



# Committee of the Whole Meeting

## June 9, 2014

### Minutes

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#### *Roll Call*

**Members in attendance were:** Jonathan Dahl, Glenn Hartz, Paul Irvin, Rodney Jones, Thomas Wentzel, Glenn Yoder, Jennifer Zeiset and Heidi Zimmerman (via telephone).

**Non-Voting Members in attendance were:** Robert Hollister, Nadine Larkin, Marion L. Martin and Keith Ramsey

**Members not in attendance were:** Melissa Readman

**Staff/Public in attendance were:** Numerous students, employees, citizens and a member of the press were also present.

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

President Yoder called the meeting to order at 7:00 PM. He noted to the audience that Dr. Zimmerman is joining the meeting via telephone.

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

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

#### **3. Citizens Comments**

At this time we invited public comment on any topic that is within the Board's jurisdiction.

Prior to the comments by citizens, Dr. Hollister read a statement regarding Mr. Sanger's situation. The full statement is attached as a PDF on Agenda Manager for further review. Mr. Sanger was given a 10 day suspension without pay effective immediately.

Several board members made comments to Dr. Hollister's statement and Mr. Sanger's situation.

Mr. Jones also read a prepared statement noting his disappointment in Mr. Sanger's decision to not credit the author of his speech; but noted through his own investigation and interviews with parents, peers and colleagues, he has found Mr. Sanger to be a man with exceptional character, an excellent leader and motivator. He quoted Pope Francis "Grace is not part of consciousness; it is the amount of light in our souls, not knowledge

nor reason." He agrees that Mr. Sanger should remain as principal of GSHS and trusts this will bring an opportunity for growth and teaching.

Mr. Wentzel noted he has served almost 20 years on the school board dealing with many issues of misconduct or bad judgment, but he expects and believes this will be a learning experience for all. It will be an opportunity for Mr. Sanger, our school and our district to grow through this unfortunate situation.

Mrs. Zeiset echoed Mr. Jones' words knowing this action was wrong and our choices have consequences. We as a board are glad to extend grace knowing this will change who you are.

Mr. Yoder added his agreement to the above statements.

Mr. Sanger thanked everyone for the opportunity to speak and said. "I am sorry for putting Garden Spot in a bad light. I did not do "The Spartan Way". He also said since his joining Elanco in 2011, he has always felt the support of the board and administrators. "This is a cross I will bear the rest of my life. Thank you."

We continued the meeting with Citizens' Comments:

Loyda Vargas, New Holland

Ms. Vargas has been very happy with Mr. Sanger and Mr. Cox and she wanted to thank the board for hiring this team. They know the students by name and she looked to Mr. Sanger and said, 'you are my hero'.

Daryl Martin, Terre Hill

Mr. Martin stated Mr. Sanger is human and our students want to see real people. Showing the students how mistakes gets handled are very important to the student body. He said a prayer.

Kristen Erlwein (Special Education Teacher at the High School)

Ms. Erlwein also spoke in favor of Mr. Sanger knowing that she and her team have also made huge mistakes with parents and students. Elanco is family and family sticks together. We will use this as a teachable moment and she thanked the board for having a heart and keeping Mr. Sanger.

Matt Hawkins (Spanish Teacher at the High School)

Mr. Hawkins said when Mr. Cox and Mr. Sanger came on board as a team, they have made a powerful change in the high school. If anyone deserves a second chance, it is Mr. Sanger. Thank you for giving that to him.

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

Mr. Wentzel made a motion to approve the personnel report with a second by Mr. Irvin. **The motion was approved. (8-0; 1 absent)** Dr. Zimmerman was voting by telephone and Mrs. Readman was absent.

Mrs. Kara Martin introduced Traci Tempone, the new Autistic Support Teacher at New Holland Elementary; and Mr. Curt McCaskey introduced Jenna Bucklew, the new 2nd grade teacher at Blue Ball Elementary. Congratulations were extended to both.

#### **5. Approval of the Agreement between the Eastern Lancaster County School District and the Eastern Lancaster County Education Association**

Mr. Irvin made a motion to approve the Agreement between Eastern Lancaster County School District and the Eastern Lancaster County Education Association. Mr. Wentzel seconded the motion. Before voting, Mr. Hartz commented there were spirited conversations as always but wanted to thank everyone for their patience in this process. Mr. Jones and Mr. Yoder echoed this comment and also appreciated the professionalism shown through the process. **The motion was approved. (8-0; 1 absent)** Dr. Zimmerman was voting by telephone and Mrs. Readman was absent.

#### **6. Property and Services**

##### **6.1 Approval of Final Budget for General Fund Approval Resolution**

The final budget includes a proposed tax increase in the total amount of .2964 mills or 2.099%. The real estate tax rate for 2014-15 would be 14.4141.

##### **6.2 Approval of Annual Tax Levy Resolution**

This resolution sets the tax rates for 2014-15. The real estate tax rate would be set at 14.4141.

##### **6.3 Approval of the Homestead and Farmstead Exclusion Resolution**

This resolution sets the amount for the Homestead/Farmstead exclusion to be included on the July 1, 2014 tax bill. Based on data from the County Assessment Office and the District's 2014-15 allocation, the total reduction in assessment is \$4,487 (\$4,571 for 13-14) and \$64.68 (\$64.53 for 13-14) in real estate taxes for approved homesteads and the total reduction in assessment is \$4,487 (\$4,571 for 13-14) and \$64.68 (\$64.53 for 13-14) in real estate taxes for approved farmsteads.

