

COCALICO SCHOOL DISTRICT Denver, PA

The regular meeting of the Cocalico School Board of Directors was called to order on Monday, September 27, 2021 by Rev. Kevin Eshleman, President. He welcomed the visitors. A moment of silence was held, followed by the Pledge of Allegiance. Rev. Eshleman reported that the School Board met for Executive Sessions on August 30, 2021 to review personnel matters, and on September 8 and September 22, 2021 to review legal matters.

Board Members:

Richard Brenner	Lin Sensenig	Desiree Wagner
Randall Renninger	Douglas Graybill	Juanita Fox
Brett Buckwalter	Rev. Kevin Eshleman	

Administrators:

Dr. Ella Musser	Dr. Stephen Melnyk	Dr. Beth Haldeman
Sherri L. Stull	Chris Irvine	Scott Bennetch
Andrew Price	Anthony DiMatteo	Samantha Bensing
Dr. Susan Snyder	Dr. Bryan Watkins	Angela Marley
Dr. Andria Weaver	Sherry Luttrell	Brad Kafferlin

Visitors:

Jim Cage	Shannon McCurdy	Eli Swangren
Stacey Sola	Aubree Fahringer	Katrina Swangren
Suzann Engle	Holly Rutt	Darin Martin
Steve Knauer	Clarence Rutt	Kendra Martin
Tyler Rittenour	Nic Beamesderfer	Sherry Miller
Heidi Rittenour	Lauren Baxter	Logan Weaver
Dan Burton	Gary Hambright	Jordan Weaver
Tonia Burton	Claudia Hambright	Amy Weber
Jason Brunick	Timothy Hambright	Cornel Weber
Sherry Brunick	Leah Shenk	Amy Horning
Steve Heimbach	Ralph Buckles	Janae Hoover
Jen Heimbach	Briana Fultz	Laurie Beisker
Michelle Weaver	Chelsea Burkholder	Heather Reed
Doris Lutz	Brent Burkholder	Chelsea Nuse
Amy Maier	June Kinback	Georgette Hackman
Jason Weidman	Cindy Anderson	Trudy Martin
Bruce Gentry	Andy Boyer	Jeana Graybill
Patty Gentry	Linda Boyer	Justin Dietrich
Kevin Kepple	Melinda Rabold	Amber Adams
Andrew Lockman, Sr.	Jodell Balsler	Wendie Sauder
Elizabeth Lockman	Michael Balsler	Gene Youngberg
Shannon Rios	Angie Lutz	Jenny Youngberg
Carlos Rios	Megan Burkholt	Michael Price
Kevin Graybill	Michelle Hohl	Theodore Price
Shawn Buckwalter	Michelle Colon	Linford Hurst
Tara Griest	Torri Esch	Lonny LeVan
Tom McCurdy	Joy Desiato	Kirby Sensenig

Dave Hurst	Erin Carty	Megan Frable
Lisa Hurst	Nathan Hanna	Matt Fox
Liz Ackerman	Brittany Landis	Alex Fox
Kelly Deering	Stephanie Cooper	Carlie Showalter
Lon Martin	Mark Cooper	Jere Weber
Vincent Youndt	Jason Lutz	Ali Weber
Amy Youndt	Shana Lutz	Michelle Lehman
Tara Jacobs	Leah Lutz	Nevin King
Rick Jacobs	Vince Wagner	Nicole King
Brian Koehle	Crystal Wagner	Suelda Hurst
Joshua Benton	Corey Huber	Joel Soto
Tabitha Benton	Nancy Wise	Renee Soto
Durran Leaman	Hannah Hutchinson	Renelle Martin
Denise Ernst	Rick Hutchinson	Kylee Sowel
Jennifer Dirks	Rachel Kane	Rod Redcay
Jill Hurst	Michelle Montgomery	John Callan
Jared Fritz	Ryan Montgomery	Liz Dietrich
Nate Irvin	Jordan Fox	Becky Grimwood
Julius Colon	Tom Smoker	Justin Blocksom
Jayven Colon	Kim Fasnacht	Lara Blocksom
Linda Zwally	Gretchen Roberts	Marie Eberling
Mike Esch	Joe Marte	Amber Aungst
Jennifer McCray	Bryan Reinhold	Stephanie Gonzalez
Christopher McCray	Heather Reinhold	Blair Bacon
Michelle Weber	Kelsey Fritz	Mark Bacon
Shannon Martin	Kali Laudermilch	Korey Eppinette
Katrine Martin	Amanda Anderson	Amy Eppinette
Brian Groff	Jodi Garman	Mike Palm
Jamie Groff	Lisa Sauder	Julie Palm
Noah Weaver	Tabitha Benton	Patrick Jasinski
Robyn Renninger	Bob Anderson	Bronson Reedy
David Barrows	Melissa Anderson	Eric Crouse
Robin Barrows	Kurtis Bollinger	Cynthia Campman
Kathleen Shober	Keila Bollinger	Norlene Steinmetz
Grace Shober	Alex Van Zant	Shannon Zimmerman
Mark Shober	James Gehman	Brett Zimmerman
Kim Thorp	Randy Hostetter	Nathan Hess
Brenda Miller	JoAnne Hostetter	Kurt Eckenroad
Tricia Day	Rachel Davis	Denise Logue
Nicole Augustine	Jared Davis	
Rodney Nussbaum	Lisa Knarr	
Tara Nussbaum		

