

August 8, 2022
Conewago Valley Board Meeting

The regular scheduled meeting of the Board of Directors of the Conewago Valley School District was called to order at 7:31 p.m. Mr. Edward Groft called the meeting to order. The following members were present: Mr. William Huffman, Mrs. Melanie Sauter, Mr. Eric Flickinger, Mr. Michael Buckley, Ms. Patricia Gouker and Mr. Jeff Kindschuh. Absent were Mrs. Tara Bolton and Mr. Luke Crabill. Also present were Superintendent Dr. Sharon Perry, Assistant Superintendent Dr. Robert Walker, Principals Dr. Larry Sanders, Mr. Christopher Cobb, Mr. Matthew Muller, Dr. Christopher Bowman, Mrs. Autumn Zaminski and Dr. Garry Himes. Also present were Dr. Stephanie Corbin, Mrs. Lynne Miller and solicitor Ms. Brooke Say.

An executive session was called to discuss personnel matters prior to the start of the meeting.

Mrs. Sauter made a motion, seconded by Mr. Huffman to approve the minutes of the June 6, 2022 Committee of the whole meeting and the June 13, 2022 Regular meeting of the Board of Directors. By voice vote, the motion was carried.

Mr. Groft congratulated the students and other District personnel whose name appear on the monthly congratulations list.

Mrs. Sauter made a motion, seconded by Mr. Huffman to file the Treasurer's report for audit.

The Treasurer's report showed:

PA School District Liquid Asset Fund

Previous Balance	\$ 3,253,236.37	
Deposits	15,947,514.37	
Withdrawals	<u>14,615,014.37</u>	
Balance 8/1/22		\$4,585,736.37

PSDLAF Flex CD

Previous Balance	\$ 7,356,945.15	
Deposits	1,111,184.82	
Withdrawals	<u>3,492,467.13</u>	
Balance 8/1/22		\$4,975,662.84

PSDLAF Bond 2019

Previous Balance	\$ 2,042,304.44	
Deposit	1,282.19	
Withdrawals	<u>436,453.61</u>	
Balance 8/1/22		\$1,607,133.02

PSDLAF Capital Reserves

Previous Balance	\$ 872,116.87	
Deposits	2,455.61	
Withdrawals	<u>17,044.84</u>	
Balance 8/1/22		\$857,527.64

Roll call vote: Mr. Huffman-aye; Mrs. Sauter-aye; Mr. Buckley-aye; Mr. Flickinger-aye; Ms. Gouker-aye; Mr. Kindschuh-aye and Mr. Groft-aye. Motion was carried.

1. **(Finance)** Recommend approval to pay the bills as listed, such list to include check and wire transfer numbers as listed in the total amount of:

Mrs. Sauter made a motion, seconded by Mr. Flickinger to pay the General Fund bills for school year 2021/22 as listed to include Checks #10007336 to #10007448, pay Wires #8000000247 to #8000000261 and Wires #8000000270 to #8000000273, ACH #9000019695 to #9000020535, #9000020848 and #9000020849 in the amount of \$6,203,539.33. General Fund bills for school year 2022/23 as listed to include Checks #10007449 to #10007532 and Wires #8000000262 to #8000000269, #8000000274 to #8000000278 and ACH #9000020536 to #9000020847, #9000020850 to #9000021486 in the amount of \$4,409,061.01. The Capital Reserve invoices for school year 2021/22 as listed to include Checks #30000149 to #30000150 were paid in the amount of \$7,872.42 and Capital Reserve invoices for 2022/23 as listed Check #30000151 and ACH #9000000000 in the amount of \$9,172.42. Food Service bills for the school years 2021/22 to include Checks #50000958 to #50000979 in the amount of \$28,905.34, void Check #50000965 and Food Service bills for the school year 2022/23 to include Checks #50000980 to #50000981 in the amount of \$46,154.94 were paid. For the Construction Fund for the school year 2021/22 Bond 2019 Checks #45000493 to #45000497 in the amount of \$331,998.61 and for school year 2022/23 Bond 2019 Checks #45000498 to #45000499 in the amount of \$104,455.00.

Roll call vote: Mr. Huffman-aye; Mrs. Sauter-aye; Mr. Buckley-aye; Mr. Flickinger-aye; Ms. Gouker-aye; Mr. Kindschuh-aye and Mr. Groft-aye. Motion was carried.

Mr. Buckley made a motion, seconded by Mrs. Sauter to:

1. **(Ways & Means/Curriculum)** Recommend approval of Mohammad Al- Haddad from Saudi Arabia as a foreign exchange student for the 2022-2023 school year. (Host parents: Ben and Amy Neiderer)
2. **(Ways & Means/Curriculum)** Recommend approval of Hina Kaleem from Pakistan as a foreign exchange student for the 2022-2023 school year. (Host parents: Ben and Amy Neiderer)
3. **(Ways & Means/Curriculum)** Recommend approval of Dorcas Hizza from Tanzania as a foreign exchange student for the 2022-2023 school year. (Host parents: Wesley and AnJie Doll)

4. ***(Ways & Means/Curriculum)*** Recommend approval of Paula Caha from Austria as a foreign exchange student for the 2022-2023 school year. (Host parent: Joan Hinton)
5. ***(Ways & Means/Curriculum)*** Recommend approval of the Conewago Valley School District 2022-2023 Student/Parent Handbook.

[Link to CVSD Student/Parent Handbook - All Buildings](#)

6. ***(Ways & Means/Curriculum)*** Recommend approval of the attached list of field trips for the 2022-2023 school year.

[Go to Field Trips for 2022-2023](#)

7. ***(Ways & Means/Curriculum)*** Recommend approval of the attached list of additional conferences/professional development for the 2022-2023 school year.

[Go to additional Professional Development in 22-23](#)

8. ***(Ways & Means/Curriculum)*** Recommend approval of the Conewago Valley School District Updated Health and Safety Plan for 2022-2023 school year. Available at the meeting and on the website.

[Link to CVSD Health and Safety Plan Update for 2022-2023](#)

9. ***(Ways & Means/Curriculum)*** Recommend approval of the Conewago Valley School District Instructional Plan Weekly Schedule and Section 520.1 Emergency Instructional Time Template for the 2022-2023 school year.

[Go to CVSD Instructional Plan Weekly Schedule](#)

[Go to Section 520.1 Emergency Instructional Time Template](#)

10. ***(Ways & Means/Curriculum)*** Recommend approval of the Conewago Valley School District Comprehensive Plan - 2022-2025.

[Link to Comprehensive Plan 2022-2025](#)

11. ***(Ways & Means/Curriculum)*** Recommend approval of the Conewago Valley School District Induction Plan (Chapter 49) - 2022-2025.

[Link to Induction Plan \(Chapter 49\) - 2022-2025](#)

12. ***(Ways & Means/Curriculum)*** Recommend approval of the Conewago Valley School District Professional Development Plan (Act 48) - 2022-2025.

[Link to Professional Development Plan \(Act 48\) - 2022-2023](#)

13. ***(Ways & Means/Curriculum)*** Recommend approval of the Conewago Valley School District Academic Standards and Assessment Requirements (Chapter 4) - 2022-2025.

[Link to Academic Standards and Assessment Requirements \(Chapter 4\) - 2022-2025](#)

14. ***(Ways & Means/Curriculum)*** Recommend approval of the Conewago Valley School District Students Services Assurances (Chapter 12) - 2022-2025.

[Link to Student Services Assurances \(Chapter 12\) - 2022-2025](#)

15. ***(Ways & Means/Curriculum)*** Recommend approval of the Conewago Valley School District Gifted Education Plan Assurances (Chapter 16) - 2022-2025.

[Link to Gifted Education Plan Assurances \(Chapter 16\) - 2022-2025](#)

16. ***(Ways & Means/Curriculum)*** Recommend adopting the update of the following Board Policies and attachments:

[Board Policy 103 - Discrimination/Title IX Sexual Harassment Affecting Students](#)
[Board Policy 103 - Attachment 4 - CVSD Confidentiality Template Letter](#)
[Board Policy 104 - Discrimination/Title IX Sexual Harassment Affecting Staff](#)

17. ***(Ways & Means/Curriculum)*** Recommend accepting with appreciation the \$300 donation from Big Mike's Inc. to the New Oxford SkillsUSA Welding Fabrication Team.

18. ***(Ways & Means/Curriculum)*** Recommend accepting with appreciation the \$500 donation from Riley Welding & Fabricating, LLC to the New Oxford SkillsUSA Welding Fabrication Team.

19. ***(Ways & Means/Curriculum)*** Recommend accepting with appreciation the \$7,500 donation from the Conewago Valley Youth Basketball Association to the New Oxford High School for the purpose of updating the scoreboards in the gymnasium.

20. ***(Ways & Means/Curriculum)*** Recommend accepting the donation of a utility golf cart for the 2022-2023 (August through May) school year from Golf Cart Services Inc. valued at \$4,000 per semester for a total value of \$8,000.00.

21. ***(Ways & Means/Curriculum)*** Recommend approval of Addendum B to Letter of Agreement for Title I Nonpublic School Services between Conewago Valley School District and the Lincoln Intermediate Unit #12 for the 2022-2023 school year.

[Go to Addendum B](#)

22. **(Ways & Means/Curriculum)** Recommend approval of the Conewago Valley School District Gifted Education Handbook.

[Link to the Gifted Education Handbook](#)

23. **(Ways & Means/Curriculum)** Recommend approval Professional Staff Supervision & Evaluation Manual.

