

**MINUTES OF THE REGULAR MEETING
OF THE
OXFORD AREA BOARD OF SCHOOL DIRECTORS**

The regular meeting of the Oxford Area Board of School Directors was held on Tuesday, September 21, 2021, in the District Board Room. The meeting was called to order at 7:11 p.m. by President Joseph E. Tighe, followed by the Pledge of Allegiance.

ATTENDING WERE:

ROLL CALL

Joseph E. Tighe, President
Jenifer A. Warren, Vice President
Robert F. Tenga, Treasurer
Kristen E. Dean, Member
Stephen R. Gaspar, Member
Jenifer M. Harrison, Member
Eric W. Owens, Member
Mark V. Patterson, Member
Howard S. Robinson, Member

ABSENT WAS: None

ALSO ATTENDING WERE:

David A. Woods, Superintendent
Brian P. Cooney, Business Administrator

On motion by Dr. Owens, seconded by Mr. Tenga, BE IT RESOLVED,
That the Oxford Area Board of School Directors hereby approves the
September 21, 2021 agenda as presented.

**APPROVAL OF
AGENDA**

Aye: 9 Nay: 0

There was none.

**PUBLIC COMMENT
CONCERNING
ITEMS ON THE
AGENDA**

On motion by Mr. Tenga, seconded by Mrs. Warren, BE IT RESOLVED,
That the Oxford Area Board of School Directors hereby approves the
minutes of the August 10, 2021 Work Session and the August 19, 2021
Regular Meeting as presented.

**APPROVAL OF
MINUTES**

Aye: 9 Nay: 0

Dr. Billings-Jones presented the District Report for the month of
September.

**SUPERINTENDENT'S
REPORT**

Dr. Billings-Jones thanked community and staff members for their
assistance in cleaning up after the tornado which impacted several
homes in the District.

Oxford welcomed new teachers and the Class of 2034 with two hundred
twenty-five Kindergarten students beginning their education at
Jordan Bank.

Oxford is beginning this school year with 3,385 students enrolled K through 12.

The four-year curriculum review cycle was shared with the Board.

Dr. Billings-Jones shared her goals for the 2021-2022 School Year.

There were none.

RECOGNITION OF VISITORS

On motion by Mrs. Warren, seconded by Mrs. Harrison, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the following financial reports as presented:

FINANCIAL REPORTS

1. General Fund
 - a. Treasurer's Report
 - b. Revenue Report
 - c. Expenditure Report
2. Cafeteria Fund Treasurer's Report
3. Capital Projects Fund Treasurer's Report

Aye: 9 Nay: 0

On motion by Dr. Owens, seconded by Mrs. Harrison, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the student activities and athletic officials accounts as presented.

STUDENT ACTIVITY AND ATHLETIC OFFICIALS ACCOUNTS

Penn's Grove School
Oxford Area High School
Athletic Officials Account

Aye: 9 Nay: 0

On motion by Mr. Robinson, seconded by Mrs. Warren, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the following bill lists for payment:

PAYMENT OF BILLS

September 2021

General Fund	\$3,793,226.62
Cafeteria Fund	\$37,252.46
Capital Projects Fund	\$600.00
Payroll Distribution	\$435,608.70

Aye: 9 Nay: 0

REPORTS

Mr. Robinson reported that the CCIU Board of Directors met on Wednesday, September 15, 2021, at the TCHS Brandywine Campus.

There was a ribbon cutting ceremony at the new Collaborative Learning Center, which serves as a resource for BVA students and teachers.

Mr. Robinson gave a history of Brandywine Virtual Academy. It began

REPORT OF CHESTER COUNTY INTERMEDIATE UNIT AND TECHNICAL COLLEGE HIGH SCHOOL

with ten students in 2010 and has increased to over 3,085 students enrolled this year.

There is a Welding and Metal Fabrication program now being offered at Octorara High School and a Multimedia Design program offered here at Oxford Area High School.

The next CCIU Board meeting will be held on Wednesday, October 20, 2021 at 7:30 p.m. at the CCIU Learning Center, Coatesville.

On motion by Mr. Patterson, seconded by Mr. Gaspar, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby accepts the report from Mr. Robinson, Chester County Intermediate Unit and Technical High School Representative.

Aye: 9 Nay: 0

Dr. Owens reported the council did not meet. The next Legislative Council meeting will be held Wednesday, September 29, 2021 at the CCIU.

**REPORT OF
CHESTER COUNTY SCHOC
BOARDS
LEGISLATIVE
COUNCIL
REPRESENTATIVE**

Elizabeth Evans-Ralston is the student representative for the PTO. PTO Officers for 2021-22 are: Laura Lester- President; Colleen Faye - Vice-President; Jennifer Berg- Treasurer; Maria Bednarz- Secretary

**REPORT OF LIAISON
WITH PARENT TEACHER
ORGANIZATION**

The PTO will hold its first meeting of the year On Wednesday, September 22, 2021, 7 p.m., at Hopewell Elementary.

Currently, the Moe's Fajita Kit fundraiser is due by 10 a.m. on September 28, 2021. Pick up is between 5:30-6 p.m. the same day.

Spirit Wear sales online with Howetts are due by September 30, 2021.

Joe Corbi's orders are due by October 8, 2021. Pick up will be November 9, 2021 at Hopewell School 4-7:30 p.m.

PTO sponsored the Boo-Hoo, Woo-Hoo Breakfast at Jordan Bank; Flo-cabulary program and Mileage Club at Hopewell and Nottingham School Store Incentives.

PTO is looking for adult volunteers as well as student volunteers to help run activities this year. Please reach out to the PTO at pto@oxfordasd.org to find out what opportunities are available.

