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Derry Township School District
Board of Directors Meeting
October 13, 2020
Summary Minutes – VII

1. OPENING ITEMS

a. Call to Order

Minutes

The meeting was called to order by Mrs. Sicher at 7:00 p.m. The meeting is conducted both in-person and virtually, limiting our in-person attendance to ensure the ability to social distance during the COVID-19 pandemic.

b. Roll Call

Minutes

Members in Attendance: John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, and Terry Singer

Members Absent: Tricia Steiner

Non-Voting members in Attendance: Michele Agee and Joe McFarland

Student Board Representatives in Attendance: Peter Barto, Jordan Lewis, and Carson Pedaci

Staff/Public in Attendance In-Person: Tracy Brown, Ashley Commissiong, Christine Drexler, Mike Frentz, Julie Goolsby, Scott Govern, Dave Sweigert, Dave Walker, Stacy Winslow, and Dan Tredinnick

Staff/Public in Attendance Virtually: Lorena Brown, Jill Cedenno, Kimberly Dotts, J Garv, Heather Grubic, Scott Harman, Jackie Henry, Benjamin Hoffman, Megan Hulse, Tabitha Hummer, J Hynes, Cindy Jackson, Jennifer Marron, Andrea Mitchell, Laura Pavone, Mark Rivas, Stefanie Schramm, Stephanie Shaw, Laura Sheaffer, Jaime Smith, Heidi Stine, Angela Stover, Christy Walker, and Lisa Wiedeman

Press In-Person: Monica von Dobenok

c. Flag Salute

d. Approval of Board of Directors Agenda

Approval of the October 13, 2020 Derry Township School District Board of Directors Agenda.

Minutes

Following a motion by Ms. Drew and a second by Mrs. Memmi, the board agenda for this evening's meeting was approved.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	

Not 1 Tricia Steiner
Cast:

e. Welcome Student Board Representatives

Welcome Student Board Representatives:

Peter Barto

Carson Pedaci

Jordan Lewis

Minutes

Mrs. Sicher welcomed the Student Board Representatives for the 2020-2021 school year.

2. INFORMATIONAL AND PROPOSALS

a. President Communications

Minutes

Mrs. Sicher shared that the board met in executive session prior to the board meeting to discuss:

- **Matters of Personnel**

b. Recognition of Citizens (Agenda Items)

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda. Those who speak, if present, are asked to come to the microphone and state your name and address for the record. Those who are attending virtually, are asked to raise your virtual hand. In order to be recognized, you must have your first and last name typed into the live stream registration. Once recognized and un-muted, please state your name and address for the record. To provide other residents with an opportunity to speak, each speaker during the public comment portion is limited to five (5) minutes of speaking time once recognized and limited to one opportunity to address the Board during each of the public comment periods. If necessary, the Board may set a maximum time for the public comment portion of any meeting. This portion of the Board Meeting is for comments to the Board and is not a question and answer period. Those wishing to present private concerns or questions needing follow-up outside of the Board meeting may go to the District web site and submit a community correspondence.

Minutes

The following citizens were recognized by the board:

- None

c. Standing Committee Meeting Report

Minutes

Dr. Cronin gave a report on the Curriculum Council Meeting that met prior to this evening's meeting and discussed the following:

- Welcomed new Citizen Advisors
- Reviewed goals for the year
- Presentation by Mrs. Bean for the Health Curriculum
- Approved a proposal to have student representation

Mrs. Memmi gave a report on the General Services Committee that met prior to this evening's meeting and discussed the following:

- Reviewed the Indoor Air Quality Report from Trane
- Reviewed the Facility Study for the Elementary School

d. Community Correspondence Report

Minutes

Mr. Tredinnick reported that there were a total of seven submissions during the month of September.

e. Student Representatives' Report

As per Board Policy 004.1, the purpose of having two non-voting Student Representatives on the Board is to establish a communication link between the Board of School Directors and the student body of Hershey High School. The position will serve in presenting the students' viewpoints to the Board.

Minutes

The Student Representatives, Peter Barto, Carson Pedaci, and Jordan Lewis, introduced themselves.

f. Anticipated Agenda Items for the Next Board of Directors Meeting

The following items will be on the Agenda for the October 26, 2020 Public Board of Directors Meeting:

1. Approval of October 13, 2020 Board of Directors Summary Minutes
2. Elementary Chiller
3. Life Church Proposed Lease Renewal 2020-2024
4. Water Cooler Lease
5. Personnel

3. UNFINISHED BUSINESS

4. CONSENT AGENDA ITEMS

The consent agenda contains routinely adopted items and items that normally do not require public deliberations on the part of the Board. A Board Member may pull items which will then be discussed and voted on separately.

Minutes

Following a motion by Dr. Cronini and a second by Mrs. Memmi the Consent Agenda items were approved.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	
Not Cast:	1	Tricia Steiner

a. Approval of September 28, 2020 Summary Board of Directors Meeting Minutes - VI

5. NEW BUSINESS

a. Approval of Elizabethtown College Affiliation Agreement

The Administration recommends the Board approve the Affiliation Agreement with the Derry Township School District and Elizabethtown College effective November 13, 2020.

Minutes

Following a motion by Mrs. Memmi and a second by Ms. Drew the Affiliation Agreement with the Derry Township School District and Elizabethtown College, effective November 13, 2020, was approved.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	
Not Cast:	1	Tricia Steiner

b. Approval of Addition of Department Coordinators - Essential Arts and Gifted

The administration recommends the Board approve the addition of Essential Arts and Gifted Department Coordinators as Limited Service Contract positions. As with other coordinator positions, the positions will have the same \$2,000.00 stipend.

