

MINUTES
Committee of the Whole Meeting
April 10, 2000

The Penn Manor School Board met as a Committee of the Whole on the above date at 7:00 p.m. in the All-Purpose Room of the Conestoga Elementary School. Present were Mr. Anderson, Mr. Fields (arriving at 7:10 pm.), Dr. Frerichs, Ms. Herr, Mr. Herr, Mr. Kline, Mr. Kreider, Mrs. Wert, and Mrs. Withum (arriving at 7:14 p.m.). Present from the administrative staff were Dr. Campbell, Mr. Skrocki, and Mr. Stewart. Also in attendance were Millersville University students, Penn Manor residents, Miss Mindish for her recognition of Cameron Hollinger, Cameron Hollinger and his mother, Mr. Ziegler for his recognition of Tara Saunders, Tara Saunders and her parents, and Dolores Warfel.

The meeting was called to order at 7:04 p.m. by Mr. Herr.

Mr. Herr asked if there were any Citizen's Comments. There were none at this time.

Mr. Herr asked the committee whether there were any additions or corrections to the Minutes of the April 3, 2000, Committee of the Whole Meeting. Hearing none, on a motion by Dr. Frerichs, a second by Mr. Anderson, and a unanimous voice vote, he directed that the Minutes would stand approved as distributed.

The April School Board Meeting Agenda was then reviewed. Item 9 - Bid Award - Letort/Eshleman Site Survey Work - Mr. Kreider questioned why there was such a big difference between the top and bottom bid. Mr. Skrocki stated that there was no specific reason he could give other than it could be due to the timing of the bid from the contractor's perspective.

Mr. Skrocki referred board members to the pack of information enclosed with their agenda dealing with the Millersville University Digital Alliance. Mr. Skrocki stated that he and Mr. Reisinger recently presented this information to Millersville University personnel. He explained that Penn Manor would tap into the university network with the implementation of this alliance. Thus, Penn Manor and Millersville University would have access to shared resources, expand communications possibilities, be able to video conference, supervise student teachers, and explore innovative educational

initiatives such as distance learning. Implementation of this alliance will result in Penn Manor no longer using Lancaster-Lebanon I.U. 13 services in this area. Mr. Skrocki stated that based on his meeting with Millersville University personnel, Penn Manor will proceed by submitting a written proposal to Millersville by the end of the week. He stated that he hopes the program will be in place by this summer. Dr. Frerichs asked if Penn Manor will lose anything by giving up these I.U. services. Mr. Skrocki indicated that we will not lose anything and will in fact not have to pay the fee currently being paid to the I.U. Dr. Campbell, Mr. Reisinger, and Mr. Skrocki will meet with the I.U. on Tuesday, April 11, to inform them of the alliance. Mr. Skrocki informed board members that the school district will begin hosting Millersville Borough's web site on April 21. Mr. Skrocki reviewed the complexity of initiating the new system. It will be hosted on a server in the district with no cost to the district. The Borough web site can be reached at www.millersvilleborough.org. Mr. Skrocki said the Borough will also get internet service through Penn Manor in the future. He stated that grant opportunities are being looked into for use in this area. There is also the potential for involvement of this nature with other municipalities in the district. Ms. Herr asked how this affects the I.U. budget. Mr. Skrocki said that if completed prior to June, 30 some of the money can be pulled out of the budget. Mr. Skrocki also informed board members that he and Mr. Reisinger will be making a presentation regarding the district internet and intranet at the PSBA conference in December.

Mr. Skrocki then reviewed the preliminary budget. He reviewed the preliminary Budget Snapshot Summary which indicated a total anticipated budget of \$43,244,063 (equaling a budget increase of 4.48%, a 3.77% millage increase, representing a millage increase of 0.52) as of April 10. Mr. Skrocki informed the board that Penn Manor received \$13,534,500 assessed value interims from the month of January and indicated he anticipates a decrease in the millage due to receipt of interims through this fiscal year. He stated that February and March interims will be added into the budget with April interims possibly not being received in time to be reflected. Mr. Skrocki asked board members to review their preliminary budget booklet prior to the meeting on April 17 and e-mail him with any questions or concerns they might have. He stated that the entire booklet will be gone over at the meeting on the 17th. Mr. Anderson asked if the increase includes the \$400,000 being transferred to the Capital Reserve Fund for Eshleman and the money derived from the elimination of the nuisance taxes. Mr. Skrocki said it does. He informed the board that this is the lowest tax increase in Penn Manor in the last 7 years. Mr. Skrocki then explained Plancon J and the one-time money expected to be received from

