

SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, November 16, 2020, at 7:00 p.m. in the board conference room of the senior high school as advertised in the Daily News on December 5, 2019.
- (2) President Robert 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: Mr. Scott Barry, Mrs. Debra Bowman, Ms. Heather Eggert, Ms. Jan Falk, Mr. Matt Hershey, Mrs. Tracy Johnsen, Mr. Mike Kuhn, and Mr. Robert Okonak. Mr. Peter N. Pyles, Jr. was absent. Also present were Dr. Arthur W. C. Abrom, Superintendent of Schools; Mrs. Mary A. Harrell, secretary; and Mr. Curt Richards, business manager and treasurer.
- (4) Also present were Mr. Mike Murphy, assistant to the superintendent for assessment & accountability; Mrs. Kelly Herr, assistant business manager; Mr. Brian Hartman, director of buildings and grounds; Ms. Amber Abreu, director of ELD; Mr. Shawn Canady, chief information officer; Mr. Bill Giovino, principal at LHS; Mr. Sam Elias, Athletic Director; and Mr. Robert Nordall, assistant principal at LHS, Mrs. Jen Nordall, assistant principal, Northwest; Mr. Pedro Cruz, principal, Henry Houck; Mrs. Dawn Connelly, principal, LMS; Dan Speraw, teacher, LHS; Nicole Kafferlin, teacher, HH; Natasha Cruz, teacher, HD; Kate Brunelli, teacher, SW; Michelle Hamilton, teacher, SW; Mr. Jeff Kowalczyk, CPA; Ed Lynch, community member and member of the Lions club.
- (5) During the Superintendent Updates, Dr. Abrom shared that he is recommending no changes to the online/in-person instruction calendar for December. This means we will maintain the hybrid model, our yellow phase, with B and C students returning on December 1st, after the Thanksgiving break. Over the Thanksgiving break, we will continue to monitor our county transmission numbers as well as our local impact building by building, as it is possible that we may open in a virtual instructional model on December 1st, depending on what transpires. Our next opportunity to change our hybrid model to accommodate more in person instruction (moving towards green) will now be January 19th. This will allow us to review any emerging trends in the COVID data as we conclude the winter holidays. We will continue to prepare for such a shift throughout the month of December, as we remain committed to more in-person instruction while balancing the issues related to COVID.
- (6) Mr. Cruz, Henry Houck Principal, represented our elementary level. Mr. Cruz stated that principals are consistently calling students who have attendance issues and bringing them back to in-person learning. We are respecting social distancing. There is a lot of collaboration. Our school counselors are working with students. Our Community Schools coordinators, at Northwest and Lebanon Middle School are doing

home visits. Families are very appreciative. Everyone is working to help students succeed.

- (7) Mrs. Connelly shared that student behavior at Lebanon Middle School is wonderful; we're working on attendance and grades. Our students do better with in-person learning. The middle school was awarded funds for the Multi-Tiered System of Supports (MTSS), which is an academic support system for students with various needs. MTSS goes along with Positive Behavior Intervention System (PBIS).

To help students, LMS has attendance mentors with ten students in each group. This has been a positive for us. We are changing to an increased level of synchronous learning to include more rigor of instruction. We have had great success with the use of the IXL Online Curriculum Program; it has filled a great void.

- (8) Mr. Giovino shared that Wednesday is a great time of collaboration; high school teachers are connecting with parents to discuss the progress of their student. Our teachers are creating lessons with on-line students and in-person students. We are reaching out to struggling students and asking if they want to change to in-person.

- (9) Mr. Murphy shared that we are going to continue talking about in-person learning. One opportunity is in our K4 program. Opening for all students is not imminent at this time; class sizes are a factor for us.

- (10) Mr. Elias and Mr. Giovino shared a Fall/Winter sports update.

- (11) Mr. Richards reported that all employee groups have agreed to move forward with changing from Highmark to Choice Blue, beginning on January 1, 2020. This will benefit our employees and will be a cost savings for the District.

- (12) Mr. Richards introduced Mr. Jeff Kowalczyk, Partner, Barbacane Thornton & Company. Mr. Kowalczyk shared that our District had no findings during the Independent Audit for the year ending June 30, 2020. The audit was unmodified and is considered to be a low-risk audit. On behalf of Dr. Abrom and the entire Board, President Okonak thanked Mr. Richards, Mrs. Herr and the entire business office staff for a job well done.