Committee met on September 14, 2021. Next meeting will be October 12, 2021

**ATHLETICS AND
STUDENT ACTIVITIES
COMMITTEE**

Committee met on September 14, 2021. Next meeting will be October 12, 2021.

FACILITIES COMMITTEE

Finance and Budget Committee will meet on October 19, 2021 at 6:30 p.m. **BUDGET AND FINANCE COMMITTEE**

Victoria Milburn reported that all schools report the first month has gone swiftly and all students are enjoying being back to in person learning.

**STUDENT
REPRESENTATIVE'S
REPORT**

Jordan Bank's fall book fair ended on September 14, 2021, benchmark assessments continue, a data meeting will be held on September 20, 2021 and fall picture day is Wednesday, September 29, 2021.

Elk Ridge Thanks all parents for attending their Meet and Greet and Open House. Elk Ridge will host a Principal's Coffee on Wednesday, September 22, 2021, and Picture day is Monday, October 4, 2021.

Nottingham held a student and teacher Meet and Greet on Friday, August 27, 2021, an Open House on Wednesday, September 15, 2021 and would like to thank all who participated.

Nottingham held their Band and Orchestra Open House on September 14, 2021. Over seventy students have signed up for the Nottingham Grade 4 Band with fifty students enrolled in the Nottingham Strings program.

Monday, September 20, 2021 Nottingham kicked off its School-Wide Positive Behavior Program with Hornet Bucks and Hornet 200 Board returning this year.

Hopewell would like to thank all who attended the Open House on September 16, 2021.

Hopewell hosted a spirit day in remembrance of September 11, 2001 where students were invited to wear red, white, and blue.

Hopewell's music programs are off to great starts. Hopewell is excited to introduce a strings program to their school.

Students are taking Edmentum Diagnostic tests and picture day is Wednesday, October 6, 2021.

Penn's Grove has had a great start to the school year with Back-to-School Night. Thanks to all the parents who attended.

Fall sports have begun and diagnostic testing is underway.

Picture day at Penn's Grove will be Wednesday, September 22, 2021 and conferences will be held on October 21 and 27, 2021.

Oxford Area High School's Back-to-School Night had been rescheduled for Wednesday, September 22, 2021 at 6 p.m.

Conferences will be held on Wednesday, October 20 and 27, 2021 from 4-7:30 p.m.

Picture day is scheduled for Friday, September 24, 2021, PSAT testing will be October 13, and SAT testing will be Thursday, October 28, 2021.

Students should register on Naviance to attend the trade school and college visit coming to the high school.

Student Council is hosting a homecoming kickoff event on Sunday, October 3, 2021 from 11 a.m. to 2 p.m. Clubs and classes will be hosting fair games or crafts and food trucks will be there.

There will be a parade at 5:30 followed by the homecoming game. The Homecoming dance will take place on Saturday, October 9, 2021.

AFJROTC is working with the sports department to have the honor guard present the American flag at football games which the National Anthem is being played.

Mr. Woods reported that the district is in dire need of bus drivers. If anyone is interested in driving a school bus, please contact the District.

**REPORT OF SCHOOL
PROGRAMS**

The District is also in need of math teachers. Please contact Human Resources if you are interested in being a math teacher in OASD.

The Memorandum of Understanding with the Teacher's Union on the agenda addresses a hybrid format of education for any quarantined student.

NEW BUSINESS

Mr. Tighe allowed time for persons who requested to be placed on the agenda. Steve Roberts, president of the OEF requested approval of the volunteers on the agenda.

**RECOGNITION OF
PERSONS WHO
REQUESTED TO
BE PLACED ON
THE AGENDA**

Katie Patrick, Lower Oxford Township; Katie McLead; Dolores Wiker-Oxford Borough; Shelly Meadowcroft-East Nottingham Township; all expressed opinion on masks and masking mandate.

On motion by Dr. Owens, seconded by Mrs. Harrison, BE IT RESOLVED, That the Oxford Area Board of School Directors hereby approves the following professional personnel items.

**PERSONNEL-
PROFESSIONAL**

Resignations

Name: Diane Harris
Position: Reading Specialist, Jordan Bank School
Effective: August 24, 2021

Name: Jason Soule
Position: Grade 2 Teacher, Elk Ridge School
Effective: September 7, 2021

Appointments

Name: Sarah Gula
Position: Language Arts Teacher, Penn's Grove School
Appointment: Long Term Substitute
Salary: Step 4 M, \$57,486.00
Effective: August 25, 2021 until the end of the 2021-2022 school year
Replacing: Grant Funded

Name: Liza Malone
 Position: Grade 2 Teacher, Elk Ridge School
 Appointment: Temporary Professional Employee
 Salary: Step 1 B, \$50,232.00
 Effective: August 25, 2021
 Replacing: Jason Soule, Resigned

Name: Nicole Swain
 Position: Grade 4 Teacher, Nottingham School
 Appointment: Temporary Professional Employee
 Salary: Step 2 B, \$51,232.00
 Effective: August 30, 2021
 Replacing: Jenna Leo, Transferred

Name: Colleen Terranova
 Position: ESL Teacher, Penn's Grove School
 Appointment: Long Term Substitute
 Salary: Step 1 B, \$50,232.00
 Effective: August 30, 2021 until the end of the 1st semester
 of the 2021-2022 school year
 Replacing: Sharon Cain, Leave of Absence

Supplemental Appointments

Name: John Barcus
 Position: Envirothon, Hopewell School
 Salary: \$1,860.65
 Effective: August 30, 2021

Name: Joshua Barnas
 Position: Volleyball Assistant, Penn's Grove School
 Salary: \$1,530.00
 Effective: August 30, 2021

Name: Rebecca Davis
 Position: Shakespeare Coach, Penn's Grove School
 Salary: \$2,466.75
 Effective: August 30, 2021

