

MINUTES
Committee of the Whole
August 7, 2000

The Penn Manor School Board met as a Committee of the Whole on the above date at 7:00 p.m. in the Board Room of the Manor Middle School. Present were Mr. Anderson, Mr. Fields, Dr. Frerichs, Ms. Herr, Mr. Kline, Mr. Kreider, Mrs. Wert, and Mrs. Withum (arriving at 7:10 p.m.). Mr. Herr was absent. Present from the administrative staff were Dr. Campbell, Mr. Skrocki, Mr. Stewart, and Mrs. Griffis. Also in attendance was Dolores Warfel.

The meeting was called to order at 7:08 p.m. by Dr. Frerichs.

Dr. Frerichs asked if there were any Citizen's Comments. There were none at this time.

Dr. Frerichs asked the committee whether there were any additions or corrections to the Minutes of the July 31, 2000, Committee of the Whole Meeting. Hearing none, on a motion by Mr. Kreider, a second by Ms. Herr, and a unanimous voice vote the minutes were approved as printed.

Mr. Stewart then gave background information on and introduced the new Conestoga Elementary School Principal, Mrs. Carolyn Harbison; the new Assistant High School Principal, Mr. Daniel Martino; and the new Dean of Students at the high school, Mr. Philip Gale. Dr. Frerichs welcomed the new members of the administrative staff to Penn Manor on behalf of the board.

Mr. Stewart reviewed the proposed Commercial Advertising on School District Property Policy. He stated that this policy is being proposed to establish guidelines for the solicitation and publication of commercial advertising on school district property for fund raising purposes. All requests to raise funds via this means would be submitted to the appropriate principal and approved by the Superintendent or his/her designee. Mr. Stewart said commercial advertising to be displayed or published on school district property would be limited to the name, business address, and telephone number of the business solicited for such purposes. He said the policy gives the school district the right to screen advertisements and exclude

any advertisements from the fund raising program that involve subject matter deemed sensitive and inappropriate in the public school context. The district may exclude advertisements that disrupt or are inconsistent with the district's educational mission, or advertisements that generate controversy, abuse, the appearance of favoritism or endorsement, or the risk of imposing upon a captive audience. The fact that the school district could be deemed to have established a "limited public forum" by excluding specific advertisements based on topic or content was discussed. Relevant case law states that the district can impose restrictions on the type of speech expressed in the limited public forum without violating the First Amendment's right of free speech if the restrictions are viewpoint neutral and are reasonable in light of the purpose served by the forum. Mrs. Wert asked if a similar policy for non fund raising advertising will be pursued since this policy is geared toward fund raising advertising only. Mr. Stewart said he was waiting for direction from the board. Mrs. Wert stated that she has no problem with the proposed policy if a policy for non fund raising advertising is pursued later. On a motion by Mr. Kreider, a second by Mr. Anderson and a unanimous voice vote this item was approved for placement for "First Reading" on the August School Board Meeting Agenda.

Mr. George Brubaker, school district solicitor, then discussed home schooling. He explained that home schooling is an exception to the compulsory attendance provision of the School Code much like attendance at a private school or a student being home tutored. He stated that philosophically, home schooled students are treated as though they are withdrawn from school. Mr. Brubaker stated that several districts have begun allowing home school students to participate in selected classes or participate in co-curricular programs upon the Superintendent's approval. He indicated that in the few cases he is aware of participation in co-curricular programs has been driven by requests for participation in music programs. Mr. Brubaker also stated that the requests are generally handled on a case-by-case basis. When requests are handled on a case-by-case basis Mr. Brubaker said it becomes difficult to justify the acceptance of one student and not another. He stated this acceptance or denial is not a legal issue but a district must be able to justify the decisions made. He said that if partial participation is allowed the district could say students could not participate in selected courses. Also, if home school students do not do well or act as expected the parent can be notified and told to pick up the student. He stated that a district has the ability to set whatever guidelines they wish

with regard to home schooling but that these guidelines must be reasonable. Discussion ensued regarding inherent problems when a district allows selected participation in a district's programs by home schooled students such as attendance, maintenance of a specified grade required for participation, discipline issues, and transportation. Other major problems would be that if home schooled students may come into the district on a selective basis, why can't students who are in a program opt out on a selective basis; class rank; and issuance of a diploma. Mr. Brubaker said a district has no transportation responsibility for home schooled students if partial participation is allowed. Mrs. Withum asked if Penn Manor would be responsible for students going to Philhaven if partial participation is allowed. Mr. Brubaker said the parents could enroll their child and then Penn Manor would have to pay. Ms. Herr questioned how much a student would be allowed to take before they are considered a Penn Manor student. Mr. Fields asked if the districts who have changed their policy to allow partial participation have done so because home school parents pushed for partial participation. Mr. Brubaker said the changes have come about because of requests for participation initially in the co-curricular area - first, music and second, athletics. Requests for participation in the science areas - math and chemistry - would be the third area due to the fact that parents feel inadequate to teach these areas. Dr. Frerichs asked if you allow a home schooled student to take a science course for example could a student enrolled in a parochial school take a science course at Penn Manor because the parochial school curriculum is not as good as Penn Manor's. Mr. Brubaker said that to his knowledge it hasn't happened yet but it could happen. He stated that any opening provided for selective enrollment of home schoolers exposes you to the question of if you allow selective enrollment for home schoolers why doesn't it apply to private school students residing in Penn Manor. He stated that PIAA rules would determine participation in athletics for any exception to compulsory attendance. Dr. Campbell questioned the granting of a diploma by Penn Manor to home schooled students. Mr. Brubaker said home schooled students who were allowed selective participation would be treated as you treat any student coming from a parochial school. He stated that a notation could be made on the diploma stating that credits were not earned at Penn Manor. Dr. Frerichs thanked Mr. Brubaker on behalf of the board for his presentation.

