

School Board of Directors Meeting

May 21, 2020

School Board Meeting Minutes

A Regular Meeting of the Columbia Borough School Board of Directors, which was properly advertised in the LNP Lancaster Newspaper, was held virtually due to the closing of school buildings because of COVID-19 on Thursday, May 21, 2020 at 6:00 p.m.

1. Welcome and Call to Order

President Leader called the meeting to order at 6:00 p.m. and welcomed the public that are viewing the Board Meeting virtually.

2. Pledge of Allegiance

President Leader led the Pledge of Allegiance.

3. Roll Call

Board Members in attendance: Sandra Duncan, Devon Fisher, Kathleen Hohenadel, Kate Keyser, Cole Knighton, Robert Misciagna, Lauren VonStetten, Rebecca Young, and Charles Leader

District Administration in attendance: Tom Strickler and Keith Ramsey

4. Notice of Executive Session

May 5, 2020 for Personnel

May 7, 2020 for Personnel

May 21, 2020 (prior to the meeting) for Personnel

President Leader noted that there was an Executive Session on the above dates for Personnel

5. Communications

None

6. Agenda Modification/Approval of Agenda

None

7. Public Comment on Agenda Items Only

The Board encourages citizens of the district to come before the Board to present their petitions, inquiries, or other communications of interest.

Due to the virtual aspect of the Board meeting, the Board is requesting if you wish to provide public comments during the virtual board meeting, you can submit your comment by completing the form a public comment form prior to the meeting.

Public comments will be read aloud during the public comment section of the agenda

Mr. Ramsey, Board Secretary, read the following comments from the public:

Jim and Vickie Anspach, 459 Maple St., Columbia, PA 17512 - Dearest Columbia School Board, We were just made aware of the upcoming vote to determine the future of Tom Strickler as Superintendent of CBSD. We are totally dismayed and upset of such an upheaval occurring at this unprecedented time in the nations well being. A time in Columbia history and our nation's institutions when stability and well meaning leadership are a must. Since taking over as Superintendent, Tom has tirelessly and unselfishly worked for the betterment of all Columbia students. Tom was first criticized for not having proper educational certification which he has since worked on and obtained. Always thinking for the improvement of the school, Tom has looked to change, which has saved the borough time and money, ie sharing a business manager with Elanco. Such a great move as the board endured frustration with an inept business manager and the disarray caused by her. The experience and background of Keith Ramsey brought normalcy and basic common sense back, plus saved money for our district. Tirelessly, Tom has worked with the Attollo program for aspiring juniors. A novel idea at the time, which has proven to be an annual initiative that has matched so many seniors to colleges, universities and trade schools. Without this push given by Attollo, many would have fallen by the wayside, but now have aspired to the next level of education. Thank you, Tom for thinking outside the box. Since living in Columbia, we have seen so many superintendents come and go. We have watched it become the springboard used to propel an individual to a district of size and more sizable tax base. Tom Strickler has righted this vessel, setting the keel deep and has given Columbia Schools a true direction and destination. School Board, be ever so careful of what you wish for! You have a solid, proven leader with Tom. We request you drop your search for a new superintendent. Learn to work with, adapt, perform with Mr. Strickler. He is a valve in so many ways to our schools. To dismiss Tom's leadership at this time is foolhardy and would only prove the unexplained bias against this leader in our community. If you insist on this vote, do not use the veil of a virtual meeting to adopt your motion. Wait until an open meeting can occur, to see and hear the true unrest of Columbia citizens toward removal of this public servant. Please vote to keep him as Superintendent at Columbia Schools.

Robin C. Gamby, 20 North 13th Street, Columbia, PA 17512 - As a resident of Columbia Borough and taxpayer of the Columbia Borough School District, I would like to voice my concern about the Agenda Item Item #11F – Motion to Consider Another or Other Candidates for Superintendent. I would like to know why the School Board is looking to replace the current Superintendent, Tom Strickler. I understand employee issues can not be discussed, but if there are issues, has Mr. Strickler been performance managed? From a community member perspective, Mr. Strickler is always looking out for the best interest of the students. He attends many, if not most, school functions. The communication and visibility of the school district in our community has increased. And how much of this time is above and beyond his required hours. As a supporter of the ATTOLLO program since it was introduced at CBSD, I believe in the students in Columbia. The opportunities this program provides the students compliments what they will learn in the classroom. The confidence and experiences are far beyond what they would ever gain without this program. And far more valuable to the students (scholarship opportunities, increased earning potential, etc.) than we will ever realize. We will see these students RISE far beyond their current circumstances. As a taxpayer, I am concerned that the school board would consider, without probable cause, to replace a Superintendent that has performed well. When our Superintendent is the lowest paid in the County, how is he going to be replaced without an increase in salary and benefits, and will anyone else be as committed to Columbia as Mr. Strickler? To attempt to replace a Superintendent in the middle of a crisis is unacceptable. This is the time for everyone to come together to make things as streamline as possible for the teachers, students, and parents. The communication by the district throughout this crisis should be commended. And the partnerships that have been formed with the ELANCO, Thaddeus Stevens, Columbia Education Foundation, ATTOLLO,

and the community have been invaluable! To risk losing these relationships is not fiscally or functionally sound. Let's keep things moving forward for the success of our students, district, and community!

Deb Cunningham, 1116 Locust St, Columbia PA 17512 - Good evening. I believe I am not alone and join a large majority of the community when I say I do not understand your rationale for not offering Tom Strickler a renewed contract as the district superintendent. I hope you can provide justification tonight in your vote for not doing so. I look forward to the rationale and valid reasons from each one of you. Help us understand what is so bad. My own observations and after discussions with other community members, parents and district employees, our take is that Tom has been doing a terrific job. The morale has never been better. He is in it for the children. He loves what he does and he loves his community. Why else would he have stayed and endured the animosity? Oh not from all of you. Just a few. They should get over their egos and power trips. Most of you are new to the board. You only know what has been told of you. Be your own voice. I have seen and heard of the hours that Tom puts in each day. Weekends as well. He is dedicated. I doubt you will find anyone else as dedicated. I'm sure you will find someone. Temporarily at best. A stepping stone for some, a last ditch opportunity for others. None will last. Not at what we can afford. And why would others stay as well? All at the cost of the taxpayers and more importantly, the students and parents. We are going thru some very terrible times right now. Why add to that? Please make sure Tom Strickler remains a part of ensuring a positive path forward. If it's not broke, don't fix it! Thank you.