Name: Rebecca Davis
 Position: Student Council 1/2, Penn's Grove School
 Salary: \$990.00
 Effective: August 30, 2021

Name: William Fitzpatrick
 Position: Student Council 1/2, Penn's Grove School
 Salary: \$990.00
 Effective: August 30, 2021

Name: Haley Fleming
 Position: Girls Soccer 1/2, Penn's Grove School
 Salary: \$1,125.00
 Effective: August 30, 2021

Name: Rebecca Florek
 Position: Envirothon 1/2, Elk Ridge School
 Salary: \$765.00
 Effective: August 30, 2021

Name: Briana Fry
 Position: Memory Book, Penn's Grove School
 Salary: \$1,994.01
 Effective: August 30, 2021

Name: Jessica Goldschmidt
 Position: Choral Director, Hopewell School
 Salary: \$2,520.00
 Effective: August 30, 2021

Name: Rebecca Gregg
 Position: Intramural Director, Nottingham School
 Salary: \$2,348.57
 Effective: August 30, 2021

Name: Jeremy Hammer
 Position: Choral Ensemble, Penn's Grove School
 Salary: \$2,160.00
 Effective: August 30, 2021

Name: Elizabeth Hanna
 Position: Student Council 1/2, Hopewell School
 Salary: \$1,056.10
 Effective: August 30, 2021

Name: Brittany Hassler
 Position: Band Director, Penn's Grove School
 Salary: \$3,397.08
 Effective: August 30, 2021

Name: Brittany Hassler
 Position: Stage Technical (daytime events), Penn's Grove School
 Salary: \$2,703.13 prorated
 Effective: August 30, 2021

Name: Brian Hood
 Position: Stage Technical (evening events), Penn's Grove School
 Salary: \$2,703.13 prorated
 Effective: August 30, 2021

Name: Chelse Hostetter
 Position: Intramural Director, Hopewell School
 Salary: \$1,872.00
 Effective: August 30, 2021

Name: Jessica Hubbard
 Position: Student Council 1/2, Hopewell School
 Salary: \$900.00
 Effective: August 30, 2021

Name: Aileen Ingaglio
 Position: Yearbook, Nottingham School
 Salary: \$1,994.01
 Effective: August 30, 2021

Name: Ryan Maule
 Position: Band Director, Hopewell School
 Salary: \$3,751.64
 Effective: August 30, 2021

Name: Aliza Mulloy
 Position: Girls Soccer 1/2, Penn's Grove School
 Salary: \$1,125.00
 Effective: August 30, 2021

Name: Daniel O'Brien
 Position: Shakespeare Coach, Hopewell School
 Salary: \$2,466.75
 Effective: August 30, 2021

Name: Constance Orlando
 Position: Envirothon 1/2, Elk Ridge School
 Salary: \$904.57
 Effective: August 30, 2021

Name: Jessica Rodriguez
 Position: Envirothon, Penn's Grove School
 Salary: \$1,757.63
 Effective: August 30, 2021

Name: Courtney Shahadi
 Position: Yearbook, Hopewell School
 Salary: \$1,994.41
 Effective: August 30, 2021

Name: Lisa Summers
 Position: Band Director, Nottingham School
 Salary: \$2,451.59
 Effective: August 30, 2021

Transfers

Name: Kristin Ciaccia
 Position: FROM: Grade 3 Teacher, Nottingham School
 TO: Reading Specialist, Jordan Bank School
 Effective: August 25, 2021
 Replacing: Diane Harris, Resigned

Name: Jenna Leo
 Position: FROM: Grade 4 Teacher, Nottingham School
 TO: Grade 3 Teacher, Nottingham School
 Effective: August 30, 2021
 Replacing: Kristin Ciaccia, Transferred

Aye: 9 Nay: 0

On motion by Mr. Tenga, seconded by Mrs. Warren, BE IT RESOLVED,
 That the Oxford Area Board of School Directors hereby approves the
 following non-professional personnel items.

**PERSONNEL-NON-
 PROFESSIONAL**

Resignations

Name: Tonya Lonsinger
 Position: Nurse, Hopewell School
 Effective: August 18, 2021

Name: Jennifer Yacka
 Position: Instructional Aide-Special Education, Penn's Grove School
 Effective: August 30, 2021

Appointments

Name: Danielle Vecchiolli
 Position: Cafeteria Aide, Jordan Bank School
 Salary: \$11.51 per hour
 Effective: September 20, 2021
 Replacing: Elizabeth Poole, Resigned

Name: Yaneli Villagomez
 Position: Confidential Secretary-Translator, District
 Salary: \$39,000.00
 Effective: August 31, 2021
 Replacing: Yamilet Fernandez, Resigned

Name: Sherry Wood
 Position: Nurse, Hopewell School
 Salary: \$26.04 per hour
 Effective: September 20, 2021
 Replacing: Tonya Lonsinger, Resigned

Substitute Appointment

Name: Pamela Gehm
 Position: Service & Support Substitute, District
 Effective: September 22, 2021

Aye: 9 Nay: 0

On motion by Mr. Robinson, seconded by Mrs. Harrison, BE IT RESOLVED, **VOLUNTEERS**
 That the Oxford Area Board of School Directors hereby approves the following list of volunteers.

