani		Assistant Varsity Football Coach	\$5,905.00
Hower, William		Head Junior High Football Coach	\$5,905.00
Johnson, Ryan		Assistant Junior High Football Coach	\$4,542.00
Capello, Jason		Assistant Junior High Football Coach	\$4,542.00
Roth, Tyler		Assistant Junior High Football Coach	\$4,542.00
Gill, Cameron		Assistant Junior High Football Coach	\$4,542.00
Norman, Robert		Volunteer Assistant Junior High Coach	
<b>Field Hockey</b>			
Thomson, Rebecca		Head Field Hockey Coach	\$6,988.00
Rhinier, Amanda		Assistant Varsity Field Hockey Coach	\$4,542.00
Brown, Megan		Head Junior High Field Hockey Coach	\$4,542.00
Strauser, Rachel		Assistant Junior High Field Hockey Coach	\$3,494.00
<b>Girls Tennis</b>			
Uzar, Cathy		Head Girls Tennis Coach	\$4,193.00
Heefner, Margaret		Assistant Varsity Tennis Coach	\$2,725.00

<b>Girls Volleyball</b>		
Albright, Jeffrey*	Head Girls Volleyball Coach	\$5,763.00
Zehner, Kyle	Assistant Varsity Girls Volleyball Coach	\$3,634.00
Monk II, Robert	Head JH Girls Volleyball Coach	\$3,634.00
DeJesus, Tiffany	Assistant JH Girls Volleyball Coach	\$2,794.00
Lawrence, Dawn	Volunteer Assistant Varsity Girls Volleyball Coach	
<b>Cross Country</b>		
Pearson, Thomas*	Head Cross Country Coach	\$4,323.00
Rolon, Keith	Assistant Varsity Cross Country Coach	\$2,725.00
Hershey, Courtney	Head JH Cross Country Coach	\$2,725.00
Cruise, Jordan	Volunteer Assistant JH Cross Country Coach	
<b>Boys Soccer</b>		
Dornes, Andrew	Head Boys Soccer Coach	\$6,988.00
Figueroa, Daniel	Assistant Varsity Boys Soccer Coach	\$4,542.00
Pauleus, Wiskay	Head JV Boys Soccer Coach	\$4,542.00
McGee, Alexander	Head Junior High Boys Soccer Coach	\$4,542.00
Folmer, Michael	Assistant Junior High Boys Soccer Coach	\$3,494.00
<b>Girls Soccer</b>		
Hunter, Doug	Head Girls Soccer Coach	\$6,988.00
Bucks, Devin	Assistant Varsity Girls Soccer Coach	\$4,542.00
Donley, Timothy	Head Junior High Girls Soccer Coach	\$4,542.00
Brace, Aaron	Assistant Junior High Girls Soccer Coach	\$3,494.00
<b>Golf</b>		
Naimoli, Mark**	Co-Head Golf Coach	\$2,096.50
Fairbanks, Chris**	Co-Head Golf Coach	\$2,096.50
Campbell, Shane	Volunteer Assistant Golf Coach	
<b>Cheerleading</b>		
Roth, Jamie*	Head Cheerleading Coach	\$5,763.00
Orosco, Tiana	Assistant Varsity Cheerleading Coach	\$3,634.00
Yeagley, Charmaine	Head Junior High Cheerleading Coach	\$3,634.00
Smith, Jaime	Assistant Junior High Cheerleading Coach	\$2,794.00
<b>Bowling</b>		
Schies, Ryan	Head Bowling	\$4,193.00
Fake, Mark	Volunteer Bowling	
Ortiz Jimenez, Dichel	Volunteer Bowling Coach	
<b>Girls Basketball</b>		
Walborn, Jaime*	Head Girls Basketball Coach	\$9,364.00
Barlett, Kenneth	Assistant Varsity Girls Basketball Coach	\$5,733.00

