

Agenda – Committee of the Whole
Penn Manor School District
Monday, November 19, 2012
Manor Middle School – Board Room

EXECUTIVE SESSION

6:30 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 Monday, December 3, 2012 at 7:00 p.m. in the Board Room of the Manor Middle School.

ROLL CALL:

APPROVAL OF MINUTES: November 5, 2012
<http://www.pennmanor.net/boardminutes/>

CITIZEN’S COMMENTS: Name and Address

BOARD DEVELOPMENT OPPORTUNITIES AND REPORTS:

Item 1. Mentoring Program – Mrs. Green

(7:15 – 7:25)

Explanation: Mrs. Green will provide an update on the mentorship program through the Chamber of Commerce which involves Penn Manor students.

Information Only

Item 2.
(7:25 – 7:35)

Recognition of Hambright Elementary as a Title I Distinguished School
– Dr. Leichter and Mrs. Hallock

Explanation: Hambright has been designated as a Title I Distinguished School based on PSSA subgroup performance for 2012.

Information Only

Item 3.
(7:35 – 7:45)

Mentoring Update – Dr. Kreider

Explanation: Dr. Kreider will provide an update on the partnership between Millersville University and Penn Manor High School.

Information Only

Item 4.
(7:45 – 8:00)

First Reading of Revised School Board Policies – Dr. Leichter
(Distributed)

Explanation: Dr. Leichter will review changes to a number of board policies as part of the district's revision cycle.

Approval for Placement on the November 19 School Board Meeting Agenda

Item 5.
(8:00 – 8:05)

Resolution Supporting Prevailing Wage Reform – Dr. Leichter
(see page 4)

Explanation: Dr. Leichter will present a board resolution supporting prevailing wage reform in the Pennsylvania General Assembly.

Approval for Placement on the November 19 School Board Meeting Agenda

Item 6.
(8:05 – 8:15)

Review of December Reorganization Meeting – Dr. Frerichs &
Dr. Leichter

Explanation: Dr. Frerichs and Dr. Leichter will provide a summary of procedures for the upcoming board reorganization meeting.

Information Only

Item 7.
(8:15 – 8:25)

Review of Facilities Committee Meeting – Mr. Long & Dr. Leichter

Explanation: A summary from the morning Facilities Committee meeting will be presented.

Information Only

ADJOURNMENT

SCHEULING 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 chair 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.

**RESOLUTION SUPPORTING PREVAILING WAGE REFORM
BY THE BOARD OF DIRECTORS
OF THE PENN MANOR SCHOOL DISTRICT**

WHEREAS, in these challenging economic times, the Prevailing Wage Act places a costly mandate on our school districts and diverts valuable resources from our classrooms; and

WHEREAS, school districts must pay state-mandated prevailing wage rates for workers on every construction or renovation project in which estimates exceed \$25,000, a number that has not been adjusted for 50 years; and

WHEREAS, these prevailing wage rates are not reflective of the actual wage rates in the local Lancaster community, and have actually been shown, in numerous studies, to inflate the cost of construction projects by at least 10%, siphoning millions of taxpayer dollars from the classroom each year; and

WHEREAS, as Pennsylvania school districts spent over \$7 billion on reimbursable school construction and renovation projects bid over the last decade, if school districts were to save 10% of the construction costs on these projects, it would have saved Pennsylvania taxpayers over \$700 million on these projects alone; and

WHEREAS, as our school districts are facing reductions in education funding, potential change to or elimination of PLANCON funding, declining local revenues, and increasing pension and special education costs, costly mandates such as prevailing wage limit a district's ability to direct these limited resources to our classrooms where they are needed most; and

WHEREAS, to ensure that we are giving our students the education they deserve, school districts and local taxpayers need relief from these mandates that provide no educational value to students and do nothing to promote increases in student achievement; and

NOW, THEREFORE, BE IT RESOLVED that the Penn Manor School District urges their legislators to support prevailing wage reform which will alleviate the burden of the Prevailing Wage Act on the district and give the district flexibility in determining how best to spend its limited resources; and

BE IT FURTHER RESOLVED that the Penn Manor School District will encourage its board of directors, and others, including parents, students and district taxpayers, to urge the Pennsylvania General Assembly to continue to take measures to further alleviate the burden the Prevailing Wage Act has on school districts.