MELISSA BISHOP, SARA JENIFER DECOURSEY, LINDA DENSON, JOSEPH E. FRITSCH,
 KAREN OLIVIERI, JOANNE PRESS, NICOLE PRINSLOO, EMILEE PUCKETT,
 ANDREW RALSTON, DANIEL RODRIGUEZ, JESSICA RODRIGUEZ, STACY RUTH,
 JASON SOULE, TRACY TAYLOR

Aye: 9 Nay: 0

As required by the Public-School Code, Section 1108, the Superintendent has certified to the Board Secretary that the work of the Temporary Employees named below are satisfactory since they have now completed their probationary period. The Code requires the Secretary to note that they have attained Professional Employee status in the Board records. They will be notified of this fact and offered a regular contract of employment. This action is ministerial. The power of rating Temporary Professional Employees and certifying them for tenure is reserved to the Superintendent; no Board action is involved. The Secretary will place the following names in the minutes as having attained the status of Professional Employee:

**AWARDING
 PROFESSIONAL
 CONTRACTS**

Amy Boscaino, Mildred Erickson, William Fitzpatrick, Michael McConomy
Emily Parsons, Nicole Pierce, Danielle Plystak, Dana Webb

On motion by Mr. Gaspar, seconded by Mr. Patterson, BE IT RESOLVED,
That the Oxford Area Board of School Directors hereby authorizes the
Oxford Area School District Administration to accept written
documentation from a parent/guardian as an exception for the mask
covering requirement of the Order signed by the Pennsylvania Acting
Secretary of Health

**MASK COVERING
REQUIREMENT**

The 2019 novel coronavirus (COVID-19) is a contagious disease that
continues spreading rapidly from person to person in the world, the
United States, and this Commonwealth. Despite periods of time when
the virus seemed to wane, it, like all viruses, has continued to mutate
and spread. As of the date of this Order, there have been 1,300,368 cases
and 28,235 deaths in this Commonwealth caused by the still present and
ongoing pandemic. At this time, the Centers for Disease Control and
Prevention (CDC) estimates that the Delta variant is the predominant
strain in the Commonwealth. COVID-19 can be transmitted from any person
who is infected, even if they have no symptoms and with the Delta variant,
even if they have been vaccinated. Symptoms of COVID-19 may include fever
or chills, cough, shortness of breath or difficulty breathing, fatigue,
muscle or body aches, headache, new loss of taste or smell, sore throat,
congestion or runny nose, nausea or vomiting, or diarrhea. Older adults
and people who have serious chronic medical conditions were considered to
be at higher risk for serious illness. Now, because of the rise of the
Delta variant, increasing disease and hospitalizations, and the inability
to obtain vaccines for a large part of the vulnerable group, children are
more and more at risk.

**ORDER OF THE
ACTING SECRETARY
OF THE PENNSYLVANIA
DEPARTMENT OF HEALTH**

There are several reasons for the increasing risk to children from COVID-
19. The risk overall to the unvaccinated population is rising. Given
the rise in hospitalizations and deaths, and despite COVID-19 vaccines
being available, the Delta variant of the SARS-CoV-2 virus is causing the
rate of cases of COVID-19 to increase. The Delta variant is more
infectious, and it is leading to increased transmissibility.
Additionally, data is suggesting that the Delta variant may cause more
severe illness than previous strains of SARS-CoV-2. Vaccination remains
the most effective protection against all strains of SARS-CoV-2; however,
not all of our population is able to get vaccinated. As of yet, no
vaccine has been approved for children under the age of 12. As of August
26, 2021, the total number of cumulative cases reported in children in
the Commonwealth was 23,974 in the 0-4 years of age cohort, 56,039 in the
5-12 years of age cohort, and 88,205 in the 12-18 years of age cohort.

In addition to the concern that COVID-19 spreads quickly and dangerously
among children, there are concerns that school closures create health
issues for children, too. Maintaining in-person instruction at schools
is imperative since it has also been shown that in-person instruction and
socialization are necessary for the health and well-being of our children.
In view of this serious concern for our nation's children, the CDC has
issued a strong recommendation for masking of all persons, teachers,
students, and staff, within the nation's schools, regardless of
vaccination status, to create a multilayered approach for fighting COVID
and to keep our schools open for in-person education. In addition, the
American Academy of Pediatrics (AAP) has also strongly recommended masking
in schools. Finally, recent studies have shown that mask-wearing in
schools has contributed to lower levels of COVID-19 transmission among
students and staff and allowed for the continued in-person attendance.

Requiring face coverings in schools, therefore, balances the concerns for the mental health of our children with the need to protect them against a disease that is growing more virulent as we struggle to protect the most vulnerable members of our population. In accordance with the recommendations of the CDC and the AAP and based upon the rising case numbers and hospitalizations in general in the Commonwealth, including the number of cases in our children, as well as the need to protect and maintain in-person education for the health and well-being of those children, I am issuing this Order to protect the ability of our schools to continue to educate our children, and of our children to receive in-person instruction in the safest environment possible.

COVID-19 is a threat to the public's health, for which the Secretary of Health may order general control measures. This authority is granted to the Secretary of Health pursuant to Pennsylvania law. See section 5 of the Disease Prevention and Control Law, 35 P.S. § 521.5; section 2102(a) of the Administrative Code of 1929, 71 P.S. § 532(a); and the Department of Health's regulation at 28 Pa. Code §27.60 (relating to disease control measures). Particularly, the Department of Health (Department) has the authority to take any disease control measure appropriate to protect the public from the spread of infectious disease. See 35 P.S. § 521.5; 71 P.S. §§532(a), and 1403(a); 28 Pa. Code § 27.60. With the opening of the 2021 school year at hand, and case counts and hospitalizations continuing to rise, there is a need for additional action to protect our Commonwealth's children.

Accordingly, on this day, August 31, 2021, in order to prevent and control the spread of disease, I hereby order:

Section 1. Definitions

For purpose of this Order, the listed terms have the following meanings:

"Alternative to a face covering" may include a plastic face shield that covers the nose and mouth, extends below the chin and to the ears, and leaves no exposed gap between the forehead and the shield's headpiece. The Centers for "Disease Control and Prevention (CDC) has advised there is currently not enough evidence to determine how much protection a face shield provides to individuals around the person wearing the face shield because of gaps where respiratory droplets may escape. The CDC does state, however, that face shields may still be an option in situations where wearing a cloth face covering is not otherwise feasible.

