

Summary Board of Directors Meeting Minutes XIX April 12, 2021	2
Attendance - In person	14
Attendance-Virtual	15
Presenter Contract - YWCA	17
CAIU 2021-2022 General Operating Budget	21
Revised YAG Calendar 2021-22.docx	22

**Derry Township School District  
Board of Directors Meeting  
April 12, 2021  
Summary Minutes – XIX**

---

**1. OPENING ITEMS**

**a. CALL TO ORDER**

**Minutes**

The meeting was called to order by Mr. Abel at 7:00 p.m. The meeting was conducted both in-person and virtually in keeping with Pennsylvania's COVID-19 mitigation efforts calling for limits on the number of participants at indoor gatherings.

**b. ROLL CALL**

**Minutes**

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

**Members Absent:** None

**Non-Voting members in Attendance:** Michele Agee and Stacy Winslow

**Student Board Representatives in Attendance:** Carson Pedaci

**Staff/Public in Attendance In-Person:** Phil Ayala, Laurie Petersen, Jason Reifsnyder, and William Zee

**Staff/Public in Attendance Virtually:** Mark Baland, Mary Balcomb, Kim Bannar-Walker, Laura Becker, Brenda Beitzel, Doug Berry, Brian Blase, Carissa Bobenchik, Alicia Bohn, Edward Brooks, Lorena Brown, Lynn Brumbach, Catherine Burys, Ann Marie Car, Scott Catalone, Jill Ceden, Caitlyn Clark, Steve Coulter, Laura Cox, Melinda Curran, Elizabeth Dahl, David Daugherty, Staci Daugherty, Michelle Davies, Julie DeDonatis, Jennifer Diacou, Mary Drabik, Cory Edwards, Katherine English, Kelly English, Julie Erwin, Angela Farrell, Karen Fedash, Mike Frentz, Jena Funck, Nancy Garver, Laura Gifford, Patsy Gilbert, Corry Groff, Scott Harman, Amy Heisey, Jackie Henry, Darin Hickethier, Colby Hollinger, Teri Hoover, Angela Hulays, Tabitha Hummer, Jen Hynes, Amber Imboden, Cindy Jackson, Katelyn Jackson, Tom Keefer, Megan Kenjora, Katy Knappman, Heather Krahling, Donna Kupprat, Megan Lawall, Kristin Leiss, Tina Lenge, Becky Levenick, Olivia Lewis, John Miller, Andrea Mitchell, Erin Moran, Angela Mullen, Jana Nielson, Brian Nutt, Courtney Painter, Angela Persing, Stacy Peters, Brooke Petersen, Sandie Pharmer, Jess Query, Monica Reckner, Kelly Reigert, Paige Reisinger, Mark Rivas, Michael Rizzo, Desiree Rodichok, Scott Rogers, Casie Ross, Kirsten Scheurich, Lindsey Schmidt, Jenifer Schrader, Caroline Schwalm, Jennifer Shaffer, Stephanie Shaw, Laura Sheaffer, Penny Sheppard, Melissa Shultz, Jaime Smith, Jeff Smith, Robert Smith, Tyler Smith, Amy Starr, Heidi Stine, Lisa Sviben Miller, David Sweigert, Maggie Tarkenton, Peggy Taylor, Janet Trautman, Dan Tredinnick, Laurie Vitale, Laurie Wade, Christine Weabee, Angela Weader, Lisa Wiedeman, Tanyanella Wilhelm, Jenn Williams, Staci Wisniewski, Amy Wyatt, Rick Yazinski, and Erin Zimmer

**c. FLAG SALUTE**

**d. APPROVAL OF BOARD OF DIRECTORS AGENDA**

Approval of the April 12, 2021 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:** 9 John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

**2. INFORMATIONAL AND PROPOSALS**

**a. PRESIDENT COMMUNICATIONS**

**Minutes**

Mr. Abel announced the Board met in Executive Session prior to tonight's meeting to discuss the following:

- Consultation with an attorney or other professional advisers

**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:

- Laurie Petersen and Edward Brooks spoke to moving forward and looking for plans to return to full face to face instruction in the fall for those that wish to.
- Laura Gifford compared DTSD to other districts in the area and reminded the Board and Administration of their missions and purpose.