The August School Board Meeting Agenda was reviewed. Item 1A - New Positions was discussed. Dr. Campbell stated that the problem of needing

to add additional staff members at this point of the year is an old one. He stated that this happens because of the way schedules are structured and is a result of what happened in March during scheduling not what happened in August. Dr. Campbell said he did not like to have to come to the board with a request for additional staff at this time of year and said the problem will be addressed in the future. Discussion ensued regarding the need for additional staff members at the high school when there are classes with very low numbers and the course selection process in general. Dr. Campbell said he will look into this issue and update the board at a later date. Dr. Campbell recommended board approval of these additions at this time. Item 1C - Revised Internet/Network Policy was discussed. Mr. Skrocki explained that the major change in this policy is that it would now apply to all district employees rather than being geared toward students in grades 7-12 as in the past. He stated that the previous Secondary Internet Policy talked about I.U. services and since Penn Manor will no longer use I.U. services, reference to these services was deleted.

Mr. Skrocki updated the board with regard to work being done on security systems at four elementary schools - Central Manor, Eshleman, Hambright, and Letort. He stated that work is complete at Central Manor, Hambright and Letort and that the work at Eshleman is scheduled for completion prior to the opening of school. Mr. Skrocki informed the board that the high school security system is being worked on and should also be complete prior to the opening of school. The money for these system updates will come from the Capital Reserve Fund.

Board members then shared various newspaper articles relating to Penn Manor.

The Committee of the Whole adjourned at 8:09 p.m. on a motion by Mr. Anderson, a second by Mrs. Wert, and a unanimous voice vote.

August 7, 2000

The regular meeting of the Board of Directors of the Penn Manor School District was held on the above date in the Board Room of the Manor Middle School. The meeting was called to order by the Vice President, Dr. Richard Frerichs, at 8:15 p.m.

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

The meeting was opened with prayer by Dr. Frerichs and was followed by the salute to the flag.

Dr. Frerichs announced that the next regularly scheduled meeting of the Board of Directors of the Penn Manor School District will be held on Monday, September 11, 2000, in the Cafetorium of the Manor Middle School.

Dr. Frerichs asked if there were any Citizen's Comments. Mr. David Milisock, 102 Spring Meadow Lane, stated that he thinks Penn Manor has worked hard to establish a diploma criteria that is good and he has concerns with regard to selective participation of home schoolers and their ability to meet this criteria. Mr. Milisock stated that Penn Manor has a good school system - don't compromise.

Dr. Frerichs asked if there were any additions or corrections to the Minutes of the July 10, 2000, School Board Meeting. There were none. It was moved by Mr. Anderson and seconded by Mr. Kreider to approve the minutes as printed. This motion was passed by a unanimous voice vote.

Dr. Campbell commended the administrative staff - particularly Mr. Stewart, Mrs. Griffis, and Mr. Skrocki - for doing an outstanding job of screening applications, interviewing an enormous number of individuals, and moving people around in the central offices. He stated that the buildings are in good condi-

tion, teachers are already working in their classrooms, and that everything is in good

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shape for the beginning of the school year. Dr. Campbell said that he is excited about the new hires and looks forward to a very productive 2000/01 school year.

It was moved by Ms. Herr and seconded by Mr. Kline to approve the Treasurer's Report for the month of July, 2000, as presented and to authorize payment of bills in the amounts of \$225,002.56 dated July 6, 2000, \$264,331.70 dated July 7, 2000, \$22,201.34 dated July 5, 2000, \$476,416.35 dated July 12, 2000, \$100,157.59 dated July 11, 2000, \$348,543.00 dated July 24, 2000, \$220,756.86 dated July 27, 2000, for a total of \$1,657,409.40 from the General Fund; \$46,075.14 dated July 21, 2000, for a total of \$46,075.14 from the Cafeteria Fund; \$20,352.52 dated July 27, 2000 for a total of \$20,352.52 from the Capital Reserve Fund; and payroll in the amounts of \$488,875.82 dated July 24, 2000, and \$489,021.86 dated August 9, 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; C. Willis Herr, absent; 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 Mrs. Wert to approve the addition of the following new positions effective with the 2000/01 school year.

- 2/3 Science Position
- 1/3 Foreign Language Position
- 1 Elementary Position.