Mr. Sensenig made a motion to add an item to the agenda, "Approval of pause on all disciplinary action relative to the mask mandate", seconded by Mr. Graybill. His reasoning for this addition is that the District is under threat of legal action from both sides of the mask issue. As such, it is essential that the Board recognize the risks and ramifications of a decision to discipline in regards to a student not wearing a mask in school. The Board has a fiduciary responsibility to understand what financial culpability may result from such lawsuits. Whether we intend to or not, we are effectively forcing some students into a virtual education, when the

Department of Education has expressly said that it is not equal to in-person instruction. Additionally, some of these students will not be able to continue their AP courses in a virtual setting. This fact heightens our liability. There is in fact a diverse approach to this mandate among school districts across the State, and there exists more gray area than not. As a result, we request putting a motion on the floor to add an agenda item that would put a pause on disciplinary action relative to the mask mandate until we've had sufficient time to review it with multiple legal resources. We expect optimistically that the process may take a few weeks to engage attorneys, for deliberation, etc. This additional time may also bring more clarity from PDE and DOH. We would report back with our findings in a public meeting. Roll call vote, 6 yes votes, 2 no votes. Motion carried 6-2.

The following attendees spoke during the General Comments portion of the meeting regarding agenda items:

Mr. Dan Burton questioned agenda item #16 and recommended that we do not change the time limit for public comment to 3 minutes. He also questioned agenda item #17, policy changes, and would like the public to have the opportunity to see the policy changes prior to being voted on at a meeting. Mr. Burton thanked Mr. Sensenig for his proposed agenda item and voiced concerns regarding parents not being able to make decisions regarding their children.

Timothy Hambright, 8th grade Cocalico student, spoke regarding newly added agenda item #19, stating that he enjoyed school until the masks returned and feels it should be a personal choice. His father, Gary Hambright, also spoke regarding this agenda item, expressing that the Board must be transparent and must stand against the mask mandate.

Mrs. Tonia Burton spoke regarding agenda items #16 and #19. She reported that her daughter is behind academically because of being pulled from class for not wearing a mask. She asked numerous questions regarding this decision to pull her from class and stated that her emails and questions went unanswered.

Mr. Ralph Buckles questioned agenda item #4 and how much District money has been sent out of the country.

On a motion made by Mr. Buckwalter and seconded by Mr. Renninger, the Board approved the minutes of the School Board meeting held on August 23, 2021. Roll call vote, all members voting yes. Motion carried 8-0. (Addendum attached)

Made to motion by Mr. Buckwalter and seconded by Ms. Wagner, the Board approved the Treasurer's Report as written. Roll call vote, all members voting yes. Motion carried 8-0.

Beginning Balance 8/1/21

\$22,845,484.98

Receipts:

Cocalico Tax Account	8,535,589.43
PDE – Basic Education	1,170,919.00
PDE – Property Tax Relief	554,773.00
PDE – Rental Subsidy	4,895.47
PDE – Transportation	86,533.00
PDE – Social Security	245,192.99