"Department" means the Department of Health of the Commonwealth.

"Face covering" means covering of the nose and mouth with material that is secured to the head with ties, straps, or loops over the ears or is wrapped around the lower face. A "face covering" can be made of a variety of synthetic or natural fabrics, including cotton, silk, or linen. A "face covering" may be factory-made, sewn by hand, or be improvised from household items, including, but not limited to, scarfs, bandanas, t-shirts, sweatshirts, or towels. While procedural and surgical masks intended for healthcare providers and first responders, such as N95 respirators, meet those requirements,

these specialized masks should be reserved for appropriate occupational and health care personnel.

"School Entity" means any of the following:

- (1) A public PreK-12 school.
- (2) A brick and mortar or cyber charter school.
- (3) A private or parochial school.
- (4) A career and technical center (CTC)
- (5) An intermediate unit (IU)
- (6) A PA Pre-K Counts program, Head Start program, Preschool Early Intervention program, or Family Center.
- (7) A private academic nursery school and locally-funded prekindergarten activities.
- (8) A child care provider licensed by the Department of Human Services of the Commonwealth.

Section 2: General Masking Requirement

Each teacher, child/student, staff, or visitor working, attending, or visiting a School Entity shall wear a face covering indoors, regardless of vaccination status, except as set forth in Section 3.

Section 3: Exceptions to Covering Requirement

The following are exceptions to the face covering requirements in Section 2. All alternatives to a face covering, including the use of a face shield, should be exhausted before an individual is excepted from this Order.

- A. If wearing a face covering while working would create an unsafe condition in which to operate equipment or execute a task as determined by local, state, or federal regulators or workplace safety guidelines.
- B. If wearing a face covering would either cause a medical condition, or exacerbate an existing one, including respiratory issues that impede breathing, a mental health condition or a disability.
- C. When necessary to confirm the individual's identity.
- D. When working alone and isolated from interaction with other people with little or no expectation of in-person interaction.
- E. If an individual is communicating or seeking to communicate with someone who is hearing-impaired or has another disability, where the ability to see the mouth is essential for communication.
- F. When the individual is under two (2) years of age.

G. When an individual is:

- (1) Engaged in an activity that cannot be performed while wearing a mask, such as eating and drinking, or playing an instrument that would be obstructed by the face covering; or
- (2) Participating in high intensity aerobic or anerobic activities, including during a physical education class in a well-ventilated location and able to maintain a physical distance of six feet from all other individuals.

H. When a child/student is participating in a sports practice activity or event, whether indoors or outdoors.

Section 4. School Entity Obligations

A. A School Entity must:

1. Require and enforce the requirement that all teachers, children/students, staff and visitors (subject to the exceptions in Section 3) wear a face covering indoors, regardless of whether this Order is reflected in a school entity's Health and Safety Plan.
2. Post prominent signs in conspicuous locations for teachers, children/students, staff, and visitors stating that face coverings are required by the Order of the Secretary of Health.
3. Provide reasonable accommodations for individuals who state they have a medical condition, mental health condition, or disability that makes it unreasonable for the person to maintain a face covering.
4. A School Entity should not:
 - a. Enforce face covering requirements when there is an exception under Section 3 or it is unsafe to do so.
 - b. Restrain, use force or physically remove, teachers, children/students, staff or visitors who refuse to comply with this Order when it would not otherwise be legal to do so.
 - c. Violate other laws, including state and federal anti-discrimination laws.

Section 5. Federal Requirements Relating to Transportation

This Order shall not impact the obligation of any School Entity to comply with requirements issued by the CDC, including requirements for masking on public transportation conveyances, such as school district transportation.

Section 6. Effective Date and Duration

This Order shall take effect at 12:01 a.m. on September 7, 2021, and shall remain in effect until otherwise terminated.

Alison V. Beam
Acting Secretary of Health

On August 31, 2021, Pennsylvania's Acting Secretary of Health signed an **ANSWERS TO FAQs** Order requiring face coverings to be worn in all school entities, including school districts, brick and mortar and cyber charter schools, private and parochial schools, career and technical centers, intermediate units and early learning and other child care settings, effective Tuesday, September 7, 2021.

Answers to frequently asked questions in regard are below.

This page was created on August 31, 2021 and updated on September 3, 2021. Updates are marked with an asterisk (*)

Which school entities are subject to the Acting Secretary of Health's Order? The Order applies to all children/students, teachers, staff and visitors ages two years or older while indoors working, attending, or visiting a school entity, regardless of vaccination status. School entities include public PreK-12 schools, brick and mortar and cyber charter schools, private and parochial schools, career and technical centers (CTCs), intermediate units (IUs), PA Pre-K Counts programs, Head Start Programs, Family Centers, Preschool Early Intervention programs, Private Academic Nursery Schools and locally funded prekindergarten activities, and all child care providers licensed by the Department of Human Services of the Commonwealth.

How long will masks be required in school entities? The Order is effective 12:01 AM on Tuesday, September 7, 2021, and will remain in effect until the Acting Secretary of Health determines the public health risk is sufficiently reduced so that face coverings are no longer necessary as public health tools in school entities. The Pennsylvania Department of Education (PDE) and the Pennsylvania Department of Health (DOH) will continue to provide updates as they continue to closely monitor the CDC guidance.