- (13) Dr. Abrom shared the following additional updates:
- We received notification that the second allocation of the COVID-related School Health and Safety funding has been released by the State. Our share is \$174,385 and we are currently working to create a spending plan for these funds. Allowable expenditures include technology for distance learning, mental health services, PPE equipment and cleaning supplies.
 - Our Rotary Students of the Month for November are Owen Sheetz and Valery Colon Peralta.
 - Congratulations to Mr. Shawn Canady on being selected as the Emerald Foundation's Hometown Hero for the month of November. Shawn was

selected for his work in leveraging technology to create enhanced learning opportunities for Lebanon students. He was also selected for his work in developing the Esports Lab which was a model for other districts to base their designs on. There are billboards in Lancaster advertising this announcement as well as the Barnstormers will be sending out a mailing to their fan base about Shawn's accomplishments.

- A big thank you to Rutter's for their EITC donation of \$10,000 to the Cedar Foundation. The EITC program awards tax credits to businesses that make contributions to educational improvement organizations such as the Cedar Foundation.
 - A reminder that we have one Board meeting in December. It is our Reorganization meeting which will be held on Monday, December 7, 2020.
- (14) RESOLUTION #16237 – The minutes of the committee meeting held on October 12, 2020, and the regular meeting held October 19, 2020, were offered for consideration. It was moved by Ms. Eggert and seconded by Mr. Hershey that the minutes be approved. All members voiced consent and so ordered.
- (15) In accordance with Policy 903, Public Participation in Board Meetings, community member, Mr. Ed Lynch requested to address the Board to share information about the Lebanon Lions Club. Mr. Lynch is now an officer and he would like us to know that the Lebanon Lions Foundation is a source for us to use if we have students who need help with glasses or anything related to sight.
- (16) RESOLUTION #16238 – The treasurer's report, payment of invoices and other business reports for the month of October 2020, were presented for consideration. Mrs. Bowman made a motion, seconded by Ms. Eggert, that the board approves the treasurer's report, payment of invoices and other business reports and records it as a part of the minutes. All members answered aye and the motion carried.
- (17) RESOLUTION #16239 – A motion was made by Mr. Barry and seconded by Mrs. Bowman to grant approval of the Independent Auditors Report from Barbacane, Thornton & Company. The audit covered the period July 1, 2019 through June 30, 2020. All members answered aye and the motion passed.
- (18) RESOLUTION #16240 – A motion was made by Ms. Eggert and seconded by Mr. Barry to grant approval of the Memorandum of Understanding (MOU) between the District and the Act 93 Administrative and Supervisory Employees, the same which is intended to amend and modify the District-offered health insurance plan, to now offer the Choice Blue Health Insurance program in place of the previously offered Highmark program, and to authorize the Board President to execute the MOU. All members answered aye and the motion passed.
- (19) RESOLUTION #16241 – A motion was made by Mr. Hershey and seconded by Ms. Eggert to grant approval of the Memorandum of Understanding (MOU) between the District and the Lebanon Education Association Employees, the same which is

intended to amend and modify the District-offered health insurance plan, to now offer the Choice Blue Health Insurance program in place of the previously offered Highmark program, and to authorize the Board President to execute the MOU. All members answered aye and the motion passed.