[Link to the Professional Staff Supervision & Evaluation Manual](#)

Roll call vote: Mr. Huffman-aye; Mrs. Sauter-aye; Mr. Buckley-aye; Mr. Flickinger-aye; Ms. Gouker-aye; Mr. Kindschuh-aye and Mr. Groft-aye. Motion was carried

Mr. Flickinger made a motion, seconded by Mrs. Sauter to:

1. **(Personnel)** Recommend acceptance of the resignation for the purpose of retirement of Lisa Price, grade 5 teacher at Conewago Valley Intermediate School, effective June 22, 2022.
2. **(Personnel)** Recommend acceptance of the resignation for the purpose of retirement of Cindy Lewis, grade 1 teacher at New Oxford Elementary School, effective at the end of the day on November 23, 2022.
3. **(Personnel)** Recommend acceptance of the resignation of Courtney Rodgers, grade 3 teacher at New Oxford Elementary School, effective June 30, 2022.
4. **(Personnel)** Recommend acceptance of the resignation of Krista Gugliuzza, grade 5 teacher at Conewago Valley Intermediate School, effective August 1, 2022.
5. **(Personnel)** Recommend acceptance of the resignation of Luke Stoltzfoos, 8th grade ELA teacher at New Oxford Middle School, effective July 26, 2022.
6. **(Personnel)** Recommend acceptance of the resignation of Kelly Landis, instructional aide at New Oxford Elementary School, effective July 26, 2022.
7. **(Personnel)** Recommend acceptance of the resignation of Jennifer Brinkley, instructional aide at New Oxford Middle School, effective August 2, 2022.
8. **(Personnel)** Recommend acceptance of the resignation of Sarah Wiles, cross country assistant coach, effective June 22, 2022.
9. **(Personnel)** Recommend approval for the following transfers for the 2022-2023 school year effective August 16, 2022:

- Brittany Quinnan from Grade 4 Teacher at Conewago Valley Intermediate School to Grade 1 Teacher at Conewago Township Elementary School.
 - Mrs. Jenna Stiner from Reading Specialist to Dean of Students at New Oxford Elementary School.
 - Mr. Darrell Crabbs from Grade 5 Teacher at Conewago Valley Intermediate School to Dean of Students at Conewago Township Elementary School.
 - Mrs. Lynne Miller from Supervisor of Educational Programs in the District Office to Reading Specialist at New Oxford Elementary School.
10. **(Personnel)** Recommend approval of a paid and unpaid leave of absence for Hannah Schoen, kindergarten teacher at Conewago Township Elementary School, such leave to begin approximately November 4, 2022 and extend through January 16, 2023, providing the employee signs the specified agreement to meet the requirements stated in the “Uncompensated Leave Policy” adopted by the Board on August 13, 2018.
 11. **(Personnel)** Recommend approval to return to the original Employment Agreement for Joshua Lovejoy, retroactive to July 1, 2022.
 12. **(Personnel)** Recommend employment of Jacie Hoffman as a Temporary Professional Employee - Science Teacher at New Oxford High School, at a salary equal to Masters, Step 1 of the applicable negotiated agreement, effective August 16, 2022, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
 13. **(Personnel)** Recommend employment of Allison Mondorff as a Temporary Professional Employee - School Counselor at New Oxford High School, at a salary equal to Masters, Step 1 of the applicable negotiated agreement, effective August 16, 2022, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
 14. **(Personnel)** Recommend employment of Christy Nobile as a Temporary Professional Employee - School Nurse at New Oxford High School, at a salary equal to Instructional 1, Step 8 of the applicable negotiated agreement, effective August 16, 2022, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
 15. **(Personnel)** Recommend employment of Brianna Joyner as a Professional Employee - Reading Specialist at Conewago Township Elementary School, at a salary equal to Masters +24, Step 10 of the applicable negotiated agreement, effective August 16, 2022, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
 16. **(Personnel)** Recommend employment of Danielle Moran as a Temporary Professional Employee - Grade 5 Teacher at Conewago Valley Intermediate School, at a salary equal to Instructional 1, Step 1 of the applicable negotiated agreement, effective August 16, 2022,

pending appropriate certification and having met all required Federal, State, and local hiring regulations.

17. **(Personnel)** Recommend employment of Michael Ingalsbe as a Temporary Professional Employee - Grade 5 Teacher at Conewago Valley Intermediate School, at a salary equal to Instructional 1, Step 1 of the applicable negotiated agreement, effective August 16, 2022, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
18. **(Personnel)** Recommend employment of Ashley Robart as a Temporary Professional Employee - Grade 5 Teacher at Conewago Valley Intermediate School, at a salary equal to Masters +12, Step 5 of the applicable negotiated agreement, effective August 16, 2022, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
19. **(Personnel)** Recommend employment of Shadrach Murphy as a Temporary Professional Employee - Grade 4 Teacher at Conewago Valley Intermediate School, at a salary equal to Instructional 1, Step 1 of the applicable negotiated agreement, effective August 16, 2022, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
20. **(Personnel)** Recommend employment of Debra Harte as a Professional Employee - Life Skills Teacher at New Oxford Middle School, at a salary equal to Masters +36, Step 10 of the applicable negotiated agreement, effective September 20, 2022 or upon release from previous District, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
21. **(Personnel)** Recommend employment of Laykin Bosserman as a Temporary Professional Employee - Grade 5 Teacher at Conewago Valley Intermediate School, at a salary equal to Instructional 1, Step 1 of the applicable negotiated agreement, effective August 16, 2022, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
22. **(Personnel)** Recommend employment of Dana Murphy as a Professional Employee - Reading Specialist at New Oxford Elementary School, at a salary equal to Masters, Step 10 of the applicable negotiated agreement, effective date upon release from previous District, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
23. **(Personnel)** Recommend employment of Haley Still as a Long-Term Substitute Employee - Family and Consumer Science Teacher at New Oxford High School, at a salary equal to Column Instructional 1, Step 1 of the applicable negotiated agreement, beginning August 16, 2022 and ending the last day of the 2022-2023 school year, pending appropriate certification and having met all required Federal, State, and local hiring regulations.

24. **(Personnel)** Recommend employment of Jennifer Brinkley as a Long-Term Substitute Employee - Life Skills Teacher at New Oxford Elementary School, at a salary equal to Column Instructional 1, Step 1 of the applicable negotiated agreement, beginning August 16, 2022 and ending ending the last day of the 1st semester (January 13, 2023), pending appropriate certification and having met all required Federal, State, and local hiring regulations.
25. **(Personnel)** Recommend employment of Carol Tucker as the receptionist at Conewago Valley School District, (Category - Full-time 12 months) at the wage established in Addendum A*(Range 1b), effective August 12, 2022, pending having met all required Federal, State, and local hiring regulations.
26. **(Personnel)** Recommend approval of the following extracurricular assignments for the 2022-2023 school year only, pending having met all Federal, State, local hiring regulations, and any required PIAA training and certifications, and subject to contractual terms relative to school or activity closures due to the Pandemic.

<u>NAME</u>	<u>POSITION</u>	<u>STIPEND</u>
Ben Olewiler	Golf Asst. Coach	\$757.00

27. **(Personnel)** Recommend approval of the attached list of day-to-day substitute teachers for the 2022-2023 school term, according to the resolutions and regulations stated in the applications, pending having met all required Federal, State, and local hiring regulations.

Lisa Price

28. **(Personnel)** Recommend approval of the attached list of day-to-day substitute support staff for the 2022-2023 school term, according to the resolutions and regulations stated in the applications, pending having met all required Federal, State, and local hiring regulations.

Phyllis Fuhrman (cafe)

29. **(Personnel)** Recommend acceptance of the resignation of Shonda Covington, instructional aide at New Oxford High School, effective July 31, 2022.
30. **(Personnel)** Recommend acceptance of the resignation of Katlyn Carver, instructional aide at New Oxford Elementary School, effective August 2, 2022.
31. **(Personnel)** Recommend approval of a paid and unpaid leave of absence for Abbigail Wilkes, library aide at New Oxford Elementary School, such leave to begin August 23, 2022 and extend through September 19, 2022, providing the employee signs the specified agreement to meet the requirements stated in the "Uncompensated Leave Policy" adopted by the Board on August 13, 2018.

32. **(Personnel)** Recommend employment of Rachel Costello as a Temporary Professional Employee - Grade 3 Teacher at New Oxford Elementary School, at a salary equal to Instructional 1, Step 1 of the applicable negotiated agreement, effective August 16, 2022, pending appropriate certification and having met all required Federal, State, and local hiring regulations.
33. **(Personnel)** Recommend employment of Cheryl Keffer as an instructional aide at New Oxford Elementary School, (Category: Part-time school-term) at the wage established in Addendum A*(Range 3b), effective August 23, 2022, pending having met all required Federal, State, and local hiring regulations.
34. **(Personnel)** Recommend employment of Margaret Fitzwater as an instructional aide at New Oxford Middle School, (Category: Full-time school-term) at the wage established in Addendum A*(Range 3b), effective August 23, 2022, pending having met all required Federal, State, and local hiring regulations.
35. **(Personnel)** Recommend employment of James Wallen as a food services worker at Conewago Valley Intermediate School, (Category: Part-time school-term) at the wage established in Addendum A*(Range 4e), effective August 23, 2022, pending having met all required Federal, State, and local hiring regulations.
36. **(Personnel)** Recommend approval of the following extracurricular assignments for the 2022-2023 school year only, pending having met all Federal, State, local hiring regulations, and any required PIAA training and certifications, and subject to contractual terms relative to school or activity closures due to the Pandemic.

<u>NAME</u>	<u>POSITION</u>	<u>STIPEND</u>
Steve Ernst	Asst. Football Coach	\$3,349.17

37. **(Personnel)** Recommend employment of Nathan Edwards as a Long-Term Substitute Employee - Health and Physical Education Teacher at New Oxford High School, at a salary equal to Column Instructional 1, Step 2 of the applicable negotiated agreement, beginning August 16, 2022 and ending the last day of the 1st semester (January 13, 2023), pending appropriate certification and having met all required Federal, State, and local hiring regulations.
38. **(Personnel)** Recommend approval of the following volunteers, pending having met all Federal, State, and local regulations.