Dave Cunningham, 1116 Locust Street, Columbia PA 17512 - I trust the decisions you are going to make tonight about Columbia's future have been thoroughly evaluated. The students, faculty and community deserve nothing less with the actions you take as being smart choices. As we expect every time you cast a vote for change. That each of you are making decisions based on your own conclusions, not those based on party lines or influenced by what others want and think you want. Your evaluations should be based on the past, what is current and as important what will those changes look like into the future. From what I see and have experienced over the last several years, the Columbia Borough School District has begun a path of renewed energy. I am hopeful and optimistic that this will continue under the current administrative team. I contribute much of that success due to the leadership, dedication and hard work of Tom Strickler. I have known Tom for many years. We have worked together on a number of boards, committees and projects. At no time, has Tom ever waived from his core values that circle around only the best for the students and this community. He has stood the test of time and the challenges that have been put before him. His outreach to the community and county has paid dividends to the school district. He finds the right people to connect with, secure the resources and then make it happen. Tom was instrumental in orchestrating our current agreements with the ELANCO school district. An agreement that has provided us top notch professional, technical and financial experience at dollars that alone the district could not afford to absorb. I would be concerned and caution you that if there are drastic changes in the administration that presents dissension in this community, the confidence that exudes today with that partnership will be in jeopardy. He has gained their respect. As well as the respect of our local business community who are excited to see a revitalization in their town and their school. Do you think changing the leadership is best for whom? Do not turn this district into a revolving door of leaders and staff. Who will want to come here and who will want to stay here? We have stability. Don't screw it up. Why would you want to introduce drastic changes, which I believe will happen, if you move forward with not renewing Mr. Strickler's contract? Our world has been turned upside down. Our children need normalcy. I believe Tom Strickler has proven he has the ability to lead us forward. You each are entitled to make the right decision and then stand by that. Your own responsible decision. Thank you.

Ray McCarty, 1020 Central Ave - I would like the board to consider retaining Tom Strickler as the superintendent of the CBSD. I have two children currently enrolled in CBSD and think that Tom has done a good job. Tom and I do not agree on everything that he does, however the effort and time Tom dedicates to our students I can not question. He and his family reside in Columbia and understand the issues our school faces. The changes that need to be made in our school and town are not easy changes but Tom is putting forth the effort that is needed to make some of these changes. Please do not open this position up to another person in training who will use this position as a Resume builder. Tom is committed to Columbia and our students.

Debra E Smith, 229 N 10th St, Columbia, PA 17512 - As a resident and employee of the Columbia Borough School District I have some concerns with passing Item 11 F. We are in such a tumultuous and chaotic time right now, I'm wondering why we would add to it by looking for a new superintendent. Mr. Strickler and his team have brought Columbia up from the bottom in the education of our children. He has partnered us with businesses and ELANCO to benefit the district and

the children. What happens to these partnerships if you chose not to renew Mr. Strickler's contract? With the budget being a million dollars in deficit, please consider how much we could pay a superintendent. I don't think any other superintendent would work for what we pay Mr. Strickler. What happens if ELANCO pulls out of our contract with them because you didn't renew Mr. Strickler's contract, can we afford to replace those 4 positions at what we pay them, I think not. Please look at how this will affect our children and the education they receive. Mr. Strickler and his team have done an excellent job so far, let's keep it going.

Marcy McCarty, 1020 Central Avenue - For the purpose of school board meeting minutes, I think it is important to note that agenda items 11f and 11g seem to appear in accordance with School Board Policy 302 where the school board is required to place both on the agenda 150 days prior to the expiration of the contract of the superintendent. Many agree that given the circumstances of the pandemic, the timing of remotely thinking of changing leadership would be a disaster. Despite the PROCESS of the hiring of the current superintendent was not favorable by many, it is time to set our feelings aside and do what is truly best for the students. I believe, and think many agree, that for the first time, the school district is starting to see some improvements based on consistent and reliable administration. I have personally seen data to support that the school district is seeing growth in some educational areas and more willing to work with parents to meet their students educational needs. I think our district is surviving because we finally have consistency in some areas. Yes, there is still a long road ahead to become a better school district. However, there are other methods for accomplishing that goal instead of searching for another candidate for superintendent that most likely is not vested in the district and will use as a stepping stone. Instead, I challenge both the board and the district administration to work together and identify areas of improvements and then establish short and long term goals. By establishing goals that both agree upon, the district will be able to move forward as a whole instead of in silos, and will gain a better perspective into administration meeting the needs of the district for future reference.

Philip Martin, 18 S 4th Street, Columbia, PA 17512 - Dear Board, I have been told that the board may be considering beginning the search for a replacement for the current superintendent. As a former resident, former student, current business owner and current volunteer of Columbia I ask that great discernment be taken before making that decision. It is an important one. I am not a teacher or employee and my only involvement is through volunteer work that I do within the district. It is what I have observed through volunteering and because of my love for the town and the school that I feel compelled to speak on the current superintendent's behalf. Through many different activities, initiatives, meetings (too numerous to mention) I have seen him work extremely hard and extremely smart (in my opinion) to engage teachers, parents and the community to assist in the development of our young students. One example of this: The Attollo program would not be involved at Columbia School District today in my opinion if the superintendent had not laid the groundwork within the community to support the district in greater ways. That took time and dedication to gain that trust. As a result, he could come to community leaders and boldly ask for funds for this great program and the community responded and students benefited. There are other examples of how we in the community have seen the superintendent work, plan and interact with students, teachers, administrators and the community in a way that certainly shows the interest of our students is foremost in his motivations. I only ask that you take the community's perception of how he is fulfilling his role into account in this decision. I for one see him as a very positive factor in moving the district forward. I do realize there are other factors. Thank you for listening and for the work that you do.

Michael Kleinhans, 257 S 9th St. Columbia - As a person who specifically took a job in Columbia to help and support the community, I also requested to be part of a council of people reviewing and giving opinion to Mr. Strickler and his staff. While a part of this council, I was always encouraged by the amount of love and care Mr. Strickler demonstrated for the students and faculty of CBSD. Additionally, when it came to addressing Columbia town and school issues, Mr. Strickler's work ethic, care, respect and candor was without equal. He consistently fought for the rights, education and services of the people of Columbia. If your criteria for a superintendent is strictly based on an having an administrative educational degree you are being very short sided. This town needs more people like Mr. Strickler and he is very well equipped to be the superintendent of CBSD.

Beverly Shank, 932 Chestnut Street, Columbia, PA 17512 - I am unsure as to why you are looking for a new superintendent. I have been involved with the monthly superintendent meetings and have been impressed with the direction that the district was headed before the Corona Virus hit. He has a lot of community support evidenced by the number of community leaders who are involved with these meetings. Thank you for your consideration.

Anita Phillips, 1410 Ironville Pike, Columbia, PA 17512 - As a member of many booster clubs, the parent teacher partnership and an involved parent at my children's schools and in our community, I have worked with Mr Strickler on many projects, in many capacities and I am always very happy with his involvement and dedication to our school district, our students and their parents needs as well as our community in general. I feel he is a perfect fit for our district and has done an amazing job providing for the needs and well-being of our students. It would be a real shame to lose him. He truly cares about our students and making our district the best it can be.