Adopted this _____ day of _____, 2012.

Signed,

Attest:

School Board President

Board Secretary

(seal)

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. Election of Solicitor and Bond Counsel – Kegel Kelin Almy & Lord LLP – The law firm of Kegel Kelin Almy & Lord LLP be appointed as solicitor and bond counsel for the school district for the calendar year 2013. (To be distributed).
- B. Election of Special Counsel for Special Education – McNeese Wallace & Nurick LLC – The law firm of McNeese Wallace & Nurick LLC be appointed as special counsel for the school district for the calendar year 2013. Services will be limited to special education matters. (To be distributed).
- C. Election of Special Counsel for Labor – Fox Rothschild LLP – The law firm of Fox Rothschild LLP be appointed as special counsel for the school district for the calendar year 2013. Services will be limited to labor matters. (See pages 6 – 8).
- D. Election of Special Counsel for Labor – Hartman Underhill & Brubaker LLP – The law firm of Hartman Underhill & Brubaker LLP be appointed as special counsel for the school district for the calendar year 2013. Services will be limited to Open Campus PA matters. Hourly rate is \$160 on a blended basis.
- E. Commencement Date – June 4, 2013
- F. 2005 Delinquent Tax Collection – Approval for the business office to engage Portnoff Law Associates to pursue liens on selected parcels still outstanding from 2005 and consult with the business office to prepare board recommendations for the remaining parcels.
- G. First Reading of New and Revised Board Policies (previously distributed):
 - #103 Nondiscrimination in School and Classroom Practices
 - #122 Cocurricular Activities/Nonathletic
 - #123 Interscholastic Athletics
 - #123.1 Concussion Management
 - #123.2 Sudden Cardiac Arrest
 - #123.3 Athletic Honors
 - #123.4 Male/Female Participation on Sports Teams
 - #209.1 Food Allergy Management
 - #216 Student Records
 - #216.1 Supplemental Discipline Records
 - #610 Purchases Subject to Bid/Quotation
 - #611 Purchases Budgeted
 - #701 Facilities Planning
 - #822 Automated External Defibrillator (AED)/Cardiopulmonary Resuscitation (CPR)
 - # Medical Access Screening

H. Resolution Supporting Prevailing Wage Reform (see page 9).

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

A. Intermunicipal Cooperation Agreement between Hempfield, Manheim Township, and Penn Manor School Boards (see enclosure).

Explanation: The cooperative agreement has been jointly developed by the solicitors of the three school districts comprising Open Campus PA.

B. Special Education Contract – Lampeter-Strasburg – to provide special education programs and services for an emotional support student at a pro-rated tuition rate of \$13,226 for the 2012-13 school year plus additional speech and language services at an hourly rate of \$58 per hour as required.

Explanation: As Penn Manor sometimes educates students from neighboring districts in our special needs classrooms, an appropriate special needs classroom in Lampeter-Strasburg is available for one of our students.

C. High School Remediation – to authorize the superintendent / business manager to enter into agreements as necessary to keep the remediation and renovation efforts moving forward.

Explanation: While the insurance company is remitting payment directly to the vendors, there may be some incidental testing and monitoring required during the remediation process that would need timely action to keep our forward momentum.

D. Pennsylvania Constable to provide security for the school district during the 2012-2013 school year for athletic and co-curricular activities at the rate of \$33.20 per hour.
Cesar DeJesus

E. Mental Health Parity and Addiction Equity Act Opt-Out Resolution (see page 10).

Explanation: This is an annual opt-out resolution due to the district status as a self-insured provider of services.