Good, Jennifer	Groft, Andrew D.	Hoover, Cynthia M.
Ponce, Alejandro		

Roll call vote: Mr. Huffman-aye; Mrs. Sauter-aye; Mr. Buckley-aye; Mr. Flickinger-aye; Ms. Gouker-aye; Mr. Kindschuh-aye and Mr. Groft-aye. Motion was carried

Mr. Huffman made a motion, seconded by Mrs. Sauter to:

1. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for Lincoln Intermediate Unit #12 with Kimberly Hess as representative, to use the Conewago Valley Intermediate School cafeteria and parking lot on August 10, 2022, from 8:00 am to 3:30 pm for August In-Service, with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
2. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for New Oxford Youth Football and Cheer with Billy Harris as representative, to use the New Oxford Elementary School practice field and parking lot from 5:45 pm to 8:00 pm Monday-Thursday from August 1, 2022 to November 17, 2022 for Youth Football and Cheer Practice, with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
3. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for New Oxford Youth Football and Cheer with Billy Harris as representative, to use the New Oxford Middle School practice field from 9:00 am to 6:00 pm Saturdays and Sundays from August 27, 2022 to October 30, 2022, also the use of the stadium for 1 game for Youth Football Games, with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
4. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for Hanover YMCA Discovery Program with Melissa Hartlaub as representative, to use the Conewago Township Elementary School gymnasium, cafeteria, outside ball field and playground from August 23, 2022 to May 26, 2023, for Discovery Program (Before/After Care), with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
5. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for NOVA- AAU Volleyball with Diane Rife as representative, to use the New Oxford Middle School gymnasium on Saturdays from 8:00 am to 4:00 pm and Sundays from 12:00 pm to 4:00 pm from November 5, 2022 to May 6, 2023, for NOVA Club Season, with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
6. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for New Oxford Band Boosters with Shawn Campopiano as representative, to use the District Auditorium, New Oxford High and Middle School gymnasiums, cafeterias, classrooms, parking lots, high school Crossroads, and middle school auxiliary gymnasium, and library on February 10 and 11, 2023 from 7:00 pm to 11:00 pm, for an Indoor Percussion/Colorguard Competition, with charges as listed in Board Policy #707, with the provision of proof of

insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.

7. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for New Oxford Youth Lacrosse - Boys with Sarah Clark as representative, to use the District Lax/Soccer Fields and New Oxford Elementary School practice field, and Conewago Valley Intermediate School outdoor basketball courts (if needed due to weather) from 5:30 pm to 7:30 pm Monday, Tuesday, and Thursday games on Saturday (morning and afternoon) and Sundays (afternoons from 12:pm on) as approved by the athletic director from February 27, 2023 to May 25, 2023 for Spring 2023 Season, with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
8. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for Adams County Adrenaline with Kelly Yerka as representative, to use the New Oxford High School auxiliary gymnasium, on Saturday mornings from 8:00 am to 10:00 am, from February 4 through March 25, 2023, (facility not available February 11, 2023), for baseball practice, with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
9. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for LBT-LIU with Marty Schuj as representative, to use a New Oxford High School classroom on August 10, 2022, from 1:00 pm to 2:30 pm for LBT-Highmark, with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
10. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for New Oxford Youth Baseball (Middle School) with Travis Martin as representative, to use the New Oxford High School baseball field on Wednesday evenings 6:00 pm to 7:30 pm, and mid day on Saturdays and Sundays from August 17, 2022 through October 30, 2022, for New Ox Middle School baseball practices/games, with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
11. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for McSherrystown Flag Football with Eric Warner as representative, to use the New Oxford Football Stadium on Saturday, September 10, 2022 from 9:00 am to 12:00 pm, for Flag Football (ages K-3rd), with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.
12. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for Black Rose Volleyball Club with Chris Weaver as representative, to use the New Oxford High School gymnasium on Sundays from 12:00 pm to 6:00 pm from November 6, 2022 to May 14, 2023, for Volleyball Club Season, with charges as listed in Board Policy #707, with the provision of

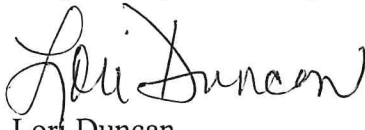
proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.

13. ***(Property & Supplies/ Use of Facilities)*** Recommend approval for The Edge Dance Complex with Brittany Swartz as representative, to use the District Auditorium, New Oxford High School classrooms and parking lots on June 2, 3, and 4, 2023 from 12:00 pm to 7:00 pm, for The Edge Dance Complex Recital Weekend, with charges as listed in Board Policy #707, with the provision of proof of insurance as per Board Policy and for the services of custodians, security, cooks, and/or technical personnel as needed.

Roll call vote: Mr. Huffman-aye; Mrs. Sauter-aye; Mr. Buckley-aye; Mr. Flickinger-aye; Ms. Gouker-aye; Mr. Kindschuh-aye and Mr. Groft-aye. Motion was carried

By common consent and action, Mr. Groft adjourned the meeting at 8:09 p.m.

Respectfully submitted,



Lori Duncan
Secretary

2022-2023 Field Trips

CVSD 2022-2023 Field Trips				
CTE				
NAME		GRADE	DATE	TITLE/PLACE
Gallagher	Fran	3	4/20/2023	State Capitol and PA State Museum
Gallagher	Fran	3	5/20/2023	SAVES Health Fair
Gantz	Melissa	All K, 1, and 2	4/17/2023	Appell Center's Stage the Page
Hartlaub	Laura	Kindergarten	10/20/2022	Smyser's Pumpkin Patch
Meckley	Amie	2nd Grade CTE	4/1/2023	Oaks Museum (Messiah College)
Stoner	Wendy	First Grade	5/17/2023	JoBo Holstein Farm
NOE				
NAME		GRADE	DATE	TITLE/PLACE
Abendschein	Katie	2	11/1/2022	2nd Grade NOE Post Office
Abendschein	Katie	2	5/3/2023	2nd Grade NOE
Abendschein	Katie	2	5/4/2023	2nd Grade NOE
Lewis	Cindy	1	9/20/2022	Hollabaugh's Fruit Farm
Lewis	Cindy	1	5/24/2023	Zoo America
Shearer	Jennifer	Kindergarten, First Grade, Second Grade	4/25/2023	Stage the Page
Teal	Lisa	Kindergarten	10/13/2022	Fire Safety walking field trip to United Hook and Ladder
Tyson	Darcy	Kindergarten	5/18/2023	JoBo Dairy Farm and Kids Kingdom Playground
Yingling	Michael	Third Grade - PA History	5/5/2023	PA State Capitol and State Museum
CVIS				
NAME		GRADE	DATE	TITLE/PLACE
Peterman	Kristina	6	5/9/2023	CAMP CARES
Plank	Jessica	4	9/28/2022	Codorus State Park
Wagner	Tina	5	10/7/2022	Gettysburg Visitor Center and Ranger Program
Wildasin	Becky	6	1/18/2023	Junior Achievement BizTown
Wildasin	Becky	6	1/19/2023	Junior Achievement BizTown
Wildasin	Becky	6	5/18/2023	Junior Achievement BizTown
Wildasin	Becky	6	5/19/2023	Junior Achievement BizTown
Yingling	Megan	5	10/5/2022	Nixon Park

NOMS				
NAME		GRADE	DATE	TITLE/PLACE
Angelini	Anthony	NOMS + NOHS	1/21/2023	CVSD Ski and Snowboard Club
Angelini	Anthony	7th; Team 7-3	5/12/2023	Experiencing World History
Beeman	John	8th grade	5/24/2023	8th Grade PBIS Promotion Celebration
Connolly	Joe	8	10/14/2022	Construction Wars
Connolly	Joe	8	5/14/2023	Construction Wars
Evans	Hannah	8th grade	5/19/2023	Gettysburg Battlefield
Heird	Brad	7th	5/11/2023	York Revolution Baseball Game
Kann	Maria	8	5/9/2023	Gettysburg Battlefield
Karkuff	Eva	7	4/29/2022	7-1 Field Trip
Myers	Stephanie	8 - New Oxford Student Council	11/10/2022	Student Council State Conference
Myers	Stephanie	8	5/24/2023	Gettysburg Battlefield
Myers	Stephanie	7 and 8 NOMS Student Council	3/10/2023	District Student Council Conference
Skimski	Christopher	7th/8th	4/27/2023	Envirothon competition
Medina	Minerva	9-12 ESL	8/23/2022	New Oxford Public Library Walking Trip
Skimski	Christopher	7th and 8th grade	5/3/2023	2023 Envirothon
Skimski	Christopher	7th	5/2/2023	7/3 Field trip
NOHS				
NAME		GRADE	DATE	TITLE/PLACE
Althoff	Lori	High School Student Council	11/3/2022	PASC State Conference
Althoff	Lori	High School Student Council	3/3/2023	PASC Region F Conference
Althoff	Lori	High School Student Council	3/3/2023	Student Council Region F Conference
Bealmear	Patricia	9-12	12/21/2022	FBLA Regional Leadership Conference
Bealmear	Patricia	9-12	4/10/2023	FBLA State Leadership Conference
Bowman	David	Ski Club (7-12)	2/10/2023	Ski Club Vermont Ski Trip
Cales	Kristyn	Ag Students- Grades 9 to 12	10/1/2022	FFA Fall Leadership

