

**MINUTES**  
Committee of the Whole  
July 9, 2001

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 Dr. Frerichs, Mr. Herr, Mr. Kreider, and Mrs. Wert. Mr. Anderson, Mr. Fields, and Mr. Kline were absent. Present from the Administrative staff were Dr. Campbell, Mr. Stewart, Mrs. Griffis, and Mr. Skrocki.

As a quorum of board members was not present, it was determined that the board would review the Committee of the Whole Meeting agenda at the present time and then approve placement of appropriate items on the July Board Meeting Agenda prior to that scheduled meeting.

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 June 11, 2001, Committee of the Whole Meeting. This item was approved for placement on the July School Board Meeting Agenda prior to the voting meeting when a quorum of board members was in attendance on a motion by Mrs. Withum, a second by Dr. Frerichs, and a unanimous voice vote.

Mr. Skrocki reminded the board that they authorized approval at the June School Board Meeting for the General Obligation Bonds, Series A of 2001. He reminded them that the bond issue was being done due to the Eshleman Elementary School project. This issue is similar to other bond issues but structured differently because of the timing of the upcoming debt reduction. Mr. Skrocki introduced Mr. Ken Phillips of Tucker Anthony and Mr. Bill McCarty of Hartman Underhill and Brubaker who then provided the board with information regarding the General Obligation Bonds, Series A of 2001. Mr. Phillips reviewed the proposal being made for consideration for a General Obligation Bond, Series A of 2001, in the amount of \$4,995,000. He said the principal will be deferred, similar to a deferred mortgage, because the district is in a good position with a lot of debt falling off over the next 10 years. Some of issues being looked at tonight, and possibly in the future, will be able to be structured in such a way as to

take advantage of existing debt fall off. Mr. Phillips said a 10 year issue is being done because of interest rates being on the low side. Mr. Phillips reviewed the terms and conditions of the proposal. He said the Fulton Bank will serve as paying agent. Mr. McCarty of Hartman Underhill and Brubaker will serve as solicitor and bond counsel. In this capacity he will approve all the corporate legal opinions on behalf of the district and insure that everything is done in accordance with legal requirements. Penn Manor will have the opportunity to refund bonds in the future, if rates allow the district to save money, as they have a call date of August 15, 2006. The document being reviewed also provided a summary of the issue. It indicated an average interest rate of 3.2% up to 4.5%. principal amount of money due segment of the information provided indicates most of the debt in the last few years of the issue as that is how deferred principal works. The structure of the issue was discussed with Mr. Phillips indicating the district will get approximately 4.9 million dollars at settlement for the project. The new debt schedule was also reviewed. It showed the existing debt of the district for the 1990 series through the 1996 issue, 1998 issue, and 2001 issue which was a refunding from earlier this year, and now the Series A of 2001. The Series A 2001 bond issue shows very little principal and interest in the first 7 or 8 years of the project with the last 2 years showing most of the debt. Mr. Phillips said district debt levels out at about 7 million dollars for the next 8 years or so and then starts to fall off. This not only minimizes the millage impact, it allows Penn Manor to worry about only the interest expense for the next couple of years. It gives the district the opportunity to do any needed construction in the future, if necessary, at a minimum millage impact due to the amount of debt falling off. Mr. McCarty then introduced himself. He informed the board that they were being asked to accept the proposal presented by Mr. Phillips with regard to the bond issue under discussion and reviewed the resolution which would require board adoption by those in attendance. He stated that the bond issue is bank qualified. Dr. Campbell explained the reason for the amount to be borrowed being increased from the originally anticipated 4.2-4.4 million to \$4,995,000. The increase is primarily based on the fact that from the time of the original proposal being considered to the time the architects did the designing a number of factors changed - the market, interest rates and most specifically the original proposal did not call for the replacement of the roof at Eshleman at a cost of approximately \$400,000. Dr. Campbell said the administration discussed having the manufacturer of the roof examine the roof and determine whether or not it was worthwhile and prudent to not replace it. However, there are a large