F. Tax Exoneration as cited (see page 11).

G. Penn Manor Education Foundation Venture Grants (see pages 12 – 15).

H. Waiver of Custodial Fees for National History Day Competition at Penn Manor High School.

Explanation: The district is hosting events for National History Day on March 16, 2013 and March 23, 2013.

I.	<u>Transportation Contracts for the 2012-2013 school year:</u>	
	Eschbach Bus Service (181 Days)	\$ 1,971,453.88
	Eschbach Fuel Surcharge	\$ 80,256.23
	Schultz Transportation (181 Days)	\$ 374,178.34
	Schultz Fuel Surcharge	\$ 12,784.76

Explanation: The current transportation contracts run from 2010 through 2015. The contract figures for the third year have been calculated based upon updated routing and student information.

J. 2012-2013 Federal Programs Consolidated Application – Project RA-999-11-0324 in the amount of \$727, 994.00.

Explanation: the consolidated application includes \$620,974 for Title I and \$107,020 for Title II program funding.

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

A. Employment and Change in Status of the individuals listed per the effective date for the 2012-2013 school year (see page 16).

B. 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:

- Alicia P. Burger-Shirk
- Kaitlin B. Craul
- Christine M. Johnson
- Dana K. Leshok
- Rebecca J. Raush
- Peggy L. Williams

C. Leave to the individuals according to the terms listed:

Professional Employee

B32 – January 22, 2013 – end of 2nd Semester 2012-2013, Child Rearing

Classified Employee

B33 – September 24, 1012 – November 4, 2012 – Designated Family

Medical

ADJOURNMENT

SCHEDULING AN APPEARANCE ON THE AGENDA

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ATTORNEYS AT LAW

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November 8, 2012

Dr. Michael G. Leichliter
Superintendent
Penn Manor School District
Administration Office
PO Box 1001
Millersville, PA 17551

Re: Fox Rothschild LLP Engagement Letter –Special Counsel Services

Dear Dr. Leichliter:

This letter will confirm that the Penn Manor School District (“Client”) has retained Fox Rothschild LLP (the “Firm”) to represent Client in connection with the matters described below. The Engagement Letter (the “Letter”), along with the attached Standard Terms of Engagement (the “Standard Terms”), comprise the Engagement Agreement (the “Agreement”) between Client and the Firm and explain the terms under which the Firm will provide legal services to Client in this matter. In the event of a discrepancy between the Standard Terms and the Letter, the provisions set forth in the Letter will prevail.

Scope of Work. Client has engaged the Firm to provide the following services described in detail below (“Engagement”). Client has not engaged the Firm, nor has the Firm agreed, to represent Client regarding any other matter. If Client requires the Firm's services in connection with any other matter, please let me know.

The specific Engagement is for labor and related negotiations services on behalf of the Client with respect to the Collective Bargaining Agreement between the Penn Manor School District and the Penn Manor Area Education Association. Additional services may involve advice relating to constructive receipt issues pursuant to Section 125 of the Internal Revenue Code and benefits advice in conjunction with the recently enacted Patient Protection Act and its implications on collective bargaining for Client.



Fox Rothschild LLP
ATTORNEYS AT LAW

Identity of Client. The Firm's only client in the Engagement is the Penn Manor School District, which is identified as Client in the first paragraph of this Letter.

Term of Engagement. This Engagement shall continue the representation provided by the Firm and the term of this Engagement shall be effective January 1, 2013.

Fee Arrangement. For the services proposed to be rendered, we will be establishing a blended hourly rate for negotiations services of \$240.00 per hour for work performed by Jeffrey T. Sultanik and Sarah K. Ivy and \$200.00 per hour for work performed by Mark W. Fitzgerald. A blended hourly rate means that the rate will be imposed for all individuals providing services on this matter, recognizing, however, that a majority of the services will be provided through the direct face-to-face negotiations services of Jeffrey T. Sultanik, Esquire.

This is the same fee arrangement that has been in place since 2010.