Cales	Kristyn	Ag Students- Grades 9-12	10/25/2022	FFA National Convention
Cales	Kristyn	Ag- Grades 9- 12	11/1/2022	Fall Ag Skills Day
Cales	Kristyn	Ag Students- Grades 9-12	1/5/2023	PA Farm Show
Cales	Kristyn	Ag Students	2/1/2023	Agricultural Cooperation Establishes Success (ACES) Conference
Cales	Kristyn	Ag Students- 9-12	2/20/2023	Winter Ag Skills Day
Cales	Kristyn	Ag Students- Grades 9-12	3/1/2023	FFA Area Public Speaking LDEs
Cales	Kristyn	Ag Students- Grade 9-12	4/1/2023	FFA Regional Public Speaking LDEs
Cales	Kristyn	Ag Students- Grades 9-12	4/7/2023	Spring Ag Skills Day
Cales	Kristyn	Ag Students- Grades 9-12	5/1/2023	Horse Judging- CDE
Cales	Kristyn	Ag students- Grades 9-12	6/7/2023	PA FFA State Convention
Connolly	Joseph	10	3/14/2023	10th grade Career Fair
Kreider	Elizabeth	9-12	8/5/2022	Mini-THON Leadership Summit
Krumrine	Crystal	Wilderness Survival 11- 12	5/5/2023	Wilderness Survival Experience
Latshaw	Meghan	11/12	10/6/2022	Hiram G Andrews Field Trip
Latshaw	Meghan	11/12 Transition II	5/6/2023	HACC Student Day
Latshaw	Meghan	Life Skills Curriculum	9/5/2022	Life Skills Work Experience- Grocery Outlet
Latshaw	Meghan	Life Skills Work Experience Community Aid	9/5/2022	Life Skills Work Experience Community Aid
Latshaw	Meghan	Life Skills Students	9/5/2022	Life Skills Community Work Experience- Holiday Inn Express
Myers	Shawn	12 Skills USA	1/6/2023	Skills USA competitions
Plotica	Jeanne	HS Art	5/1/2023	Baltimore Art Tour
Smith	Kim	10- 12/Advanced Housing & Interior Design	12/2/2022	Ivory & Birch Store visit
Smith	Kim	10-12/Child Development - 4 dates in the fall and 4	12/9/2022	Thematic Unit Kindergarten Lessons

		dates in the spring		
Smith	Kim	Grades 10-12/Housing & Interior Design	9/16/2022	Tour of New Oxford
Smith	Kim	10-12/Housing & Interior Design	11/18/2022	Sleighter's Furniture visit
Stein	Pauline	Interact	12/1/2022	Wreaths at Arlington
Tomecek	Crystal	11/12 Small Business Enterprise	9/10/2022	Small Business Enterprise - Visit a local small business
Tomecek	Crystal	11 - 12	2/10/2023	Small Business Enterprise - Visit a local small business
Tornabene	Chiara	Earth Science Systems	11/7/2022	Weathering Lab

CVSD MUSIC

NAME		GRADE	DATE	TITLE/PLACE
Forshey	Lauren	6th grade Orchestra	11/11/2022	Pigeon Hills String Invitational
Forshey	Lauren	Maroon Orchestra (4-6)	3/19/2023	Baltimore Symphony Orchestra: Movie with Orchestra
Forshey	Lauren	5-6 Orchestra	4/1/2023	Stringfest
Sine	Rebecca	5th and 6th grade Maroon Band	11/18/2022	District 7 Youth Honors Band
Sine	Rebecca	6th Maroon Band	12/15/2022	Caroling in the Square
Bowman	David	9-12 Concert Choir	2/23/2023	Regional Chorus Festival
Bowman	David	9-12 Concert Choir	4/19/2023	All State Chorus Festival
Bowman	David	9-12 Concert Choir	9/23/2022	High School Honor Choir Festival
Bowman	David	9-12 Concert Choir	10/29/2022	District Chorus Auditions
Bowman	David	9-12 Concert Choir	12/5/2022	NOHS Concert Choir Community Performances
Bowman	David	9-12 Concert Choir	1/12/2023	PMEA District Chorus Festival
Bowman	David	7-12 HS and MS Choirs	1/27/2023	Adams County Chorus Festival

Kriel	Ashley	High School Orchestra	12/16/2022	String Ensemble Performance
Bowman	David	9-12 Music Department	3/31/2023	PMEA District 7 Modern Band
Bowman	David	Musical Cast	4/5/2023	Musical Theater Showcase
Bowman	David	9-12 Concert Choir	4/26/2023	Music Department Nashville Performance Trip
Campopiano	Shawn	9-12 Band	8/26/2022	Bermudian Springs Football Game
Campopiano	Shawn	9-12 Band	9/2/2022	Gettysburg Football Game
Campopiano	Shawn	9-12 Band	9/10/2022	Hempfield NOMB Competition
Campopiano	Shawn	9-12 Band	9/16/2022	Dover Football Game
Campopiano	Shawn	9-12 Band	9/30/2022	Susquehannock FB Game
Campopiano	Shawn	9-12 Band	10/1/2022	Warwick NOMB Competition
Campopiano	Shawn	9-12 Band	10/15/2022	South Western NOMB Competition
Campopiano	Shawn	9-12 Band	10/22/2022	Wilson NOMB Competition
Campopiano	Shawn	9-12 Band	10/28/2022	Eastern York FB Game
Campopiano	Shawn	9-12 Band	10/29/2022	USBands PA State Championship
Campopiano	Shawn	9-12 Band	11/13/2022	Cavalcade of Bands Marching Championship
Campopiano	Shawn	9-12 Band	12/3/2022	PMEA District Band Auditions at Eastern York HS
Campopiano	Shawn	9-12 Band	2/3/2023	Adams County Band Festival
Campopiano	Shawn	9-12 Band	2/9/2023	PMEA District 7 Band Festival
Campopiano	Shawn	9-12 Band	2/11/2023	Mechanicsburg Indoor Percussion Competition
Campopiano	Shawn	9-12 Band	2/18/2023	Lower Dauphin Indoor Percussion Competition
Campopiano	Shawn	9-12 Band	2/25/2023	Waynesboro Indoor Percussion Competition
Campopiano	Shawn	9-12 Band	3/4/2023	Urbana Indoor Percussion Competition
Campopiano	Shawn	9-12 Band	3/12/2023	Band Community Performance
Campopiano	Shawn	9-12 Band	3/14/2023	Music Performance Assessment
Campopiano	Shawn	9-12 Band	3/18/2023	Hempfield Indoor Percussion Competition
Campopiano	Shawn	9-12 Band	3/23/2023	PMEA Region 5 Band Festival (Location TBD)
Campopiano	Shawn	9-12 Band	3/26/2023	Red Land Indoor Percussion Competition
Campopiano	Shawn	9-12 Band	3/25/2023	Winterguard International Percussion Super Regional
Campopiano	Shawn	9-12 Band	4/1/2023	Indoor Percussion Championships
Campopiano	Shawn	9-12 Band	4/19/2023	PMEA All-State Band
Campopiano	Shawn	9-12 Band	5/6/2023	Spring Grove Jazz Festival
Campopiano	Shawn	9-12 Band	11/26/2022	New Oxford Tree Lighting Ceremony
Kriel	Ashley	High School Orchestra	11/17/2022	CCMEA County Orchestra Festival
Kriel	Ashley	High School Orchestra	12/3/2022	PMEA District 7 Orchestra Auditions
Kriel	Ashley	High School Orchestra	1/26/2023	PMEA District 7 Orchestra Festival

Kriel	Ashley	High School Orchestra	3/10/2023	Mariachi Performance
Kriel	Ashley	High School Orchestra	3/9/2023	PMEA Central Region Orchestra
Kriel	Ashley	High School Orchestra	4/19/2023	PMEA All-State Orchestra Festival
Kriel	Ashley	High School Orchestra	5/5/2023	String Ensemble Performance
Kriel	Ashley	Middle School Orchestra	3/17/2023	CCMEA Middle School Orchestra Adjudication
Kriel	Ashley	Middle School Orchestra	4/8/2023	PMEA District 7 String Fest
Kriel	Ashley	Middle School Orchestra	4/22/2023	Middle School Orchestra Cultural Trip
Kriel	Ashley	Middle School Orchestra	5/19/2023	NOMS String Ensemble Performance
Moser	Grace	7-8 Choir	12/1/2022	Caroling at New Oxford Square
Moser	Grace	7-8th Grade Choir	12/3/2022	Caroling at Local Retirement Home
Moser	Grace	7-8 Choir	12/9/2022	CVIS Music Ensembles Promotion
Moser	Grace	7-8th Grade Choir	12/10/2022	Breakfast with Santa
Moser	Grace	7-8 Choir	3/1/2023	Music in Our Schools Month
Moser	Grace	7-8th Grade Choir	3/18/2023	Choir Trip to a Live Musical Performance
Rohrbaugh	Timothy	7th-8th Band	10/7/2022	Band Night
Rohrbaugh	Timothy	7th & 8th Band	11/4/2022	NOMS Band performance at Colonial Classic
Rohrbaugh	Timothy	7th & 8th Band	2/3/2023	2023 Adams County Band Festival