it next year. Mr. Kline asked if there is a possibility of Penn Manor coming in under budget this year. Mr. Skrocki indicated there is a possibility of coming in \$450,000 under budget at this time with that money being transferred to the Capital Reserve Fund. Ms. Herr asked about the money to be received from utilities. Mr. Skrocki said these monies are reflected in the preliminary budget. He stated that the utilities, if taxed this year, will probably pay their taxes under protest. He stated that a portion of the fund balance will be put in escrow for this purpose. Mr. Skrocki informed board members that the May 11 budget presentation will appear on a live web cast which can then be viewed live from the internet. Apple will be donating a \$6,000 server for the evening and providing a technician to help set it up. Taxpayers will be able to submit questions via e-mail that can be answered at that time. Mr. Skrocki indicated that another school district had a live presentation of their board meeting last week but is not planning on a live presentation for their budget presentations. He stated that he is not aware of any other districts doing a live budget presentation. Ms. Herr asked if elementary libraries could be open for those senior citizens who do not have computers so they could come to the schools and view the presentation. Mr. Skrocki said he was in support of having the elementary libraries or Marticville Middle School open for this purpose. Mr. David Milisock, 102 Spring Meadow Lane, asked if a handout will be provided parents so they are aware of the presentation. He also stated that if money could be put away ahead of time for the Eshleman project money would not have to be borrowed for the project. He stated it would be nice to renovate without having to borrow money.

Mr. Skrocki reviewed a request from Millersville Borough Police to park out of service vehicles on school district property. Board members again raised their concern regarding possible liability to the school district. Mr. Skrocki said the solicitor is preparing a "Hold Harmless Agreement" for the Borough to sign saying the Borough will be responsible for any damage to school district property caused as a result of parking vehicles on the premises. He stated that when the document is prepared it will be sent to the Borough for their signature. He indicated he does not feel certain the Borough will be willing to sign the agreement. He feels they will expect the vehicle owner to be responsible for damages. Ms. Herr asked if Penn Manor is interested in entering into such an agreement. She stated she has concerns with regard to this request and asked why the Borough doesn't use one of their parks for this purpose. Mr. Skrocki reviewed the fact that there is a potential for the need for 10 vehicles to be parked with buildings not being used during the school year. He stated that the "Hold Harmless Agreement" will cover damage to Penn Manor property, damage to the

vehicles parked there, and injury to anyone horsing around the vehicles. Mr. Kline asked if the agreement would hold up if a child gets hurt or if the parent sues whoever they want. He asked that Mr. Skrocki check on this matter as it could cost Penn Manor a lot of money. Mr. Skrocki indicated that Mr. Brubaker did not feel Penn Manor would have any responsibility. He stated he will check on this issue and will hopefully be able to update the board at the May meeting.

Ms. Herr thanked the board and district for allowing her to attend the national conference. She reviewed the incentive program based on pay for teachers which she learned about at the conference saying it was geared around a Negotiated Agreement. Ms. Herr also stated that she was going to provide Dr. Campbell with information regarding a reading program based on hearing presented by the Superintendent of the Pottstown School District. She stated that she sees many exciting things happening in education and encouraged the Millersville students in attendance to partake of everything they can touch. Ms. Herr also stated that she attended the Elizabethtown College National Collegiate Cheerleading Association competition which the Penn Manor cheerleaders won. She stated that the cheerleaders put a lot of time, effort, and preparation into this activity and that they exhibit a great deal of school spirit which we should be proud of and recognize. Mr. Herr thanked board members and staff for their prayers, letters, cards, and flowers received at the death of his father-in-law.