#### **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:

##### **New Business**

- Clarification on elementary Human Sexuality Curriculum
- Phys Ed credits for sports

##### **Old Business**

- Elementary Health Class going to full board for approval

#### **d. COMMUNITY CORRESPONDENCE REPORT**

##### **Minutes**

Mr. Tredinnick reported that there were a total of eighteen submissions during the month of March.

#### **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**

Mr. Pedaci reported on the following:

- YAG - preparing for Model virtual event on April 15-18
- Key Club - raised just over \$15,000 from the Walk for Clean Water event
- HCYA Talent Show - virtual talent show from both schools, DTSD and Milton Hershey, tentatively set for April 30
- Senior Events - May 7 Senior food truck event, May 12 Prom at Historic Acres of Hershey, May 19 Senior Awards, May 26 Graduation with livestream available / venue TBD
- Tri-M - Annual event on April 24
- Science Olympiad - Preparing for a virtual competition

## **f. ANTICIPATED AGENDA ITEMS FOR THE NEXT BOARD OF DIRECTORS MEETING**

The following items will be on the Agenda for the April 26, 2021 Public Board of Directors Meeting:

1. Approval of April 12, 2021 Board of Directors Summary Minutes
2. District Operating Schedule During Covid-19 Pandemic-Planning for 2021-2022
3. PSBA Policy Maintenance Program Participation Agreement
4. Approval of Athletic Trainer Services
5. Approval of Comply Contract
6. STEAM Presentation
7. Personnel

## **3. UNFINISHED BUSINESS**

### **a. DISTRICT OPERATING SCHEDULE DURING THE COVID PANDEMIC**

#### **Minutes**

Dr. Winslow shared the numbers and percentages of students that were offered/requested to return to a more face to face setting at the Middle and High School and the numbers that accepted. Discussion and questions from the board members followed. Preliminary plans for the fall will be presented in the coming weeks.

## **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 Mrs. Memmi and a second by Dr. Cronin, the Consent Agenda items, were approved.

#### ***Vote Results***

---

**Yea:** 9 John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

### **a. APPROVAL OF MARCH 22, 2021 SUMMARY BOARD OF DIRECTORS MEETING MINUTES - XVIII**

## b. REQUEST FOR THE USE OF SCHOOL FACILITIES

The Administration recommends the approval of the following Request for the Use of School Facilities:

<b>Group:</b>	<b>Joy of Sports Foundation</b>
Date/Time:	Sundays - 2:30 p.m. - 5:30 p.m. May 2, 2021 May 23, 2021 May 30, 2021 June 6, 2021 June 13, 2021
<b>Requested Facility:</b>	Plaza Softball Field
<b>Event:</b>	Kickballapalooza
<b>Fee:</b>	Custodial: \$63.51 per hour - approx. \$762.12 Custodial: \$127.02 per hour (May 30 only - holiday) Approximately \$381.06 <b>TOTAL FEES - Approximately \$1,143.18</b>
<b>Group:</b>	<b>Hershey Blaze Track Club</b>
<b>Date/Time:</b>	Saturday, June 26, 2021 7:00 a.m. - 1:00 p.m.
<b>Requested Facility:</b>	HS Turf Football/Track Field, Concession Stand & Restrooms (Kevin Stover will be onsite to unlock, lock up, & remove trash)
<b>Event:</b>	Hershey Blaze Trackfest
<b>Fee:</b>	Custodial Fee: \$63.51 (Approx. \$381.06) <i>If needed*</i> Total approximate cost: \$381.06
<b>Group:</b>	<b>Hershey Soccer Club</b>
<b>Date/Time:</b>	Saturday, May 29, 2021 from 6:00 a.m. - 8:30 p.m. Sunday, May 30, 2021 from 7:00 a.m. - 6:00 p.m.
<b>Requested Facility:</b>	322 Turf Field, Football Turf Field, Memorial Football Field, Middle School Grass Fields A & B, High School Multi-Purpose Fields A & B, and JV Baseball Outfield
<b>Event:</b>	Hershey Memorial Day Challenge Soccer Tournament