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Cronin the Addition of Department Coordinators, Essential Arts and Gifted, were approved.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	
Not Cast:	1	Tricia Steiner

c. Approval of Citizen Advisors

The Board of Directors recommends the approval of the listed community members to serve as Citizen Advisors with term noted:

	Citizen Advisor Expires 6/30/22	Citizen Advisor Expires 6/30/22
Communications and Community Engagement	Deanna Fox	Rebecca Wallace
Curriculum Council	Geurline Laurore	Sun Mullins
Finance Committee	Stephen Ampersand	Jesse Harper

General Services
Policy Committee

Michelle Erno
Chu Ferns

Jonathan Sartini
Keith Graham

Minutes

Following a motion by Ms. Drew and a second by Mrs. Memmi the listed community members to serve as Citizen Advisors with term noted were approved.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	
Not Cast:	1	Tricia Steiner

d. Event Attendance

For soccer, field hockey and volleyball, the Administration recommends the Board approve the issuing of 2 adult passes for each Hershey player and each visiting team player. For football, band and cheerleading, the Administration recommends the Board approve the issuing of 2 adult passes only for each senior member of the Hershey football team, band and cheerleaders.

Minutes

Following a motion by Dr. Cronin and a second by Mrs. Haverstick the Event Attendance item was approved.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	
Not Cast:	1	Tricia Steiner

e. Approval of Revised DTSD Health and Safety Plan for Athletics

The Administration recommends the Board approve the Revised Derry Township School District Health and Safety Plan for Athletics.

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Shaw the Derry Township School District Revised Health and Safety Plan for Athletics was approved. Mr. McFarland gave an brief explanation of the change for attendance.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	
Not Cast:	1	Tricia Steiner

f. Personnel - Resignations

The Administration recommends the approval of the following resignations:

Act 93:

Ebert, Peter

Assistant Principal

High School

Reason: Personal

Effective: 10/30/2020

McFarland, Joseph

Superintendent

District-Wide

Reason: Retirement

Effective: 6/30/2021

Classified:

Johnson, Joseph

Utility Person/Custodian

Buildings and Grounds

Reason: Retirement

Effective: 12/02/2020

Long, Amanda

Substitute Cafeteria/Recess Aide

Elementary School

Reason: Personal

Effective: 09/16/2020 (retroactive)

Limited Service Contracts:

Drahovsky, David

Assistant Boys' Basketball Coach

Middle School

Reason: Personal

Effective: 10/01/2020 (retroactive)

Farrell, Joseph

Co-Curricular Chorus Director

Middle School

Reason: Personal

Effective: 09/28/2020 (retroactive)

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Cronin the personnel - resignation items were approved. The Board Members expressed their appreciation and congratulations to Mr. McFarland for his retirement.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	

Not 1 Tricia Steiner
Cast:

g. Personnel - General

1. The Administration recommends the approval of the following appointments and recognition of the following transfers:

Professional:

Laeder, Julie (replacing Janelle Hromyak)

ELD Teacher

Middle School

Temporary Professional

Masters, Step 1

\$54,606 (pro-rated)

Effective: 10/14/2020

Classified:

Deloye, Megan

Bus Driver

District-wide

Level A: 5.25 hours per day

Salary: \$20.00 per hour

Effective: 10/14/2020

Transfer of Classified Staff:

Abadilla, Maria*

From: Paraprofessional

Early Childhood Center

To: Classroom Assistant (new position)

Elementary School

Level A: 5.75 hours per day

Salary: \$19.57 per hour

Effective: 10/07/2020 (retroactive)

Beyer, Lesley*

From: Paraprofessional

Early Childhood Center

To: Paraprofessional (Self-Contained Classroom) replacing Janette Cruz

Early Childhood Center

Level B: 6.5 hours per day

Salary: \$18.31 per hour

Effective: 10/13/2020 (retroactive)

Bucher, Summer*

From: Paraprofessional

Intermediate Elementary School

To: Classroom Assistant (new position)

Elementary School

Level A: 5.75 hours per day

Salary: \$17.30 per hour

Effective: 10/07/2020 (retroactive)

Cruz, Janette*

From: Paraprofessional (Self-Contained Classroom)
Early Childhood Center
To: Paraprofessional (Self-Contained Classroom) (new position)
Primary Elementary School
Level B: 6.5 hours per day
Salary: \$19.57 per hour
Effective: 10/13/2020 (retroactive)

Martin, Meagan*

From: Paraprofessional
Early Childhood Center
To: Classroom Assistant (new position)
Elementary School
Level A: 5.75 hours per day
Salary: \$17.30 per hour
Effective: 10/05/2020 (retroactive)

Quiros, Maranlleline*

From: General Food Service Worker
High School
To: Bus Driver
District-wide
Level A: 5.25 hours per day
Salary: \$20.00 per hour
Effective: 10/14/2020

Limited Service Contracts:

Bean, Jaime*

Department Coordinator - Health/PE K-12
District-wide
Salary: \$2,000
Effective: 10/14/2020

Boggess, Christopher*

Department Coordinator - ELD
District-wide
Salary: \$2,000
Effective: 10/14/2020

Gabriele, John*

Co-Curricular Chorus Director
Middle School
Group H, Step 1
Salary: \$415 (1/3)
Effective: 10/14/2020

Hayman-Rau, Megan*

Mentor (Kayla Horn, Mathematics Teacher)
Middle School
Salary: \$1,500
Effective: 10/14/2020

Intrieri, Jessica*

Mentor (Amanda Cole, Health/PE Teacher LTS)

High School

Salary: \$1,500

Effective: 10/14/2020

Kerwin, Megan*

SAT Fall Computer Supervisor 3

High School

Group I, Step 1

Salary: \$830

Effective: 10/14/2020

Obielecki, Kaitlyn*

Co-Curricular Chorus Director

Middle School

Group H, Step 1

Salary: \$830 (2/3)