Professional Development Requests 2022-2023

NAME		BUILDING	EVENT	DATE(S)
Bastress	April	CTE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Bastress	April	CTE	95% Group Training-Phonics Chip Kit	8/31/2022
Bastress	April	CTE	LETRS Training	9/7/2022
Bastress	April	CTE	LETRS Training	9/12/2022
Buckley	Nancy	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
Buckley	Nancy	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022
Forry	Autumn	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
Forry	Autumn	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022
Howe	Deanna	CTE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Howe	Deanna	CTE	95% Group Training-Phonics Chip Kit	8/31/2022
Jesmer	Julie	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
Jesmer	Julie	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022
McCoy	Brittani	NOE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
McCoy	Brittani	NOE	95% Group Training-Phonics Chip Kit	8/31/2022
McCoy	Brittani	NOE	LETRS	9/7/2022
McCoy	Brittani	NOE	LETRS	9/12/2022
McKown	Angela	CTE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
McKown	Angela	CTE	95% Group Training-Phonics Chip Kit	8/31/2022
McKown	Angela	CTE	LETRS Training	9/7/2022
McKown	Angela	CTE	LETRS Training	9/12/2022
Meagan	Brown	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
Meagan	Brown	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022
Meckley	Amie	CTE	LETRS Volume 1 Unit 3	9/7/2022
Meckley	Amie	CTE	LETRS Volume 1 Unit 4	9/12/2022
Meckley	Amie	CTE	LETRS Volume 2 Unit 5	9/14/2022
Meckley	Amie	CTE	LETRS Volume 2 Unit 6	10/12/2022

Meckley	Amie	CTE	LETRS Volume 2 Unit 7	1/11/2023
Meckley	Amie	CTE	LETRS Volume 2 Unit 8	2/15/2023
Miller	Lynne	NOE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Miller	Lynne	NOE	95% Group Training-Phonics Chip Kit	8/31/2022
Moyer	Brittany	NOE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Moyer	Brittany	NOE	95% Group Training-Phonics Chip Kit	8/31/2022
New Reading Spec		CTE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
New Reading Spec		CTE	95% Group Training-Phonics Chip Kit	8/31/2022
New Reading Spec		CTE	LETRS Training	9/7/2022
New Reading Spec		CTE	LETRS Training	9/12/2022
New Reading Spec		NOE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
New Reading Spec		NOE	95% Group Training-Phonics Chip Kit	8/31/2022
New Reading Spec		NOE	LETRS Training	9/7/2022
New Reading Spec		NOE	LETRS Training	9/12/2022
O'Brien	Olivia	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
O'Brien	Olivia	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022
Parrill	Brittany	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
Parrill	Brittany	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022
Peterman	Kristy	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
Peterman	Kristy	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022

Peterman	Kristina	CVIS	LETRS Training	9/7/2022
Peterman	Kristina	CVIS	LETRS Training	9/12/2022
Reneker	Katie	CTE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Reneker	Katie	CTE	95% Group Training-Phonics Chip Kit	8/31/2022
Rickrode	Marcy	CVIS	LETRS Training	9/7/2022
Rickrode	Marcy	CVIS	LETRS	9/12/2022
Sanders	Courtney	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
Sanders	Courtney	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022
Spickler	Jen	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
Spickler	Jen	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022
Stiner	Jenna	NOE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Stiner	Jenna	NOE	95% Group Training-Phonics Chip Kit	8/31/2022
Strohman	Jody	NOE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Strohman	Jody	NOE	95% Group Training-Phonics Chip Kit	8/31/2022
Trimmer	Taryn	NOE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Trimmer	Taryn	NOE	95% Group Training-Phonics Chip Kit	8/31/2022
Wilfong	Caitlyn	CTE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Wilfong	Caitlyn	CTE	95% Group Training-Phonics Chip Kit	8/31/2022
Wilke	Andrea	CTE	95% Group Training-Phonics Lesson Library and Phonological Awareness	8/30/2022
Wilke	Andrea	CTE	95% Group Training-Phonics Chip Kit	8/31/2022
Yurick	Erin	CVIS	95% Group Training-Phonics Lesson Library	8/30/2022
Yurick	Erin	CVIS	95% Group Training-Phonics Chip Kit	8/31/2022



CONEWAGO VALLEY SCHOOL DISTRICT

2022-2023 Instruction Plan Weekly Schedule

- K-12** Face-to-face/In-person
OR
- 9-12** Conewago Valley Online Academy
OR
- 9-12** Blended Option - Face-to-face/In-person and Conewago Valley Online Academy

In-person Instructional Schedule (Synchronous/Asynchronous Remote Learning, if needed, due to COVID-19)				
Monday	Tuesday	Wednesday	Thursday	Friday
All Students In-School/ In-Person	All Students In-School/ In-Person	All Students In-School/ In-Person	All Students In-School/ In-Person	All Students In-School/ In-Person

Conewago Valley Online Academy (CVOA) 9-12 Instructional Schedule (Synchronous/Asynchronous Remote Learning)				
Monday	Tuesday	Wednesday	Thursday	Friday
All Students Remote Learning	All Students Remote Learning	All Students Remote Learning	All Students Remote Learning	All Students Remote Learning

Blended Option 9-12 - Conewago Valley Online Academy (CVOA) Instructional Schedule (Synchronous/Asynchronous Remote Learning) and In-person Instructional Schedule (Synchronous/Asynchronous Remote Learning, if needed, due to COVID-19)				
Monday	Tuesday	Wednesday	Thursday	Friday
All Students Remote or In- School/ In- Person Learning	All Students Remote or In- School/ In- Person Learning	All Students Remote or In- School/ In- Person Learning	All Students Remote or In- School/ In- Person Learning	All Students Remote or In- School/ In- Person Learning



Emergency Instructional Time Template Section 520.1 - 2022-23 School Year

As communicated to chief school administrators on July 6, 2020, Section 520.1 of the School Code provides flexibility to meet minimum instructional time requirements in the event of an emergency that prevents a school entity from providing for the attendance of all pupils or usual hours of classes at the school entity. As occurred for the 2020-21 and 2021-22 school year, the Pennsylvania Department of Education (PDE) considers the World Health Organization-declared Coronavirus disease (COVID-19) a global pandemic and an emergency as contemplated by Section 520.1 for the 2022-23 school year. Nothing in Section 520.1 of the School Code should be construed to extend beyond the 2022-23 school year.

A local education agency (LEA) that elects to implement temporary provisions in response to the COVID-19 global pandemic may meet the minimum 180 days of instruction and 900 hours of instruction at the elementary level and 990 hours of instruction at the secondary level through a combination of face-to-face and remote instruction, consistent with the requirements outlined in PDE's May 23, 2022, guidance. Such LEAs must provide PDE with the following information specific to the 2022-23 school year:

1. LEA's Proposed Calendar and Schedule(s) for SY 2022-23

a. School Year Calendar

School Year Start Date	School Year End Date	Total Number of Instructional Days Must meet minimum 180 days
08/23/2022	05/26/2023	180

- b. Should a school need to use remote learning at either the student or school level, LEAs should submit a sample weekly schedule reflecting remote learning as approved by the LEA's governing body. (Recognizing the need for flexibility and that circumstances may change as the LEA responds to the COVID-19 pandemic, an LEA may provide more than one proposed weekly schedule.)

2. When using remote learning (i.e., learning outside of the school building), describe how the LEA will ensure access for all students.

All of our students K-12 have been assigned an iPad. We also provide hotspots and/or internet options available in our community. We will work individually with families to be certain that all access requirements are met.

3. The Chief School Administrator and Board President affirm the following:

- ☒ The proposed school calendar and academic schedule(s) will provide all students the planned instruction needed to attain the relevant academic standards set forth in Chapter 4.
- ☒ The proposed school calendar and academic schedule(s) allow sufficient instructional time necessary for content mastery and provide instructional blocks for each grade level and content area.
- ☒ The proposed school calendar and academic schedule(s) provide at least 900 hours (elementary) and 990 hours (secondary) of in-person instruction and/or remote learning for all students. (Such time may include synchronous and/or asynchronous instruction.)
- ☒ The proposed school calendar and academic schedule(s) define instructional time for students as time in the school day devoted to instruction and instructional activities under the direction of certified school employees. (Such time may include synchronous and/or asynchronous instructional activities.)
- ☒ Clearly defined systems for tracking attendance and instructional time will be implemented to ensure student engagement in remote instruction.
- ☒ The LEA acknowledges that it must provide Free and Appropriate Public Education (FAPE) during this pandemic-related emergency.
- ☒ The proposed school calendar and academic schedule(s) ensures ESL services for English Learners.
- ☒ Clearly defined and ongoing systems for evaluating the quality and outcomes of instructional delivery will be implemented, at least quarterly, and necessary adjustments will be made when data highlight concerns about quality, equity, and/or lack of progress in student learning.

Name of Local Education Agency: Conewago Valley School District

Signature of Chief School Administrator

08/08/2022

Date

Signature of Governing Body President

08/08/2022

Date

Date Approved at Board Meeting: 08/08/2022

Please scan and submit this entire signed document, the proposed weekly schedule, and a copy of the board meeting minutes at which such schedule was approved to to RA-EDContinuityofED@pa.gov.

Questions can also be submitted to this email address.

Board Policy 103

Book	Policy Manual
Section	100
	Programs TitleDraft of Discrimination/Title IX Sexual Harassment Affecting Students
Code	103
Status	Board Adoption
Adopted	November 13, 2017
Last Revised	January 11, 2021

Authority

The Board declares it to be the policy of this district to provide an equal opportunity for all students to achieve their maximum potential through the programs and activities offered in the schools without discrimination on the basis of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability.[1][2][3][4][5][6][7][8][9][10][11][12][13][14][15][16][17]

The Board also declares it to be the policy of this district to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. Such discrimination shall be referred to throughout this policy as Title IX sexual harassment. Inquiries regarding the application of Title IX to the district may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The district is committed to the maintenance of a safe, positive learning environment for all students that is free from discrimination by providing all students course offerings, counseling, assistance, services, employment, athletics and extracurricular activities without any form of discrimination, including Title IX sexual harassment. Discrimination is inconsistent with the rights of students and the educational and programmatic goals of the district and is prohibited at or, in the course of, district-sponsored programs or activities, including transportation to or from school or school-sponsored activities.