<i>Fee:</i>	322 Turf Field, Football Turf Field Rental: \$35.00 per hr./per field (Approximately \$1,960.00)  Memorial Football Field, Middle School Grass Fields A & B, High School Multi-Purpose Fields A & B, and JV Baseball Outfield: \$25 per hr./per field (Approximately \$4,200.00)  Custodian: \$63.51 per hr. (Approximately \$1,778.28)  TOTAL FEES: (Approximately \$7,938.28)
-------------	---

**c. ACCEPTANCE OF GIFT - COVERED TRAILER**

The Administration recommends accepting the follow gift:

<i>Donated by:</i>	Geico & Trojan Foundation
<i>Item:</i>	Covered Trailer
<i>Value:</i>	\$10,000.00

**d. APPROVAL OF POLICIES**

The Administration recommends the approval of the listed policies (reaffirmation) of the Derry Township School District Policy Manual which have been on display at the Hershey Public Library, District Office, and the School District's website for the past thirty days.

- 004.1 Student Representatives to the School Board
- 103 Discrimination/Title IX Sexual Harassment Affecting Students
- 252 Dating Violence

**e. APPROVAL OF NEW POLICIES**

The Administration recommends the approval of the following new policies of the Derry Township School District Policy Manual which has been on public display for thirty-days in the Hershey Public Library, District Office, and the Derry Township School District Website:

- 142 Migrant Students
- 218.3 Discipline of Student Convicted/Adjudicated of Sexual Assault

**f. APPROVAL TO REVOKE POLICIES**

The Administration recommends the approval to revoke the following policies of the Derry Township School District Policy Manual which have been on public display for thirty-days in the Hershey Public Library, District Office, and the Derry Township School District Website:

- 248 Discriminatory Harassment
- 348 Discriminatory Harassment

## 5. NEW BUSINESS

### a. APPROVAL OF PRESENTER CONTRACT - YWCA

The Administration recommends the Board approve the listed presenter contract with YWCA Lancaster for 2021-2022 summer:

<i>Service Provider</i>	<i>Dates</i>	<i>Cost</i>
YWCA, Lancaster	Summer 2021	\$4575
	21-22 School year	Discount -1575
		Total - \$3000

#### **Minutes**

Following a motion by Mrs. Sicher and a second by Ms. Drew, the YWCA Presenter Contract was approved.

#### **Vote Results**

**Yea:** 9 John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

### b. APPROVAL OF CAIU 2021-2022 GENERAL OPERATING BUDGET

The Administration recommends the approval of the 2021-2022 Capital Area Intermediate Unit General Operating Budget. Derry Township School District's contribution to the General Operating Budget is \$52,458.55.

#### **Minutes**

Following a motion by Mrs. Steiner and a second by Mrs. Sicher the 2021-2022 Capital Area Intermediate Unit General Operating Budget with Derry Township School District's contribution of \$52,458.55 was approved.

#### **Vote Results**

**Yea:** 9 John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

### c. APPROVAL OF REVISED 2021-2022 CALENDAR

The Administration recommends the approval of the revised 2021-2022 school calendar.

#### **Minutes**

Following a motion by Ms. Drew and a second by Mrs. Memmi the revised 2021-2022 Derry Township School District calendar was approved.

**Vote Results**

---

**Yea:** 9 John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

**d. PERSONNEL - RESIGNATIONS**

The Administration recommends the approval of the following resignations:

**Classified:**

**Martin, Meagan**

Classroom Assistant

Middle School

Reason: Personal

Effective: 04/07/2021 (retroactive)

**James Stough**

Food Service/Stockroom Utility Driver

Food Services

Reason: Retirement

Effective: 06/01/2021

**Zagurskie, Nathan**

Substitute Custodian

District-wide

Reason: Personal

Effective: 03/23/2021 (retroactive)

**Minutes**

Following a motion by Mrs. Memmi and a second by Ms. Drew the personnel - resignations, were approved.