##### **6.4 Authorize the Chief of Finance & Operations to make the necessary Budgetary Transfers for the 2013-14 school year after June 30, 2014**

This authorization allows budget transfers to happen during the audit process. A listing of the transfers made will be brought to the September/October Board

Meeting for ratification.

**6.5 Approval of the Resolution for Commitment of June 30, 2014 Fund Balance**

Although the amount to be committed does not need to be determined at this time, the specific purpose (i.e. PSERS) of the commitment needs to be approved prior to June 30, 2014 per GASB 54.

**6.6 Increase in Breakfast, Lunch and Milk Prices effective for 2014-15 school year**

The Healthy, Hunger-Free Kids Act, which is effective July 1, 2011, requires schools participating in the School Nutrition Programs to price their school lunches so the reimbursement received for free meals or reduced price meals are not offsetting the cost to produce the paid meal. We are recommending increasing prices for next year per the attached document.

**6.7 Approval of the Resolution Setting Initial Measurement Period (IMP) and Stability Period (SP) to Comply with PPACA (Health Care Reform)**  
Per previous discussions, I have set the Standard Measurement Period (SMP), Initial Administrative Period, and Stability Period (SP) based on the following:

1. ELANCO's health plan is a fiscal year plan with a plan year of 7/1 to 6/30.
2. Open enrollment is currently offered during the month of November for 1/1.
3. ELANCO wishes to delay compliance until 7/1/15 but would thereafter want to measure FT status on a calendar year basis.

**PROPOSED PLAN:**

TRANSITIONAL FRAMEWORK FOR FISCAL YEAR PLAN (DELAYED COMPLIANCE)  
USE PARTIAL YEAR SMP/STABILITY PERIOD FOR 2014 AND CONVERT TO 12-MONTH FRAMEWORK

<b><u>Initial 6-Month SMP Stability Period</u></b>	<b><u>Initial Admin. Period</u></b>	<b><u>Initial 6-Month</u></b>
12/1/14 – 5/31/15	6/15	7/1/15 – 12/31/15

Please Note: All variable hour employees who are employed for an average of 30 or more hours of service per week during this Initial 6-Month SMP and who were not offered coverage during the most recent open enrollment would be offered coverage to become effective 7/1/15-12/31/15. Thereafter, the offer of coverage would be made to qualifying employees on 1/1 of each plan year – starting 1/1/16.

THEN CONVERT TO A 12-MONTH FRAMEWORK AS FOLLOWS:

<b><u>Subsequent SMP Stability Periods</u></b>	<b><u>Subsequent Admin Periods</u></b>	<b><u>Subsequent</u></b>
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10/15/14 – 10/14/15	10/15/15 – 12/31/15	1/1/16 - 12/31/16
10/15/15 – 10/14/16	10/15/16 – 12/31/16	1/1/17 - 12/31/17

6.8 Approve Change Order(s) for the Brecknock Elementary School Project and to authorize the Chief of Finance & Operations to sign

**General Contractor - MCA Construction:**

#11 - Provide new painted wood trim adjacent hollow metal door frames and other miscellaneous repairs throughout the project \$10,672.00

6.9 All Sports Insurance Renewal

After discussion, the board felt the best plan was to insure football only with the 80%-20% plan and zero deductible.

6.10 Information Items – None

**7. Program**

7.1 Authorize the Superintendent of Schools to sign a contract with Warwick School District for Warwick IEP Writer.

The District is moving from eStar to Warwick IEP Writer which is a software program used to develop special education paperwork, ie: evaluations, re-evaluations, IEPs, GIEPs, NOREPs, etc. The cost is \$16,715.00 per year. This program is used by several districts in Lancaster County and effectively integrates with PowerSchool and the state reporting systems.

7.2 Information Items

1. New High School Courses for 2014-2015 School Year
  1. Social Studies - Developed by the content teacher to align with PA Core Standards and is a dual-enrollment course with HACC
    - Western Civilization
      - Text - *A History of Western Society Vol. 2 - From Absolutism to the Present, 10th Edition* by McKay, Hill, and Buckler

Music - Developed by the content teacher to align with PA Core Standards

Vocal Techniques

Text - *Adventures in Singing, 4th Edition* by Ware

Text - *Successful Warm-Ups Book 1* by Tefler

Text - *One Minute Theory for the Choral Music Classroom* Publisher KJOS Music Company

2. The Social Studies Department is looking for the adoption of an etext as a primary source for the World Religion Course at the Garden Spot High School for the 14-15 school year. This text will also serve as a online database for research in the LMC. Cost of the etext is \$126.25 per year for the subscription.

It was shared Mrs. Clement will be teaching *Western Civilization*; Mrs. Olson will teach *Vocal Techniques*; and Mr. Beckett will teach *World Religions*.

## **8. Management**

### **8.1 Action Items**

Recommend conducting an updated Enrollment Projection by the Pennsylvania Economy League. Note: Last in-depth report was completed in December 2011.

Dr. Hollister noted the last full PEL update was done in 2006. In 2011, Elanco received a partial update. The cost for this will be approximately \$12,000 and we should be looking for the report in the fall of this year.

### **8.2 Information Items - None**

## **9. Announcements**

It was announced an executive session was held prior to the committee meeting to discuss personnel and negotiations. Another executive meeting will be held following adjournment to discuss a personnel matter.

## **10. Adjournment**

Mr. Irvin made a motion to adjourn the meeting at 7:44 PM. Mr. Wentzel seconded the motion. **The motion was approved. (8-0; 1 absent)** Dr. Zimmerman was voting by telephone and Mrs. Readman was absent.

Marion L. Martin  
School Board Secretary  
June 9, 2014