Effective: 10/14/2020

Ogle, Lori*

SAT Fall Computer Supervisor 2

High School

Group I, Step 1

Salary: \$830

Effective: 10/14/2020

Ogle, Lori*

SAT Fall Computer Supervisor 1

High School

Group I, Step 1

Salary: \$830

Effective: 10/14/2020

Owens, Renee*

Mentor (Grace Thompson, 8th Grade English Language Arts Teacher LTS)

Middle School

Salary: \$500

Effective: 10/14/2020

***This individual is currently an employee. Clearances are on file.**

Minutes

Following a motion by Mrs. Memmi and a second by Ms. Drew the personnel - general items were approved and transfers were recognized.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	
Not Cast:	1	Tricia Steiner

6. DELEGATE REPORTS

a. PSBA

Minutes

- Dr. Cronin shared that she will have access to and will be able to share more in depth reports from PSBA.

7. SPECIAL REPORTS

a. Board Members' Report

Minutes

A report was made by the following board members:

- None

b. Superintendent's Report

Minutes

Superintendent Report

October 13, 2020

Announcing my retirement this evening has been a decision of very mixed emotions. As the Superintendent of the Derry Township School District, I have had the privilege of working with a progressive and supportive Board of Education (quite a few over the past nineteen years!), a knowledgeable, highly professional, student-centered administrative team, and a dedicated, collaborative group of teachers and staff who always have the best interest of students at the top of their priorities. My experience in this district has been exceptional.

After great deal of thoughtful prayer and consideration, I have decided to close out my 33-year career in education and retire on June 30, 2021. It is my hope and belief that the timing of this will allow the Board and district enough time to recruit and select the best possible candidate to lead the district well into the future and allow sufficient time for a seamless transition.

The tremendous level of district and community support has been especially meaningful to me over my nineteen-year career in Derry Township. When I began here in January of 2002, I had no idea what lie ahead, nor did I ever see myself in or aspire to the role of Superintendent. We, as a school community have journeyed through many highs and lows over those years. But, one thing that has continued to grow and develop over those years is the commitment to doing whatever it takes to provide a safe, secure, robust learning environment for all students.

There is a lot to be proud of regarding what is happening in this district. From the establishment of our COCOA principles to help guide and shape our culture to our vision that ensures equitable learning opportunities for All students, we have developed a district that truly exemplifies that every individual in our system is valued and has gifts and talents that

can be grown and allowed to flourish so that every individual can positively contribute to the global society and find excitement in learning and joy in life.

Over the years, we have partnered with our local community in many ways to help support our students. One example of this partnership is COCOA Packs and the amazing work they do in supporting our students so that basic needs are met and optimal learning can occur. We have developed a strong working relationship within our district as well as with our families and community which has only strengthened the amazing educational opportunities afforded our students. We worked to research and approve a healthier, more appropriate school start time for students. We addressed the challenges of traditional school start times and took the initiative to move to a later secondary start time to better align with adolescent sleep patterns. We instituted full-day Kindergarten to help provide a robust, student-centered foundational learning experience for our youngest learners that addresses the needs of the whole child. We have begun the work of taking a hard look at our systems, structures and offerings to ensure that there are no barriers for any student as they realize their passions and talents. Within a public education system that can often be resistant to change, the Derry Township faculty, staff and administration has relentlessly pursued opportunities and approaches that allow for individualization such as Blended Learning, WIN, Advisory and Flexible Campus just to name a few. This list could go on and on as there have been so many amazing accomplishments throughout the years.

I am honored to have had the opportunity to lead this District for the last eight years and grateful to be able to close out my career in Derry Township. I will dearly miss the great relationships and people I have come to know and respect over the years. In some small way, I hope that during my time here I have had a positive impact on our students, staff and community. I look forward to continuing all the great work we have started and helping transition the district well for the years ahead. Thank you for giving me the opportunity to serve the Derry Township School District and community for the past nineteen years.

Sincerely,
Joe McFarland
Superintendent

c. Board President's Report

Minutes

Mrs. Sicher gave a report to express the following:

- None

8. RECOGNITION OF CITIZENS

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda or matters of District Governance not on the agenda. Those who speak, if present, are asked to come to the microphone and state your name and address for the record. Those who are attending virtually, are asked to raise your virtual hand. In order to be recognized, you must have your first and last name typed into the live stream registration. Once recognized and un-muted, please state your name and address for

the record. To provide other residents with an opportunity to speak, each speaker during the public comment portion is limited to five (5) minutes of speaking time once recognized and limited to one opportunity to address the Board during each of the public comment periods. If necessary, the Board may set a maximum time for the public comment portion of any meeting. This portion of the Board Meeting is for comments to the Board and is not a question and answer period. Those wishing to present private concerns or questions needing follow-up outside of the Board meeting may go to the District web site and submit a community correspondence.

Minutes

The following citizens were recognized by the board:

- None

9. ADJOURNMENT

Minutes

The meeting was adjourned at 7:30 p.m. following a motion by Mrs. Memmi and seconded by Dr. Cronin.