**Vote Results**

---

**Yea:** 9 John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

**e. PERSONNEL - GENERAL**

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

**Professional:**

**Cicioni, Rachel\*** (replacing Rebeka Frey)

Spanish Teacher

Middle School

Long-Term Substitute

Bachelors, Step 1

Salary: \$52,994 (pro-rated)

**Revised Effective Date:** 03/29/2021 through the end of the 2020-21 school year

**Kroger, Nicolas** (replacing Olivia Burk)

School Psychology Intern

District-wide

Salary: \$15,000 (no benefits)

Effective: 08/16/2021 through the end of the 2021-2022 school year

**Soto, Carlos** (replacing Nicole Morgan)

School Psychology Intern

District-wide

Salary: \$15,000 (no benefits)

Effective: 08/16/2021 through the end of the 2021-2022 school year

**Classified:**

**McElfresh, Tammy**

Substitute Administrative Assistant

District-wide

Salary: \$18.06 per hour

Effective: 04/13/2021

**Svirbely, Matthew** (replacing Charles Bray)

Groundskeeper

District-wide

Full-time, 8.0 hours per day

Salary: \$18.04 per hour

Effective: 04/13/2021

**Transfer of Classified:**

**Beyer, Lesley\*** (replacing Richard Cosey)

From: Paraprofessional (Self-Contained Classroom)

Early Childhood Center

To: Paraprofessional

Primary Elementary School

Level B, 6.5 hours per day

Salary: \$18.31 per hour

Effective: 04/13/2021

**Cosey, Richard\*** (replacing Melissa Witters)

From: Paraprofessional

Primary Elementary School  
To: Paraprofessional (Self-Contained Classroom)  
Middle School  
Level B, 6.5 hours  
Salary: \$19.57 per hour  
Effective: 04/13/2021

**Limited Service Contracts:**

**Beatty, Evan\*** (replacing Marquis Jones)  
Assistant Middle School Track and Field Coach  
Group G, Step 7  
Salary: \$2,372  
Effective: 03/31/2021 (retroactive)

**Elmore, Ayanna** (replacing Caitlin Bodek)  
Assistant Middle School Girls Volleyball  
Group G, Step 10  
Salary: \$2,728  
Effective: 03/31/2021 (retroactive)

**Lenker, Savanna** (replacing Brianna Price)  
Head Varsity Field Hockey Coach  
Group B, Step 5  
Salary: \$4,804  
Effective: 07/01/2021

2. The Administration recommends the recall of the following classified employee:

**Weber, Tara\***  
Study Hall Monitor  
High School  
Level A: 4.0 hours per day  
Salary: \$15.46 per hour  
Effective: 03/26/2021 (retroactive)

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

**Minutes**

Following a motion by Mrs. Sicher and a second by Dr. Cronin, the personnel - general items were approved and transfers were recognized.

***Vote Results***

---

**Yea:** 9 John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

## **6. DELEGATE REPORTS**

### **Minutes**

There were no delegate reports shared.

## **7. SPECIAL REPORTS**

### **a. BOARD MEMBERS' REPORT**

#### **Minutes**

A report was made by the following board members:

- Dr. Cronin asked how the senior trip to Hershey Park could be reinstated after all field trips had been cancelled earlier in the year. Dr. Winslow indicated for this to be considered to have the advisors submit a field trip form.
- Ms. Drew expressed thanks and recognition of Dr. Reifsnyder and his efforts and behind the scenes hard work on the vaccination clinics for staff. Also, congratulations to Tracie Dawson for being named a 2021 Central Penn Business Journal Healthcare Hero Nurse.

### **b. SUPERINTENDENT'S REPORT**

#### **Minutes**

Dr. Winslow, in Mr. McFarland's absence, gave a report that included the following:

- Congrats to Key Club for their successful event Sunday, Walk 4 Clean Water
- Congrats to Tracie Dawson as well for her recognition as a Healthcare Hero Nurse
- Also, congrats to Ananya Doizhode, Evelyn Fung, and Kevin Levenick, 5th grade students, and their teachers, Brian Blasé and Natasha Walizer, for participating in the CAIU Connects Challenge - they created an Infinity Washer and will be advancing to state level competition.

### **c. BOARD PRESIDENT'S REPORT**

#### **Minutes**

No report was given by the President.

## **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 are asked to follow the same guidelines outlined at the initial public comment portion of our meeting.