Marjorie Droege, 120 N. 13th St., Columbia, PA 17512 - With regards to items 11f and 11g - With the current national and world events due to COVID-19, is this a good time to be looking for a new superintendent? At this time, the district has stability with its administrative team that it has not had in years. Looking back on our previous track record since 2013, we have gone through 5 superintendents with the longest tenure being Mr. Strickler for pushing 2.5 years. We have had a middle school principal for 6 years and a high school principal for almost 4 years. This is the longest an administrative team has stayed at Columbia in years. This consistency can do nothing but help improve our district. I am not saying that Mr. Strickler is the reason for a solid team, but he could be. Please consider holding off on any voting or decisions until our world, nation, and state return to somewhat of a "normal."

Elizabeth R. Smedley, 258 North Third Street, Columbia, PA 17512 - I am very disappointed to see that the Columbia School Board is considering advertising for another superintendent. Mr. Strickler has served the Columbia School District well. He has been extremely fiscally responsible and has elevated our district in many ways. I would like to know what plans the school board has for reopening school utilizing the newly published CDC guidelines. If you vote to change superintendents, how will this affect teacher preparation for reopening? Since the salary range for Lancaster County superintendents is well above the salary which Mr. Strickler is receiving, what plans do you have to allow for the additional funds in the budget as well as the one million dollar shortfall for the 2020-2021 budget? I totally support Mr. Strickler's continued employment as superintendent of Columbia Borough School District. Please vote to keep moving forward in a positive direction by extending his contract.

Fred Thomas, 39 N. 7th Street, Columbia, PA 17512 - I wasn't aware there was consideration to potentially employ a new Superintendent, however it's on the agenda. Under Personnel, Item 11F it states: A Motion is requested to notify the Superintendent that the District intends to consider another or other candidates for the office of Superintendent for the term beginning January 1, 2021. Then the next item 11G states: A Motion is requested to notify the Superintendent that the District intends to retain him as Superintendent for an additional contracted term of between three (3) and five (5) years, with the specific terms and provisions of such contract to be hereafter agreed upon by the Board and Superintendent. His contract was due to be signed in December, 2019. Why is it just now coming up for renewal or rejection. The board needs to get it's act together. There is no reason to replace him other than the fact that two of the board members don't like him and originally voted "no" in hiring him in the first place. Those are the president and vice president whose agenda is to remove him from office. They have made statements to that fact.

Jonathan Lutz, 559 Chestnut Street - I am disappointed to see a motion to advertise for the position of Superintendent on tonight's agenda. While I wholly support our current Superintendent, making this move at this time defies every notion of open, transparent, and accountable government. With the current COVID-19 pandemic, residents and the Board alike are unable to properly engage in a meaningful discussion of this matter. Choosing a new Superintendent is not something to be taken without the utmost care and consideration as this leadership position ultimately drives not only the course of our children's education, but also the use of our tax dollars in a district where every single penny matters because there are so few. Moreover, the motion is to "consider another or other candidates for the office of Superintendent for the term beginning January 1, 2021." I find it unusual that the board would want a new superintendent to start mid-year and wonder why this action is being rushed so. The process could very well be slowed to allow for more public input as the pandemic eases. That aside, the current Board of School Directors has five new members since last December. A majority of the Board having six months or less experience is expected to rush this decision? That alone is a reason to not only slow the process, but to seek more public engagement. Anything less is simply a breach of the public's trust. Accordingly, I ask you to please table this motion. Thank you.

Kim Gohn, 840 Chestnut Street Columbia Pa - I'm very disappointed to see the school board considering removing Mr. Tom Strickler as superintendent. If this is a performance related dismissal, please provide justification for termination. If so, has Mr. Strickler been assigned a Performance Improvement Plan? The superintendent role is business focused as well as understanding of educational process. His Master's Degree in Business, as well as previous experience surely qualifies him to lead the business initiatives for Columbia Borough School District. Very few candidates would possess both a comprehensive business background as well as a comprehensive teaching background, particularly at the salary point we, as a school district can offer. Mr. Strickler understands the dynamics of this community which in it's self is a level of experience few, if any candidates would possess. Now is not the time to make a superintendent change as the coming school year will be very challenging, particularly for the students. We need a unified cohesive team, with first hand knowledge of our school district to minimize the negative impact of the new normal. I respectfully request the motion to replace Mr. Strickler be dismissed, and his contract renewed.

Amy Redding, 1241 Hereford Dr. Columbia, PA 17512 - I would like to comment in regards to items 11 F and G on the May 21 school board meeting agenda. As a resident, parent and school district employee I would like to urge the board to table the motion to look for another superintendent at this time. We are in the middle of a crisis. Is this the best time for us to be considering a change in school leadership? In the time that my sons have attended Columbia Borough School District there have been 6 superintendent changes and multiple principal changes. The constant change in leadership is no way for our district to evolve and move forward. I feel that we finally have a stable administrative team and we need to give them time to implement and see through the initiatives that have been put in place. While people will never fully agree with every decision that a district superintendent makes, there is no doubt that Mr. Strickler has developed many positive partnerships for our district that have benefited our students.

Don & Tracy Arndt, 1256 Ridge Avenue, Columbia PA 17512 - We fully support Tom Strickler as Superintendent of the CBSD. He is the driving force for so many academic and extra activities, including Atollo, which we financially help to support. If you vote to not renew his contract the community has the right to know why. What items on the job description is he not performing? During this unprecedented time, Tom and his team have done an outstanding job reaching out to every student, keeping the community informed. We are very concerned that the team of outstanding principals, along with the Elanco partnership will be compromised. Plus where will the money come from to replace them? Let alone trying to find a superintendent for \$107,000/year, who has the best interest of Columbia at heart, not just a stepping stone for a year or two. Please extend the contract of Tom Strickler - we feel it's in the best interest of the students and community. Thank you

Chris Smiley, 806 Lancaster Ave, Columbia, Pa. 17512 - My name is Chris Smiley and I am business owner in the borough, I have owned Mountville Motor Sales for 20+ years and I have recently opened AJ's Surplus Grocery in the old Musser's. I am a school board member at Hempfield for the past 9 years. I reach out first from a perspective of understanding of what its like to wear a school board hat and I do thank you for your service. I have come to be passionate about Columbia and support where I can because I want to see this town succeed especially if it pertains to kids. I volunteer my time any chance I get to speak encouragement and truth to high school students and I employ several great kids from this boro. I have come to know Tom Strickler and I was shocked to hear that he may be voted out this evening. First, with these unprecedented times, we need to be bonding together, not splintering apart. The optics of the timing seems very off. Then I paused and thought maybe I am missing something, maybe something happened, so I did my due diligence and reached out to my Superintendent, as well as Penn Manor and Warwick where I have close ties to see if something happened. All three spoke well of Tom and were shocked that this was happening, particularly at this time of already instability. I also reached out to some respected voices from Columbia and got a similar reaction. Tom is not a traditional superintendent, which I think is good. To turn this district around it will take someone not afraid to challenge the status quo. He is about accountability and demands much from his principals. I know his style can ruffle feathers and he probably doesn't do himself any favors, but he is passionate about Columbia and wants to raise the bar. I admire his energy and grit and clearly he has produced positive results in many areas. That being said: If an event happened, that warrants removal I am in full support. If you have a plan that benefits the district and its students beyond what we have now, I am in full support. but if you don't have a plan of action or this is something else, I urge you to reconsider. I have seen so much progress in the right direction that is will be a real blow to the district. You may also be faced with a mass exodus of talent. In conclusion, I know a few of you are very new to being on the board and this is a monster decision. I know Tom has the support of neighboring districts, as well as his administrators and the business community that I know. If this is truly the direction the board thinks best, you owe it to yourselves to wait on this until

the public can attend and voice their support in either direction. That way you know you are making the right call on such a critical piece. If you decide to vote tonight, I ask that each of you vote your own conscience. This decision should be based on what is best for the kids and the district. Thank you