Vote Results

Yea:	8	John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	
Not Cast:	1	Tricia Steiner

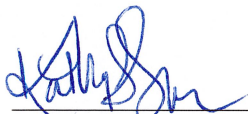
Respectfully submitted,



Michele Agee

Secretary to the Board

Approved October 13, 2020



Kathy Sicher

President of the Board of Directors

Derry Township School District
School Board Meeting
October 13, 2020

Printed Name

DTSD Board Meeting Virtual

Attendance, October 13, 2020

Attended	Name
Yes	Lorena Brown
Yes	Jill Ceden
Yes	Kimberly Dotts
Yes	J Garv
Yes	Heather Grubic
Yes	Scott Harman
Yes	Jackie Henry
Yes	Benjamin Hoffman
Yes	Megan Hulse
Yes	Tabitha Hummer
Yes	J Hynes
Yes	Cindy Jackson
Yes	Jennifer Marron
Yes	Andrea Mitchell
Yes	Laura Pavone
Yes	Mark Rivas
Yes	Stefanie Schramm
Yes	Stephanie Shaw
Yes	Laura Sheaffer
Yes	Jaime Smith
Yes	Anonymous
Yes	Angela Stover
Yes	Christy Walker
Yes	Lisa Wiedeman

AFFILIATION AGREEMENT WITH THE DERRY TOWNSHIP SCHOOL DISTRICT

THIS AGREEMENT, Is made this **13th** day of **October 2020**, by and between **Elizabethtown College**, (hereinafter referred to as "College") and the school district, **Derry Township School District** (hereinafter referred to as "School District"). The parties intend to be legally bound to the following terms:

I. DUTIES AND RESPONSIBILITIES OF THE COLLEGE

- a. *Selection of Students.* The College shall be responsible for the selection of qualified students to participate in the practicum or student teaching experience. Selected students must have the appropriate educational background and skills consistent with the contemplated educational experience offered by the School District.
- b. *Education of Students.* The College shall assume full responsibility for the classroom and classroom education of its students. The College shall be responsible for the administration of the program, the curriculum content, the requirements of matriculation, grading and graduation.
- c. *Submission of Candidates.* The College shall submit the names of the students and proof of their criminal history check and child abuse clearance to the School District or a designated representative prior to the practicum assignment or student teaching. All student teachers will have completed Act 34 Criminal record and Act 151 Child Abuse Clearances.
- d. *Advising Students of Rights and Responsibilities.* The College will be responsible for advising the student of his or her own responsibilities under this Agreement. The student shall be advised of his or her obligations to abide by the policies and procedures of the School District and should any student fail to abide by any policy and/or procedure, he or she may be expelled from the program.
- e. *College Student Records.* The College agrees that for purposes of Family Educational Rights and Privacy Act (FERPA), School District will be considered an educational institution official with a legitimate educational reason to have access to limited personally identifiable information from College student records. The College agrees to provide authorized representatives of School District limited personally identifiable information about College students in field experience that is reasonably necessary for participation in the field experience. No other information from College students' education records will be provided unless School District provides a written consent from the College student to the release of such information, and/or School District otherwise establishes to the College's satisfaction that the need for such information is related to the field experience or the release of such information is in compliance with FERPA. School District agrees that it will not further disclose personally identifiable information about any College student that it receives from the College pursuant to this agreement, unless the College student consents in writing to such disclosure or unless School District can otherwise legally disclose the information under FERPA. In consideration for the personally identifiable information, School District expressly warrants and represents that it will not use the student information provided by the College for any purpose other than to comply with the terms of its agreement with the College.
- f. *Professional Liability Insurance.* Students will be covered through the College's blanket liability policy as follows: \$1,000,000.00 per claim and an aggregate of \$3,000,000.00 per occurrence. This policy must remain in full force and effect for the duration of the practicum or student teaching assignment.

- g. *Compensation.* For and in consideration of the placement of student teachers with district cooperating teachers, the College agrees to pay to each cooperating teacher selected to guide the student teacher's experience. This stipend is in addition to the regular salary paid by the school district or agency. However, there is no stipend paid for anything other than for supervising student teaching.
- h. *PA Criminal History Check, Child Abuse Clearance, FBI Criminal Record Check and TB Test.* Pursuant to 24 P.S. Section 1-111, the College shall ensure that all student teachers assigned to the School District meet the following background and clearance requirements:
- Obtain the mandatory background check requirements for criminal history and child abuse as required by Act 153 of 2014, including:
 - PA State Police Criminal History Report
 - PA Department of Human Services Child Abuse Report
 - Federal Criminal History Report
 - Complete an employment history review as required by Act 168 of 2014, including completion of the Commonwealth of PA Sexual Misconduct/Abuse Disclosure Release
 - Complete a tuberculosis test
 - Any other documentation required by law or District policy
- The College shall provide all documentation and evidence of completion of the background and clearance requirements to the School District prior to the start of any student teaching assignment.

II. DUTIES AND RESPONSIBILITIES of SCHOOL DISTRICT

- a. *Establishment of Field Experience, Practicum or Student Teaching.* The School District authorizes the use of its facilities as may be agreed upon by the School District and the College as a field experience center. This field experience/practicum/student teaching is for students enrolled in the College's Education, Special Education, or other appropriate certification programs. This field experience/practicum/student teaching is required and authorized by law.
- b. *Policies of School District.* The College will review with each student, prior to the assignment any and all applicable policies, codes or confidentiality issues related to the experience. The School District will provide the College all the applicable information as students begin their field experiences.
- c. *Administration.* The School District will have sole authority and control over all aspects of student services. The School District will be responsible for and retain control over the organization, and operation of its programs.
- d. *Removal of Noncompliant Student.* The School District shall have the authority to immediately remove a student who fails to comply with its policies and procedures. If such a removal occurs, the School District should immediately contact the College's Director of Clinical Experiences.
- e. *Designation of Representative.* The College shall designate a person to serve as a liaison between the co-operating teacher who will meet periodically with representatives of the College in order to discuss, plan and evaluate the experience on the student(s).
- f. *Supervision of Students.* The School District shall provide a cooperating teacher who will supervise student activities during practicum visit or student teaching.
- g. *Reporting of Student Progress.* The School District shall provide all reasonable information requested by the College on a student's work performance. If there are any student evaluations, they will be completed and returned according to any reasonable schedule agreed to by the College and the School District.