### **Minutes**

The following citizens were recognized by the board:

- Angela Weader expressed appreciation for returning as many students as possible and wondered how many students have left the district. She also asked if vaccinations will be mandatory for staff and is asking for transparency on the plans for the fall and looking forward to coming through this to the other side stronger.
- Donna Kupprat expressed appreciation for the efforts of returning students to classrooms as much as possible this year. She is looking for plans for the start of the upcoming school year and back up plans when issues arise. Also, asking for plans to handle the learning loss from this year.
- John Miller asked the community to research the candidates running for the school board.
- Janet Trautman, in respecting of others opinions but, wanted to share that her children have been successful this year and wanted a positive view point to be heard.

Ms. Drew commented that the District would not mandate vaccinations for the employees.

## 9. ADJOURNMENT

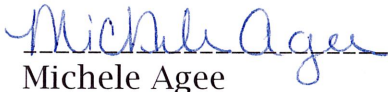
### Minutes

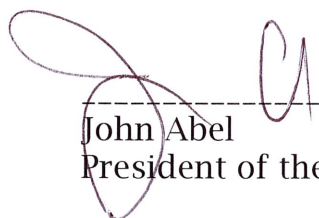
The meeting was adjourned at 8:04 p.m. following a motion by Mrs. Memmi and seconded by Ms. Drew.

### Vote Results

Yea: 9 John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner  
 Nay: 0  
 Abstain: 0  
 Not Cast: 0

Respectfully submitted,

  
 Michele Agee  
 Secretary to the Board  
 Approved April 26, 2021

  
 John Abel  
 President of the Board of Directors

April 12, 2021

Printed Name \_\_\_\_\_

Dan Tredinnick

Printed Name \_\_\_\_\_

Laurie M Petersen

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

---

***Printed Name***

---

***Printed Name***

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

Printed Name \_\_\_\_\_

---

*Printed Name*

**Board Meeting Attendance, April 12, 2021**

Attended	Name	Attended	Name
Yes	Michele Agee	Yes	Julie Erwin
Yes	Donna Cronin	Yes	Angela Farrell
Yes	Lindsay Drew	Yes	Karen Fedash
Yes	Mike Frentz	Yes	Jena Funck
Yes	Carson Pedaci	Yes	Nancy Garver
Yes	Jason Reifsnyder	Yes	Laura Gifford
Yes	Lewis Shaw	Yes	Patsy Gilbert
Yes	Kathy Sicher	Yes	Corry Groff
Yes	Terry Singer	Yes	Scott Harman
Yes	Dan Tredinnick	Yes	Amy Heisey
Yes	Stacy Winslow	Yes	Jackie Henry
		Yes	Darin Hickethier
Attended	Name	Yes	Colby Hollinger
Yes	Philip Ayala	Yes	Teri Hoover
Yes	Mark Balanda	Yes	Angela Hulays
Yes	Mary Balcomb	Yes	Tabitha Hummer
Yes	Kim Bannar-Walker	Yes	Jen Hynes
Yes	Laura Becker	Yes	Amber Imboden
Yes	Brenda Beitzel	Yes	Cindy Jackson
Yes	Doug Berry	Yes	Katelyn Jackson
Yes	Brian Blase	Yes	Tom Keefer
Yes	Carissa Bobenchik	Yes	Megan Kenjora
Yes	Alicia Bohn	Yes	Katy Knappman
Yes	Edward Brooks	Yes	Heather Krahling
Yes	Lorena Brown	Yes	Donna Kupprat
Yes	Lynn Brumbach	Yes	Megan Lawall
Yes	Catherine Burys	Yes	Kristin Leiss
Yes	Ann Marie Car	Yes	Tina Lengle
Yes	Scott Catalone	Yes	Becky Levenick
Yes	Jill Cedeno	Yes	Olivia Lewis
Yes	Caitlyn Clark	Yes	John Miller
Yes	Steve Coulter	Yes	Andrea Mitchell
Yes	Laura Cox	Yes	Erin Moran
Yes	Melinda Curran	Yes	Angela Mullen
Yes	Elizabeth Dahl	Yes	Jana Nielson
Yes	David Daugherty	Yes	Brian Nutt
Yes	Staci Daugherty	Yes	Courtney Painter
Yes	Michelle Davies	Yes	Angela Persing
Yes	Julie DeDonatis	Yes	Stacy Peters
Yes	Jennifer Diacou	Yes	Brooke Petersen
Yes	Mary Drabik	Yes	Sandie Pharmer
Yes	Cory Edwards	Yes	Jess Query
Yes	Katherine English	Yes	Monica Reckner
Yes	Kelly English	Yes	Kelly Reigert