Violations of this policy, including acts of retaliation as described in this policy, or knowingly providing false information, may result in disciplinary consequences under applicable Board policy and procedures.[18][19][20][21]

The Board directs that the foregoing statement of Board policy be included in each student and staff handbook, and that this policy and related attachments be posted to the district's website.

The Board requires a notice stating that the district does not discriminate in any manner, including Title IX sexual harassment, in any district education program or activity, to be issued to all students, parents/guardians, employment applicants, employees and all unions or professional organizations holding collective bargaining or professional agreements with the district. All discrimination notices and information shall include the title, office address, telephone number and email address of the individual(s) designated as the Compliance Officer and Title IX Coordinator.

Reports of Title IX Sexual Harassment and Other Discrimination and Retaliation

The Board encourages students and third parties who believe they or others have been subject to Title IX sexual harassment, other discrimination or retaliation to promptly report such incidents to the building principal, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances. A person who is not an intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination.

The student's parents/guardians or any other person with knowledge of conduct that may violate this policy is encouraged to immediately report the matter to the building principal.

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly making any mandatory police or child protective services reports required by law.[22]

If the building principal is the subject of a complaint, the student, third party or a reporting employee shall report the incident directly to the Title IX Coordinator.

The complainant or the individual making the report may use the Discrimination/Sexual Harassment/Bullying/Hazing/Dating Violence/Retaliation Report Form attached to this policy for purposes of reporting an incident or incidents in writing; however, verbal reports of an incident or incidents shall be accepted, documented and the procedures of this policy and the relevant attachments followed.

The building principal shall promptly notify the Title IX Coordinator of all reports of discrimination, Title IX sexual harassment or retaliation. The Title IX Coordinator shall promptly contact the complainant regarding the report to gather additional information as necessary, and to discuss the availability of supportive measures. The Title IX Coordinator shall consider the complainant's wishes with respect to supportive measures.

The Title IX Coordinator shall conduct an assessment to determine whether the reported circumstances are most appropriately addressed through the Discrimination Complaint Procedures prescribed in Attachment 2 to this policy, or if the reported circumstances meet the definition of Title IX sexual harassment and are most appropriately addressed through the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 3, or other Board policies.

Disciplinary Procedures When Reports Allege Title IX Sexual Harassment

When a report alleges Title IX sexual harassment, disciplinary sanctions may not be imposed until the completion of the grievance process for formal complaints outlined in Attachment 3. The district shall presume that the respondent is not responsible for the alleged conduct until a determination has been made at the completion of the grievance process for formal complaints.

When an emergency removal, as described in Attachment 3, is warranted to address an immediate threat to the physical health or safety of an individual, and it is not feasible to continue educational services remotely or in an alternative setting, the normal procedures for suspension and expulsion shall be conducted to accomplish the removal, including specific provisions to address a student with a disability where applicable.[18][20][23][24]

When an emergency removal is not required, disciplinary sanctions shall be considered in the course of the Title IX grievance process for formal complaints. Following the issuance of the written determination and any applicable appeal, any disciplinary action specified in the written determination or appeal decision shall be implemented in accordance with the normal procedures for suspensions, expulsions or other disciplinary actions, including specific provisions to address a student with a disability where applicable.[18][19][20][23]

Discipline/Placement of Student Convicted or Adjudicated of Sexual Assault

Upon notification of a conviction or adjudication of a student in this district for sexual assault against another student enrolled in this district, the district shall comply with the disciplinary or placement requirements established by state law and Board policy.[25][26]

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a report and the investigation related to any form of discrimination or retaliation, including Title IX sexual harassment, shall be handled in accordance with applicable law, regulations, this policy, the attachments and the district's legal and investigative obligations.[27][28][29][30][31]

Retaliation

The Board prohibits retaliation by the district or any other person against any person for:[30]

1. Reporting or making a formal complaint of any form of discrimination or retaliation, including Title IX sexual harassment.
2. Testifying, assisting, participating or refusing to participate in a related investigation, process or other proceeding or hearing.
3. Acting in opposition to practices the person reasonably believes to be discriminatory.

The district, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against anyone for actions described above. Individuals are encouraged to contact the Title IX Coordinator immediately if retaliation is believed to have occurred.

Definitions

Complainant shall mean an individual who is alleged to be the victim.

Respondent shall mean an individual alleged to be the perpetrator of the discriminatory conduct.

Discrimination

Discrimination shall mean to treat individuals differently, or to harass or victimize based on a protected classification including race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy, or handicap/disability.

Harassment is a form of discrimination based on the protected classifications listed in this policy consisting of unwelcome conduct such as graphic, written, electronic, verbal or nonverbal acts including offensive jokes, slurs, epithets and name-calling, ridicule or mockery, insults or put-downs, offensive objects or pictures, physical assaults or threats, intimidation, or other conduct that may be harmful or humiliating or interfere with a person's school or school-related performance when such conduct is:

1. Sufficiently severe, persistent or pervasive; and

2. A reasonable person in the complainant's position would find that it creates an intimidating, threatening or abusive educational environment such that it deprives or adversely interferes with or limits an individual or group of the ability to participate in or benefit from the services, activities or opportunities offered by a school.

Definitions Related to Title IX Sexual Harassment

Formal complaint shall mean a document filed by a complainant or signed by the Title IX Coordinator alleging Title IX sexual harassment and requesting that the district investigate the allegation under the grievance process for formal complaints. The authority for the Title IX Coordinator to sign a formal complaint does not make the Title IX Coordinator a party in the grievance process for formal complaints. The phrase "document filed by a complainant" refers to a document or electronic submission that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.[29][32]

Supportive measures shall mean nondisciplinary, nonpunitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.[32]

Supportive measures shall be designed to restore or preserve equal access to the educational program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or to deter sexual harassment. **Supportive measures** may include, but are not limited to:[32]

1. Counseling.
2. Extensions of deadlines or other course-related adjustments.
3. Modifications of work or class schedules.
4. Mutual restrictions on contact between the parties.
5. Changes in work locations.
6. Administrative leave and attendance accommodations.
7. Increased security.
8. Monitoring of certain areas of the school and/or district campus.
9. Assistance from domestic violence or rape crisis programs.
10. Assistance from community health resources including counseling resources.

Supportive measures may also include assessments or evaluations to determine eligibility for special education or related services, or the need to review an Individualized Education Program (IEP) or Section 504 Service Agreement based on a student's behavior. This could include, but is not limited to, a manifestation determination or functional behavioral assessment (FBA), in accordance with applicable law, regulations or Board policy.[17][18][23][24][33]

Title IX sexual harassment means conduct on the basis of sex that satisfies one or more of the following:[32]

1. A district employee conditioning the provision of an aid, benefit, or district service on an individual's participation in unwelcome sexual conduct, commonly referred to as *quid pro quo sexual harassment*.

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to a district education program or activity.
3. Sexual assault, dating violence, domestic violence or stalking.
 - a. ***Dating violence*** means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship is determined by the following factors:[34]
 - i. Length of relationship.
 - ii. Type of relationship.
 - iii. Frequency of interaction between the persons involved in the relationship.
 - b. ***Domestic violence*** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.[34]
 - c. ***Sexual assault*** means a sexual offense under state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.[35]
 - d. ***Stalking***, under Title IX means stalking on the basis of sex, for example when the stalker desires to date a victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either:[34]
 - i. Fear for their safety or the safety of others.
 - ii. Suffer substantial emotional distress.

Such conduct must have taken place during a district education program or activity and against a person in the United States to qualify as sexual harassment under Title IX. An **education program or activity** includes the locations, events or circumstances over which the district exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus.[28][29][32]

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates Dr. **Robert Walker** ~~Sharon Perry~~ as the District's Compliance Officer and Title IX Coordinator (Students). The Compliance Officer/Title IX Coordinator (Students) can be contacted at:[36]

Address: Conewago Valley School District Office, 130 Berlin Road, New Oxford, PA 17350

Email: ~~walkerrperry~~@cvcolonials.org

Phone Number: 717-624-2157 Ext. 1005

The Compliance Officer and Title IX Coordinator shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or

modifications to procedures and to monitor the implementation of the district's nondiscrimination procedures in the following areas, as appropriate:

1. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.
2. Training - Provide training for students and staff to prevent, identify and alleviate problems of discrimination.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to the police, and available supportive measures such as assistance from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Student Access - Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
5. District Support - Assure that like aspects of the school programs and activities receive like support as to staffing and compensation, facilities, equipment, and related areas.[37]
6. Student Evaluation - Review of assessments, procedures, and guidance and counseling materials for stereotyping and discrimination.
7. Reports/Formal Complaints - Monitor and provide technical assistance to individuals involved in managing informal reports and formal complaints.

Guidelines

Title IX Sexual Harassment Training Requirements

The Compliance Officer and Title IX Coordinator, investigator(s), decision-maker(s), or any individual designated to facilitate an informal resolution process related to Title IX sexual harassment shall receive the following training, as required or appropriate to their specific role:

1. Definition of sexual harassment.
2. Scope of the district's education program or activity, as it pertains to what is subject to Title IX regulations.
3. How to conduct an investigation and grievance process for formal complaints, including examination of evidence, drafting written determinations, handling appeals and informal resolution processes, as applicable.
4. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest and bias.
5. Use of relevant technology.
6. Issues of relevance including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant.
7. Issues of relevance, weight of evidence and application of standard of proof and drafting investigative reports that fairly summarize relevant evidence.
8. How to address complaints when the alleged conduct does not qualify as Title IX sexual harassment but could be addressed under another complaint process or Board policy.

All training materials shall promote impartial investigations and adjudications of formal complaints of Title IX sexual harassment without relying on sex stereotypes.

All training materials shall be posted on the district's website.