Johnston, Terese	Head JV Girls Basketball Coach	\$5,733.00
Sellers, Nolan	Head Junior High Girls Basketball Coach	\$5,733.00
DeJesus, Tiffany	Assistant Junior High Girls Basketball Coach	\$4,409.00
Cruz, Sr., Anthony	7 <sup>th</sup> Grade Girls Basketball Coach	\$2,205.00
Shepps, Todd	Volunteer Assistant Varsity Girls Basketball Coach	

<b>Boys Basketball</b>		
Speraw, Timothy*	Head Boys Basketball Coach	\$9,364.00
Barlet, Terry	Assistant Varsity Boys Basketball Coach	\$5,905.00
Discuillo, Jr., Frank	Head JV Boys Basketball Coach	\$5,905.00
Sanders, Richard	Head Junior High Boys Basketball Coach	\$5,905.00
Schwenk, Warren	Assistant Junior High Boys Basketball Coach	\$4,542.00
Rakow, William**	7 <sup>th</sup> Grade Boys Basketball Coach	\$1,135.50
Discuillo, Sr., Frank**	7 <sup>th</sup> Grade Boys Basketball Coach	\$1,135.50
Sanchez, Carlos	Volunteer Assistant Varsity Boys Basketball Coach	
Gates, Joshua	Volunteer Assistant Junior High Boys Basketball Coach	
Sanders, Michael	Volunteer Assistant Junior High Boys Basketball Coach	
Trautman, Anthony	Volunteer Assistant Varsity Boys Basketball Coach	
<b>Wrestling</b>		
Black, Vaughn *	Head Wrestling	\$7,204.00
Gill, Cameron	Assistant Varsity Wrestling	\$4,542.00
Monk II, Robert	Head JH Wrestling	\$4,542.00
Fox, Kim	Assistant JH Wrestling	\$3,494.00
Polydere, Kemuel	Volunteer Assistant Varsity Wrestling Coach	

<b>Weight Training</b>		
Watt, Nicholas**	Co-Head Weight Training	\$4,541.50
Isenberg, Frank**	Co-Head Weight Training	\$4,541.50
Watt, Nicholas**	Co-Fall Weight Training	\$738.00
Isenberg, Frank**	Co-Fall Weight Training	\$738.00
Watt, Nicholas**	Co-Winter Weight Training	\$738.00
Isenberg, Frank**	Co-Winter Weight Training	\$738.00
Watt, Nicholas**	Co-Spring Weight Training	\$738.00
Isenberg, Frank**	Co-Spring Weight Training	\$738.00
Watt, Nicholas**	Co-Summer Weight Training	\$738.00
Isenberg, Frank**	Co-Summer Weight Training	\$738.00

<b>Equipment Manager</b>		
Speraw, Daniel*	Equipment Manager	\$5,806.00

Appoint the following persons to the extracurricular positions as indicated for the 2020-2021 school year:

Barry, Bruce	LMS Co-Stage Manager	\$652.00
Beard, Lilah	LHS Band Assistant Color Guard	\$1,398.00