Attended	Name
Yes	Paige Reisinger
Yes	Mark Rivas
Yes	Michael Rizzo
Yes	Desiree Rodichok
Yes	Scott Rogers
Yes	Casie Ross
Yes	Kirsten Scheurich
Yes	Lindsey Schmidt
Yes	Jenifer Schrader
Yes	Caroline Schwalm
Yes	Jennifer Shaffer
Yes	Stephanie Shaw
Yes	Laura Sheaffer
Yes	Penny Sheppard
Yes	Melissa Shultz
Yes	Jaime Smith
Yes	Jeff Smith
Yes	Robert Smith
Yes	Tyler Smith
Yes	Amy Starr
Yes	Heidi Stine
Yes	Lisa Sviben Miller
Yes	David Sweigert
Yes	Maggie Tarkenton
Yes	Peggy Taylor
Yes	Janet Trautman
Yes	Laurie Vitale
Yes	Laurie Wade
Yes	Christine Weabee
Yes	Angela Weader
Yes	Lisa Wiedeman
Yes	Tanyanelle Wilhelm
Yes	Jenn Williams
Yes	Staci Wisniewski
Yes	Amy Wyatt
Yes	Rick Yazinski
Yes	Erin Zimmer

**eliminating racism  
empowering women**

**ywca**

**Lancaster**

## Introduction

This document is our formal proposal for the services discussed in our previous conversations. In this proposal, you'll find a bit of background on YWCA Lancaster and our racial equity training; details regarding the results we hope to deliver for your company, pricing details, and a tentative timeline.

Should you have any questions, comments, or concerns once you've reviewed the service proposal in its entirety, please contact us directly.

Sincerely,

Adam Hosey, M.Ed.

Center for Racial and Gender Equity Training Coordinator, YWCA Lancaster

## Our Background

Comments from Racial Justice Institute and Racial Equity Institute participants:

“...extremely powerful and eye opening. I strongly recommend that as many people as possible share this experience.”

“I have been through a lot of seminars and diversity trainings, but this one will stay with me like no other.”

“I’m much more comfortable discussing the issue of racism, but also much better equipped. I’ll continue the work in all aspects of my life.”

“It has changed my perception entirely.”

“We had our first sessions today for the diversity training, and I just wanted to say thank you for being flexible and willing to work with us. Employees keep dropping by my office to say how much they enjoyed the session, and they’re continuing conversations out in the hall about the topics and terms that were discussed. It is not every day employees are excited about training and left wanting more.”

Eliminating racism. Empowering women. That is the mission of the YWCA Lancaster. We are a local association of a national organization with over 100 years of history in advocacy and action. YWCA Lancaster has sponsored its core program, the Racial Justice Institute (now the Racial Equity Institute), for over 20 years in the Lancaster region.

Today, we remain committed to ensuring that we show up to advocate against the oppression that many groups and individuals endure. We bring a deep commitment to diversity, equity, and inclusion efforts, especially in facilitation and training.

Stacie Blake, CEO has over 8 years of experience in 7 states designing and delivering equity focused training and presentations for community groups, teens and staff with specific experience regarding discussion of racial equity, survivors of violence, refugees and immigrants.

Jasmyne King, Director of the Center for Racial and Gender Equity, grew up in Lancaster and attended Millersville University. With a background in communications and public relations, she has devoted her work to fighting for social justice. She states that “the Center motto is ‘Listen, Learn and Lead,’ and we will establish a trusted Center that will challenge the structural racial and gender barriers to equity.”

Adam Hosey, CRGE Training Coordinator, is an abolitionist educator who focuses on dismantling systems of oppression in his design and execution of social justice programming. He has experience in a wide range of educational settings and has demonstrated success in developing organizational equity-based practices from both a grassroots and top-down approach.

With a combination of staff and trained community-based partners with a variety of backgrounds, we are prepared to work with your organization in a customized way to analyze needs, build a plan and deliver solutions that work for your organization.