The committee adjourned to Executive Session at 7:36 p.m on a motion by Mr. Herr, a second by Ms. Herr, and a unanimous voice vote.

The Committee of the Whole adjourned at 8:20 p.m. on a motion by Ms. Herr, a second by Mr. Anderson, and a unanimous voice vote.

April 10, 2000

The regular meeting of the Board of Directors of the Penn Manor School District was held on the above date in the All-Purpose Room of the Conestoga Elementary School. The meeting was called to order by the President, Mr. C. Willis Herr, at 8:21 p.m.

The following members were present: Mr. Donald H. Anderson, Mr. P. Wayne Fields, Dr. Richard L. Frerichs, Ms. Sharron M. Herr, Mr. C. Willis Herr, Mr. Patrick T. Kline, Mr. Jeffrey G. Kreider, Mrs. Donna J. Wert, and Mrs. Kelly K. Withum. Also present were Dr. Gary B. Campbell, Superintendent, Mr. Stephen B. Skrocki, Administrative Assistant for Business, and Mr. Donald F. Stewart, Acting Administrative Assistant for Instruction.

The meeting was opened with prayer by Mrs. Withum and was followed by the salute to the flag.

Mr. Herr announced that the next regularly scheduled meeting of the Board of Directors of the Penn Manor School District will be held on Monday, May 8, 2000, in the IMC of the Marticville Middle School.

Mr. Herr asked if there were any Citizen's Comments. Mr. David Milisock, 102 Spring Meadow Lane, provided information to board members relating to the conclusions reached by the Act 50 Investigative Committee and his responses to these conclusions. He reviewed his feelings regarding the selection of Investigative Committee members, the handling of communications by the board in areas relating to Act 50, and the possible need to allow tax payers to make a decision regarding Act 50. Ms. Herr suggested that this was not an appropriate time for discussion of this item since the board needed to review the material provided by Mr. Milisock and that if he wished it to be discussed further a request would have to be made for its placement on a future agenda. Mr. Milisock thanked Dr. Campbell and Mr. Reisinger for their help with a problem he was having with the web page.

Mr. Herr asked if there were any additions or corrections to the Minutes of the March 13, 2000, School Board Meeting. There were none. It was moved by Dr. Frerichs and seconded by Mr. Kline to approve the minutes as printed. This motion was passed by a unanimous voice vote.

Dr. Campbell recognized Millersville University students in attendance and explained how the board functions, the fact that board members are not paid for their efforts, reviewed the composition of the board, explained the workings of the Committee of the Whole and the fact that discussion and thinking with regard to each item takes place at this meeting and is voted upon at the board meeting. He informed the students that they could download the school board meeting agendas from the web page. Dr. Campbell stated a former board member who passed away recently will be recognized at the next board meeting.

Miss Janice Mindish, High School Principal, recognized freshman, Cameron Hollinger for winning a gold medal at the 2000 PIAA Swimming Championship held at Penn State in the triple-A 500 yard freestyle. Cameron's mother was introduced. Ms. Mindish stated that Cameron has won the third state medal in Penn Manor's history with the two previous medals being won in 1962 and 1929. Ms. Mindish went on to review Cameron's academic and athletic background. Dr. William Ziegler recognized Tara Saunders for winning the County Spelling Bee. He introduced Tara's parents and reviewed Tara's numerous activities. Tara competed against and beat 20 other students at Manor Middle School in order to compete in the county competition. He stated she has been entering spelling bees since second grade. Mr. Herr congratulated both students on the board's behalf.

Jon Ichter informed board members that Entertainment PM is scheduled for Saturday, April 15, at 7:00 p.m., PSSA testing for juniors began, the cheerleaders won the Elizabethtown competition on Saturday, and the girls' soccer team is truly amazing with no goals scored against them in the past eight games. He stated that Spring Fling is scheduled for May 19, Karaoke Night is scheduled for Tuesday, May 16, and the football team won the Comet Clash on Saturday.