PDE – Title I	46,805.85
PDE – Title IIA	6,947.76
PDE – CARES-ESSER I	36,159.26
PDE – NSL	52,273.91
Commonwealth of PA – PCCD Grant	97,300.00
Commonwealth of PA – Medicaid Admin Claims	11,146.39
Commonwealth of PA – In Lieu of Taxes	478.49
County of Lancaster – Realty Transfer Taxes	357,182.56
County of Lancaster – Delinquent Taxes	36,213.68
LCTCB – Wage Tax	524,339.79
Reach Cyber Charter – refund overpayment	6,103.59
Sale of items from Wolgemuth & Pannebecker	392.75
LLIU13 – ESY reimbursement & refund of overpayment	5,971.05
Lancaster STEM Alliance – grant	4,200.00
Cocalico Class of 1972 – donation to the HS for podiums	738.98
Upcycle – purchase old computers	500.00
Brightbill Transportation – refund 20-21 school year	220,258.00
Omni – refund severance double payment	35,967.51
Reamstown AA – sponsorship program	370.00
Cocalico Education Foundation – eSports Grant – paid for coach	703.57
Cocalico Food Service – salaries and benefits	38,435.65
District Magistrate – fines	195.33
School Rental/Land Lease	8,495.00
Ephrata Recycling	82.50
Athletic Fees	4,195.91
Summer School	700.00
Mission Inspire Student Fees	25,078.00
Gym Uniforms	566.00
Fuel Sharing Fees	5,759.28
Insurance Receipts from Retirees	43,321.81
Insurance Receipts from Employees/Cobra	2,490.69
Miscellaneous Income	3,886.55
Interest	319.63

Total Receipts	\$12,175,482.38
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Total Receipts Plus Beginning Balance	\$35,020,967.36
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Expenditures:

Invoices approved for month of August	2,076,898.91
Invoices for Athletics for month of August	33,507.42
Health Insurance Transfer	900,000.00
Payrolls – 8/13 & 8/27	1,696,553.78
Fulton Bank – monthly fee	1,595.13

Total Expenditures	\$4,708,555.24
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Void ck#155843-Cocalico Food Service-invoice paid by Student Sponsored Account	(131.25)
Void ck#154817-AT&T-lost in mail	(1,827.61)

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Void ck#153767-PA Cyber Charter School-stale check (12,072.81)
Void ck#153141-Sherwin Williams Paint-stale check (38.58)

Net Expenditures \$4,694,484.99

Ending Balance 8/31/21

\$30,326,482.37

Mr. Renninger made a motion, seconded by Mr. Buckwalter, to approve the following investments made for the General Fund:

8/2/2021 \$248,000 (Greenstate Credit Union) @.15%, due 8/22/2022

8/2/2021 \$248,000 (Preferred Bank) @ .10%, due 8/22/2022

8/30/2021 \$248,000 (State Bank of India) @ .10%, due 8/30/2022

Roll call vote, all members voting yes. Motion carried 8-0.

Mr. Renninger made a motion, seconded by Mr. Buckwalter, to approve invoices in the amount of \$1,385,016.77. Roll call vote, all members voting yes. Motion carried 8-0. (Addendum attached)

Ms. Wagner made a motion, seconded by Mr. Buckwalter, to approve the Capital Project Fund Account Register in the amount of \$153,007.38. Roll call vote, all members voting yes. Motion carried 8-0. (Addendum attached)

Ms. Wagner made a motion, seconded by Mr. Buckwalter, for Board approval of budgetary transfers for the 2020-2021 school year. Roll call vote, all members voting yes. Motion carried 8-0. (Addendum attached)

Ms. Wagner made a motion, seconded by Mr. Buckwalter for Board approval of a contract for Lancaster-Lebanon IU13 Curriculum Writing Support for 2021-2022. Roll call vote, all members voting yes. Motion carried 8-0. (Addendum attached)

Mr. Renninger made a motion, seconded by Ms. Wagner, for Board approval of the following agreements:

(a) Community Services Group (CSG) School Based Counseling Services

(b) Sponsor-to-Sponsor Agreement between Luthercare and Cocalico School District

(c) IU13 Work Experience Job Training Agreement

(d) 2021-2022 IU13 Consultative Services Agreement.

Roll call vote, all members voting yes. Motion carried 8-0. (Addenda attached)

Mr. Renninger made a motion, seconded by Mr. Buckwalter, for Board approval of a proposal with Consolidated Engineers for engineering services. Roll call vote, all members voting yes. Motion carried 8-0. (Addendum attached)

Mr. Sensenig made a motion, seconded by Mr. Buckwalter, for Board approval of a quote from Bonfitto for an Aerco Heat Exchanger. Roll call vote, all members voting yes. Motion carried 8-0. (Addenda attached)

Ms. Wagner made a motion, seconded by Mr. Renninger, for Board approval of the Mental Health Parity Act Resolution. Roll call vote, all members voting yes. Motion carried 8-0. (Addendum attached)

Mr. Renninger made a motion, seconded by Mr. Buckwalter, for Board approval of a Resolution for award of contracts related to the Cocalico High School renovations. Roll call vote, all members voting yes. Motion carried 8-0.