The Firm reserves the right to revise the staffing of the Engagement as it deems efficient. If, at any time, you have any questions concerning the staffing of the Engagement, please contact me immediately. The Firm's billing rates are adjusted from time to time, generally once a year, usually in June, to reflect then current levels of legal experience, changes in overhead costs, market conditions or other appropriate considerations.

The Firm's time will be recorded in increments of rounded tenths of an hour, with one-tenth (0.1) being the minimum for any activity. The Firm will issue regular Invoices that detail the fees and costs incurred in the Engagement ("Invoices"), usually on a monthly basis. The time charged will include all time the Firm devotes to the Engagement.

The hourly rates specified in the Letter shall prevail over the range of fees in the Standard Terms as specifically set forth in the Letter.

The costs for which you will be charged include filing fees; telephone, telecopy, word processing, overnight mail, messenger and other communication costs; staff overtime when appropriate; computer research; court reporters, photographers and other professional fees; travel and meal expenses; and other miscellaneous costs. Where possible, we will have vendors bill you directly for such costs or we will send you the bill and request that you pay the vendor directly. Certain costs, such as telephone charges, are sometimes not available until subsequent months, in which case a supplemental Invoice will be rendered, or an estimated amount will be included in the initial Invoice and an adjustment made when the actual charges are known.

All Invoices are payable upon presentation and are considered delinquent if not paid within thirty days of issuance. If a bill is not timely paid, we may cease to render further services or, in the case of a litigation matter, we may petition the court to withdraw as counsel. A service charge will be added to the unpaid amount of any delinquent Invoice.



Fox Rothschild LLP
ATTORNEYS AT LAW

No individual except the Firmwide Managing Partner, or his/her designee, has the authority to modify the Invoices submitted to Client.

Future Representation. If Client asks the Firm to take on an additional assignment in the future, the terms in the Agreement will cover such later assignment(s), unless Client and the Firm reach a separate understanding, which understanding will be reflected in a separate writing, which may include e-mails.

Prospective Conflict of Interest Waiver as it Relates to Tax Assessment Appeals and Condemnation Actions Relating to Client.

Client agrees and acknowledges that during, or subsequent to, the Engagement, the Firm can represent other entities and/or individuals ("Other Clients") in Tax Assessment Appeals and Condemnation Actions (collectively, "Other Matters") even though Client may be adverse to Other Clients or Client's interests may be adverse to the interests of Other Clients. Client agrees and acknowledges that it will not use the Firm's representation of Client in the Engagement as a reason to object to the Firm's representation of Other Clients in Other Matters.

Conclusion. If Client has any questions about the Agreement, please contact me as soon as possible. Client may consult with separate counsel regarding this Agreement.

Please acknowledge your acceptance to the terms in the Agreement and your receipt of the Standard Terms by signing one copy of the Letter and returning the signed copy to me at your earliest convenience. This Agreement will take effect on the date of Client's signature or when the Firm first performs legal services for Client, whichever is earlier.

We appreciate the opportunity and privilege to represent Client in the Engagement.

Sincerely,

Jeffrey T. Sultanik
For Fox Rothschild LLP

Enclosures

**RESOLUTION SUPPORTING PREVAILING WAGE REFORM
BY THE BOARD OF DIRECTORS
OF THE PENN MANOR SCHOOL DISTRICT**

WHEREAS, in these challenging economic times, the Prevailing Wage Act places a costly mandate on our school districts and diverts valuable resources from our classrooms; and

WHEREAS, school districts must pay state-mandated prevailing wage rates for workers on every construction or renovation project in which estimates exceed \$25,000, a number that has not been adjusted for 50 years; and

WHEREAS, these prevailing wage rates are not reflective of the actual wage rates in the local Lancaster community, and have actually been shown, in numerous studies, to inflate the cost of construction projects by at least 10%, siphoning millions of taxpayer dollars from the classroom each year; and

WHEREAS, as Pennsylvania school districts spent over \$7 billion on reimbursable school construction and renovation projects bid over the last decade, if school districts were to save 10% of the construction costs on these projects, it would have saved Pennsylvania taxpayers over \$700 million on these projects alone; and