## Approach

Based on our conversations, we've identified the following opportunities and goals with Derry Township School District

### Opportunities:

The YWCA and Derry Township SD is entering its third year of working together to provide training to support the equity goals of the district. We have trained almost every professional staff and entire leadership team in our foundational elements. Based on training data, we have continued to provide sessions as needed on a variety of topics for professional staff. As Derry Township SD continues its fantastic work through its own equity audit, the YWCA Lancaster is excited about this continued partnership, as Derry Township SD is the CRGE's oldest, longest, and dearest partnership.

### Goals:

The YWCA Lancaster will continue to support Derry Township SD by providing differentiated and needs-based equity training to professional staff throughout the 21/22 school year. These trainings will focus on consciousness raising and skill development so all parties are able to navigate difficult conversations about equity and center equity as the foundation of educational experiences for students and the community.

**We will deliver on these goals using the following approaches with continuous, measurable feedback from relevant stakeholders:**

### Equity 102

- Six-hour training on August 3<sup>rd</sup>
- Differentiated to provide new content and continued practice for professional staff who attended last summer's 101 session, and provide the necessary foundational content and skills for new attendees in order to continue development of equity practices.
- Analysis of post-survey data will inform future professional learning sessions with Derry Township SD

### Professional Learning Conference

- October 11<sup>th</sup>
- 2, 75 minute sessions
- Topics TBD based on post-survey data and collaboration with Derry Township SD leadership

### Professional Learning Sessions


- 2 sessions in 2021, 2 sessions in 2022 for professional staff
- 90-105 minutes each
- Topics TBD based on post-survey data and collaboration with Derry Township SD leadership

## Pricing

Activity	Timeline	Price
Equity 102	3 hours planning 6 hours of facilitation 2 hours of data analysis and future planning	\$1650
Professional Learning Conference	3 hours planning 2.5 hours facilitation	\$825
Professional Learning Sessions	2 hours planning 1.5 hours facilitation	\$525 per session x 4 (\$2100)
		<b>TOTAL: \$4575</b>
		<b>WITH FRIENDS AND FAMILY DISCOUNT: \$3000</b>

### Assumptions:

- The YWCA Lancaster will retain ownership of intellectual property used during service contract, but may be utilized by Derry Township SD beyond the service agreement with appropriate attribution.
- As previously negotiated, full payment will be made on August 3<sup>rd</sup>.
- To the extent possible, Derry Township SD will set participation expectations for staff which includes 100% completion of needs assessment surveys.
- Any/all meeting space is planned by Derry Township SD, but the YWCA may be used. YWCA will provide any virtual meeting space.
- Any in person training will adhere to CDC safety guidelines including, but limited to: appropriate masks at all times, staying home if experiencing symptoms, and physical distancing. Facilitators may cancel training at any time if they feel unsafe.
- Public and media relations concerning this program will be jointly approved by both parties.

  
\_\_\_\_\_  
President, Board of Directors

April 12, 2021  
Date

# RESOLUTION

## Regarding the Capital Area Intermediate Unit General Operating Budget for the 2021-22 Fiscal Year

Section 9-964(6) of the Pennsylvania School Code of 1949 as amended, requires that each intermediate unit budget "shall be approved by (i) at least a majority of the school districts comprising the intermediate unit; and (ii) at least a majority of the proportionate votes of all school directors".

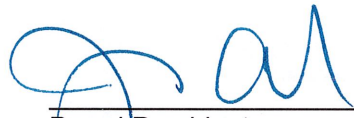
At a meeting held on April 12, 2021

by a vote of 9 aye to 0 nay, with 0 abstaining and 0 absent,

as recorded in the minutes, the members of the School Board of the Derry Township School

District, a member of the Capital Area Intermediate Unit, approved X or disapproved

the General Operating Budget of the Capital Area Intermediate Unit for the 2021-22 fiscal year.

  
\_\_\_\_\_  
Board President

4.12.21  
\_\_\_\_\_  
Date

Attest:

  
\_\_\_\_\_  
Board Secretary

4/12/21  
\_\_\_\_\_  
Date

**Instructions:** Please e-mail this completed form as a PDF to [dmoran@caiu.org](mailto:dmoran@caiu.org), or send by US Postal Service to Daren Moran, CAIU Business Office, 55 Miller Street, Enola, PA 17025. Each school district is required to file a copy of this form with the CAIU and it is made part of the CAIU budget file to confirm compliance with PA School Code Section 9-964(6).