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

It was moved by Mr. Kreider and seconded by Mr. Fields to approve the Right-of-Way Agreement between Lancaster City and Penn Manor School District as shown 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, absent; 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. Kline to approve the Revised Acceptable Use of Internet and Network Resources Policy as cited on pages 11-12 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,

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yes; C. Willis Herr, absent; 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 Senior Technology Systems Technician Position Description as cited 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, absent; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Anderson and seconded by Ms. Herr to approve for "First Reading" the Commercial Advertising on School District Property Policy as cited on pages 14-15 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, absent; 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 Mr. Kreider to award the bid for a 2000 4x4 diesel truck to the firm listed on the bid tabulation shown on page 16 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, absent; 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 tax exonerations as listed on pages 17-18 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, absent; 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. Kline to award the bid for test boring at Letort Elementary School to the firm cited on page 19 of the agenda. Payment to be made from the Capital Reserve Account. 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, absent; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Kline and seconded by Mr. Anderson to approve the 2000/01 cafeteria salaries as cited on pages 20-22 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, yes;

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Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, absent; 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 Mr. Kline to award the bids for the following items to the firms listed on pages 23-26 of the agenda.

Milk
Fruit Drinks
Ice Cream
Bread

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

It was moved by Mr. Anderson and seconded by Ms. Herr to approve the following Self-Certification Applications for Non-Reimbursable Construction:

Hambright Elementary
Installation of New Playground Equipment
Hot Water Heater Replacement
Install Air Conditioning in the Library

Martic Elementary
Hot Water Heater Replacement

Upgrade Electrical in Original Building Classrooms

High School

Reconstruction of Running Track

Install Fiber Optic Lines/Network Cabling/Data Cabling

Central Manor, Eshleman, Hambright, Letort

Install Security Systems

Pequea Elementary

Hot Water Heater Replacement

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,

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

It was moved by Mr. Withum and seconded by Ms. Herr to accept the revised list of individuals cited on page 27 for employment or change in status(*) 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, absent; 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 accept the following resignations:

Butz, Timothy - elementary professional employee - effective August 7, 2000

Moore, Marcell - elementary professional employee - effective August 22, 2000

This motion was passed by a unanimous voice vote.

It was moved by Mr. Kreider and seconded by Mr. Kline to grant Child Rearing Leave to the individuals listed on page 28 of the agenda according to the terms listed. The following call vote was taken on this motion: Donald H. An-

derson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, absent; 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 individuals listed on pages 29-31 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, absent; 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 Mrs. Wert to grant Family Medical Leave to the individual listed on page 28 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.

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

It was moved by Mr. Anderson and seconded by Mr. Kline to appoint the individuals listed on page 32 of the agenda to the co-curricular positions cited for the 2000/01 school term with the stipend to be determined. 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, absent; 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 Mr. Kreider to accept the individuals listed on pages 33-34 of the agenda for employment or change in status(*) 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, absent; 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 Mr. Kreider to accept the resignations of the following individuals:

Bradfield, Lisa - Secondary Substitute Calling - effective 6/5/00

Foerster, Betty Lou - Elementary Substitute Calling - effective 6/5/00

Heine, John - Substitute Custodian - effective 7/25/00

Lichtenwalner, Michael - Senior Technology Systems Technician, effective August 11, 2000

Rintz, Lynette - Attendance Officer - effective July 28, 2000

This motion was passed by a unanimous voice vote.

It was moved by Mr. Kreider and seconded by Mr. Kline to grant Family Medical Leave/Child Rearing Leave to the individual listed on page 28 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, absent; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

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It was moved by Mrs. Withum and seconded by Ms. Herr to approve bus routes for the 2000/01 school term and also approve advertising of same. A copy of the bus routes is on file in the Transportation Office. 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, absent; 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 Mr. Kline that payments for regular transportation be calculated by state formula and that the fuel price differential be established at 12.4 cents per gallon for the 2000/01 school term. 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, absent; 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 accept the bus drivers for the 2000/01 school year as cited on pages 35-36 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. Wil-

lis Herr, absent; 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 Mr. Kline to approve Field Trip Rates for the 2000/01 school year as cited on page 37 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, absent; 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 Jack Sauders and other constables to provide security for the school district during the 2000/01 school year for co-curricular activities at a rate of \$22 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, absent; 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 Mr. Kline to approve the individuals listed on page 38 of the agenda to the positions of track judges, ticket takers, ticket sellers, timers, and scorers for the fall sports season with the stipend to be determined. The following call vote was taken on this motion: Donald H.

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Anderson, yes; P. Wayne Fields, yes; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, absent; 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 Mrs. Withum to approve a Letter of Agreement with the Lancaster Guidance Center for Student Assistance Program services for the 2000/01 school year at a cost of \$18,736 for the period September 1, 2000, through June 30, 2001. 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, absent; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Anderson and seconded by Ms. Herr to adjourn at 9:00 p.m. This motion was passed by a unanimous voice vote.

C. Willis Herr, President

Dolores E. Warfel, Secretary