- (20) RESOLUTION #16242 - A motion was made by Ms. Eggert and seconded by Ms. Falk to grant approval of the Memorandum of Understanding (MOU) between the District and the Confidential Employees, the same which is intended to amend and modify the District-offered health insurance plan, to now offer the Choice Blue Health Insurance program in place of the previously offered Highmark program, and to authorize the Board President to execute the MOU. All members answered aye and the motion passed.
- (21) RESOLUTION #16243 - A motion was made by Ms. Barry and seconded by Ms. Eggert to grant approval of the Memorandum of Understanding (MOU) between the District and the Secretarial/Paraprofessional Employees, the same which is intended to amend and modify the District-offered health insurance plan, to now offer the Choice Blue Health Insurance program in place of the previously offered Highmark program, and to authorize the Board President to execute the MOU. All members answered aye and the motion passed.
- (22) RESOLUTION #16244 - A motion was made by Ms. Eggert and seconded by Ms. Falk to grant approval of the Memorandum of Understanding (MOU) between the District and the Technology Services Employees, the same which is intended to amend and modify the District-offered health insurance plan, to now offer the Choice Blue Health Insurance program in place of the previously offered Highmark program, and to authorize the Board President to execute the MOU. All members answered aye and the motion passed.
- (23) RESOLUTION #16245 - A motion was made by Mr. Hershey and seconded by Mr. Barry to grant approval of the Memorandum of Understanding (MOU) between the District and the District Council 89 AFSCME Employees, the same which is intended to amend and modify the District-offered health insurance plan, to now offer the Choice Blue Health Insurance program in place of the previously offered Highmark program, and to authorize the Board President to execute the MOU. All members answered aye and the motion passed.
- (24) RESOLUTION #16246 - A motion was made by Mrs. Bowman and seconded by Mr. Kuhn to grant approval for the Land Bank to acquire the attached alleged blighted City property for which the Land Bank intends to avail itself of the benefits and obligations as set forth in the Intergovernmental Cooperation Agreement dated November 2018. All members answered aye and the motion passed.
- (25) RESOLUTION #16247 - A motion was made by Ms. Eggert and seconded by Mr. Hershey 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)

CHANGE OF STATUS

Name	Effective Date	From Building/Position	To Building/Position	Salary
Morrissey, Tracy	12/9/2020 – 3/17/2021	NW Paraprofessional	NW LTS Autistic Support	\$272.79/day

LEAVES OF ABSENCE WITH APPROVAL

Name	Effective Date	Building/Position	Consecutive/Intermittent
Kegerise, Molly	9/28/2020 – 10/16/2020	HD Literacy	Intermittent
Truax, Danielle	12/14/2020 – 3/14/2021	NW Autistic Support	Consecutive

SUPPORT STAFF

APPOINTMENTS

Name	Effective Date	Building/Position	Salary
Sanders, Carly	10/26/2020	HD Emotional Support Paraprofessional	\$12.65/hr.

CHANGE OF STATUS

Name	Effective Date	From Building/Position	To Building/Position	Salary
Lewis, Stephanie	11/05/2020	Day to Day Substitute Personal Care Assistant	HH Personal Care Assistant	\$11.15/hr.

LEAVES OF ABSENCE WITH APPROVAL

Name	Effective Date	Building/Position	Consecutive/Intermittent
Davis, Stacey	12/9/2020 – 1/21/2021	SW Custodian	Consecutive
Vazquez, Alexandra	11/9/2020 – 12/23/2020	LHS 10 Month Secretary	Consecutive

SUBSTITUTE STAFF

APPOINTMENTS

Name	Effective Date	Building/Position	Salary
Bopp, Erika	11/12/2020	Teacher	\$125/day
Meck, Eric	11/17/2020	Custodian	\$11.30/hr.

EXTRACURRICULAR

APPOINTMENTS

Name	Effective Date	Position	Salary
Gardner, James	2020-2021 School Year	Volunteer Swimming Coach	N/A