Is there evidence that masks are effective? Yes. Recent studies have shown that mask wearing in schools has contributed to lower levels of COVID-19 transmission among students and staff and allowed for continued in-person attendance. Further, research supports that mask wearing has no significant adverse health effects for wearers. More information on the effectiveness of mask wearing, including published research, can be found on the Centers for Disease Control and Prevention (CDC) website.

Are public PK-12 schools required to incorporate this new masking policy into the Health and Safety Plans approved by their governing bodies? Although PDE recommends public school entities update their local American Rescue Plan (ARP) Elementary and Secondary School Emergency Relief (ESSER) Health and Safety Plans to reflect the Acting Secretary of Health's August 31, 2021 Order, they are not required to

do so. Regardless of whether the Acting Secretary's August 31, 2021 Order is reflected in a school entity's Health and Safety Plan, all school entities must comply with and enforce the Order. For awareness in their communities, school entities may find it useful to post a link to the Order on their website.

Are there exceptions to the Acting Secretary of Health's Order? All individuals must wear a face covering while in school entities unless they meet one of the exceptions in Section 3 of the Order.

Under what circumstances are students permitted to remove their face coverings? All children/students **ages two years or older** must wear a face covering indoors unless they meet an exception in Section 3 of the Order, such as eating or drinking or when wearing a face covering creates an unsafe condition in which to operate equipment or execute a task. Wearing a face covering for an extended period may be difficult for some students, especially for younger students. School entities may consider providing "mask breaks" for students during outdoor play, recess, or physical education activities.

When face coverings are not being worn in accordance with Section 3 of the Order, utilizing additional prevention strategies, such as physical distancing and increased ventilation, become even more essential to protect children/students, teachers and staff.

What are the potential consequences if a school entity fails to comply with the Order? School Officials who fail to adhere to the order could lose the protection of sovereign immunity and may personally face lawsuits from those who may be affected by any official's attempt to ignore the order. Failing to implement or follow the control measures may expose individuals to personal liability under 42 Pa. C.S. § 8550 (relating to willful misconduct), as well as other remedies as provided by law. Failure to implement and follow the control measures under the Order also subjects a person to the penalty provisions of the Disease Prevention and Control Law of 1955.

Non-compliance with the Order for child care providers licensed by the Department of Human Services will be cited under 55 Pa. Code § 3270.14, §3280.14 (relating to compliance with pertinent laws and regulations) as well as 55 Pa. Code §3270.21, §3280.20, and §3290.18 (relating to general health and safety).

What type of mask complies with this Order? The Order requires individuals to wear a "face covering". "Face covering" means covering of the nose and mouth with material that is secured to the head with ties, straps, or loops over the ears or is wrapped around the lower face. A "face covering" can be made of a variety of synthetic or natural fabrics, including cotton, silk or linen. A "face covering" may be factory-made, sewn by hand, or be improvised from household items, including, but not limited to, scarfs, bandanas, t-shirts, sweatshirts, or towels.

Does a disposable face shield suffice in lieu of a mask? Wearing a cloth face covering is best. A disposable face shield is considered an alternative to a face covering and may be worn when wearing a face covering, as defined above, is otherwise not possible.

Are vaccinated individuals required to wear masks in schools? Yes. Due to the circulating and highly contagious Delta variant, the Order applies to all children/students ages two years or older, staff,

teachers, and visitors when indoors in school entities, regardless of vaccination status and community transmission level.

Are individuals covered by this Order required to wear a mask outdoors?

No. The Order does not require face coverings when outdoors. Individuals should follow the most current guidance from the Centers for Disease Control and Prevention (CDC) on mask use outdoors.

Do groups using the school after hours have to follow the face mask order? Yes. The Order applies to all activities occurring indoors in the school entity, regardless of when the activity occurs.

Do staff and children in child care and other early learning settings need to wear face coverings? All staff and children ages two years and older, regardless of vaccination status, must wear face coverings during child care operations unless they meet one of the exceptions in Section 3 of the Order.

***Can schools implement mask breaks indoors?** Section 3D of the order permits individuals to remove masks indoors when working alone and isolated from contact with other people with little or no expectation of in-person interactions. When face coverings are not being worn, additional prevention strategies, such as physical distancing and increased ventilation, become even more essential to protect children/students, teachers, and staff. School entities should establish processes for removing masks that are age appropriate and consistent with the Secretary's Order and current CDC guidance.

***Are individuals required to show proof of an exception to the Order?** School entities must require all individuals 2 years of age and older to wear face coverings unless the individual has a medical or mental health condition or disability that precludes the wearing of a face covering. In accordance with Section 3 of the Order, before an individual is excepted from the Order, all alternatives to a face covering, including a face shield, should be exhausted. It is recommended that any exception be in accordance with eligibility under Section 504 of the Rehabilitation Act or IDEA for such medical or mental health condition or disability. School entities should follow their established processes for determining student eligibility under those laws, including any medical documentation that they would normally require.

***What should a school entity do when an individual, who does not meet the allowable exceptions, refuses to wear a mask?** The Order, issued under the Disease Prevention and Control Law, establishes a legal mandate. School entities are expected to enforce the Order as they do other state laws and school rules and policies. Reasonable steps may include developing and implementing a policy, enforcing already existing policies, training staff on conflict management, and monitoring and taking corrective actions in instances of noncompliance among staff, students or visitors. School entities should follow their local policies and procedures on managing student and staff misconduct.

***How can a school entity support medically fragile and higher risk students?** Schools should make available mitigation strategies and accommodations for each student who meets one or more of the exceptions in Section 3 of the Order. If such a student is unable to use a face covering, the following steps should be taken:

Collaborate with student's parent/guardian and healthcare provider, a certified school nurse, and school administrators to develop an appropriate educational plan of care for the student (should use 504, IEP, or ECP when appropriate).