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WHEREAS, to ensure that we are giving our students the education they deserve, school districts and local taxpayers need relief from these mandates that provide no educational value to students and do nothing to promote increases in student achievement; and

NOW, THEREFORE, BE IT RESOLVED that the Penn Manor School District urges their legislators to support prevailing wage reform which will alleviate the burden of the Prevailing Wage Act on the district and give the district flexibility in determining how best to spend its limited resources; and

BE IT FURTHER RESOLVED that the Penn Manor School District will encourage its board of directors, and others, including parents, students and district taxpayers, to urge the Pennsylvania General Assembly to continue to take measures to further alleviate the burden the Prevailing Wage Act has on school districts.

Adopted this _____ day of _____, 2012.

Signed,

Attest:

School Board President

Board Secretary

(seal)

A RESOLUTION TO OPT-OUT OF COMPLIANCE WITH THE PROVISIONS OF THE MENTAL HEALTH PARITY AND ADDICTION EQUITY ACT

WHEREAS, the Mental Health Parity and Addiction Equity Act (“MHPAEA”) requires that group health plans comply with certain requirements governing parity in benefits among medical/surgical benefits and mental health/substance use disorder benefits; and

WHEREAS, non-federal governmental plans may elect to opt-out of compliance with the Requirements of MHPAEA; and

WHEREAS, Penn Manor School District has determined that compliance with MHPAEA may result in a substantial increase in the District’s health care costs as well as significant additional administrative effort; and

WHEREAS, to control health care costs and adequately maintain the self-funded health plan, the Penn Manor School District elects to opt-out of the requirements of MHPAEA.

NOW, THEREFORE, BE IT RESOLVED by the Board of School Directors of Penn Manor School District, as follows:

1. That the provisions of the preamble are incorporated herein.
2. That the Penn Manor School District hereby exercises its statutory right as sponsor of a non-federal government health plan to opt-out of compliance with the requirements concerning parity in the application of certain limits, terms and restrictions among medical/surgical, mental health and substance use disorder benefits as provided in the MHPAEA for the health plan year beginning January 1, 2013, and for the applicable term of the collective bargaining agreement.
3. The Plan Administrator is authorized to draft, execute, file and/or distribute the necessary election documents and notices to effectuate this decision and to renew said election documents until directed otherwise by the Board.
4. To the extent of any conflict with this resolution, all resolutions or parts of resolutions in conflict with the provisions of this Resolution are hereby repealed.

School Board Meeting: 11/19/2012

PENN MANOR SCHOOL DISTRICT - November 19, 2012					
2011 REAL ESTATE TAX EXONERATION					
2012 REAL ESTATE TAX EXONERATION					
<u>BILL NO.</u>	<u>NAME</u>	<u>PARCEL ID</u>	<u>REASON</u>	<u>ASSESSMENT CHANGE</u>	<u>TAX DOLLARS LOST</u>
MANOR TOWNSHIP					
41011-3-641	STICKLEY, WALT EARL	4109854230010	CASTROPHIC LOSS-FIRE	\$ 4,300.00	\$ 71.77
41012-3-6744	STICKLEY, WALT EARL	4109854230010	CASTROPHIC LOSS-FIRE	\$ 51,300.00	\$ 870.56

Venture Grants
Penn Manor Education Foundation
October 2012

12-20 *The Apprentice*

Penn Manor High School - Business

Students in the Business Marketing class will be organized into competing companies. Each company will be required to choose a product to sell, develop a marketing plan to present to the “bank”, develop an advertising plan, and then market their products. Funds will be used as seed money to get the companies started. The goal is to repay the seed money and see how much profit each team can make.

12-21 *Nexus 7 Tablets*

Marticville Middle School – Reading Classes

The Nexus 7 tablets will provide reading material for gifted and motivated students and will allow the students to comment and critique the reading, view author and book videos and produce an Animoto video.