It was moved by Dr. Frerichs and seconded by Mr. Anderson to approve the Treasurer's Report for the month of March, 2000, as presented and to authorize payment of bills in the amounts of \$1,111.57 dated February 3, 2000, \$22,933.32 dated February 29, 2000, \$270,798.69 dated March 1, 2000, \$123,564.98 dated March 9, 2000, \$87,956.46 dated March 7, 2000, \$29,848.95 dated March 14, 2000, \$333,235.40 dated March 15, 2000, \$1,685.91 dated March 6, 2000, \$276,126.71 dated March 20, 2000, \$17,158.05 dated March 21, 2000, \$269,355.74 dated March 24, 2000, \$19,269.48 dated March 28, 2000, \$470,622.44 dated March 29, 2000, \$243,203.34 dated March 31, 2000, less

voids (\$4,694.60), for a total of \$2,162,176.44 from the General Fund; \$86,105.109 dated March 1, 2000, \$50,424.05 dated March 21, 2000, for a total of \$136,529.24 from the Cafeteria Fund; \$240.86 dated March 16, 2000, \$12,332.13 dated March 22, 2000, for a total of \$12,572.99 from the Capital Reserve Fund; \$4,091.40 dated March 1, 2000, \$1,685.91 dated March 15, 2000, for a total of \$5,777.31 from the Health Care Fund; and payroll in the amounts of \$709.56 dated March 9, 2000, \$565,787.00 dated March 15, 2000, and \$573,109.99 dated March 29, 2000. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes (abstaining on check #58128); C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Fields and seconded by Ms. Herr to approve the Revised 2000 Scheduled Meeting Locations as listed on pages 8-10 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mr. Fields to approve the reassignment of students currently assigned to Hambright and living west of South Centerville Road to the Central Manor Elementary School. Students with sixth grade placement for 2000/01 will be given the option of remaining at Hambright or transferring to Central Manor. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Mr. Anderson to approve the attached resolution supporting the Lancaster-Lebanon Intermediate Unit's desire to have the Pennsylvania School Code amended. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see attached canary sheets)

It was moved by Ms. Herr and seconded by Mrs. Withum to approve the Revised Request for Section 1504 (Act 80) Exception as attached. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields,

yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see attached tan sheets)

It was moved by Mr. Anderson and seconded by Mr. Fields to approve the Lancaster County Career & Technology Center Budget for the 2000/01 school year in the amount of \$9,577,160. Penn Manor's share of the budget is \$809,928.21. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mr. Anderson to approve the purchase of the Social Studies and Technology Education books listed on page 11 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mr. Kline to approve the formation of a middle school track team program with the understanding that the team will function as a club for the 2000/01 and 2001/02 school years at no cost to the school district. In the year 2002/03 the middle school track team will become part of the competitive track program. Ms. Herr stated that she was not at the last Committee of the Whole Meeting when Item 1G - Middle School Track Team was discussed. She questioned the philosophy of co-curricular sports in the middle school and asked what Penn Manor's policy is regarding adding sports programs. Ms. Herr indicated she did not wish to see more sports programs added and questioned why this team was being approved so quickly. Mr. Herr stated that the schools we compete against in track and field, except one, have a program similar to the one being discussed. He stated the program is relatively inexpensive, a sport that both boys and girls can participate in, and a sport that students with various athletic abilities can compete in. Mr. Doan and Dr. Ziegler both responded, when questioned, that they felt there was a need for more spring activities for students at the middle school level. Ms. Herr asked what the policy is regarding adding teams. Dr. Campbell said he does not know of one. Ms. Herr asked that this item be tabled until these concerns could be addressed. Board members then discussed pros and cons of adding an additional sports program. Mrs. Withum moved that this item be tabled. Ms. Herr seconded the motion. The following call vote was

taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, no; Sharron M. Herr, yes; C. Willis Herr, no; Patrick T. Kline, no; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Ms. Herr to approve the addition of a peer helper at each middle school effective 7/1/00 at a rate in accordance with the Negotiated Agreement. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mr. Fields to approve the budget transfers as cited on the Penn Manor web page. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Ms. Herr to approve the tax exonerations as attached. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see attached green sheets)

It was moved by Mrs. Wert and seconded by Mr. Fields to approve the action of the Judicial Review Committee as listed on page 12. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Mr. Anderson to approve submission of the audited Plancon Part J form to PDE (Project #1968) for the high school project. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Dr. Frerichs to approve the following special education supplemental contracts:

Employment of Janet Oettel as an Instructor in the Home for two MDE students for a maximum of 5 hours a week per student beginning March 27 for 10 weeks during the 1999/00 school year at an estimated cost of \$1,725 per student.