- h. *Student Records.* The School District shall protect the confidentiality of student records as dictated by the Family Educational Rights and Privacy Act (FERPA) and shall release no information absent written consent of the student unless required to do so by law or as dictated by the terms of this Agreement.
- i. *Eligibility Requirements.* Each cooperating teacher selected to supervise a student teacher shall hold a current Pennsylvania certificate in the subject area/grade level to which the field experience is assigned. The cooperating teacher must be tenured. For field experience for Methods, cooperating teacher will have a minimum of three (3) years of full time experience and in his/her current assignment in a school district for a minimum of one year.
- j. *Substitute Teaching.* The School District shall comply with the appropriate Pennsylvania statutes regarding field experience students to be used as substitute teachers at any time during their field experience assignments. If the district wishes to pursue this opportunity, the district will collaborate with the College to develop a mutually agreed upon plan.

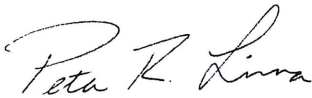
III. MUTUAL TERMS AND CONDITIONS

- a. *Number of Participating Students.* The parties will mutually agree upon the number of students that shall be assigned to the School District for this practicum or student teaching experience.
- b. *Term of Agreement.* The term of this Agreement shall be 5 years from the date of execution. This Agreement may not exceed a period of five years.
- c. *Termination of Agreement.* The College or the School District may terminate this Agreement for any reason with ninety (90) days' notice. Either party may terminate this Agreement in the event of a substantial breach. However, should the School District terminate this Agreement prior to the completion of an academic semester, all students enrolled at that time may continue their educational experience until it would have been concluded absent the termination.
- d. *Nondiscrimination.* The parties agree to continue their respective policies of nondiscrimination based on Title VI of the Civil Rights Act of 1964 in regard to sex, age, race, color, creed, national origin, Title IX of the Education Amendments of 1972 and other applicable laws, as well as the provisions of the Americans with Disabilities Act.
- e. *Interpretation of the Agreement.* The laws of the Commonwealth of Pennsylvania shall govern this Agreement.
- f. *Modification of Agreement.* This Agreement shall only be modified in writing with the same formality as the original Agreement.
- g. *Relationship of Parties.* The relationship between the parties to this Agreement to each other is that of independent contractors. The relationship of the parties to this contract to each other shall not be construed to constitute a partnership, joint venture or any other relationship, other than that of independent contractors. Under no circumstances shall university students be considered employees of the School District nor will any action or inaction on the part of the School District be construed to create a right to future employment.

- h. *Limitation of Liability.* Nothing in this Agreement shall be deemed a direct or indirect waiver of or limitation to any sovereign or governmental immunity, in any respect, applicable to the School District (including, without limitation, under the Pennsylvania Political Subdivision Tort Claims Act) or impose liability, directly or indirectly, on the School District from which it would otherwise be immune under applicable law. Under no circumstances shall either Party be liable to the other Party for consequential, indirect or punitive damages or specific performance arising from a breach of this Agreement. This section shall survive the expiration or any termination of this Agreement.
- i. *Entire Agreement.* This Agreement represents the entire understanding between the parties. No other prior or contemporaneous oral or written understandings or promises exists in regard to this relationship.

IN WITNESS WHEREOF, the authorized representatives of the parties have executed this Agreement as of the date previously indicated.

Elizabethtown College



Authorized Signature

Peter Licona, Education Dept.
Chair, Elizabethtown College

Print Name/Title

Date

Derry Township School District



Authorized Signature

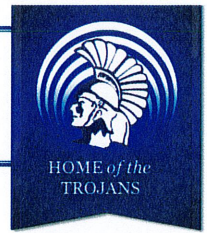
Kathy Sicher,
School Board President

Print Name/Title

10/13/20
Date

DERRY TOWNSHIP SCHOOL DISTRICT

ATHLETIC DEPARTMENT



Health and Safety Plan

The COVID-19 pandemic has presented athletics across the world with a myriad of challenges. The COVID-19 virus is a highly contagious illness that primarily attacks the upper respiratory system. The virus that causes COVID-19 can infect people of all ages. Research from the Centers for Disease Control (CDC), among others, has found that while children do get infected by COVID-19, relatively few children with COVID-19 are hospitalized. However, some severe outcomes have been reported in children, and a child with a mild or even asymptomatic case of COVID-19 can spread the infection to others who may be far more vulnerable. While it is not possible to eliminate all risk of furthering the spread of COVID-19, the current science suggests there are many steps schools can take to reduce the risks to students, coaches, and their families.

The Derry Township School District (DTSD) shall take the necessary precautions and recommendations from the federal, state, and local governments, CDC, Pennsylvania Department of Health (PA DOH), as well as the National Federation of State High School Associations (NHFS) and Pennsylvania Interscholastic Athletics Association (PIAA). DTSD realizes the knowledge and recommendations regarding COVID-19 is constantly changing as new information and treatments become available. These recommendations set forth in this document will be adjusted as needed as new information becomes available in order to decrease the risk of exposure for our coaches, staff, athletes, and spectators.

RED PHASE

- No sports or athletic activities allowed.

YELLOW PHASE

Education

- Coaches shall review the CDC guidance on consideration for youth sports to modify practices and games to mitigate the risk of spreading the virus. This includes focusing on individual skill building versus competition and limiting contact in close contact sports.
- The athletic director shall develop a plan of action in the event an athlete, coach, or official falls ill, make the plan publicly available, and explain it to the entire sport community.
- The athletic director shall educate all athletes, staff and families about the symptoms of COVID-19 and when to stay home. Athletes also will be educated on proper hand washing and sanitizing.
- The athletic director shall educate all athletes, staff and families on the content of this Return to Sport Guidelines document.
- Coaches shall promote, teach and reinforce handwashing with soap and water for at least 20 seconds.
- Athletes shall be encouraged to shower and wash their workout clothing immediately upon returning to home.
- The athletic director shall regularly communicate and monitor developments with local authorities, employees and families regarding cases, exposures and updates to policies and procedures.