12-22 *Nexus 7 Tablets*

Penn Manor High School – Learning Support Classes

The Nexus 7 tablets will be used to help increase student engagement in the special education learning support classes at the high school. Students will use the tablets to increase reading fluency, practice realistic math skills and do research in biology class.

12-23 *Trout in the Classroom*

Penn Manor High School – Biology and Environmental Science Classes

The Trout in the Classroom program allows students to interact with trout hatchlings, deal with water pollution issues, and also learn about local freshwater ecological issues. The students will be responsible for water chemistry, habitat cleaning and preparation, feeding and other tasks associated with raising fish from eggs.

12-24 *Guys Night In*

Marticville Middle School

Guys Night In is an opportunity for 7th grade boys to participate in a variety of activities that encourage health self-expression and positive self-growth. This event includes taking part in a series of activities to encourage age-appropriate communication skills and establish good relationship with positive male role models.

12-25 *Kickbikes*

Manor Middle School

The grant will provide kickbikes to improve the quality of the physical education program provided to students in the adaptive physical education classes. Kickbikes work the whole body and will improve cardiovascular fitness as well as balance, motor skills, and coordination.

12-26 *Kindles for the Classroom*

Penn Manor High School - *Learning Support*

The grant provides funds to purchase Kindles for the learning support English classes. The Kindles will help with vocabulary development through the built in dictionary. It will also increase fluency using the text to speech feature and improve comprehension skills by using the read aloud feature.

12-27 *Nexus 7 Tablets*

Manor Middle School – *8th grade Science*

The Nexus 7 tablets will allow students to input data and add visual representations such as graphs for their lab activities. Students will also be able to take short quizzes, perform research and read related articles on line. The tablets will make it easier to manipulate lab assignments for students with different needs.

12-29 *Sitting Discs for Chairs*

Central Manor Elementary – *Emotional Support and Special Education Classes*

Students with attention deficit disorder have difficulties being able to focus. The discs fit easily into the chairs and are used for therapeutic purposes. The discs help fidgety students be able to move but also pay attention and stay focused.

12-30 *Imagine the Possibilities*

Penn Manor High School – *Applied Engineering and Technology Education Classes*

A 3D Rapman printer will be purchased to incorporate STEM into the classroom.

Through a variety of course projects, students will be involved in the design process and connect the subject matter to real world problems.

12-31 *String Bass*

Elementary Schools

String bass will be purchased for use in elementary schools. The expense of buying or renting a string bass causes a shortage of players for the instrument. Having a string bass available for use will allow interested students to learn how to play the instrument.

12-32 *Talk Points for Centers*

Central Manor Elementary - *Kindergarten*

Talk Points are mini tape players and recorders that record the teacher's voice. The Talk Points will be used to remind students of the directions for each learning center.

12-33 *Classroom Libraries*

Penn Manor HS and Manor MS – *Foreign Language*

The grant provides funds to purchase books in Spanish and French. Students will be exposed to new vocabulary, idioms, and sentence constructions and will increase their level of fluency.

12-34 *The Hobbit Book Club*

Penn Manor High School – *Twilight School*

Students attending Twilight School will have a book club centered on *The Hobbit*. The intent of the book club is to motivate students to read. Each student will receive a copy of the book, read and participate in an online discussion forum. The students will view the movie and compare and contrast with the book.

12-35 *The Piano Project*

Marticville Middle School – Music

Students will learn the piano to help ignite a passion for instrumental playing. Students will learn the history of the piano and the making of the instrument. Pianos are very user-friendly instruments for all learning levels and all students will learn to play. Teaching students to play such a classical instrument will help them grow in many areas of their lives.

12-37 *Creativity Workshops at Lancaster Museum of Art*

Penn Manor High School – *ESL students*

Groups of high school students will visit the Lancaster Museum of Art to see the exhibit of Rafael Ferrer. Art crosses all language and cultural barriers. Students will study the background of the artist and his work and be asked to reflect on the visit. Very hands-on.