Determine how to meet student needs safely and consider CDC recommendations for people at increased risk.

To protect immunocompromised students, schools should implement layered prevention strategies, such as requiring masks, providing vaccination, improving ventilation, and physical distancing.

***When there are students with approved mask exceptions in a classroom, what are some ways to ensure the safety of other students and staff in that classroom?** Below are school-based recommendations from the CDC. It is important to remember that layering multiple prevention strategies is the best way to minimize transmission.

Maintain at least 3 feet of physical distance between students within classrooms.

Promote COVID-19 vaccination among all eligible students as well as teachers, staff and household members.

Work with public health partners to implement screening testing to identify people who may be contagious.

Collaborate with DOH and local health departments to provide information about people diagnosed with or exposed to COVID-19 as part of contact tracing.

Have teachers and staff wash or sanitize hands (using a hand sanitizer that contains at least 60% alcohol) before and after helping a student put on or adjust a student's mask.

Remind students frequently not to touch their face.

Improve classroom ventilation and air exchange by opening or cracking windows and doors, when safe to do so.

Use child-safe fans to increase the effectiveness of open windows.

Consider having activities, classes and lunches outdoors, when circumstances allow.

Frequently clean and sanitize classroom and desk areas.

Keep students together in a small group and have each group stay together throughout the day (i.e., cohorting).

Reduce the number of students in a classroom, stagger transitions between classes, or reduce the number of students during transitions to support distancing.

Use creative seating arrangements to increase physical distancing.

Have all students facing the same direction as opposed to facing each other.

Limit non-essential visitors to school buildings and classrooms.

Provide individual resources and materials for each student.

Encourage students, teachers, and staff to stay home when they have signs of any infectious illness and get tested when they have symptoms consistent with COVID-19.

***What is the complaint process?** Parents can submit complaints about non-compliance with the masking order to their child's school principal or building administrator. If a building or districtwide issue, parents should contact the central district's office administration/Superintendent prior to submitting to the school board.

Mr. Woods read this Email from Acting Deputy Secretary, Department of Education dated September 10, 2021:

**LETTER FROM THE
ACTING DEPUTY
SECRETARY,
DEPARTMENT OF
EDUCATION**

Dear Chief School Administrator:

I hope this letter finds you, your family and community safe and your schools secure. The start of this school year has been extraordinarily challenging and your continued leadership is appreciated.

A few brief updates ahead of the weekend-

Late yesterday, President Biden announced a series of additional federal measures to help bring the pandemic under control. The Pennsylvania Department of Education (PDE) and our partners in the Pennsylvania Department of Health and the Pennsylvania Department of Human Services are working to digest the Path Out of the Pandemic Action Plan; its implications for the commonwealth, including personnel who work under Federal programs; and next steps in our implementation role.

On Wednesday, PDE issued a communication to a school district that has exhibited significant noncompliance with the Acting Secretary of Health's Face Coverings Order. While this letter responds to a specific set of circumstances in a single school entity, the cautions and conditions are broadly applicable to all school entities-both public and nonpublic.

Relatedly, this Order is not a mask optional policy. Any school entity simply permitting a parent's sign-off without evidence that the student has a medical or mental health condition or disability that precludes the wearing of a face covering is not in compliance with the Order. Under the Order, and as set forth in PDE's Answers to FAQs, school entities must require all individuals, two years of age and older, to wear face coverings unless the individual has a medical or mental health condition or disability that precludes the wearing of a face covering. In accordance with Section 3 of the Order, before an individual is excepted from the Order, all alternatives to a face covering, including a face shield, are to be exhausted. It is recommended that any exception be in accordance with eligibility under Section 504 of the Rehabilitation Act or IDEA for such medical or mental health condition or disability. School entities should follow their established processes for determining student eligibility under those laws, including any medical documentation that they would normally require. There are exceptions to the Order; however, a parent's opposition to the Order is not one of them.

Thank you for your continuing efforts during this challenging time.

-Sherri

Sherri L. Smith, EdD
Acting Deputy Secretary
Department of Education; Office of Elementary and Secondary Education
333 Market Street, Harrisburg, PA 17126
(717) 772-4557
ssherri@pa.gov

Mr. Woods read the following letter from the Commonwealth of Pennsylvania Department of Education, Office of the Secretary:

**LETTER FROM THE
COMMONWEALTH OF
PENNSYLVANIA
SECRETARY OF
EDUCATION**

September 8, 2021

On August 31, 2021, Pennsylvania's Acting Secretary of Health issued an Order (the "Order") requiring face coverings to be worn in all school entities, including school districts, brick and mortar and cyber charter schools, private and parochial schools, career and technical centers, intermediate units, and early learning and other child-care settings. This Order is not "optional" and was effective beginning 12:01 a.m. on Tuesday, September 7, 2021.

Recent studies have clearly shown that mask-wearing in schools has contributed to lower levels of COVID-19 transmission among students and staff and allowed for continued in-person school attendance. Further, research supports that mask wearing has no significant adverse health effects for wearers. More information on the effectiveness of mask wearing, including published research, can be found on the Centers for Disease Control and Prevention (CDC) website.

The Pennsylvania Department of Education (PD) has received information indicating that (redacted school district name) is flagrantly violating and does not intend to comply with the Order. Failure to implement and follow the control measures under the Order subjects a person, which includes you as a member of the governing board, to the penalty provisions of the Disease Prevention and Control Law of 1955. A violation occurs each day there is a violation and may be charged for each student or staff member attending the school.

Further, failing to implement or follow the control measures may also expose you to personal liability under 42 Pa.C.S. §8550 (relating to willful misconduct), as well as other remedies and actions as provided by law. Please be aware that this letter serves as official notice to you that failure to comply with the mask order is a violation of law and imparts knowledge of both the applicable law and your organization's noncompliance. A knowing violation may be used by a plaintiff to establish personal liability in a negligence action per 42 Pa.C.S. §8550.