Requirements to Conduct In-Person Games and Practices

- Coaches and athletic personnel shall screen and monitor athletes for symptoms prior to and during games and practices. If individuals participating in sporting activities show symptoms, have a temperature of 100.4 degrees or higher, or are sick, they shall be sent home.
- Responses to screening questions for each person should be recorded and stored so that there is a record of everyone present in case a coach, staff member or athlete develops COVID-19.
- Coaches and other adult personnel shall wear face coverings (masks or face shields) at all times, unless doing so jeopardizes their health.
- Athletes shall not be required to wear face coverings unless required by federal, state, or local order.
- Coaches, staff and athletes shall maintain appropriate social distancing at all times possible, including in the field of play, locker rooms, sidelines, dugouts, benches, and workout areas. During down time, athletes and coaches shall not congregate.
- Athletes should remain with their assigned groups during each workout to limit the number of people they come in contact with.
- All coaches, staff, athletes, and officials must bring their own water and drinks to team activities. Team water coolers for sharing through disposable cups shall not be allowed. Fixed water fountains shall not be used.
- Athletes should wear their own appropriate workout clothing (clothing shall not be shared).
- Athletes should come dressed for each practice, activity or game.
- Hand sanitizer with at least 60 percent alcohol shall be made available for athletes, coaches, staff and officials.
- Activities that increase the risk of exposure to saliva must shall not be allowed. This includes but not limited to chewing gum, spitting, licking fingers, and eating sunflower seeds.
- All coaches, staff and athletes shall avoid shaking hands, fist bumps, or high fives before, during or after games and practices.
- All coaches, staff and athletes shall not share towels, clothing, or other items they use to wash their face and hands.
- All participants shall limit unnecessary physical contact with teammates, other athletes, coaches, officials, and spectators.
- Whenever possible, equipment and other personal items shall be separated and not shared. If equipment must be shared, all equipment shall be properly disinfected between users.

Physical Activity and Athletic Equipment:

- Lower risk sports practices and competitions may resume.
- Modified practices may begin for moderate risk sports.
- There shall be no shared athletic towels, clothing or shoes between athletes
- Athletes should wear their own appropriate workout clothing (do not share clothing), and individual clothing/towels should be washed and cleaned after every workout.
- All athletic equipment, including balls, should be cleaned intermittently during practices and contests.
- Athletic equipment such as bats, batting helmets and catchers gear should be cleaned between each use.
- Appropriate clothing/shoes should be worn at all times in the weight room to minimize sweat from transmitting onto equipment/surfaces.
- Maximum lifts should be limited and power cages should be used for squats and bench presses. Spotters should stand at each end of the bar.

Cleaning and Disinfecting

- The athletic director and the director of buildings and grounds shall develop a schedule for increased, routine cleaning and disinfection. The schedule shall include at minimum the cleaning of facilities prior to arrival and post workouts and team gatherings. High touch areas shall be cleaned more often.
- The district shall clean and disinfect frequently touched surfaces on the field, court, or play surface (e.g., drinking fountains) at least daily, or between uses as much as possible.
- Use of shared objects and equipment (e.g., balls, bats, gymnastics equipment) shall be limited, or cleaned between use by each individual if possible.
- The director of buildings and grounds shall ensure safe and correct use and storage of disinfectants, including storing products securely away from children. The district shall use products that meet EPA disinfection criteria.
- The athletic director shall identify an adult staff member or volunteer to ensure proper cleaning and disinfection of objects and equipment, particularly for any shared equipment or frequently touched surfaces.
- Cleaning products should not be used near children, and staff should ensure that there is adequate ventilation when using these products to prevent children or themselves from inhaling toxic fumes.
- Weight room equipment shall be wiped down thoroughly before and after in individual's use of equipment.
- Any equipment such as weight benches, athletic pads, etc. having holes with exposed foam should be covered.
- Clothing/towels (including pinnies) shall be washed after each practice.
- Coaches and staff shall use gloves when removing garbage bags or handling and disposing of trash. Coaches and staff shall wash their hands after removing gloves.

Facilities

- DTSD has multiple athletic fields on campus. Therefore, simultaneous games or practices on campus can be held only if social distancing can be maintained.
- If multiple games are held on campus, adequate time shall be scheduled between contests to allow for facilities to be cleaned and disinfected, and to minimize interaction between athletes.
- Each individual game or practice shall adhere to the gathering occupancy limits permitted by law. This includes athletes, coaches, staff and spectators.
- Locker room use shall not be permitted.
- The use of facility showers shall not be permitted.
- Concession stands shall be closed.

Caregivers and Spectators

- Seating areas, including bleachers, shall adhere to social distancing requirements of at least 6 feet of spacing for anyone not in the same household. To assist with proper social distancing, areas shall be clearly marked. Adults should wear face coverings (masks or face shields) at all times.
- Caregivers or spectators shall not enter the field of play or bench areas.
- Nonessential visitors, spectators, and volunteers shall be limited when possible, including activities with external groups or organizations.
- Parents shall refrain from attending practices, or volunteering to assist with coaching.
- Caregivers and coaches should assess levels of risk based on individual athletes on the team who may be at a higher risk for severe illness.
- Caregivers shall monitor their children for symptoms prior to any sporting event. Children and athletes who are sick or showing symptoms must stay home.