Mr. Buckwalter made a motion, seconded by Mr. Sensenig, for Board approval of the disposal/sale of obsolete and unused items. Roll call vote, all members voting yes. Motion carried 8-0. (Addenda attached)

Mr. Buckwalter made a motion, seconded by Mr. Renninger, for Board approval of votes for the PSBA Officers and PSBA Insurance Trust Election. Roll call vote, all members voting yes. Motion carried 8-0.

Mr. Buckwalter made a motion, seconded by Ms. Wagner, for Board approval for public comment to be limited to three (3) minutes during the comment period of Cocalico School District's public School Board Meeting. Roll call vote, 6 no votes, 2 yes votes. Motion denied 6-2.

Mrs. Fox made a motion, seconded by Mr. Buckwalter, for preliminary adoption of policy manual changes and updates for the following policies: Policy 006.1, Policy 103, Policy 113.1, Policy 113.2, Policy 113.4, Policy 122, Policy 123, Policy 123.2, Policy 137.1, Policy 150, Policy 218.1, Policy 218.2, Policy 218.3, Policy 236.1, Policy 247, Policy 249, Policy 800.1, Policy 805.2, Policy 810.1, Policy 816, Policy 903. Roll call vote, all members voting yes. Motion carried 8-0. (Addenda attached)

PERSONNEL

Mr. Buckwalter made a motion, seconded by Mr. Renninger, for Board approval of the Professional Staff retirement of Christopher Irvine, Cocalico High School Principal, effective January 20, 2022. Roll call vote, all members voting yes. Motion carried 8-0.

Ms. Wagner made a motion, seconded by Mr. Buckwalter for approval of a professional contract for Ian Murray, Denver Elementary School Learning Support teacher. Roll call vote, all members voting yes. Motion carried 8-0.

Mr. Renninger made a motion, seconded by Ms. Wagner, for approval of the following support staff retirements:

- (1) Ricky Bauder, Custodian, effective December 1, 2021
- (2) Cynthia Buchter, Head Cook, effective end of the 2021-2022 school year

Roll call vote, all members voting yes. Motion carried 8-0.

Mr. Sensenig made a motion, seconded by Mr. Buckwalter, for Board approval of the following personnel items:

- (a) Approved the following support staff resignations:
 - (1) Diane Martin, substitute Food Service Worker, effective August 18, 2021
 - (2) Leann Ryder, Paraprofessional, effective August 20, 2021
 - (3) Joan Steffy, Paraprofessional, effective date September 20, 2021
 - (4) Kelly Zimmerman, Paraprofessional, effective date September 13, 2021
- (b) Approval of the following support staff personnel:
 - (1) Brynn Beichner, Special Education Paraprofessional, effective date August 30, 2021

- (2) Ronita Buskirk, Special Education Paraprofessional, effective date August 24, 2021
 - (3) Lisa Byrom, Classroom Math and Reading Support Paraprofessional, effective date September 7, 2021
 - (4) Denise Gayle, Special Education Paraprofessional, effective date August 26, 2021
 - (5) Ricky Gerhart, 2nd Shift Custodian, effective date September 20, 2021
 - (6) Elizabeth Governanti, Special Education Paraprofessional, effective date August 26, 2021
 - (7) Stephanie Holt, Special Education Paraprofessional, effective date August 30, 2021
 - (8) Lisa Lindenmuth, Food Service, effective date September 20, 2021
 - (9) Nicole Monteforte, Classroom Math and Reading Support Paraprofessional, effective date September 8, 2021
 - (10) Brooke Moyer, Special Education Paraprofessional. effective date September 10, 2021
 - (11) Heather Murphy, Special Education Paraprofessional, effective date August 30, 2021
 - (12) Analiese Rea, Special Education Paraprofessional, effective date September 13, 2021
 - (13) Kay Schell, Reading and Math Paraprofessional, effective date August 24, 2021
 - (14) Billie Jo Schoener, Part-time Library Assistant, effective date September 13, 2021
 - (15) Amber Sharp, Special Education Paraprofessional, effective date September 23, 2021
 - (16) Kathy Sozzi, Middle School Classroom Paraprofessional, effective date September 13, 2021
- (c) Approval of rescinded and new supplemental contracts for the 2021-2022 school year
- (d) Approval of after-school tutors for the 2021-2022 school year
- (e) Approval of STS employed guest teachers
- (f) Approval of sport event workers
- (g) Approval of volunteer coaches

Roll call vote, all members voting yes. Motion carried 8-0.