Disciplinary Consequences

A student who is determined to be responsible for violation of this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include but is not limited to:[18][19][20]

1. Loss of school privileges.
2. Permanent transfer to another school building, classroom or school bus.
3. Exclusion from school-sponsored activities.
4. Detention.
5. Suspension.
6. Expulsion.
7. Referral to law enforcement officials.

An employee who violates this policy shall be subject to appropriate disciplinary action consistent with the applicable Board policy, collective bargaining agreement and individual contract, up to and including dismissal and/or referral to law enforcement officials.[21][38]

Reports of Discrimination

Any reports of discrimination that are reviewed by the Title IX Coordinator and do not meet the definition of Title IX sexual harassment but are based on race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability shall follow the Discrimination Complaint Procedures in Attachment 2 to this policy.

Reports of Title IX Sexual Harassment

Any reports deemed by the Title IX Coordinator to meet the definition of sexual harassment under Title IX shall follow the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 3 to this policy.

Legal

1. 22 PA Code 12.1
2. 22 PA Code 12.4
3. 22 PA Code 15.1 et seq
4. 22 PA Code 4.4
5. 24 P.S. 1301
6. 24 P.S. 1310
7. 24 P.S. 1601-C et seq
8. 24 P.S. 5004
9. 43 P.S. 951 et seq
10. 20 U.S.C. 1681 et seq
11. 34 CFR Part 106
12. 29 U.S.C. 794
13. 42 U.S.C. 12101 et seq
14. 42 U.S.C. 1981 et seq
15. 42 U.S.C. 2000d et seq
16. U.S. Const. Amend. XIV, Equal Protection Clause
17. Pol. 103.1
18. Pol. 113.1

19. Pol. 218
20. Pol. 233
21. Pol. 317
22. Pol. 806
23. Pol. 113.2
24. Pol. 113.3
25. Pol. 218.3
26. 24 P.S. 1318.1
27. 20 U.S.C. 1232g
28. 34 CFR 106.44
29. 34 CFR 106.45
30. 34 CFR 106.71
31. 34 CFR Part 99
32. 34 CFR 106.30
33. Pol. 113
34. 34 U.S.C. 12291
35. 20 U.S.C. 1092
36. 34 CFR 106.8
37. Pol. 150
38. Pol. 317.1
18 Pa. C.S.A. 2709
20 U.S.C. 1400 et seq
28 CFR Part 41
28 CFR Part 35
34 CFR Part 100
34 CFR Part 104
34 CFR Part 110
U.S. Const. Amend. I
Bostock v. Clayton County, 590 U.S., 140 S. Ct. 1731 (2020)
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
Franklin v. Gwinnett County Public Schools, 503 U.S. 60 (1992)
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)
Office for Civil Rights - Resources for Addressing Racial Harassment
Pol. 122
Pol. 123
Pol. 138
Pol. 216
Pol. 220
Pol. 247
Pol. 249
Pol. 251
Pol. 252
Pol. 320
Pol. 701
Pol. 815
Pol. 832

CONEWAGO VALLEY SCHOOL DISTRICT

Pioneers in Educational Excellence

ADDRESSED TO: Alleged Victim's Parents/Guardians

RE: Report of discrimination made on [DATE] on behalf of [STUDENT]

Dear _____:

On [DATE] you met with [NAME OF: BUILDING PRINCIPAL, COMPLIANCE OFFICER, TITLE IX COORDINATOR] to discuss an alleged violation of Conewago Valley School District's Policy No. 103, prohibiting Title IX sexual harassment and other discrimination affecting students. The allegations involved *[VERY BRIEF DESCRIPTION OF INCIDENT OR GENERAL INCIDENTS WITHOUT NAMING NAMES, e.g. that a fellow student reported a teacher in the high school inappropriately texted your child suggesting they have dinner together; that your student reported a classmate in math class has been touching their thigh every day and talking about how cute they are, making them uncomfortable; that a custodian reported hearing an identified group of students use racial slurs against your child; that your child reported to you that a teacher criticized your family's religion as being terroristic, etc.]*

In this discussion, you stated that you wish to maintain confidentiality and do not consent to [STUDENT'S] participation in an investigation. Because the district has a legal obligation to address potential violations of Policy 103, the district will conduct an investigation and maintain confidentiality to the extent this is consistent with the district's obligations to address and prevent violations of this policy. Any violations of policy which may be uncovered through this investigation will be addressed. The Conewago Valley School District prohibits retaliation against any individual who has made a complaint, and alleged victims or individuals who participate in related investigations. If at any time you wish to withdraw your request for confidentiality and have your child participate in the investigation, please notify me immediately. If at any time your child believes there have been additional violations of Policy 103, including any retaliatory behavior, please contact me at your earliest convenience to permit the district to properly address such matters. This will be treated as a new complaint with a new opportunity to determine your child's participation.

Feel free to contact me with any questions. My contact information is:

Email: walkerr@cvcolonials.org
Phone: 717-624-2157, ext. 1005
mail: Dr. Robert Walker, Title IX Coordinator (Students)
Conewago Valley School District
130 Berlin Road
New Oxford, PA 17350

Sincerely,

Dr. Robert Walker
Title IX Coordinator (Students)

Board Policy 104

Book	Policy Manual
Section	100 Programs
Title	Draft of Discrimination/Title IX Sexual Harassment Affecting Staff
Code	104
Status	Board Adoption
Adopted	November 13, 2017
Last Revised	September 21, 2020

Authority

The Board declares it to be the policy of this district to provide to all persons equal access to all categories of employment in this district, regardless of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, genetic information, pregnancy or handicap/disability. The district shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.^{[1][2][3][4][5][6][7][8][9][10][11][12]}

The Board also declares it to be the policy of this district to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. Such discrimination shall be referred to throughout this policy as Title IX sexual harassment. Inquiries regarding the application of Title IX to the district may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The Board directs that the foregoing statement of Board policy be included in each student and staff handbook, and that this policy and related attachments be posted to the district's website.

The Board requires a notice stating that the district does not discriminate in any manner, including Title IX sexual harassment, in any district education program or activity, to be issued to all students, parents/guardians, employment applicants, employees and all unions or professional organizations holding collective bargaining or professional agreements with the district. All discrimination notices and information shall include the title, office address, telephone number and email address of the individual(s) designated as the Compliance Officer and Title IX Coordinator.

Reports of Title IX Sexual Harassment and Other Discrimination and Retaliation

The Board encourages employees and third parties who believe they or others have been subject to Title IX sexual harassment, other discrimination or retaliation to promptly report such incidents to the building principal or building administrator. A person who is not an intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination.

If the building principal or building administrator is the subject of a complaint, the complainant or the individual making the report shall direct the report of the incident to the Title IX Coordinator.

The complainant or the individual making the report may use the Discrimination/Sexual Harassment/Retaliation Report Form attached to this policy for purposes of reporting an incident

or incidents in writing; however, verbal reports of an incident or incidents shall be accepted, documented and the procedures of this policy and the relevant attachments followed.

The building principal or building administrator shall promptly notify the Title IX Coordinator of all reports of discrimination, Title IX sexual harassment or retaliation. The Title IX Coordinator shall promptly contact the complainant regarding the report to gather additional information as necessary, and to discuss the availability of supportive measures. The Title IX Coordinator shall consider the complainant's wishes with respect to supportive measures.

The Title IX Coordinator shall conduct an assessment to determine whether the reported circumstances are most appropriately addressed through the Discrimination Complaint Procedures prescribed in Attachment 2 to this policy, or if the reported circumstances meet the definition of Title IX sexual harassment and are most appropriately addressed through the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 3, or other Board policies.

Disciplinary Procedures when Reports Allege Title IX Sexual Harassment

When a report alleges Title IX sexual harassment, disciplinary sanctions may not be imposed until the completion of the grievance process for formal complaints outlined in Attachment 3. The district shall presume that the respondent is not responsible for the alleged conduct until a determination has been made at the completion of the grievance process for formal complaints.

Administrative Leave –

When an employee, based on an individualized safety and risk analysis, poses an immediate threat to the health or safety of any student or other individual, the employee may be removed on an emergency basis.

An accused, nonstudent district employee may be placed on administrative leave during the pendency of the grievance process for formal complaints, consistent with all rights under Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, and in accordance with state law and regulations, Board policy and an applicable collective bargaining agreement or individual contract.

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a report, and the investigation related to any form of discrimination or retaliation, including Title IX sexual harassment, shall be handled in accordance with applicable law, regulations, this policy, the attachments and the district's legal and investigative obligations.[13][14][15][16][17]

Retaliation

The Board prohibits retaliation by the district or any other person against any person for:[16]

1. Reporting or making a formal complaint of any form of discrimination or retaliation, including Title IX sexual harassment.
2. Testifying, assisting, participating or refusing to participate in a related investigation, process or other proceeding or hearing.
3. Acting in opposition to practices the person reasonably believes to be discriminatory.

The district, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against anyone for actions described above. Individuals are encouraged to contact the Title IX Coordinator immediately if they believe retaliation has occurred.

Definitions

Complainant shall mean an individual who is alleged to be the victim.

Respondent shall mean an individual alleged to be the perpetrator of the discriminatory conduct.

Discrimination

Discrimination shall mean to treat individuals differently, or to harass or victimize based on a protected classification including race, color, age, creed, religion, sex, sexual orientation, genetic information, ancestry, national origin, marital status, pregnancy, or handicap/disability.