Events/Competitions

- Individuals attending events/competitions shall be grouped into three categories ranging from essential to non-essential.
 - Essential – Athletes, coaches, officials, event staff, medical staff, security
 - Preferred – Media
 - Non-essential – Spectators and vendors
- Only essential and preferred personnel shall be allowed to attend events/competitions until state/local governments lift restrictions on mass gatherings.
- Changes to seating capacity and social distancing may be necessary for each venue/field and shall be determined as more recommendations are released by local/state governments.

Point of Contact

- The district's athletic director shall be the primary point of contact for all questions related to COVID-19, and all parents, athletes, officials, and coaches will be provided with that athletic director's contact information.

Scott Govern

Athletic Director

Derry Township School District

sgovern@hershey.k12.pa.us

phone: 717.534.2501 ext. 2277

GREEN PHASE

Education

- Coaches shall review the CDC guidance on consideration for youth sports to modify practices and games to mitigate the risk of spreading the virus. This includes focusing on individual skill building versus competition and limiting contact in close contact sports.
- The athletic director shall develop a plan of action in the event an athlete, coach, or official falls ill, make the plan publicly available, and explain it to the entire sport community.
- The athletic director shall educate all athletes, staff and families about the symptoms of COVID-19 and when to stay home. Athletes also will be educated on proper hand washing and sanitizing.
- The athletic director shall educate all athletes, staff and families on the content of this Return to Sport Guidelines document.
- Coaches shall promote, teach and reinforce handwashing with soap and water for at least 20 seconds.
- Athletes shall be encouraged to shower and wash their workout clothing immediately upon returning to home.
- The athletic director shall regularly communicate and monitor developments with local authorities, employees and families regarding cases, exposures and updates to policies and procedures.

Requirements to Conduct In-Person Games and Practices

- Coaches and athletic personnel shall screen and monitor athletes for symptoms prior to and during games and practices. If individuals participating in sporting activities show symptoms, have a temperature of 100.4 degrees or higher, or are sick, they shall be sent home.
- Responses to screening questions for each person should be recorded and stored so that there is a record of everyone present in case a coach, staff member or athlete develops COVID-19.
- Coaches and other adult personnel shall wear face coverings (masks or face shields) at all times, unless doing so jeopardizes their health.

- Athletes shall not be required to wear face coverings unless required by federal, state, or local order.
- Coaches, staff and athletes shall maintain appropriate social distancing at all times possible, including in the field of play, locker rooms, sidelines, dugouts, benches, and workout areas. During down time, athletes and coaches shall not congregate.
- Athletes should remain with their assigned groups during each workout to limit the number of people they come in contact with.
- All coaches, staff, athletes, and officials must bring their own water and drinks to team activities. Team water coolers for sharing through disposable cups shall not be allowed. Fixed water fountains shall not be used.
- Athletes should wear their own appropriate workout clothing (clothing shall not be shared).
- Athletes should come dressed for each practice, activity or game.
- Hand sanitizer with at least 60 percent alcohol shall be made available for athletes, coaches, staff and officials.
- Activities that increase the risk of exposure to saliva must shall not be allowed. This includes but not limited to chewing gum, spitting, licking fingers, and eating sunflower seeds.
- All coaches, staff and athletes shall avoid shaking hands, fist bumps, or high fives before, during or after games and practices.
- All coaches, staff and athletes shall not share towels, clothing, or other items they use to wash their face and hands.
- All participants shall limit unnecessary physical contact with teammates, other athletes, coaches, officials, and spectators.
- Whenever possible, equipment and other personal items shall be separated and not shared. If equipment must be shared, all equipment shall be properly disinfected between users.

Physical Activity and Athletic Equipment:

- Moderate risk sports practices and competitions may resume.
- Modified practices may begin for high risk sports.
- There shall be no shared athletic towels, clothing or shoes between athletes
- Athletes should wear their own appropriate workout clothing (do not share clothing), and individual clothing/towels should be washed and cleaned after every workout.
- All athletic equipment, including balls, should be cleaned intermittently during practices and contests.
- Athletic equipment such as bats, batting helmets and catchers gear should be cleaned between each use. Other equipment, such as hockey helmets/pads, wrestling ear guards, football helmets/other pads, lacrosse helmets/pads/gloves/eyewear should be worn by only one individual and not shared.
- Appropriate clothing/shoes should be worn at all times in the weight room to minimize sweat from transmitting onto equipment/surfaces.
- Maximum lifts should be limited and power cages should be used for squats and bench presses. Spotters should stand at each end of the bar.

Cleaning and Disinfecting

- The athletic director and the director of buildings and grounds shall develop a schedule for increased, routine cleaning and disinfection. The schedule shall include at minimum the cleaning of facilities prior to arrival and post workouts and team gatherings. High touch areas shall be cleaned more often.
- The district shall clean and disinfect frequently touched surfaces on the field, court, or play surface (e.g., drinking fountains) at least daily, or between uses as much as possible.
- Use of shared objects and equipment (e.g., balls, bats, gymnastics equipment) shall be limited, or cleaned between use by each individual if possible.
- The director of buildings and grounds shall ensure safe and correct use and storage of disinfectants, including storing products securely away from children. The district shall use products that meet EPA disinfection criteria.

- The athletic director shall identify an adult staff member or volunteer to ensure proper cleaning and disinfection of objects and equipment, particularly for any shared equipment or frequently touched surfaces.
- Cleaning products should not be used near children, and staff should ensure that there is adequate ventilation when using these products to prevent children or themselves from inhaling toxic fumes.
- Weight room equipment shall be wiped down thoroughly before and after in individual's use of equipment.
- Any equipment such as weight benches, athletic pads, etc. having holes with exposed foam should be covered.
- Clothing/towels (including pinnies) shall be washed after each practice.
- Coaches and staff shall use gloves when removing garbage bags or handling and disposing of trash. Coaches and staff shall wash their hands after removing gloves.