The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mr. Fields to grant permission to advertise for bid for air handlers and controls for the technology office in Manor Middle School. Funding for this project to come from the 1993 Construction Fund. This motion was approved by a unanimous voice vote.

It was moved by Dr. Frerichs and seconded by Mr. Kline to approve the employment of Moore Engineering for consulting and design engineer work for the installation of an air handler and controls for the technology office in Manor Middle School at an estimated cost of \$2,500. Funding for this project to come from the 1993 Construction Fund. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved Mrs. Withum and seconded by Ms. Herr to approve awarding the bid for Letort/Eshleman site survey work to Diehm & Sons Land Surveyors & Civil Engineers in the amount of \$9,000 per the attached tabulation sheet with the cost of this work to be paid from the Capital Reserve Fund. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see attached turquoise sheet)

It was moved by Mrs. Wert and seconded by Mrs. Withum to approve an Air Temperature Control Maintenance Contract with Trane for Manor Middle School at an annual cost of \$24,200 effective 7/1/99 through 6/30/02. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes;

Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Mr. Anderson that the following student, having met the criteria as set forth in our Non-resident Student Policy, be approved as a Tuition Free Senior effective March 22, 2000.

Vanessa Harting

The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mrs. Withum to approve awarding the bid for radio communications equipment per the bid tabulation to be distributed 4/10/00. Funding for this project to come from the PA Safe Schools Grant. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see attached goldenrod sheet)

It was moved by Dr. Frerichs and seconded by Mr. Kline to approve an appraisal of the Holtwood and Safe Harbor electrical generation facilities by DAI Management Consultants per the resolution shown on page 13 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Ms. Herr to accept the individuals listed on page 14 of the agenda for change in status(*) according to the conditions listed. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Ms. Herr and seconded by Mr. Anderson to approve the individuals listed on page 15 of the agenda for substitute teaching 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. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Ms. Herr and seconded by Mr. Anderson to grant Family Medical Leave to the individuals listed on page 16 of the agenda according to the terms listed. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mr. Anderson to grant Designed Family Medical Leave to the individual listed on page 16 of the agenda according to the terms listed. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Fields and seconded by Mr. Kreider to accept the resignations of the following individuals:

Cain, Erica E. - elementary professional employee - effective with the close of the 1999/00 school year

Erickson, Cathy - secondary professional employee - effective with the close of the 1999/00 school year.

This motion was passed by a unanimous voice vote.

It was moved by Mr. Anderson and seconded by Ms. Herr to appoint the individuals listed below to the co-curricular positions cited for the 1999/00 school term with the stipend to be in accordance with the board approved fee schedule of payment dated 10/12/98.

Weight Room (spring - Mon. & Wed.).....Shawn Maxwell
Weight Room (spring - Tues., Thurs., Fri.).....Dan Wagner

The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Fields and seconded by Dr. Frerichs to grant Intermittent Family Medical Leave to the individual listed on page 17 of the agenda according to the terms listed. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Wert and seconded by Mrs. Withum to grant Designated Family Medical Leave to the individuals listed on page 17 of the agenda according to the terms listed. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mrs. Withum to accept the individuals listed on page 18 of the agenda for employment or change in status(*) according to the conditions listed. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Mr. Herr to approve Equity Appraisal Co., Inc. to conduct an appraisal of the Crossgates Golf Course (parcels 15J-1-2 and 15J-1-3), for a pending assessment appeal, in the amount of \$9,500 plus conferences and testimony at the rate of \$150 per hour. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Ms. Herr and seconded by Mr. Anderson to adjourn at 9:20 p.m. This motion was passed by a unanimous voice vote.

C. Willis Herr, President

Dolores E. Warfel, Secretary