Stephanie and Jeff Bausman, District Vendor - As parents from another district and a public relations communicator for Columbia Borough School District, we compare notes often from one district to another. Hands down we have seen the best forward-thinking, and compassion in Columbia Borough School District's administration, led by Tom Strickler when compared to other school districts in the area. His empathy for the students and complete care is nothing short of amazing. He has gone above and beyond to bring positive change to Columbia Borough School District and the community as a whole. His communication has far succeeded others at both the state and national levels. Under Tom's leadership, CBSD has been nationally recognized by various Educators and Educational Programs. Tom is up-to-date and well versed on information within the educational field. Everything he has done for the district has been geared toward providing opportunities and education for the students of CBSD. We have personally directed friends and family of our district to download and follow CBSD's web APP and social media because of how much further ahead he has made Columbia. The website Tom created has become more of a resource to us and others than our own district's website. We are beyond proud to be a part of CBSD's team and appreciate the efforts Mr. Strickler brings to the district and community. Please vote to keep Tom Strickler as Superintendent of CBSD.

Deb & Joe Weisser, 527 Hill Street Columbia PA - As a taxpayer and property owner – having a Superintendent that is fiscally prudent and student-focused is essential to every community member. As a nontraditional Superintendent, Mr. Strickler, has always had the best interest of the students, staff, and community at heart. These qualities he displays he continues to focus every effort on the success of our STUDENTS. We pride ourselves on our ability to encourage, and engage students to support our town. Transparency is essential so that we as a community know what the facts are that are driving our elected School Board members, however, the current article depicts behavior that appears to be malicious and undermining to the efforts of the administration at the School District.

Devin Sullivan, 268 South Eighth Street, Columbia, PA 17512 - As a 2019 Columbia Borough School District graduate, I see no valid reason as to why the replacement of Superintendent Tom Strickler is being considered. Throughout my career as a student I have witnessed gradual yet effective changes within the school district, and many of my peers and neighbors have also noticed. I do not necessarily agree with all of Mr. Strickler's decisions, but I absolutely believe that his intention has always been to make constant improvements, and I know that he sees and values the potential that Columbia students possess. One clear example of Mr. Strickler's effort to improve CBSD is the decision to introduce the district to the ATTOLLO Prep program. Through the ATTOLLO program my peers and I have learned more about our self potential, and we were taught about everything involved in the college application process. Not to mention, ATTOLLO has also brought Columbia students on many college tours, from Boston, to Atlanta, to California, and many other major college areas. Mr. Strickler would not have introduced the students to such an effective and intentional program if he did not have our best interest in mind. I can not conceptualize someone new taking the place of Tom Strickler, as he knows this community and he shares our values. The decision to consider replacing Superintendent Tom Strickler is not in favor of the students and it is not in favor of the community.

Jordan Steffy, Founder and Executive Director of Attollo Community Center - To the Columbia Borough School District School Board, Like many, I was surprised by the late addition to the board agenda that seems to potentially place the future of Superintendent Tom Strickler's role within the district in question. As a partner of the district for the past 3 years, I've personally experienced the consistent student-centered, forward-thinking, and inclusive approach of Tom's leadership. The Columbia Borough School District, and more importantly its students, are undeniably in a better place as a result of Tom, the administration, and its committed faculty working together. One of the consistent themes my team and I heard three years ago from students and teachers was that the prior turnover in leadership (Superintendent and Principal) led to a culture of constant unrest, which inhibited their focus on what they were actually there to do; teach and learn, respectively. With the appearance of weighing a potential decision of this magnitude, again as evidenced only by an unexplained agenda item, the question that must drive any board-level action is: "how will this benefit our students?" What end does the possible introduction of yet more turmoil accomplish in Columbia's educational mission? Additionally, what is the source of the apparent friction? A board carries the sacred responsibility of acting in the best interest of those it serves as servant leaders. Whether tenured or newer members, any such discussion should be weighed carefully and thoughtfully prior to any proposed action. The recent events surrounding this pandemic only

further underscore the real danger of increased instability and the certain detriment to the young lives entrusted to your care. My hope is that rational minds prevail in this situation for the sake of the students, families, and hundreds of Columbia community members I've come to know, respect, and admire. Void of any preliminary explanation and rationale, which there has not been to this point, this topic of discussion appears at best a distraction. A concerned partner and fan of the Columbia School District.

Francis Resch, 1027 Walnut St. Columbia PA - I was probably one of Tom Strickler's biggest critics in the past, but I have a completely different opinion of him now. He has proved himself to be a dedicated superintendent. I saw in the newspaper where the school board is considering not renewing his contract. I think this would be a mistake! Tom has shown that he is fully invested in the welfare of the district and the community. In my estimation Tom is the best and should be retained!!!

Madison Simpson, 562 Union Street Columbia, PA 17512 - Hello, My name is Madison Simpson, I graduated in the class of 2019. I am currently a rising sophomore at Mcdaniel College. While at Columbia High, Mr. Stickler was a vital part of my high school experience and success. During my sophomore year, Mr. Stickler pushed for and initiated Attollo. Attollo is a program designed to guide students through their junior and senior years of high school while helping students with the college process. Attollo has played a significant role in my life along with many other of my classmates. In my junior year at Columbia Mr. Stickler and I had a conversation about my intended plans for the future. A few weeks after that conversation Mr. Stickler and Dr. Smith reached out to me about an internship with Representative Hickernell. With the help of Mr. Stickler, I was able to intern with Representative Hickernell and gain first-hand experience in the political field. Throughout my senior year, Mr. Stickler aided my classmates and I to make sure we were prepared for college. Today, Mr. Stickler has still been in contact with me regarding my first year at Mcdaniel. In addition to Mr. Stickler being highly involved with high school students, he is also at Park School. My younger brother Myles who is in second grade has a great relationship with Mr. Stickler. They often talked after school at dismissal. Mr. Stickler is very friendly and easily approachable for students. Mr. Stickler is not only involved in the Columbia school district but also involved in the Columbia community. I have seen him around town countless amounts of times with a smile on his face. Mr. Stickler truly cares about the Columbia student body.