Mr. Renninger made a motion, seconded by Mrs. Wagner, for Board approval of a pause on all disciplinary action relative to the mask mandate. Roll call vote, 5 no votes, 3 yes votes. Motion denied 5-3.

Mrs. Denise Logue, Mrs. Laura Stehr and student Breana Ensinger shared information about the ESL Enrichment Camp that was offered to the district's elementary ESL students, and how the High School Global Scholars program helped to support that opportunity for the elementary ESL students.

Mr. Brett Buckwalter provided an update on Lancaster-Lebanon IU13 Board meeting topics.

Mr. Richard Brenner provided an update on the Lancaster County CTC.

Dr. Haldeman shared information about summer programs and summer in-service for professional staff.

Mr. Sensenig and Dr. Musser thanked everyone involved in providing lunch for the faculty during the September 17, 2021 in-service.

Rev. Eshleman provided a timeline regarding the development and implementation of the District's Health and Safety Plan. He stated how parents had used information provided through the Health and Safety Plan to make plans for their children for the new school year, and he acknowledged the disappointment and frustration that was caused by the unanticipated Universal Face Covering Order that superseded the plans that had been developed by the School Board. Rev. Eshleman explained how the requirements for implementation of the Order unfolded. He further explained the District's communication regarding the application of the Order, the exemption process, and what was required of school districts by the Pennsylvania Department of Education. He shared that the School Board was frustrated by the abrupt change in direction at the state level and that Board members would have preferred to maintain local control regarding the mask requirement.

During the general comments portion of the meeting, numerous residents voiced opinions and concerns: Mrs. Stephanie Cooper questioned when the mask mandate would end and asked the District to allow parents to make the choice for their children. Mr. Steve Knauer expressed concern with masks and bacteria. Mr. Tyler Rittenauer said that his 9-year old daughter cries when they talk about the mask and doesn't want to go to school. He also expressed concerns that masks take our oxygen to an unsafe level. Mr. Dan Burton stated that the Board needs to get input from other solicitors; liability issues may result due to pulling students from classes for not wearing masks. He also questioned who told administration to carry out disciplinary acts and segregate the students. Mr. Jason Lutz was offended by the treatment his daughter received for exercising her right to stand up and not wear a mask, and he questioned the protection masks provide. Mrs. Elizabeth Lockman was upset with how her daughter was segregated for not wearing a mask and questioned why she can go anywhere else without a mask except for school. She compared it to Anne Frank's sister being told to find another school. Mrs. Rachel Kane thanked the Board for holding the meeting in person, and noted that both sides are disheartened. Her concerns were with the lack of quick responses to phone messages and emails, and that bullying tactics were used against her son for not wearing a mask. Mr. Tom Smoker asked the Board to partner with the people they work for, and to say "no". Mr. Linford Hurst read from the Pennsylvania Constitution, noting that we have the right and moral duty to say "no" to Harrisburg. Mr. Lonny Levan spoke of real leadership and told the Board that the people will stand behind them if they untie their hands. He compared the Board's unwillingness to go against the mask mandate to the Germans who ignored the cries of the Jews. Mrs. Michelle Weber shared information about how masks are harming the children. Mrs. June Kinback stated that it's not the government's job to protect her health; it's the government's job to protect her rights, and that the bullying regarding masks must stop. Mrs. Brianna Fultz shared information on ailments caused by masks and issues students are dealing with due to wearing masks. Mrs. Wendie Sauder was concerned that mask breaks are only given at lunch time and listed a number of students experiencing maladies, including social and emotional issues. She compared the mask mandate to "grooming". Mrs. Katrine Martin continued with examples regarding students' issues with masks. Mrs. Amy Weber expressed disappointment and believes that money is behind the District's decision. Mrs. Rachel

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Davis quoted from the book of Ecclesiastes and noted that this is a time for war and not for peace and that no one's hands are tied when it comes to fighting evil. Mrs. Michelle Hohl wants students to have more mask breaks and noted that the mask mandate did not say anything about needing a doctor's note. Mrs. Nicole King described how masks affect children's health and emotional wellbeing, especially since their lungs and immune systems are still developing. She feels that there should be freedom of choice. Mr. Patrick Jasinski spoke of increasing numbers of positive COVID cases at the High School and that social distancing and quarantines are needed, not just masks. Mrs. Kylee Sowel said that she is standing for her family, fighting for her children, and that masks are not the answer.

On a motion made by Mr. Graybill, seconded by Mr. Buckwalter, and unanimously agreed to by the Board, the meeting was adjourned.

Sherri L. Stull
Secretary