	Instructor	
Boris, Bobbie	LMS Student Government Advisor	\$699.00
Bowman, Robert	LHS Stage Manager	\$4,751.00
Brady, Morgan	LMS Co-Stage Manager	\$652.00
	LMS All-Start Singers	\$699.00
Brown Koehler, Rebecca	LHS Senior Class Dean	\$2,376.00
	LHS Sophomore Class Dean	\$1,956.00
Damiano, Elizabeth	SW Student Government Advisor	\$699.00
Dasher, Barbara	HD Student Government Advisor	\$699.00
Figueiroa, Daniel	LHS EA Sports Advisor	\$699.00
Fox, Kristen	HH Student Government Advisor	\$699.00
Guth, Tricia	SW Student Government Advisor	\$699.00
Heefner, Margaret	LHS Cedar Times Advisor	\$699.00
Heefner, Margaret	LHS National Honor Society Co-Advisor	\$349.50
	LHS Commencement Speech Advisor	\$699.00
Herb, Michael	SE Student Government Advisor	\$699.00
Hibshman, Clinton	LHS Speech Contests Advisor	\$699.00
Johnson, Beth	LHS FBLA Advisor	\$699.00
Johnston, Terese	LHS Key Club/Octagon Advisor	\$699.00
Keath, Ryker	LHS Band Head Color Guard Instructor	\$2,806.00
Lucas, Molly	LMs School Newspaper Advisor	\$2,376.00
McGrory, Colin	LHS Jazz Band Director	\$699.00
	LHS Percussion Ensemble Director	\$699.00
	LHS Woodwind/Brass Quintet Director	\$699.00
Meashey, Chester	LHS Band Head Percussion Instructor	\$2,806.00
Moore, Carolina	LMS LDC Coordinator	\$1,061.00
Mountz, Joshua	LHS Band Head Drill Instructor	\$2,806.00
Musser, Zachary	LHS National Honor Society Co-Advisor	\$349.50
Naimoli, Mark	LHS Show Choir Director	\$4,751.00
	LHS Musical Director	\$4,751.00
	LHS Band Assistant Drill Instructor	\$1,398.00
Neuin, Kelly	LMS Student Government Advisor	\$699.00
Norman, Michelle	LHS Lodestone Advisor	\$35/hr., not to exceed to 100 hours
Reigert, Francy	SE Student Government Advisor	\$699.00
Rodriguez, Brittany	LHS Band Assistant Drill Instructor	\$1,398.00
Scheuerman, Anthony	LHS Chamber/Orchestra Director	\$699.00
Seyfert, Paul	LHS Youth & Government Advisor	\$2,806.00
	LHS Student Government Advisor	\$908.00
	LHS Interact Advisor	\$699.00
	LHS Just Say No Advisor	\$699.00
Sherk, Alison	LHS Tri-Hi-Y Advisor	\$699.00
Sherk, Alison	LHS Freshman Class Dean	\$1,956.00
Sternner, Madison	LMS Co-Stage Manager	\$652.00
	LMS All-Star Singers	\$699.00
Topping, Luke	Master Artists Guild	\$699.00
Travis, Kenneth	NW Student Government Advisor	\$699.00
Umbenhauer, Jeremy	LHS Band Assistant Director	\$4,751.00
Uzar, Cathy	LHs Junior Class Dean	\$1,956.00

Mr. Okonak voted yes via roll call. Mr. Hershey abstained from voting. The motion passed.

- (18)            RESOLUTION #16195 – A motion was made by Mr. Pyles and seconded by Mrs. Johnsen to grant approval of the Second Reading of the following New and updated policies:

- Policy 901-Public Relations Objectives Revised
- Policy 902-Publications Program Revised
- Policy 903- Public Participation in Board Meetings Revised
- Policy 904- Public Attendance at School Events Revised
  - Attachment to 904-NEW
- Policy 905-Citizen Advisory Committees Revised
- Policy 906-Public Complaint Procedures Revised
- Policy 907-School Visitors Revised (2020)
- Policy 908- Relations with Parents/Guardians New Policy
- Policy 909-Municipal Government Relations Revised
- Policy 910- Community Engagement Revised

Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

- (19)            RESOLUTION #16196 – A motion was made by Mr. Pyles and seconded by Mrs. Johnsen to grant approval of the First Reading of the following New and Revised Board Policies:

- Policy 006.1 - Attendance at Meetings Via Electronic Communications
- Policy 324 – Personnel Files
- Policy 911 - News Media Relations
- Policy 912 - Relations with Educational Institutions
- Policy 914 – Relations with Intermediate Unit
- Policy 915 – Booster Clubs
- Policy 916 – Volunteers
- Policy 917 – Parent/Family Involvement (NEW)
- Policy 918 – Title I Parent and Family Engagement

Mr. Okonak voted yes via roll call. All members voiced consent and so ordered.

- (20)            Vice-President Bowman announced that an executive session would be held to discuss personnel matters and purchase/sale of real property.

- (21)            With no further business to come before the board at this time, a motion was made by Mr. Pyles and seconded by Mrs. Johnsen that the meeting adjourn. Mr. Okonak voted yes via roll call. All members voiced consent and Vice-President Bowman declared the meeting adjourned at 7:20 p.m.

Respectfully submitted,

Mary A. Harrell  
Secretary of the Board