Leo Lutz, Mayor Borough of Columbia Borough - Dear School Board Directors, Please accept this letter of support to retain Tom Strickler as Superintendent of Columbia Borough School District. I trust that since comments to the Board cannot be made personally at this time my letter will be read into the minutes. I find it hard to believe that the Columbia Borough School Board would even consider placing a motion on the Agenda to not extend Tom Strickler's contract. I have been associated with the School District in a professional capacity for over 25 years and have never seen the amount of work, dedication, and innovative thinking for both students and residents done by a superintendent other than Tom Strickler. The School District and Borough have forged a relationship as never before, discussing ways to better educate our children while being financially responsible to the community. Tom has championed programs like Attollo, Community Climate, School Resource Officer, and helped the Columbia Education Foundation increase revenues to provide more financial help to students and teachers. Tom is constantly thinking out of the box for ways to help our young people and reduce the tax burden on our business and residents. Tom brought a fantastic educational opportunity for our students in a partnership with Stevens College. The Attollo Program has opened up higher educational opportunities for our students that they never envisioned. Currently the Borough and School District are discussing several programs and joint ventures that will benefit students, residents and business. Talks have begun once again on creating a Borough/District television station to broadcast events, information and meetings manned by students. We are looking into solar energy and shared IT Services. These discussions have slowed due to the Corona Virus Pandemic since many of the businesses we must work with have curtailed operations. With Tom's desire to provide a better, low cost quality of life for students and property owners, I'm sure we will continue to explore these initiatives once business is allowed to operate on a normal or near normal pace. When Dr. Robert Hollister Superintendent of Eastern Lancaster County School District, one of the most highly regarded Superintendents in Lancaster County if not the State picked Tom Strickler to head the management team, he did so knowing he picked the best person to lead it. It did not take long for this team, under Tom's leadership, to discover several large problems with the former administration. Between \$200,000 and \$300,000 per year in state and federal grant monies was being returned each year for failure to develop programs in conjunction with the grant allocations on a timely basis. The District was under State and Federal review. Tom jumped right in and worked to change the scope of the grant, allowing the District to hire two math teachers. Next they found that the District was three weeks away from a state takeover and the Superintendent losing his Commission. The Auditor

walked out because the books were not in balance. The checkbook had not been balanced in over a year, and the Board had no knowledge of these failures. Spending was out of line with the budget and there were no checks and balances in place. Tom Strickler and Keith Ramsey worked to submit a report to the state in less than three weeks and then did a complete audit in six weeks and the auditor returned to finish the annual audit. Where was the Finance Chair? Tom then began a review of every expense prior to a check being written or a PO being issued. In three years the School District went from almost \$0 fund balance to a little over \$2M. So, some members of the School Board can only say their objection to Tom Strickler being retained as Superintendent is because he was not a teacher. As evidenced in the above statements, Columbia Borough School District needs a leader who both cares about our children and has the business experience to ensure that every tax dollar and grant dollar is being spent properly. I can go on much, much longer with evidence based comments of why you should retain Tom Strickler, but I hope you get the idea. If you choose to look elsewhere for someone who most likely will not be from Columbia, will not engage in the community, will not spend every dollar as if were their own, look for either a stepping stone to a position in a larger School District or a place to sit out a few years before retirement, this community and its children will be the loser. If you care to discuss this further, I am more than willing, I regret that at this time I am not permitted to speak in person or engage in a meaningful discussion on this matter. Do what is right for our community and its children. Extend Tom Strickler's contract. Thank You

Jodie Parkinson, District Employee - This comment is in regard to motions 11F and 11G. Mr. Strickler provides strong, student-centered leadership for the Columbia Borough School District. During his tenure, he has assembled a team of administrators who understand the unique needs of the student population and are committed to the Columbia community and determined to provide holistic, educationally excellent opportunities. In addition, being named to the Pennsylvania Department of Education's Superintendent's Council is not only a tremendous accomplishment but also affords Mr. Strickler the ability to better advocate for the Columbia community's educational needs. Fiscally, Mr. Strickler's decisions, in concert with Mr. Ramsey, have brought CBSD back from the brink of bankruptcy and ensured a strong financial position—strong enough to sustain the budget without having to raise the real estate millage rate, even prior to the pandemic's impact. Through fiscal responsibility, community partnerships, fundraising, and grant writing, Mr. Strickler has secured a viable future for the Columbia Borough School District. In support of his efforts and the students and families of the District, we request that his contract be renewed, allowing continued follow-through with the changes he has begun, always putting the students of Columbia first. Sincerely, Dr. Gregory McGough, Dr. Michael Smith, Dr. Jodie Parkinson, Mrs. Elizabeth Landis, Mr. Michael Shirk, Mrs. Alaina Melendez, Mr. Robert Kedney, and Mr. Eloy Rodriguez

Dr. Patricia S. McAllister, Pastor at Mount Zion AME Church, 222 S. 5th Street, Columbia, PA – I have had the privilege to serve on the Superintendent's Advisory Board. During this time working with Mr. Strickler, I have observed a Superintendent who is passionate about his students and one who is to be among the most creative, innovative, and cutting edge educators that I have ever had the privilege to work with. To remove him would be a great mistake. I have served this community for over 20 years. CBSD has not had a Superintendent of this caliber for a long time. I have heard of individuals being removed for poor performance, but never when they have raised the bar in education like Mr. Strickler has. Please reconsider your position. This sounds more political than moral because there is no reason to fix something that isn't broken. Thank you for considering my position.

Katherine and Kevin Shetrompf, 457 Walnut Street, Columbia, PA – My family and I have witnessed Mr. Tom Strickler at many school functions. He has a like for all 3 of our children and Park Elementary. He visits the classrooms on a regular basis and knows them by name. Mr. Strickler takes the time to talk with them on their level and truly cares about them and their well-being. We have recently seen Mr. Strickler and other teachers and staff members visit each senior to provide them a sign and to personally congratulate them. There were no cameras or PR around to see it. His sincerity is real, and we know his heart is in the right place. Let us not forget that this is more than just the numbers. It is about setting the right examples, following through, and being positive. Especially now more than ever, we need stability and familiar faces. This is how relationships are created and kept throughout their young lives. Please don't let us lose yet another important figure in our District. Thank you.

Reverend Dawn Harmon – I am a member and volunteer on the Superintendent's Task Force meeting with Tom and others monthly on innovative ways to share ideas and make Columbia School District more improved. It was through Mr. Strickler that I was able to work to offer Columbia students a chance to participate in the Lancaster STEM Sisters Program to improve their technical skills and to make them more competitive in today's job market in the STEM field. In

addition, I was able to bring the Columbia School District, with Tom's help, the Lancaster County Businesswomen Program through Lancaster Chamber of Commerce. Therefore, to remove Tom Strickler from his current position would not be a win situation for Columbia School District.

Jen Wakefield – Mr. Strickler has done so much for the District. The children know and respect him. Mr. Strickler has interacted with the special needs' children on many occasions. He is one of the only Superintendent's to ever do this. Please consider keeping him.