12-38 *Cooperative Games/Team Building Equipment*

Penn Manor High School – *Physical Education Classes*

P.E. classes will implement a cooperative games unit to improve communication, teamwork and problem solving skills. Lessons will include Travel Log, Human Ladder, Geo-Crossing, Leap Frog and Cooperative Maze.

12-41 *So That All May be Heard*

Penn Manor High School – *Theatre Department*

Wireless body microphones will be purchased so that the theatre department is able to present performances to their peers as well as the community with clear dialogue.

12-45 *Mentoring Program*

Penn Manor High School – *Counseling*

Students who demonstrate poor connectedness at school, poor attendance, and basic or below basic academic performance will be paired with a mentor from Millersville University. The pairs will meet one time per week and also participate in a monthly whole group activity.

12-46 *Youth in Action Curriculum*

Penn Manor High School – *Twilight School*

COBY's Youth in Action Curriculum is targeted to tackle challenging behaviors and education students on healthy choices. Components include promoting positive choices, building self-esteem, understanding and redirection of misbehavior, developing responsibility, healthy ways to communicate and strategies for healthy choices.

12-47 *STIHL 2 Stroke Testing Equipment*

Penn Manor High School – Agriculture Classes

STIHL 2 stroke testing equipment will be purchase to teach students to properly diagnose problems with 2-stroke engines. New 2-stroke engines are surpassing EPA emissions standards and will continue to play an important role in the power equipment market.

12-48 *A Pathway to the Brain – Using Movement in the Classroom*
Hambright Elementary

Movement in the classroom provides both students and teachers with a stimulating learning environment. Research shows that using movement can help meet academic standards, improve test scores and develop life skills. Classes will use scarves, poly sports, squeeze balls and beach balls, nametags on lanyards, music and balloons to teach and review content, develop class cohesion, and maximize the brain-body connection.

12-49 and 12-51 *Building Self-Esteem for Middle School Girls – Girls Night Out*
Manor and Marticville Middle School

This program will target middle school girls in an effort to encourage behaviors and activities that will help them make healthier decisions. Participants will rotate through a series of workshops that include topics such as positive body image, healthy hair and skin, self-esteem, healthy relationships and physical fitness.

12-52 *Library Additions*

Penn Manor High School

Books that stimulate curiosity, enhance learning and provide students with the ability to appreciate all forms of literature will be purchased for the high school library.

12-53 *Compass Mark Group*

All Penn Manor School District Schools

Compass Mark visiting instructors to provide classroom and small group lessons across the district. Elementary school topics will be *Positive Choices* and *Stress*. At the middle school level, the topics will include lessons on anger and stress. At the high school, media under the microscope, cyber bullying and a gambling unit will be taught.

12-54 *Alternative Classroom*

Penn Manor High School

The construction class will build tables to add to the existing courtyard so that classes can use the space as well as staff.

PENN MANOR SCHOOL DISTRICT

November 19, 2012 Board Agenda

Change in status (*) for the 2012-2013 school year:

Santaniello, A. Christine* – professional administrative employee, 12 month, full-time, permanent position, effective date to be determined, Administrative Act 93 Level, \$90,695 prorated, [change from 10 month, Principal/Pequea Elementary School]. Assignment: Principal/Marticville Middle School

Chris came to Penn Manor as a middle school special education teacher in 2005. She had prior experience as both an elementary special education teacher and high school special education teacher in other local schools. Before being appointed Principal at Pequea Elementary School, Chris served as Assistant Principal/Academic Support Teacher at Marticville Middle School.

Watkins, Katherine C.* – elementary professional employee, full-time, permanent position, retroactive to October 16, 2012, (change from full-time, long-term substitute, first semester), B.S. Degree, no experience, Step 1, \$40,987 (prorated \$216.86 per diem). Assignment: Grade 6 Teacher/Central Manor Elementary School

Katie is a recent graduate of West Chester University. She earned a bachelor's degree in elementary education with a minor in Spanish. Her student teaching assignment was at the J.W. Catharine Elementary School in Philadelphia. Katie is replacing a staff retirement.