OTHER PERSONNEL RECOMMENDATIONS/RESCIND APPOINTMENTS/AMENDMENTS

Name	Recommendation												
<p>Amend the payment amount for the following site coordinators for the 2020-2021 21st Century Program from a stipend to \$35/hr., up to 40 hours annually:</p> <p>Barry, Bruce Brenner, Kelly Damiano, Elizabeth Garrett, Elisabeth Guth, Tricia Sauer, Melissa Sherk, Alison Siegrist, Kathryn Strauser, Rachel Williams, Lauren</p>													
<p>Appoint the following staff to the 21st Century Program in the position and at the rate indicated:</p> <table border="1" data-bbox="358 730 1419 863"> <thead> <tr> <th data-bbox="358 730 646 762">Name</th> <th data-bbox="646 730 1024 762">Position</th> <th data-bbox="1024 730 1419 762">Rate</th> </tr> </thead> <tbody> <tr> <td data-bbox="358 762 646 793">Elzek, Ereny</td> <td data-bbox="646 762 1024 793">Paraprofessional</td> <td data-bbox="1024 762 1419 793">Current hourly rate</td> </tr> <tr> <td data-bbox="358 793 646 825">Sherman, Brittany</td> <td data-bbox="646 793 1024 825">Paraprofessional</td> <td data-bbox="1024 793 1419 825">Current hourly rate</td> </tr> <tr> <td data-bbox="358 825 646 863">Witek, Nanci</td> <td data-bbox="646 825 1024 863">Teacher</td> <td data-bbox="1024 825 1419 863">\$35/hr.</td> </tr> </tbody> </table>	Name	Position	Rate	Elzek, Ereny	Paraprofessional	Current hourly rate	Sherman, Brittany	Paraprofessional	Current hourly rate	Witek, Nanci	Teacher	\$35/hr.	
Name	Position	Rate											
Elzek, Ereny	Paraprofessional	Current hourly rate											
Sherman, Brittany	Paraprofessional	Current hourly rate											
Witek, Nanci	Teacher	\$35/hr.											
Britto, Kristen	Appoint as a new teacher mentor for Brena Waters for the 2020-2021 school year at a stipend of \$1,000/yr.												
Brown, Megan	Amend 2020-2021 coaching position to Assistant Varsity Softball Coach at a stipend of \$3,634/yr.												
Discuillo, Sr., Frank	Amend appointment from 7 th Grade Boys Basketball Coach to Volunteer Boys Basketball Coach.												
Gross, Deborah	Amend approved leave of absence return date to 10/26/2020.												
Grove, Timothy	Appoint as a new teacher mentor for Brian Koontz for the 2020-2021 school year at a stipend of \$1,000/yr.												
Hain, Jessica	Amend 2020-2021 coaching stipend as Assistant JV Softball Coach to \$2,794/yr.												
Herr, Gregory	Rescind the appointment as a 2020-2021 Assistant Varsity Softball Coach.												
Leffler, Suzanne	Amend approved leave of absence return date to 10/19/2020.												
Lingle, Erin	Amend approved leave of absence dates to 11/3/2020 – 1/3/2021.												
Rakow, William	Rescind the appointment as the 2020-2021 7 th Grade Boys Basketball Coach.												
Rhinier, Amanda	Amend approved leave of absence return date to 10/30/2020.												
Richards, Curtis	Appoint as Business Manager for the term beginning July 1, 2016 through June 30, 2022. The original contract has been extended for one year to June 30, 2022.												
Roth, Tyler	Amend 2020-2021 coaching position to Head Softball Coach at a stipend of \$5,590/yr.												

All members answered aye and the motion passed.

- (26) RESOLUTION #16248 - A motion was made by Ms. Eggert and seconded by Mr. Hershey to grant approval to appoint Mr. Michael Kuhn as the initial chairperson to preside over the Board Reorganization Meeting on Monday, December 7, 2020, at 7:00 p.m. in the Starr Auditorium at Lebanon High School. All members answered aye and the motion passed.
- (27) RESOLUTION #16249 - A motion was made by Mrs. Bowman and seconded by Ms. Eggert to grant approval to accept the following drivers from D.B. Fisher Student Transportation to provide transportation service to the Lebanon School District during the 2020-2021 school year. Documentation has been provided to the Business Office as required by contract to certify the drivers listed meet the requirements to transport students: Sandra Boyer, Mary Lou Darkes, Ivelisse Torres, and Jonathan Summy. All members answered aye and the motion passed.
- (28) RESOLUTION #16250 - A motion was made by Mr. Barry and seconded by Ms. Falk to grant approval of the second reading of revised Policy 103 - Discrimination/Title IX Sexual Harassment Affecting Students. All members answered aye and the motion passed.
- (29) RESOLUTION #16251 - A motion was made by Ms. Eggert and seconded by Mrs. Bowman to grant approval of the first reading of the following revised board policies:
- Policy 104 - Discrimination Title IX Sexual Harassment Affecting Staff
 - Policy 325 - Dress and Grooming
- All members answered aye and the motion passed.
- (30) President Okonak reminded everyone that the next Board meeting will be held on Monday, December 7, 2020, at 7 p.m. in the Starr Auditorium. This will be our Reorganization meeting.
- (31) With no further business to come before the board at this time, a motion was made by Mrs. Bowman and seconded by Ms. Eggert that the meeting adjourn. All members voiced consent and President Okonak declared the meeting adjourned at 8:21 p.m.

Respectfully submitted,

Mary A. Harrell
Secretary of the Board