President Leader thanked the community members that submitted comments and their interest in the Columbia Borough School District.

8. Minutes (Mr. Leader – Board President)

a. Motion to approve the following minutes:

- April 16, 2020 School Board Meeting
- May 5, 2020 Property and Finance Committee Meeting
- May 7, 2020 Committee of the Whole Meeting
- May 7, 2020 Extra-Curricular and Curriculum & Instruction Committee Meeting

Miss Hohenadel made a motion. Mrs. Keyser seconded the motion.

Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mrs. Duncan – Yes; Mrs. Fisher – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mrs. VonStetten – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

9. Curriculum & Instruction Committee (Mrs. Fisher – Chair)

a. Motion to approve the candidates for 2020 Graduation

Mr. Misciagna made a motion. Mrs. Duncan seconded the motion.

Mr. Misciagna – Yes; Mrs. Duncan – Yes; Mrs. Fisher – Yes; Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mr. Knighton – Yes; Mrs. VonStetten – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

b. Motion to approve the agreements with the Lancaster-Lebanon IU13 for services for the 2020-21 school year

Miss Hohenadel made a motion. Mrs. Keyser seconded the motion.

Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mrs. Duncan – Yes; Mrs. Fisher – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mrs. VonStetten – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

10. Finance & Audit/Property (Miss Hohenadel – Chair)

a. Motion to approve the attached financial reports

- Treasurer's Reports
- Cafeteria Fund Profit and Loss Report
- Student Activity Account Report
- Grant Report

Mrs. Duncan made a motion. Mrs. Young seconded the motion.

Mrs. Duncan – Yes; Mrs. Young – Yes; Mrs. Fisher – Yes; Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mrs. VonStetten – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

b. Motion to approve the attached check disbursements

Mrs. VonStetten made a motion. Mrs. Young seconded the motion.

Mrs. VonStetten – Yes; Mrs. Young – Yes; Mrs. Duncan – Yes; Mrs. Fisher – Yes; Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

c. Motion to approve the attached budget transfers

Mrs. Duncan made a motion. Mrs. Keyser seconded the motion.

Mrs. Duncan – Yes; Mrs. Keyser – Yes; Mrs. Fisher – Yes; Miss Hohenadel – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mrs. VonStetten – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

d. Motion to approve Family First as School Dentist for the 2020-21 School Year

Mrs. Young made a motion. Mrs. Keyser seconded the motion.

Mrs. Young – Yes; Mrs. Keyser – Yes; Mrs. Duncan – Yes; Mrs. Fisher – Yes; Miss Hohenadel – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mrs. VonStetten – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

e. Motion to approve Twin Rose as the School Physician for 2020-21 School Year

Mrs. Fisher made a motion. Mrs. VonStetten seconded the motion.

Mrs. Fisher – Yes; Mrs. VonStetten – Yes; Mrs. Duncan – Yes; Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

f. Motion to approve meal and item prices for the 2020-21 school year

- Breakfast: Paid Student \$1.30 (\$.05 increase); Adult \$2.00 (\$.15 increase)
- Lunch: Paid Student Park & Taylor \$2.45 (no change); Paid Student CHS \$2.60 (no change); Adult \$4.25 (no change)
- Milk: \$0.50 (no change)

Mr. Misciagna made a motion. Mrs. Fisher seconded the motion.

Mr. Misciagna – Yes; Mrs. Fisher – Yes; Mrs. Duncan – Yes; Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mr. Knighton – Yes; Mrs. VonStetten – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

g. Motion to appoint Deborah J. Weisser as Board Treasurer for the 2020-21 school year

Mrs. VonStetten made a motion. Mrs. Young seconded the motion.

Mrs. VonStetten – Yes; Mrs. Young – Yes; Mrs. Duncan – Yes; Mrs. Fisher – Yes; Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

h. Motion to approve PNC Bank and Pennsylvania School District Liquid Asset Fund (PSDLAF) as District Depositories for 2020-21

Mrs. Duncan made a motion. Mrs. VonStetten seconded the motion.

Mrs. Duncan – Yes; Mrs. VonStetten – Yes; Mrs. Fisher – Yes; Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

11. Personnel Committee (Mrs. Duncan – Chair)

a. Motion to approve the following retirement and resignations:

No resignations for this meeting

b. Motion to approve the following employment of staff:

No employment recommendations for this meeting

c. Motion to approve the following employment status changes:

No employment status changes for this meeting

d. Motion to approve the following extra-curricular contracts:

Spring Athletic Staff:

| Spring 2020 | Athletics | |
|-----------------|------------------------|-----------------------|
| Baseball | Varsity Head Coach | Brandon G. Robinson |
| | Asst. Varsity Coach | Joe Spiese |
| | | |
| Softball | Varsity Head Coach | Michael Brady |
| | Asst. Varsity Coach | Nikole Ortiz |
| | | |
| Track | Varsity Head Coach | David Farley |
| | Asst. Varsity Coach | Karen Kuhn |
| | | |
| | Jr. High Coach (Split) | D. Farley and K. Kuhn |
| Special Program | Benchmark Program | Christopher McComsey |
| | | |

Mrs. VonStetten made a motion. Mrs. Young seconded the motion.

Mrs. VonStetten – Yes; Mrs. Young – Yes; Mrs. Duncan – Yes; Mrs. Fisher – Yes; Miss Hohenadel – Yes; Mrs. Keyser – Yes; Mr. Knighton – Yes; Mr. Misciagna – Yes; Mr. Leader – Yes

The motion passed (9 – 0)

e. Motion to approve to approve the following:

Motion to approve an MOU between the CEA and the District for modification of the scheduling of certain Professional Development days at the end of the 2019-2020 School Year and beginning of the 2020-2021 School Year, in accordance with the discussions between the District and the CEA, and subject to review and approval of the final MOU language by the District Solicitor

Miss Hohenadel made a motion. Mrs. Fisher seconded the motion.

Miss Hohenadel – Yes; Mrs. Fisher – Yes; Mrs. Duncan – Yes; Mrs. Keyser – Yes; Mr. Knighton – No; Mr. Misciagna – Yes; Mrs. VonStetten – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (8 – 1)

President Leader shared that he wanted everyone to realize that we realize, as a Board, that this is a very difficult time to make this decision in a pandemic. We do realize and understand that. However, we are following through on our due diligence as Board Members and we are following the current contract and school code as we do this.

Mrs. Duncan read the following statement on the advice of our Solicitor:

Pursuant to the terms of the current Contract between the District and the District Superintendent, and pursuant to section 1073(b) of the Pennsylvania School Code, the Board is required to place on its Agenda on or before June 30, 2020 an action item to notify the District Superintendent whether the Board intends to retain the Superintendent for a further term of three (3) to five (5) years, or whether another or other candidates will be considered by the Board for the office. In the event, that the Board fails to provide this notification on or before June 30, 2020, then the term of office which the Superintendent is currently serving shall be extended one time for a one (1) year period.

f. Motion to Consider Another or Other Candidates for Superintendent, as follows:

A Motion is requested to notify the Superintendent that the District intends to consider another or other candidates for the office of Superintendent for the term beginning January 1, 2021

Miss Hohenadel made a motion. Mrs. Young seconded the motion.