As such, by failing to adhere to the order, you may personally face lawsuits from those who may be affected by noncompliance with the Order, including children who may become ill as a result of the district's violation, or disabled children who are unable to attend school because of the district's failure to follow the order. In such a situation, you could face suit and potential liability with no indemnification or protection. In this regard, the administration is aware that some districts' liability insurers have explored cancelling coverage as a

result of those districts' possible illegal conduct and potential purposeful violations of law. Further, school districts' violations of law may negatively affect workers' compensation claims coverage and premium calculations.

We strongly suggest that officials inquire with their personal insurance professionals regarding the extent that personal insurance (homeowners, etc.) may or may not offer protection in the event that you are sued in your personal capacity.

In addition, districts that do not comply with or affirmatively elect to violate the law may be referred to the United States Department of Education's Office for Civil Rights for investigation. In particular, failure to comply with the Order may prevent immunocompromised and other susceptible students from attending class in violation of the IDEA, ADA and Rehabilitation Act.

Finally, PDE has received inquiries regarding how superintendents, principals, and teachers should address school boards who direct them to violate the law. Please note that such individuals who report that district officials have instructed them to act in violation of law may be entitled to protection under the state whistleblower law.

Sincerely,
Noe Ortega, Ph.D.
Secretary of Education

Mr. Woods read the following statement:

**STATEMENT FROM THE
SUPERINTENDENT**

Given the aforementioned information and our solicitor's opinion, I recommend the Board of School Directors vote no to the motion presented. This motion not only is setting the District up to break the law in which the Order was crafted, but places all commissioned officers, administrative staff and professionally licensed staff in an untenable position professionally and personally and elected members of the Board of School Directors in an untenable position personally.

Litigation from a governmental standpoint and a private civil standpoint are very real possibilities.

Additionally, the practice of allowing lay persons to make medical decisions in our established method of recording other health impairments will be wide in scope, potentially providing for additional capital to be spent where it does not currently occur.

The financial impacts of this decision cannot be ignored in that lack of insurance coverage both in general liability by ignoring parts of the Order, and the potential of the insurance company vacating coverage opens the general fund to significant reduction to the point of evaporation.

I urge you for the well-being of the District, and a significant part of its employees to refrain from voting in the affirmative for this motion and allow the legislative, judicial and executive branches of government to work and create a more tenable environment. These entities are where the change in the Order would need to come from rather than to vote in contravention of the Order and open the District to potential irreparable harm.

Aye: 1 (Gaspar) Nay: 8

On motion by Mrs. Warren, seconded by Dr. Owens, BE IT RESOLVED,
That the Oxford Area Board of School Directors hereby approves the
following consent agenda items:

**CONSENT
AGENDA**

Section 1302 Students

Students named on the attached list are considered residents of the
school district for the 2021-2022 school year in accordance with
Section 1302 of the Public-School Code.

Memorandum of Agreement - Oxford Educational Foundation

Memorandum of Agreement with the Oxford Educational Foundation for
the recruitment, training, placement and supervision of volunteers
in the schools for the 2021-2022 school year.

Settlement Agreement Addendum

Approval of the addendum to the settlement agreement regarding
student ID# xxx-xx-1313

Aye: 9 Nay: 0

On motion by Mr. Tenga, seconded by Mrs. Harrison, BE IT RESOLVED,
That the Oxford Area Board of Directors hereby approves the Memorandum
Of Understanding between the Oxford Area School District and the Oxford
Education Association, PSEA/NEA, regarding Virtual Homebound
Instruction.

**MEMORANDUM OF
UNDERSTANDING-
VIRTUAL HOMEBOUND
INSTRUCTION**

Aye: 9 Nay: 0

On motion by Mr. Tenga, seconded by Mrs. Warren, BE IT RESOLVED, That
the Oxford Area Board of School Directors hereby approves the following
Memorandums of Understanding (MOU) between the Oxford Area School
District and the Oxford Education Association, PSEA/NEA, regarding
Absent Teacher Overload.

**MEMORANDUMS OF
UNDERSTANDING-
ABSENT TEACHER
OVERLOAD**

Aye: 9 Nay: 0

Mr. Tighe announced the following upcoming meetings and events:

CALENDAR

Tuesday, October 12, 2021, Athletics & Student Activities Committee, 6:30 p.m., Hopewell
Elementary
Tuesday, October 12, 2021, Facilities & Safety Committee, 6:45 p.m., Hopewell Elementary
Tuesday, October 12, 2021, Work Session, 7 p.m., Administration Building
Tuesday, October 12, 2021, Policy Committee, 6:00 p.m., Hopewell Elementary
Tuesday, October 19, 2021, Budget and Finance Committee, 6:30 p.m., Hopewell Elementary
Tuesday, October 19, 2021, Regular Meeting, 7 p.m., Hopewell Elementary

September 21, 2021

Mr. Tighe stated the Board met in Executive Session on Tuesday, September 21, 2021 to discuss legal issues

**ANNOUNCEMENT OF
EXECUTIVE SESSION**

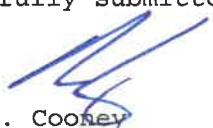
Mr. Tighe allowed time to address concerns of the community.
There were none.

**FOLLOW UP TO
COMMUNITY
QUESTIONS AND
CONCERNS**

On motion by Mr. Gaspar, seconded by Mrs. Dean, the regular meeting of the Oxford Area Board of School Directors adjourned at 8:42 p.m. by a unanimous vote.

ADJOURNMENT

Respectfully submitted,



Brian P. Cooney
Board Secretary