Harassment is a form of discrimination based on the protected classifications listed in this policy consisting of unwelcome conduct such as graphic, written, electronic, verbal or nonverbal acts including offensive jokes, slurs, epithets and name-calling, ridicule or mockery, insults or put-downs, offensive objects or pictures, physical assaults or threats, intimidation, or other conduct that may be harmful or humiliating or interfere with a person's school or school-related work performance, including when:[9]

1. Submission to such conduct is made explicitly or implicitly a term or condition of an employee's status; or
2. Submission to or rejection of such conduct is used as the basis for employment-related decisions affecting an employee; or
3. Such conduct is sufficiently severe, persistent or pervasive that a reasonable person in the complainant's position would find that it unreasonably interferes with the complainant's performance at work or otherwise creates an intimidating, hostile, or offensive working environment such that it alters the complainant's working conditions.

Definitions Related to Title IX Sexual Harassment

Formal complaint shall mean a document filed by a complainant or signed by the Title IX Coordinator alleging Title IX sexual harassment and requesting that the district investigate the allegation under the grievance process for formal complaints. The authority for the Title IX Coordinator to sign a formal complaint does not make the Title IX Coordinator a party in the grievance process for formal complaints. The phrase "document filed by a complainant" refers to a document or electronic submission that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.[15][18]

Supportive measures shall mean nondisciplinary, nonpunitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.[18]

Supportive measures shall be designed to restore or preserve equal access to the educational program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or to deter sexual harassment. Supportive measures may include, but are not limited to:[18]

1. Counseling or Employee Assistance Program.
2. Extensions of deadlines or other course-related adjustments.
3. Modifications of work or class schedules.
4. Mutual restrictions on contact between the parties.
5. Changes in work locations.
6. Leaves of absence.
7. Increased security.
8. Monitoring of certain areas of the school and/or district campus.
9. Assistance from domestic violence or rape crisis programs.
10. Assistance from community health resources including counseling resources.

Title IX sexual harassment means conduct on the basis of sex that satisfies one or more of the following:[18]

1. A district employee conditioning the provision of an aid, benefit, or district service on an individual's participation in unwelcome sexual conduct, commonly referred to as *quid pro quo sexual harassment*.
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to a district education program or activity.
3. Sexual assault, dating violence, domestic violence or stalking.
 - a. **Dating violence** means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship is determined by the following factors:[19]
 - i. Length of relationship.
 - ii. Type of relationship.
 - iii. Frequency of interaction between the persons involved in the relationship.
 - b. **Domestic violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.[19]
 - c. **Sexual assault** means a sexual offense under state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.[20]
 - d. **Stalking**, under Title IX means stalking on the basis of sex, for example when the stalker desires to date a victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either:[19]
 - i. Fear for their safety or the safety of others.
 - ii. Suffer substantial emotional distress.

Such conduct must have taken place during a district education program or activity and against a person in the United States to qualify as sexual harassment under Title IX. An **education program or activity** includes the locations, events or circumstances over which the district

exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus.[14][15][18]

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the Dr. **Robert Walker**~~Sharon Perry~~ as the district's Compliance Officer and Title IX Coordinator (Students) and Mr. Joshua Lovejoy as the district's Title IX Coordinator (Employees).[21]

The Compliance Officer/Title IX Coordinator (Students) can be contacted at:

Address: Conewago Valley School District Office
130 Berlin Road, New Oxford, PA 17350
Email: ~~walkerrperry~~s@cvcolonials.org
Phone Number: 717-624-2157 Ext. 1005

The Title IX Coordinator (Employees) can be contacted at:

Address: Conewago Valley School District Office
130 Berlin Road, New Oxford, PA 17350
Email: lovejoyj@cvcolonials.org
Phone Number: 717-624-2157 Ext. 1006

The Compliance Officer and Title IX Coordinator shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to monitor the implementation of the district's nondiscrimination procedures in the following areas, as appropriate:

1. Review - Review of personnel practices and actions for discriminatory bias and compliance with laws against discrimination to include monitoring and recommending corrective measures when appropriate to written position qualifications, job descriptions and essential job functions; recruitment materials and practices; procedures for screening applicants; application and interviewing practices for hiring and promotions; district designed performance evaluations; review of planned employee demotions, non-renewal of contracts, and proposed employee disciplinary actions up to and including termination.
2. Training - Provide training for supervisors and staff to prevent, identify and alleviate problems of employment discrimination.
3. Resources - Maintain and provide information to staff on resources available to alleged victims in addition to the school complaint procedure or Title IX procedures, such as making reports to the police, and available supportive measures such as assistance from domestic violence or rape crisis programs, and community health resources including counseling resources.
4. Reports/Formal Complaints - Monitor and provide technical assistance to individuals involved in managing informal reports and formal complaints.

Guidelines

Title IX Sexual Harassment Training Requirements

The Compliance Officer and Title IX Coordinator, investigator(s), decision-maker(s), or any individual designated to facilitate an informal resolution process related to Title IX sexual harassment shall receive the following training, as required or appropriate to their specific role:

1. Definition of sexual harassment.
2. Scope of the district's education program or activity, as it pertains to what is subject to Title IX regulations.
3. How to conduct an investigation and grievance process for formal complaints, including examination of evidence, drafting written determinations, handling appeals and informal resolution processes, as applicable.
4. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest and bias.
5. Use of relevant technology.
6. Issues of relevance including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant.
7. Issues of relevance, weight of evidence and application of standard of proof and drafting investigative reports that fairly summarize relevant evidence.
8. How to address complaints when the alleged conduct does not qualify as Title IX sexual harassment but could be addressed under another complaint process or Board policy.

All training materials shall promote impartial investigations and adjudications of formal complaints of Title IX sexual harassment without relying on sex stereotypes.

All training materials shall be posted on the district's website.

Disciplinary Consequences

An employee who violates this policy shall be subject to appropriate disciplinary action consistent with the applicable Board policy, collective bargaining agreement and individual contract, up to and including dismissal and/or referral to law enforcement officials.[22][23][24][25]

Reports of Discrimination

Any reports of discrimination that are reviewed by the Title IX Coordinator and do not meet the definition of Title IX sexual harassment but are based on race, color, age, creed, religion, sex, sexual orientation, ancestry, genetic information, national origin, marital status, pregnancy or handicap/disability shall follow the Discrimination Complaint Procedures in Attachment 2 to this policy.

Reports of Title IX Sexual Harassment

Any reports deemed by the Title IX Coordinator to meet the definition of sexual harassment under Title IX shall follow the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 3 to this policy.

Legal

1. 43 P.S. 336.3
2. 43 P.S. 951 et seq
3. 34 CFR Part 106
4. 20 U.S.C. 1681 et seq

5. 29 U.S.C. 206
6. 29 U.S.C. 621 et seq
7. 29 U.S.C. 794
8. 42 U.S.C. 1981 et seq
9. 42 U.S.C. 2000e et seq
10. 42 U.S.C. 2000ff et seq
11. 42 U.S.C. 12101 et seq
12. U.S. Const. Amend. XIV, Equal Protection Clause
13. 20 U.S.C. 1232g
14. 34 CFR 106.44
15. 34 CFR 106.45
16. 34 CFR 106.71
17. 34 CFR Part 99
18. 34 CFR 106.30
19. 34 U.S.C. 12291
20. 20 U.S.C. 1092
21. 34 CFR 106.8
22. Pol. 317
23. Pol. 317.1
24. Pol. 806
25. Pol. 824
16 PA Code 44.1 et seq
18 Pa. C.S.A. 2709
28 CFR 35.140
28 CFR Part 41
29 CFR Parts 1600-1691
EEOC Enforcement Guidance on Harris v. Forklift Sys., Inc., November 9, 1993
EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors, June 18, 1999
EEOC Policy Guidance on Current Issues of Sexual Harassment, March 19, 1990
Burlington Industries, Inc. v. Ellerth, 524 U.S. 742 (1998)
Faragher v. City of Boca Raton, 524 U.S. 775 (1998)
Pol. 320
Pol. 815
Pol. 832

Addendum B

**Addendum B
to Letter of Agreement for Title I Nonpublic School Services
between Conewago Valley School District and Lincoln Intermediate Unit**

This Addendum B to Letter of Agreement for Title I Nonpublic School Services (this "Addendum B") is entered into as of the 14th day of July, 2022 ("Effective Date"), by and between Conewago Valley School District (the "School District") and the Lincoln Intermediate Unit (the "LIU").

Background

WHEREAS, the School District and the LIU entered into a Letter of Agreement for Title I Nonpublic School Services, with Initial Term beginning July 1, 2021 and ending June 30, 2022 (the "Agreement");

WHEREAS, pursuant to paragraph no. 1 ("TERM") of the Agreement, the term of the Agreement may be extended beyond the Initial Term for two successive terms of one year each from July 1st to June 30th of the applicable year (each, a "Renewal Term") upon mutual agreement of the parties; and

WHEREAS, the School District and the LIU desire to enter into this Addendum B to extend the term of the Agreement for a Renewal Term.

NOW, THEREFORE, in consideration of the premises and the agreements set forth herein, and intending to be legally bound, the parties hereby agree as follows:

1. **Renewal Term.** The term of the Agreement shall be extended beyond the Initial Term for a Renewal Term, from July 1, 2022 to June 30, 2023.
2. **Reaffirmation.** The Agreement shall continue in full force and effect in accordance with its terms, conditions, and provisions, all of which are reaffirmed in their entirety, notwithstanding the extension of term for a Renewal Term described above.
3. **Counterparts.** This Addendum B may be executed in any number of counterparts and by the different parties on separate counterparts. Each such counterpart shall be deemed to be an original, but all such counterparts shall together constitute one and the same agreement.

IN WITNESS WHEREOF, the undersigned have executed this Addendum B as of the Effective Date first above written.

School District

Signed: _____

Typed Name: Dr. Robert Walker

Title: Assistant Superintendent

Date: July 14, 2022

Lincoln Intermediate Unit No. 12

Signed: _____

Lisa D. Menges

Title: Director of Nonpublic School Services

Date: