

Agenda – Committee of the Whole
Penn Manor School District
Monday, August 15, 2011
Manor Middle School – Board Room

LIGHT DINNER

(5:00)

EXECUTIVE SESSION WORKSHOP

(5:15 – 6:30) Legal

EXECUTIVE SESSION

(6:30 – 6:45) Personnel

COMMITTEE OF THE WHOLE

7:00

CALL TO ORDER: Dr. Frerichs

NEXT MEETING: The next scheduled meeting of the Penn Manor School Board will be held on **Tuesday, September 6, 2011** at 7:00 p.m. in the Board Room of the Manor Middle School.

ROLL CALL:

APPROVAL OF MINUTES: August 1, 2011
<http://www.pennmanor.net/boardminutes/>

CITIZEN'S COMMENTS: Name and Address

BOARD DEVELOPMENT OPPORTUNITIES AND REPORTS:

Item 1. **Recognition of Students** – Dr. Leichliter, Mrs. Mintzer, and Mrs. Shellenberger
(7:15 – 7:30)

Explanation: Individuals recognized in Sixth Annual National Youth Arts Awards for 2010-2011 will be presented with Board resolutions.

Item 2.
(7:30 – 7:40)

New Administrator Introductions – Dr. Leichter
Ms. Chris Santaniello – Principal Pequea Elementary
Mr. Brian Malek – Assistant Principal Central Manor Elementary

Item 3.
(7:40 – 7:50)

Leader in Me Program – Dr. Egan

Explanation: Dr. Egan will provide basic information to the Board on this Hambright initiative.

Information Only

Item 4.
(7:50 – 8:20)

Facility Committee Report - Mr. Long

Explanation: An update on Hambright plans and the commercial triangle status will be reviewed.

Information Only

Item 5.
(8:20 – 8:40)

Advertising in Schools – Mr. Hoke, Mr. Johnston, Mr. Reisinger,
Mr. Roth
(To be distributed)

Explanation: The group will update the committee on the status of the contract with School Media.

**Approval for Placement on the September 6 School Board Meeting
Agenda**

Item 6.
(8:40 – 9:00)

First Reading Updated Board Policies – Dr. Leichter
(see packet)

Explanation: PSBA policies recently updated will be presented for a first reading.

**Approval for Placement on the August 15 School Board Meeting
Agenda**

Item 7.
(9:00 – 9:10)

Millersville Comprehensive Plan Steering Committee – Dr. Leichter

Explanation: Dr. Leichter will ask if a board member is able to serve as a district representative to the Millersville Comprehensive Plan Steering Committee.

Approval for Placement on the August 15 School Board Meeting Agenda

ADJOURNMENT

SCHEDULING AN APPEARANCE ON THE AGENDA

Any individual or group wishing to address the Board of School Directors may do so at each meeting during the agenda item titled Citizen's Comments. At this time the President will ask if any district resident or taxpayer wishes to address the Board of School Directors. If so, the following procedures shall be followed:

- The resident or taxpayer wishing to speak will be recognized by the President and then state his/her name and address.
- The speaker may choose to speak at that time or request a delay until specific agenda item is before the Board of School Directors for consideration.
- Comments shall be limited to no more than five minutes.
- The chair may limit repetitive comments.
- The right to comment is for the purpose of addressing the Board of School Directors, not for asking questions of the directors or persons employed by the Penn Manor School District.
- Vulgar, abusive, obscene, profane language, defamatory remarks will not be permitted.

Agenda – School Board Meeting
Penn Manor School District
Monday, August 15, 2011
Manor Middle School – Board Room
At Conclusion of the Committee of the Whole

CALL TO ORDER:

FLAG SALUTE: Mrs. Friedman

NEXT MEETING: The next scheduled meeting of the Penn Manor School Board will be held on **Tuesday, September 6, 2011** following the Committee of the Whole meeting in the Board Room of the Manor Middle School.

ROLL CALL:

CITIZEN’S COMMENTS:

APPROVAL OF MINUTES: August 1, 2011
<http://www.pennmanor.net/board/minutes/>

SUPERINTENDENT’S REPORT:

TREASURER’S REPORT: June 2011
July 2011

PAYMENT OF BILLS: August 2011
<http://www.pennmanor.net/blog/category/tr/>

General Fund	\$	2,631,775.07
Cafeteria Fund	\$	14,230.98
Capital Reserve Fund	\$	8,152.49
2010 Construction Fund	\$	462,811.54
Student Activity Fund	\$	5,461.87

Item 1. **Review of School Board Meeting Agenda** – Dr. Frerichs

Item 2. Consent Agenda for the Committee of the Whole Meeting – The committee is recommending approval of the following: (ROLL CALL)

- A. Commercial Real Estate RFP for the current Hambright Elementary School (see enclosure).
- B. First Reading of the following Revised School District Board Policies (see packet distributed on August 1)

Section: Programs

- # Alumni Honors
- #122 Cocurricular Activities/Non Athletic
- #123 Interscholastic Athletics
- #123.2 Athletic Honors

Section: Pupils

- #217 Graduation Requirements
- #218 Student Discipline
- #218.2 Terroristic Threats/Acts
- #222 Tobacco Use
- #226 Searches
- #227 Controlled Substances/Paraphernalia

Section: Employees

- #314 Physical Examination
- #336 Personal Necessity Leave
- #323 Tobacco Use

Section: Finances

- #620 Fund Balance

Section: Operations

- #805 Emergency Preparedness

Section: Community

- #909 Municipal Government Relations

- C. Millersville Comprehensive Plan Steering Committee – appointment of _____ as the Penn Manor representative.

Item 3. Consent Agenda for Administrative Actions – The administrative staff is recommending approval of the following: (ROLL CALL)

- A. Approval and Advertising of the Bus Routes for the 2011-2012 school term and also approval for advertising of same. A copy of bus routes is on file in the Transportation Office.

Explanation: Routes are compiled annually by the Transportation Coordinator in anticipation of expected bus routing requirements.

- B. 2011-2012 School Term Field Trip Rates as cited (see page 6).

Explanation: Rates for field trips are re-calculated annually based upon changes in the CPI.

- C. Bayada Nursing Services Agreement for “in-school” nursing services with at a rate of \$41 per hour for a student effective for the 2011-2012 school year.

Explanation: Bayada provided the same service for the same student in the previous year. The rate has not increased over the previous year.

- D. Lancaster General Hospital Drug Screening Contract for the 2011-2012 school year (see enclosure).

Explanation: The fees are the same as the 2009-2010 and 2010-2011 school years.

- E. Tax Exonerations as cited (see page 7).

- F. Authorization to advertise and bid Marticville Basketball Court Paving Project.

- G. Authorization to advertise and bid Letort Sewer Line Installation Project.

- H. Authorization to advertise and bid purchase of Trash Can Lifts.

- I. Approval to Submit Plancon A – Manor Middle School Baseball Dugout Project – non-reimbursable project (see page 8).

- J. Authorization to advertise and bid Manor Middle School Baseball Dugout Project.

Explanation: Items 3 F – J were previously approved by the Board as part of the Capital Improvement Plan.

- K. Earned Income Tax Resolution – required resolution under Act 32 to be effective January 1, 2012 (see pages 9 – 12).

Item 4. Consent Agenda for Personnel – The administrative staff is recommending approval of the following: (ROLL CALL)

- A. Resignation of the individuals listed per the effective date.

Matthew Butch, systems analyst, effective August 12, 2011
Jane Geyer, food service substitute, effective July 26, 2011

- B. Employment and Change in Status of the individuals listed per the effective date for the 2011-2012 school year (see pages 13 – 14).
- C. Substitute Teachers within the school district until such time that either the school district or the individual would opt to have their name deleted from the substitute teacher list (see page 15).
- D. Mentors for the 2011-2012 school year as listed (see page 16).

Explanation: All new teachers and teachers changing positions are assigned a mentor. This is required by the Pennsylvania Department of Education. It is also required as part of the New Teacher Induction Plan in the EStrategic Plan.

- E. Acceptance of Bus Drivers for the 2011-2012 school term as cited (see pages 17 – 20).

Explanation: While the bus drivers are employed by the busing contractors, a listing is provided for the board's consideration and acceptance

- F. 2011-2012 Middle School Team Leaders as listed (see page 21).

Explanation: Team Leader positions are approved annually based upon rosters submitted by building principals.

- G. 2011-2012 Co-curricular Positions as listed (see page 22).

Explanation: Co-curricular positions are approved annually based upon rosters submitted by building principals.

- H. Leave to the individual according to the terms listed:

Classified Employee:

Employee Q1 – June 8, 2011 – July 24, 2011 – Designated Family Medical

- I. Volunteer Cheerleading Coach for the 2011-2012 school year.
Megan Szentesy

ADJOURNMENT

SCHEDULING AN APPEARANCE ON THE AGENDA

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PENN MANOR 2011-2012 FIELD TRIP RATES

	ACTUAL		ACTUAL	
	2010-2011	2011-2012	2010-2011	2011-2012
State Formula Increase	5,079	5,155		
CPI	2,700	1,500		
School District Meetings	\$ 10.30	\$ 10.50		
Trips Outside Lancaster County				
Per Mile Driven	\$ 2.00	\$ 2.00		
Per Mile Deadhead	\$ 1.40	\$ 1.40		
Per Hour Layover Time	\$ 17.10	\$ 17.40		
Trips Within Lancaster County				
Per Hour	\$ 38.30	\$ 38.90		
3 hour minimum	\$ 115.00	\$ 117.00		
Trips within Penn Manor District				
Per Hour	\$ 27.50	\$ 27.90		
3 hour minimum	\$ 83.00	\$ 84.00		
Sports and Performance Trips				
Anville-Cleona	\$ 172.00	\$ 175.00		
Cedar Cliff	\$ 236.00	\$ 240.00		
Cedar Crest	\$ 172.00	\$ 175.00		
Central Dauphin	\$ 242.00	\$ 246.00		
Coatesville	\$ 242.00	\$ 246.00		
Cocalico	\$ 136.00	\$ 138.00		
Columbia	\$ 132.00	\$ 134.00		
Conestoga Valley	\$ 132.00	\$ 134.00		
Conrad Weiser	\$ 236.00	\$ 240.00		
Cumberland Valley	\$ 264.00	\$ 268.00		
Dallastown	\$ 236.00	\$ 240.00		
Donegal	\$ 132.00	\$ 134.00		
Downingtown	\$ 236.00	\$ 240.00		
Eastern York	\$ 179.00	\$ 182.00		
Eastern Lebanon (ELCO)	\$ 216.00	\$ 219.00		
Elizabethtown	\$ 136.00	\$ 138.00		
Ehtrata	\$ 136.00	\$ 138.00		
Exeter	\$ 243.00	\$ 247.00		
Garden Spot	\$ 136.00	\$ 138.00		
Governor Mifflin	\$ 216.00	\$ 219.00		
Hempfield	\$ 132.00	\$ 134.00		
Hershey	\$ 220.00	\$ 223.00		
L-S	\$ 132.00	\$ 134.00		
Lancaster City	\$ 132.00	\$ 134.00		
Lebanon	\$ 216.00	\$ 219.00		
Locust Grove	\$ 132.00	\$ 134.00		
Manheim Central	\$ 132.00	\$ 134.00		
Manheim Township	\$ 132.00	\$ 134.00		
Messiah	\$ 236.00	\$ 240.00		
Middletown	\$ 216.00	\$ 219.00		
Norlebo	\$ 236.00	\$ 240.00		
Octorara	\$ 172.00	\$ 175.00		
Oxford	\$ 220.00	\$ 223.00		
Palmyra	\$ 216.00	\$ 219.00		
Peduea Valley	\$ 136.00	\$ 138.00		
Reading	\$ 236.00	\$ 240.00		
Robesonia	\$ 236.00	\$ 240.00		
Schuylkill	\$ 264.00	\$ 268.00		
Salanco	\$ 132.00	\$ 134.00		
Susquehannock	\$ 236.00	\$ 240.00		
Upper Dauphin	\$ 299.00	\$ 303.00		
Warwick	\$ 132.00	\$ 134.00		
West Chester	\$ 236.00	\$ 240.00		
Wilson	\$ 220.00	\$ 223.00		
York	\$ 17.90	\$ 18.20		
per hour charge for trips over 5 hours	\$ 24.70	\$ 25.10		
Van Charges	\$ 56.00	\$ 57.00		
Bus to Comet Field and Eshleman	\$ 61.00	\$ 62.00		
Bus from Marticville to High School				

NON-REIMBURSABLE WORK SUBJECT TO ADVERTISING AND BIDDING REQUIREMENTS

Project Costs for Purchase or Lease/Purchase of
 Non-Emergencies >\$10,000 Modular/Relocatable Classroom

INSTRUCTIONS:

1. Prepare specifications/drawings as needed.
2. Complete one application for each set of bid documents.
3. Provide completed address mailing label for the board secretary.
4. Submit ONLY the application form. Do not submit any other documentation such as the advertisement, plans, specifications or a completed specifications checklist.
5. Send the completed application to the Department of Education, Division of School Facilities, 333 Market Street, Harrisburg, PA 17126-0333. Any questions regarding the completion of this form should be directed to the Division at (717) 787-5480.

SELF-CERTIFICATION APPLICATION FOR NON-REIMBURSABLE CONSTRUCTION PROJECT

DISTRICT/AVTS: Penn Manor School District COUNTY: Lancaster
 BUILDING/SITE NAME(S): Manor Middle School Baseball Dugouts
(Include all building(s) and/or site(s) on which work will be completed.)
 The person to be contacted if there are any questions about this application is:
 Chris Johnston, Business Manager
Contact person's name and position
 (717) 872-9500
Telephone Number (including extension)

TOTAL ESTIMATED COST:

\$ 75,000 - 80,000

WORK DESCRIPTION

Check the appropriate boxes that apply to this project:

- Asbestos Abatement/Removal Boiler Repair/Replacement
- Flooring Repair/Replacement Paving/Resurfacing
- Roof Repair/Replacement Remove/Replace/Upgrade Storage Tank(s)
- Install Fiber Optic Lines/Network Cabling/Data Cabling
- Lease/Purchase or Purchase of Relocatable/Modular Classroom(s)
- School Building/District Administration Office Addition or New Construction. Perform the following calculations to determine if Act 34 of 1973 applies to this project. See the instructions for additional information.

sq. ft. ± sq. ft. X 100 = %
Act 34 Percent
 Architectural Area of the Architectural Area of the
 Addition or New Building of the Existing Structure
(round to 2 decimal places)

Other: Construction of four baseball dugouts

Check the construction codes and/or guidelines selected for this project:

BOCA _____ DEP _____ EPA _____ I&I _____ NEC _____ OSHA _____ PADOT _____ PA UCC IBC

OTHER: _____

BOARD CERTIFICATION

The Board hereby applies to the Department of Education for approval of the plans and specifications for the work described above. The Board certifies that, to the best of its knowledge and belief, construction bid documents comply, or will comply, with applicable laws, regulations and policies, and the project will not pose a hazard to the health and safety of users. Specifications include all applicable statements set forth in the current PDE document entitled "Required Clauses for Specifications." Construction contracts will not be entered into prior to PDE approval. If the Board proceeds with this project, the lowest responsible bidder(s) will be selected. The Board also certifies that the above-described work will proceed whether or not additional on-site work that is subject to Act 34 of 1973 goes forward.

BOARD ACTION DATE: _____ VOTING: AYE _____ NAY _____ ABSTENTIONS _____ ABSENT _____

Signature, Board Secretary

Board Secretary's Name, Printed or Typed

Date

District/AVTS Address

PDE USE ONLY

Based on the Board's representation to the Department that (1) the requisite laws, regulations and standards have been met; and (2) this project will not present a danger to the health or safety of the users, the plans and specifications for the project are approved as meeting the requirements of the school laws of Pennsylvania and the policies and regulations of the State Board of Education.

PDE USE ONLY

PDE # _____

Approved by the PA Department of Education

Date _____

PENN MANOR SCHOOL DISTRICT
EARNED INCOME TAX RESOLUTION

RESOLUTION LEVYING A TAX ON EARNED INCOME AND NET PROFITS;
REQUIRING TAX RETURNS; REQUIRING EMPLOYERS TO WITHHOLD AND
REMIT TAX; AND RELATED PROVISIONS.

RESOLVED, by the Board of School Directors of Penn Manor School District, under authority of the Local Tax Enabling Act and other applicable law, as follows:

Section 1. Definitions.

All terms defined in the Local Tax Enabling Act shall have the meanings set forth therein. The following terms shall have the meanings set forth herein:

- a. Collector. The person or entity appointed as tax officer pursuant to the Local Tax Enabling Act to collect the Tax.
- b. Effective Date. January 1, 2012.
- c. Enactment. This Resolution.
- d. Governing Body. The Board of School Directors of Penn Manor School District.
- e. Local Tax Enabling Act. The Local Tax Enabling Act, as set forth in 53 P.S. § 6901 *et seq.* while such numbering and provisions remain in effect under Act 32 of 2008, and as set forth in 53 P.S. § 6924.101 *et seq.* when such numbering and provisions become effective under Act 32, and as amended in the future.
- f. TCD. Any tax collection district to which the Taxing Authority or any part of the Taxing Authority is assigned under the Local Tax Enabling Act.
- g. TCC. The tax collection committee established to govern and oversee the collection of earned income tax within the TCD under the Local Tax Enabling Act.
- h. Tax. The tax imposed by this Enactment.
- i. Tax Return. A form prescribed by the Collector for reporting the amount of Tax or other amount owed or required to be withheld, remitted, or reported under this Enactment or the Local Tax Enabling Act.
- j. Tax Year. The period from January 1 to December 31.
- k. Taxing Authority. Penn Manor School District.

Section 2. Imposition of Tax.

- a. General Purpose Resident Tax. The Taxing Authority hereby imposes a Tax for general revenue purposes at the rate of **0.5%** on earned income and net profits of individual residents of the Taxing Authority.
- b. Ongoing Tax. The Tax shall continue at the above rates during the current Tax Year and each Tax Year thereafter, without annual re-enactment, until this Enactment is repealed or the rate is changed.
- c. Combined Tax Rate Applicable to Residents. Currently, the total rate applicable to residents of the Taxing Authority, including the tax imposed by the school district and municipality in which the individual resides, is **1.0%**. This combined tax rate is included solely for the purpose of providing information applicable on the date of adoption of this resolution. This combined tax rate might change if the municipality changes the tax rate imposed by the municipality.
- d. Local Tax Enabling Act Applicable. The Tax is imposed under authority of the Local Tax Enabling Act, and all provisions thereof that relate to a tax on earned income or net profits are incorporated into this Enactment. Any future amendments to the Local Tax Enabling Act that are required to be applied to a tax on earned income or net profits will automatically become part of this Enactment upon the effective date of such amendment, without the need for formal amendment of this Enactment, to the maximum extent allowed by 1 Pa.C.S.A. § 1937.
- e. Applicable Laws, Regulations, Policies, and Procedures. The Tax shall be collected and administered in accordance with: (1) all applicable laws and regulations; and (2) regulations, policies and procedures adopted by the TCC or by the Collector. This includes any regulations, policies, and procedures adopted in the future to the maximum extent allowed by 1 Pa.C.S.A. § 1937.

Section 3. Exemption from Tax – Individuals Under Age 16.

This Governing Body finds that: (1) minors of various age groups have traditionally, and with judicial sanction, been considered as comprising separate classes for many legislative purposes; and (2) minors under the age of 16 are generally unemancipated and subject to compulsory school attendance and child labor laws, and therefore have limited earned income and net profits and control of money such that enforcement of reporting and collection of Tax hereunder against them would yield inconsequential amounts and be unduly difficult, expensive, and not in the public interest. For these reasons, individuals under the age of 16 years are exempt from liability for the Tax.

Section 4. Individual Tax Returns and Payments.

Every individual receiving earned income or earning net profits in any Tax Year shall file Tax Returns and pay Tax in accordance with the Local Tax Enabling Act.

Section 5. Employer Withholding, Remittance, and Tax Returns.

Every employer shall register, withhold, and remit Tax, and file Tax Returns in accordance with the Local Tax Enabling Act.

Section 6. Tax Collector.

The Tax will be collected from individuals and employers by the Collector.

Section 7. Interest, Penalties, Costs, and Fines.

Individuals and employers are subject to interest, penalties, costs, and fines in accordance with the Local Tax Enabling Act, including costs imposed by the Collector in accordance with the Local Tax Enabling Act.

Section 8. Severability.

The provisions of this Enactment are severable and if any of its provisions are ruled by a court invalid or unconstitutional, such decision shall not affect or impair any of the remaining provisions of this Enactment. It is declared to be the intention of the Governing Body that this Enactment would have been adopted if such invalid or unconstitutional provision had not been included.

Section 9. Purpose/Amendment and Restatement/Repeal.

The primary purpose of this Enactment is to conform the earned income and net profits tax currently imposed to the Local Tax Enabling Act, as amended and restated by Act 32 of 2008, and to do so within the time frame required by Act 32. Any prior enactment imposing a tax on earned income or net profits of individuals is amended and restated in its entirety to read as stated in this Enactment. Any other prior enactment or part of any prior enactment conflicting with the provisions of this Enactment is rescinded insofar as the conflict exists. To the extent the same as any enactment in force immediately prior to adoption of this Enactment, the provisions of this Enactment are intended as a continuation of such prior enactment and not as a new enactment. If this Enactment is declared invalid, any prior enactment levying a similar tax shall remain in full force and effect and shall not be affected by adoption of this Enactment. If any part of this Enactment is declared invalid, the similar part of any prior enactment levying a similar tax shall remain in effect and shall not be affected by adoption of this Enactment. The provisions of this Enactment shall not affect any act done or liability incurred, nor shall such provisions affect any suit or prosecution pending or to be initiated to enforce any right or penalty or to punish offense under the authority of any enactment in force prior to adoption of this Enactment. Subject to the foregoing provisions of this Section, this Enactment shall amend and restate on the Effective Date any enactment levying a tax on earned income or net profits in force immediately prior to the Effective Date.

Section 10. Adoption.

This Enactment is adopted and enacted _____, 20_____.

ATTEST:

PENN MANOR SCHOOL DISTRICT

Secretary _____ By: _____
President, Board of School Directors

SCHOOL DISTRICT SEAL

PENN MANOR SCHOOL DISTRICT

August 15, 2011 Board Agenda

New employee and change in status [*] for the 2011-2012 school year:

Burkhardt, Melissa A. * – elementary professional employee, 100%, full-time, permanent position, B.S. Degree, .81 years experience, Step 1, \$40,987 [change from 50%, part-time, permanent position, Kindergarten Teacher/A.M. Session] Assignment: Grade 1 Teacher/ Hambright Elementary School

Loreto, Jennifer L. * – elementary professional employee, full-time, permanent position [change from Grade 1 Teacher/Hambright Elementary School]. Assignment: Grade 5 Teacher/Central Manor Elementary School

Reustle, Jr., Thomas J. – secondary professional employee, full-time, permanent position, B.S. Degree, no experience, Step 1, pending receipt of required documents. Assignment: Social Studies Teacher/Manor Middle School

Thomas is a graduate of Norristown Area High School and Millersville University. He had long term substitute positions last school year at Centerville Middle School and York Suburban High School. Prior to that time he was an office assistant at Highland Contractors in Emigsville, PA.

Support Staff Personnel Action Items

Board Action	Last Name	First Name	Position	Building	Hours per Day	Days per Year	Rate	Status	Total Overall Daily Hours	Notes
8/15/2011 *	HESS	TARA	Food Service	HIGH SCHOOL	4.75	180	\$ 9.02	Permanent	4.75	Effective 8/29/11
8/15/2011 *	MILLER	DEBRA	Food Service	HIGH SCHOOL	0.25	180	\$ 9.48	Permanent	5.00	Effective 8/29/11
8/15/2011	BURKHOLDER	HEATHER	Food Service Substitute	District	As Needed	As Needed	Sub Rate	Permanent	As needed	Effective 8/29/2011 Substitute - As Needed
8/15/2011	ERB	MICHELLE	Support Staff Substitute	District	As Needed	As Needed	Sub Rate	Permanent	As needed	Effective 8/29/2011 Substitute - As Needed
8/15/2011	WAY	BECKY	Support Staff Substitute	District	As Needed	As Needed	Sub Rate	Permanent	As needed	Effective 8/29/2011 Substitute - As Needed
8/15/2011	NAPPI	VERONICA	ERA-LST	HIGH SCHOOL	5.00	181	\$ 9.90	For the 2011-12 School Year Only	5.00	Effective 8/29/2011 Enrollment Related - 2011-12 School Year

NOTE: All new hires and transfers must successfully complete a 60 working day probationary period

* signifies a change in status

Substitutes for August 15, 2011 Board Approval

Nadine	H.	Abowitz	Erika	M.	Martin
Mary	E.	Adams	Kellie	T.	McAdams
Dana	M.	Albright	Terrence	E.	Michaelson
Amanda	C.	Alzate	Rebecca	R.	Miles
Hilary	N.	Auker	Carl	E.	Mummert
Clifford	T.	Bagwell	Jane	E.	Myers
Justin	M.	Bradenburg	Leah	G.	Panico
Donna		Carle	Eric	R.	Pontius
Melissa	A.	Carrodo	Elizabeth	J.	Rayha
Stacey	L.	Conrad	Laura	E.	Reapsome
James	D.	Cowan	Kathryn	A.	Rosentfeld
Debra	A.	DeBerdine	Richard	L.	Rothan
MaryAnn	D.	Detwiler	Donna	L.	Scalon
Courtney		Dougherty	Joel	T.	Scarsella
Linda	D.	Dunn	Ronald	D.	Schaible
Jeanne	A.	Funk	Victoria	S.	Schlack
Dawn	N.	Gage	Janice	L.	Smith
Thomas	M.	Gallagher	James	P.	Stewart
Anne	E.	Ginder	Miriam	S.	Stroh
Judy	R.	Gontz	Maureen	A.	Ulmer
R. Brian		Good	Yoneichi		Uyeda
Heather	F.	Heagy	Jason	M.	White
Lisbeth	P.	Kelley	Suzanne		Wickstrom
Marie	V.	Killian	Bret	D.	Young
Christine	A.	Kortze	Kenneth	C.	Zeller
Kristie	O.	Kroll			
Tricia	L.	Landis			
Danny	M.	Linard			
Harold	J.	Lintner			
LeeAnn		Loreto			
Donald	W.	Lovett			

Mentors - 2011-2012	Step	Total Pay	Pay %	Total Pay	Amount Per Pay	Account Number	New Teacher	Assignment
MENTORS FOR NEW TEACHERS								
Daryn C. Vinson	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230098-0124	Kimberly R. Garvey	ELEMENTARY
Michelle C. Henry	Step 3	\$ 836.00	100%	\$ 836.00	\$ 209.00	10230098-0124	Clarinda Dourdis	ELEMENTARY
Julie M. Yoder	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230098-0124	Danielle K. Kreider	ELEMENTARY
Lori A. Orihuel	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230098-0124	Jonathan M. Zimmerman	ELEMENTARY
Margaret A. Murr	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230098-0124	Melissa A. Burkhart	ELEMENTARY
None			100%				Pamela M. Egan	ELEMENTARY
None			100%				Lori J. Longenecker	ELEMENTARY
Kathleen Grenier	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230100-0124	Dawn L. Eby	SECONDARY
Douglas B. Kramer	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230100-0124	Eric T. Eshleman	SECONDARY
William D. Zapata	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230100-0124	Jeffrey D. Eshleman	SECONDARY
Sara N. Ricciardi	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230100-0124	Lauren E. Forbes	SECONDARY
Michele Pletcher	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230100-0124	Emily S. Lyons	SECONDARY
Michelle L. Wagner	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230100-0124	William R. Shirk	SECONDARY
Christopher P. Telesco	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230100-0124	Karen G. Bierly	SECONDARY
Mary Ann Farmer	Entry	\$ 788.00	100%	\$ 788.00	\$ 197.00	10230100-0124	Gretchen R. Ayres	SECONDARY
MENTORS FOR LTS - 1 SEMESTER								
Kevin M. Bower	Entry	\$ 600.00	50%	\$ 300.00	\$ 75.00	10230098-0124	Megan A. Quinn	ELEMENTARY
Wendy S. Letavic	Entry	\$ 600.00	50%	\$ 300.00	\$ 75.00	10230098-0124	Amanda M. Slagle	ELEMENTARY
Sandy L. Brown	Entry	\$ 600.00	50%	\$ 300.00	\$ 75.00	10230100-0124	Stephanie L. Smith	SECONDARY

SHULTZ TRANSPORTATION CO.

8 Beaver Valley Pike
Willow Street, PA 17584
Phone: (717) 464-5800
Fax: (717) 464-4808

SHULTZ TRANSPORTATION - PENN MANOR DRIVERS.

2011 - 2012 SCHOOL YEAR.

- # 130 HOPE KRANTZ
- # 131 DEB WILLIAMS
- # 132 JOAN SHENK
- # 133 SONYA DEAN
- # 134 MELISSA GURTTIS
- # 135 VAL KAUFFMAN
- # 136 NANCY BARLEY
- # 137 MISSY FRANKFORD
- # 138 BECKY WAY
- # 139 CONNIE FLOWERS
- # 140 YVETTE IRIZARRRY

SUBSTITUTE DRIVERS.

- STACEY BOWMAN
- JANE EVERHART
- KAY HARVEY
- ANNA HIPPLE
- JUDY JONES
- CARSON KAUFFMAN
- MICHAEL KRAMER
- WANDA MOORE
- RICK WARFEL

Eschbach Bus Service
Employee Contact List

DRIVER

Allen, Ann Marie
Bachman, Jodi L
Bagnall, William W.
Benner, William C.
Blake, Wendy G
Bower, Susan M
Buterbaugh, Kim M
Campbell, William F
Carrigan, Roxy A
Chapman, Tina
Coffroad, Isaac J.
Comp, Christine L.
Cramer, Marilyn W
Dearolf, Brenda F.
Dearolf, Larry W
Dellinger, Tracey A.
Deyo, Rebecca
Diaz, Jane E
Dougherty, James J
Eastburn, Amber
Enck, Rhonda
Erisman, Dawn A.
Eschbach, David
Eshelman, Jerralynn C
Flores, Israel D.
Fox, Jessica L
Froehlich, Susan L
Fuhrman, Tina M
Gorby, David W
Haines, Karl I.
Harnish, C. Donald
Harrington, Linda
Harsh, Jennifer L.
Heidinger, Rhonda G
Heisey, Paul
Henry, Michelle A
Henry, Ronald E
Hess, R. Kay

Eschbach Bus Service
Employee Contact List

DRIVER

Higgins, Sherry L
Hodgson, Michael J
Jefferson, Laura M
Jenks, Christine L
Johnson, Jennifer L.
Kelley, Tracy L.
Kenneson, D. Rowena
Kenneson, Robert B.
Krause, Kenneth A.
Martin, Randall J.
Mellinger, Penny M
Menapace, Jacob
Miller, Linda G
Moore, Corrine L
Moyer, Sheila M.
Muschlitz, Robert A
Muschlitz, Robert C
Mutzabaugh, Melissa S
Myers, Rachel L
Mylin, Holmes R
Neff, Jean A.
Newcomer, Bernadette L
Null, Carolyn
O'Brien, Paul
Pfister, Dottie A
Pike, Helen M
Pilsner, Sherry M
Poulk, Jr., Robert M
Pugliese, Josephine
Raugh, Donald A
Reath, Robert G
Reilly, John J
Renshaw, Dina F
Rineer, Karen S.
Rittenhouse, Shellene A.
Roop, Christina
Rosario, Mary A.
Rudy, Nancy A

Eschbach Bus Service
Employee Contact List

DRIVER

Schaum, Patricia E.
Sensenig, Ella
Sheaffer, Kim A.
Smith, Bruce C
Smith, Erin M
Smith, Kelly H
Smith, Linda S
Sourbeer, Leona J
Spring, Thomas J
Stubbs, Patricia L.
Swinehart, Joanna M
Taska, Susan E
Ulmer, Sharon A
Wiker, David
Wiley, Bruce A
Winters, Beth M
Witmer, Wanda J
Zecher, Barry L

		Last Employee	First Employee		2011-12 Pay
MAMS	Team Leaders	Aukamp	Carrie	1.0	1,730
MAMS	Team Leaders	Kreck	Erin	1.0	1,730
MAMS	Team Leaders	Ennis	Jennifer	1.0	1,947
MAMS	Team Leaders	Kligge	Marcia	1.0	1,558
MAMS	Team Leaders	Brown	Sandy	1.0	1,890
MAMS	Team Leaders - Special Ed	Elledge	Curt	1.0	1,558
MVMS	Team Leaders - Special Ed	Bitler	Lisa	1.0	1,588
MVMS	Team Leader	Goodhart	Debra	1.0	2,325
MVMS	Team Leader	Webster	Kenneth	1.0	1,730
MVMS	Team Leader	Evans	Steve	1.0	1,588
MVMS	Team Leader	Aungst	Brad	1.0	1,588

Last First 2011-12 2011-12
Employee Employee Position Pay

MAMS	A.V. Director	Bittenbender	Jon	1.0	1,389
MAMS	Choral Competition	Forbes	Lauren	1.0	510
MAMS	Band Competition	Mumma	Thomas	1.0	520
MAMS	Orchestra Competition	Fritz	Konrad	1.0	520
MAMS	Newspaper	Miller	Kerri	1.0	952
MAMS	Peer Helpers	Kligge	Maricia	1.0	1,425
MAMS	Peer Helpers	Brown	Sandy	1.0	1,425
MAMS	Quiz Bowl	Elledge	Curt	1.0	1,188
MAMS	School Play Director	Aukamp	Carrie	0.5	713
MAMS	School Play Director	Galgon	Angela	0.5	639
MAMS	Student Council	Bittenbender	Jon	1.0	853
MAMS	TSA	Adams	Janice	1.0	990
MAMS	Yearbook	Gue	Deron	1.0	1,645
MVMS	A.V. Director	Young	John	1.0	1,611
MVMS	Choral Competition	Forbes	Lauren	1.0	510
MVMS	Band Competition	Reddig	Skip	1.0	552
MVMS	Orchestra Competition	Riccardi	Sara	1.0	530
MVMS	Newspaper	Goodhart	Deb	1.0	871
MVMS	Peer Helpers	McKnight	Christine	1.0	1,425
MVMS	Peer Helpers	Kopp	Erica	1.0	1,425
MVMS	Quiz Bowl	Aungst	Brad	1.0	1,188
MVMS	School Play Director	Webster	Kenneth	1.0	1,425
MVMS	Student Council	Scheiber	Cindy	0.5	452
MVMS	Student Council	Smoker	Lindsey	0.5	452
MVMS	TSA	Evans	Steve	1.0	1,010
MVMS	Yearbook	Leitzel	Jane	0.5	899
MVMS	Yearbook	Grosh	Ann	0.5	899
PMHS	Yearbook	Anderson	Doug	1.0	3,230
PMHS	Newspaper	Baldrige	Susan	1.0	2,251
PMHS	Band Director	Mumma	Thomas	1.0	1,877
PMHS	Orchestra	Riccardi	Sara	1.0	1,268
PMHS	Stage Band Director	Mumma	Thomas	1.0	888
PMHS	Audio-Visual Director	Himes	Jeff	1.0	2,035
PMHS	Chess Team Advisor	Yearsley	Jinn	1.0	1,440
PMHS	National History Day	Brady	Donna	1.0	1,561
PMHS	Science Fair	Bender	Dave	1.0	1,624
PMHS	Rocket Club	Osmolnski	Brian	1.0	1,624
PMHS	Model UN	Bookman	Sallie	1.0	552
PMHS	Senior Class Advisor	Myers	Dan	1.0	816
PMHS	Senior Class Advisor	Rothmund	Mindy	1.0	816
PMHS	Junior Class Advisor	Kirk	Tresa	1.0	724
PMHS	Junior Class Advisor	Saylor	Maryann	1.0	724
PMHS	Student Council (50%)	Batkins	BJ	1.0	732
PMHS	Student Council (50%)	Nesmith	Jeremy	1.0	732
PMHS	Quiz Bowl (50%)	Bookman	Sallie	1.0	2,234
PMHS	Quiz Bowl (50%)	Meier	Chrs	1.0	2,003
PMHS	Mock Trial	Boxleitner	Jon	1.0	1,811
PMHS	National Honor Society (50%)	Dutchess	Erick	1.0	409
PMHS	National Honor Society (50%)	Grenier	Kathy	1.0	409
PMHS	Aud Technical supervisor Fall Play	Dennis	Mark	1.0	1,057
PMHS	Aud Technical supervisor Spring Musical	Dennis	Mark	1.0	1,775
PMHS	Aud Tech Supervisor Entertainment PM	Dennis	Mark	1.0	358
PMHS	Aud Tech Supervisor General	Dennis	Mark	1.0	1,460

PMHS	Fall Play Director	Shellenberger	Carole	1.00	1,733
PMHS	Fall Play Asst. Director	Mintzer	Melissa	1.00	1,624
PMHS	Fall Play Costume Coordinator	Shellenberger	Carole	1.00	1,220
PMHS	Fall Play Set Design	Dennis	Mark	1.00	554
PMHS	Fall Play Art Supervisor	Dennis	Mark	1.00	521
PMHS	Fall Play Const. Supv.	Dennis	Mark	1.00	892
BAND	Percussion	Hart	Tyler		1,025