# 2021-2022 Derry Township School District

## July 2021

# of Days: Elem-0 Sec-0 Staff-0

Su	M	T	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

	Weekend/Summer Recess
	Significant Date/Event
	Early Dismissal for Students
	No School, Students
	No School, Students & Staff
	2 Hour Late Start

## August 2021

# of Days: Elem-2 Sec-2 Staff-6/9

Su	M	T	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## August

16-18 - Orientation/Induction  
23-26 - In-Service  
25 - Bridge Day (6<sup>th</sup> and 9<sup>th</sup> Grade Students Only)  
30 - First Day for Students

## September 2021

# of Days: Elem-20 Sec-20 Staff-20

Su	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## September

3,6 - Labor Day Recess  
7 - 2 Hour Late Start

## October 2021

# of Days: Elem-20 Sec-20 Staff-21

Su	M	T	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## October

11-No School, Students;  
Staff In-Service  
12 - 2 Hour Late Start

## November 2021

# of Days: Elem-17 Sec-19 Staff-19

Su	M	T	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

## November

5 - End of Marking Period 1  
19 - 6<sup>th</sup> Grade Conferences (No School for 6<sup>th</sup> Grade Students); Act 80 Day 6<sup>th</sup> Grade Only; End of 1st Trimester  
22-23 - Act 80 Day; Elem Conferences (No School for K-5 Students)  
24-26 - Thanksgiving Recess  
29 - 2 Hour Late Start

## December 2021

# of Days: Elem-17 Sec-17 Staff-17

Su	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## December

23 - Early Dismissal  
24, 27-31 - Winter Recess

## January

17 - Martin Luther King Day  
21 - End of Marking Period 2  
24 - Teacher Workday (No School for Students)  
25 - 2 Hour Late Start

## February

21 - President's Day  
22 - 2 Hour Late Start  
28 - End of 2nd Trimester

## March

10-Act 80 Day; Elementary Conferences (No School for K-5 Students)  
11 - Act 80 Day; Elementary Conferences/6-12 In-service (No School for Students)  
14 - No School, Students & Staff  
15 - 2 Hour Late Start  
25 - End of Marking Period 3

## April

13-15 - Spring Recess  
18 - Staff In-Service/Trade Day (No School for Students)  
19 - 2 Hour Late Start

## May

30 - Memorial Day  
31 - Finals, Early Dismissal for High School Only (Tentative)

## June

1-3, 6-7 - Finals, Early Dismissal for High School Only (Tentative)  
8 - Last day for Students; End of Marking Period 4; End of 3rd Trimester; Early dismissal; Graduation

## January 2022

# of Days: Elem-19 Sec-19 Staff-20

Su	M	T	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## February 2022

# of Days: Elem-19 Sec-19 Staff-19

Su	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

## March 2022

# of Days: Elem-20 Sec-21 Staff-22

Su	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## April 2022

# of Days: Elem-17 Sec-17 Staff-18

Su	M	T	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## May 2022

# of Days: Elem-21 Sec-21 Staff-21

Su	M	T	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## June 2022

# of Days: Elem-6 Sec-6 Staff-6

Su	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## Regular School Hours

Secondary: 7:38 a.m. - 2:33 p.m.  
Elementary: 8:40 a.m. - 3:35 p.m.

## Make-up Days (in order)

April 13  
April 14  
If needed, additional make-up days for K-11 will begin June 9

## Marking Period End Dates

### Quarter Marking Periods (Sec.)

First: Nov. 5 (47 days)  
Second: Jan. 21 (45 days)  
Third: March 25 (41 days)  
Fourth: June 8 (48 days)

### Trimester Periods End Dates (Elem)

First: Nov. 19 (57 days)  
Second: Feb. 28 (59 days)  
Third: June 8 (65 days)

## Student and Staff Days

Total Student Days - Elementary 181\*  
Total Student Days - Secondary 181\*  
Total Staff Days 190\*  
(New Teachers 193\*\*)

\* Includes Act 80 days

\*\*Includes three new teacher orientation days