Mrs. Fisher wanted to clarify that this isn't stating that Mr. Strickler be removed from his post. It is stating that he may be a candidate and others may be a candidate for consideration by the Board...is that correct? It was confirmed as a yes.

Mr. Knighton stated that he doesn't see a need to consider other candidates. The taxpayers have been heard as well as a lot of people from Columbia. He doesn't see a reason that we should go through this and feels that the motion should be removed and proceed with voting on a 5-year contract. Everything is going very well and thinks that we should just move on.

Mrs. Keyser shared that she moved to Columbia 5 ½ years ago and at that time, most of what she heard about the District was negative. At that time, she was concerned about what she heard because she was planning to send her future children to Columbia. She currently has a 4-year-old and up until today felt the District was progressing in a positive direction. I feel the mood and opinion of the community have shifted in a positive direction in the last few years and cannot help to contribute at least some of this to the changes that have been since Tom Strickler became Superintendent. As a Board, we must ask ourselves are the students in a better place today than they were 5 years ago. There have been more opportunities provided to them under the direction of Mr. Strickler and his Administration. Test scores are improving. Things are progressing not only in Columbia Borough School District, but in the community as well and she wants to be part of this progression and part of this building up of the community and not part of the destruction and tearing it down as she believes will happen if the Board takes this action to pursue other candidates and doesn't renew Mr. Strickler's contract. She, as well as other mothers in the community, have made a commitment to raise our children here in Columbia School District, to be involved, and to serve in the Community. Becoming a School Board Director was one of those ways I chose to serve in the community. She has no other agenda other than to keep the children and members of Columbia's best interest at hand. It is my sincere hope that other members on the Board see the value in keeping Mr. Strickler as the Superintendent. We have seen many comments tonight from the Community. All words of

support in keeping Mr. Strickler as our Superintendent and would like to thank the community for their outpouring of support. Mr. Strickler has had a satisfactory yearly performance review by the Board, he works well with the administration as evidenced by their unified comments that they made this evening and Columbia School District is nationally recognized for the at home learning webpage put up 48 hours after the Governor closed schools. She could go on with more reasons why Mr. Strickler should continue as the Superintendent. She sees no rational or logical reason not to renew his contract. She believes that removing Mr. Strickler would be pulling the keystone out of our District during a pandemic and it would be unwise and foolish during this unprecedented time.

Mr. Misciagna wanted to clarify the concern of transparency and doing this over the internet and that we should postpone it, but from his understanding is that we are required under board policy to go through with this prior to 150 days of the expiration of the Superintendent's contract which he believes is at the end of December. Also, with no indication of how our Board will vote tonight, his understanding is that no matter what, the Superintendent would remain in his position until the end of the contract.

Miss Hohenadel – Yes; Mrs. Young – Yes; Mrs. Duncan – Yes; Mrs. Fisher – Yes; Mrs. Keyser – No;
Mr. Knighton – No; Mr. Misciagna – Yes; Mrs. VonStetten – Yes; Mr. Leader – Yes

The motion passed (7 – 2)

President Leader shared that since 11f was passed, motion 11g is not needed and that he will appoint the Personnel Committee and leadership of the Board to work on a transition plan to move forward and wanted to note that there is nothing that would preclude Mr. Strickler from applying for the position and he is the Superintendent until December 31, 2020.

~~g. Motion to Retain the Superintendent as follows:~~

~~A Motion is requested to notify the Superintendent that the District intends to retain him as Superintendent for an additional contracted term of between three (3) and five (5) years, with the specific terms and provisions of such contract to be hereafter agreed upon by the Board and Superintendent.~~

At this time, Mr. Knighton left the meeting

h. Informational – Volunteers

No volunteers to approve for this meeting

i. Information Item - Benefit Plan Changes due to COVID-19

Mr. Ramsey explained the changes to the Summary of Benefits for staff in response to COVID-19. All of the changes have a sunset provision except for the COVID-19 vaccination.

12. Property Committee (Mrs. Keyser – Chair)

a. Motion to approve Lancaster County Board of Elections to hold 5th Ward Primary at Park Elementary School gym on Tuesday, June 2, 2020

Mrs. VonStetten made a motion. Miss Hohenadel seconded the motion.

Mrs. VonStetten – Yes; Miss Hohenadel – Yes; Mrs. Duncan – Yes; Mrs. Fisher – Yes; Mrs. Keyser – Yes;
Mr. Misciagna – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (8 – 0; 1 absent)

b. Information Item – Update on Hands Across the Street using the High School Drive for food handouts on various Fridays throughout the summer

Mrs. Fisher asked if there were dates set for this yet and if the dates were on the website. Mr. Strickler shared that they haven't set any specific dates. They just said they need it on Fridays. They are also working around Fresh Express and any other District activity. They will notify the District on Monday's so we can post it on our website.

13. Extra-Curricular Committee (Mrs. VonStetten – Chair)

None

14. Old Business

a. Motion to approve Board Policies in Section 100

Mrs. Duncan made a motion. Mrs. VonStetten seconded the motion.

Mrs. Duncan – Yes; Mrs. VonStetten – Yes; Mrs. Fisher – Yes; Miss Hohenadel – Yes; Mrs. Keyser – Yes;
Mr. Misciagna – Yes; Mrs. Young – Yes; Mr. Leader – Yes

The motion passed (8 – 0; 1 absent)

15. New Business

None

16. Superintendent Updates – Mr. Strickler

A few comments regarding tonight's vote under Personnel:

I have not caused a vote to not renew my contract based on performance or any other actions. The annual performance rating of the Superintendent was Satisfactory for the most recent year. Since coming to the District, our Team has provided the most consistent leadership in Columbia since 2012. We have made it our mission that Columbia students will not be denied opportunities and increased rigor. The shift for Columbia students to have access to opportunities based on their ability, knowledge, and desires and not on their Zip Code.