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- If multiple games are held on campus, adequate time shall be scheduled between contests to allow for facilities to be cleaned and disinfected, and to minimize interaction between athletes.
- Each individual game or practice shall adhere to the gathering occupancy limits permitted by law. This includes athletes, coaches, staff and spectators.
- Locker room use shall not be permitted.
- The use of facility showers shall not be permitted.
- Concession stands shall be closed.

Transportation

- Modifications for transportation to and from athletic events may be necessary. Modifications may include:
 - Reducing the number of athletes, coaches and staff on a bus or van.
 - Social distancing on a bus or van.
 - Using hand sanitizer upon boarding a bus or van.
- Modifications shall be determined by the school district, Department of Education and/or local governments.

Caregivers and Spectators

- Seating areas, including bleachers, shall adhere to social distancing requirements of at least 6 feet of spacing for anyone not in the same household. To assist with proper social distancing, areas shall be clearly marked. Adults should wear face coverings (masks or face shields) at all times.
- Caregivers or spectators shall not enter the field of play or bench areas.
- Nonessential visitors, spectators, and volunteers shall be limited when possible, including activities with external groups or organizations.
- Parents shall refrain from attending practices, or volunteering to assist with coaching.
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- Only essential and preferred personnel shall be allowed to attend events/competitions until state/local governments lift restrictions on mass gatherings.
- Changes to seating capacity and social distancing may be necessary for each venue/field and shall be determined as more recommendations are released by local/state governments.

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Scott Govern

Athletic Director

Derry Township School District

sgovern@hershey.k12.pa.us

phone: 717.534.2501 ext. 2277

CLASSIFICATION OF SPORTS

Lower Risk Sports

- Sports that can be done with social distancing or individually with no sharing of equipment or the ability to clean the equipment between use by competitors.

Examples:

- Individual running events
- Throwing events (javelin, shot put, discus),
- Individual swimming
- Golf
- Weightlifting
- Cheerleading (Sideline)
- Cross country running (with staggered starts)

Moderate Risk Sports

- Sports that involve close, sustained contact, but with protective equipment in place that may reduce the likelihood of respiratory particle transmission between participants OR intermittent close contact or group sports or sports that use equipment that cannot be cleaned between participants

Examples:

- Baseball*
- Basketball,
- Field hockey
- High jump*
- Ice hockey
- Lacrosse (Girls)
- Long jump*
- Pole vault*
- Soccer
- Softball*
- Swimming (Relays)
- Tennis*
- Volleyball*

*Could potentially be considered “lower risk” with appropriate cleaning of equipment and use of masks by participants.

Higher Risk Sports

- Sports that involve close, sustained contact between participants, lack of significant protective barriers, and high probability that respiratory particles will be transmitted between participants.

Examples:

- Cheerleading (Competitive)
- Dance
- Football
- Lacrosse (Boys)
- Wrestling

Athletics Health and Safety Plan Governing Body Affirmation Statement

The Board of Directors for Derry Township School District reviewed and approved the Athletics Health and Safety Plan on October 13, 2020.

The plan was approved by a vote of:

8 to 0

☒ Yes

☐ No

Affirmed on: October 13, 2020

By:



(Signature of Board President)

Kathy Sicher

(Print Name of Board President)

October 13 – PSBA Summary Update

1. If a student tests positive for COVID-19, here's what schools will do and what parents should know

Districts say they are closely following the Department of Health and Department of Education's guidelines for responding to confirmed COVID-19 cases, contact tracing and potentially closing schools. Families can expect phone calls, text messages and email alerts if schools close. PennLive, August 25, 2020 [Full story](#)

2. Commentary: COVID-19 aid bill advances, but relief for schools remains far away

The U.S. House of Representatives may have approved a new coronavirus relief bill that would provide tens of billions of dollars for schools — but it doesn't mean substantial progress has been made on getting K-12 emergency aid.

Education Week, October 2, 2020 (Subscription may be required.) [Full story](#)

3. National News: Remote learning has been a disaster for many students. But some kids have thrived

Remote learning has been a struggle for teachers and is expected to set back the learning gains of a generation of students. But a small number of students have done unexpectedly well. In some cases, those students struggled with distractions in the classroom during in-person learning. In others, they had social challenges at school: They were anxious, easily drawn into conflicts with other students, or embarrassed to engage in front of their peers. *Hechinger Report*, October 3, 2020 [Full story](#)

4. How should PA boost student learning during pandemic? Some say vouchers are the answer

Pennsylvania school-choice advocates are pushing hard for a measure that would send federal coronavirus relief money directly to families to put towards private school tuition, tutoring, or other educational expenses. Two companion bills have quickly risen in the education committees in the Republican-controlled House and Senate, with the latter debating a proposal this week. WITF, October 6, 2020 [Full story](#)

5. Will PSSA and Keystone exams be canceled for the second year in a row? Some hope so

With schools still in upheaval because of the pandemic, Pennsylvania's education department should pursue a waiver to cancel standardized tests for the second year, a Chester County lawmaker believes. *Philadelphia Inquirer*, October 5, 2020 [Full story](#)

6. National News: How schools are navigating privacy concerns in COVID-19 contact tracing

As plans to reopen schools have ramped up across the country, many districts have turned to contact tracing, a system that aims to identify and alert those who may have

been exposed to students and staff members who have tested positive for COVID-19. How that's accomplished varies widely from district to district. And while, overall, experts say these efforts are off to a good start, some methods have raised concerns about student privacy. *Education Dive*, October 5, 2020 [Full story](#)

7. 'The show must go on:' North Hills High School holds spring musical drive-in style

For students at North Hills High School, the show must go on. Friday and Saturday night, the school's spring musical "Catch Me If You Can" debuted on a drive-in style movie screen at The Block Northway in Ross Township, almost one year after production began. KDKA [Full story](#)