In the past 2 ½ years, we have improved communication and parent engagement, started and expanded our curriculum programs, started new student pathway programs, and given the District Financial stability. A few highlights, not a complete list, are:

Communications:

- Built a new District website and 4 building websites that are updated on a regular basis.
- 10 social media accounts
- Added the ability to call, text, and email every student, parent, and employee in the District within 5 minutes
- Created a Columbia Community calendar with activities from many organizations in the Borough
- Regular Live Feed information sent to social media and the website
- Created special COVID-19 pages for the community and students to be kept informed linking a variety of local, state, and national resources

Parent & Community Engagement:

- Started 3 Parent/Principal groups at each building meeting on a regular basis
- Started Parent/Community/Superintendent group meeting on a monthly basis
- Caregivers Café meeting monthly with Principal
- District participates and assists with Power Paks, Fresh Express, Hands Across the Street, Celebrate Columbia (annual festival for students and community), National Night Out, Family First Dental, Twin Rose, LGH, Wellspan, UPMC, and more.
- Formed an Art Club that is painting Columbia business windows and interiors
- St Anne's Retirement Community – monthly visits, annual Senior Prom and holiday party

Student Pathways:

- New groups/organizations in the District – ATTOLLO, BOOM, FIRE, Benchmark
- Early and Dual Enrollment with Thaddeus Stevens College
- Dual Enrollment with PA College of Health Sciences
- New programs with Elizabethtown College and North Museum for STEM

- Partnership with Lancaster STEM Alliance
- Career/Job Fair annually with CareerLink
- Workforce Development Board providing a full-time employee in the high school to work with students on careers – field trips, job shadowing, internships
- Career Readiness & Exploration programs
- Field trips to Thaddeus Stevens, CTC, North Museum, Columbia Crossing, Susquehanna Center at no cost to the District

Curriculum:

- Expanding Special Education in our buildings so Columbia students aren't traveling long distance. Decrease costs and improve education.
- Expansion of curricular resources for Literacy that are multi-leveled, relevant, and multi perspective so it relates to all students.
- Expansion of Literacy assessment tools
- Addition of Eureka math to the Curriculum has made a positive change to scores
- Moving the District to be data driven for student and curriculum decisions
- Using Federal Title dollars that were not being utilized increased math teachers in the District

In conclusion, I want to continue working to improve education and raising the bar for Columbia students. My passion is for our students to continue improving and open more opportunities for our children. We can open many doors for our children, and I want to be part of assisting the Board, Administrative Team, and community in doing this.

Since Mr. Leader, President stated that the Personnel Committee is to begin a transition, and that I must reapply for my current position, I respectfully ask the Board to buy out my contract so there is not a lame duck Superintendent. This would not be a positive for the students or the community of Columbia.

17. Reports

a. IU Report – Mrs. Young

- Attended 2 IU13 meetings this week
- Learned that many School District's are in the same dilemma as Columbia and we are all working together on getting our students where they need to be and making sure that they are successful
- Held a virtual bingo to boost student morale
- Donated to their local fire station with hand sanitizer, wipes, gloves and other items since the closing of school which will also help the EMS
- IU13 is in the final stages of being able to offer FBI fingerprinting and will let the other Districts know when they will be up and running on a first come first serve basis
- IU 13 staff has been working tirelessly to provide services to students who already have enough challenges so utilizing these resources like teletherapy and zoom 101 are vital to them right now
- IU13 continues to be concerned about the potential new CDC guidelines and the impact on students

b. LCCTC Report – Mrs. Duncan

Have not had a meeting since last Board Meeting

Next meeting is May 28

LCCTC continues to work through the same things as CBSD with this pandemic (graduation, etc.)

c. PSBA – Administration

None

d. Lancaster County Tax Collection Bureau – Mr. Ramsey

No meeting this month
Next meeting is June 10

e. Community Development – Mrs. Keyser

No report

f. Columbia Education Foundation – Mr. Leader

CEF met on 5/18/2020
Grant allocations were discussed
2020 Golf Outing canceled
Ed. Foundation scholarships for seniors were discussed
Officers were elected:
President-Dave Cunningham
Vice President-Ken Klawitter
Secretary-Vicki Anspach
Treasurer-Paul Resch

g. Land Bank – Miss Hohenadel

Met virtually on May 6
Reviewed the properties currently in the Land Bank and reviewed other potential properties considering the current situation that we are in, but no changes at this time

18. Public Comment on Agenda and Education Items Only

The Board encourages citizens of the district to come before the Board to present their petitions, inquiries, or other communications of interest.

Due to the virtual aspect of the Board meeting, the Board is requesting if you wish to provide public comments during the virtual board meeting, you can submit your comment by completing the form a public comment form prior to the meeting.

Public comments will be read aloud during the public comment section of the agenda

Kelly – I'm appalled at this board.

Jenn Wakefield – None of you that voted yes deserve your position. You do not have the student's best interest at heart. Thank you to the 2 who stood above and voted no.

Fred Thomas – We must have a public meeting in June before there is a decision to remove/replace Mr. Strickler.

Catherine Shetrompf – I'm sorry for the decision that was made regarding Tom Strickler. I hope he runs again, and I hope there are no secret agendas.

Dave Cunningham 1116 Locust Street – Will the community be part of the search, interview and selection process. I publicly announce my interest in participating in this important process to ensure the integrity and bias I am concerned about. Thank you.

Robin Gamby – It's a sad day in Columbia!

John Meshey – Very disappointed in your decision with Mr. Strickler.

Mrs. VonStetten encouraged Mr. Strickler to reconsider his request for the Board to buyout his contract and to submit his name into the search. For her, she felt that this was part of the process for her due diligence as an elected official. She didn't see this as Mr. Strickler being a sitting lame duck, but just something that we needed to do at this time.

Mrs. Fisher shared that she had a similar reaction as Mrs. VonStetten. She was disappointed by Mr. Strickler's initial reaction. While she understands where he was coming from and this was not how you hoped things would go, but seeing how many of us are new to the Board, we were not privy to the process behind your initial hire and she looked at this as an opportunity to learn more about your qualifications. She was hoping that he would show them that he wanted to fight for his position and remain a part of this. She also shared that she felt she needed to do her due diligence and to get the best candidate to serve our students, faculty, and community.

Mrs. Keyser, shared that a lot of the public voiced that they would like to have a public meeting in the future so they can speak more about this and she would like the Board to have more of a discussion on that and maybe we can have a meeting in June where ever it is deemed necessary by President Leader and with social distancing in place, if that is possible.

Mr. Misciagna shared that he agreed partially with Mrs. VonStetten and Mrs. Fisher and he thinks that Mr. Strickler should continue to serve at least until the end of his term and if not longer if we do choose him as an applicant in the process. Most importantly, this would be a different decision if his contract didn't extend until December to begin with especially considering this crisis. Therefore, he thinks it is in the best of the District and students to keep a steady leadership role. At least, until we find a replacement or continue to employ Mr. Strickler's services.

19. Dates for Future Meetings

a. **Committee Meetings - 6:00 p.m. - June 4, 2020 (Extra Curricular then Curriculum & Instruction then Property then Finance)**

b. **Regular Board Meeting - 6:00 p.m. – June 18, 2020**


President Leader announced the future meetings as listed above and made one adjustment. See below for revised schedule for June 4, 2020 Committee Meetings:

Extra Curricular then Curriculum & Instruction then Finance then Property

20. Adjournment

Mrs. Duncan requested an executive session; therefore, President Leader announced that there would be an executive session for personnel immediately following the Board Meeting

President Leader adjourned the meeting at 7:46 p.m.



Keith D. Ramsey
School Board Secretary