number of holes being put in the roof for the heating and air conditioning duct work and down the road two or three years the roof could need replaced anyhow. If that occurred, the building would need to be closed to repair the roof and that does not seem like a prudent thing to do. Due to these facts a decision was made to borrow enough money to replace the roof. Dr. Campbell said he and Mr. Phillips discussed paying some of the debt off early if all the money was not needed. Mr. Phillips stated that this could be done. Dr. Campbell stated that he recommends a premature pay back if the money is not needed. Board members asked if the current roof at Eshleman is the original roof on the building. Mr. Stewart said it is not the original roof. He felt the roof may have been replaced 12-15 years ago. Board members thanked Mr. Phillips and Mr. McCarty for their presentations. This item was approved for placement on the July School Board Meeting Agenda prior to the voting meeting when a quorum of board members was in attendance on a motion by Mr. Kreider, a second by Mrs. Withum, and a unanimous voice vote.

Mrs. Griffis introduced Marianne Sullivan the Coordinator of the English Department for grades 7-12, Holly Astheimer a 9th grade English teacher, and Carol Vogt an 8th grade reading teacher, who would provide the board with information regarding Summer Reading Program for eighth graders entering ninth grade. Mrs. Griffis said these individuals have developed a first of its kind program for the Penn Manor School District and possibly Lancaster County. She stated that there were concerns when seeing the secondary PA Assessment scores that some of the students were entering the high school having quite a bit of difficulty reading textbooks which are difficult at that level - especially Science and Social Studies. She said it was determined that we needed to ascertain whether the students were choosing not to score well on the assessment tests or whether they were not able to read even after receiving excellent reading assistance at the middle school level. Mrs. Griffis stated that Mrs. Sullivan, Mrs. Astheimer and Mrs. Vogt worked with a group of teacher during the 2000/2001 school year to develop the program they will be providing information about at this meeting. It is a program that all involved with believe will help students leaving the middle school and entering the high school with the transition issues. Students will not only be connected with a mentor in the high school, the program will also give them more specific skills to help them read upon entry into the high school. Mrs. Griffis said this program is a good start to helping secondary students with reading especially in the content area. Mrs. Sullivan provided board members with a manual that

will be used by teachers who will be participating in the summer reading program. She said that though they would like to improve the PA Assessment scores the program is designed to support ongoing efforts for reading and writing across the curriculum. Reading and writing are an important factor in every content area at the high school. Two years ago during the summer the entire high school faculty was in-serviced on writing across the curriculum. Last summer the entire high school faculty was in-serviced on reading across the curriculum. Mrs. Sullivan said they wanted to do something more because even after the in-service they were still seeing that many high school students have difficulty with reading and choose not to read - particularly high school textbooks. Also, teachers in the building were saying they would like to be able to help their students with reading but they didn't know how to do it. The idea for the Summer Reading Program was to put together a program that would involve not only the incoming ninth graders but also the faculty at the high school. Mrs. Astheimer said the basic idea for the program was designed by Mrs. Griffis and Mrs. Sullivan with input from Ms. Mindish. Mrs. Griffis then formed a committee where teachers from all levels - including Mrs. Sullivan, Mrs. Astheimer, Mrs. Vogt, Miss Karpouzis, reading teachers from the middle schools, Sue Hostetter the high school librarian, Lisa Roth Walter a CSS teacher working with Morningside, Carrie Hershey a social studies teacher, and Dr. Hoepfel worked on designing the proposed program. The committee met once a month for about six times. There was no model available for committee members to use to fashion their program after. They had to start from scratch and determine what they had to do to make it the best program possible. Though difficult in the beginning, the progress made by the committee was amazing. Students were chosen for the program by the middle school team. The middle school reading teachers went to middle school teachers and asked them for recommendations. Letters were then sent home to parents informing them of the program for the summer and asking permission to test students for inclusion. Some students were not able to participate due to vacation plans and other scheduling problems. Eleven students will be part of the program. Mrs. Vogt said the program is from August 6-17, 3 hours a day, and will be held at the high school. Students will be divided into Group A and Group B. The first hour of the day will be spent with a reading teacher who will introduce a new concept each day concentrating on social studies and science so that students will feel comfortable with these areas when entering school in the fall. Students will also have time to look at individual reading books that have been selected specifically for them because of their interest. The sec-

ond hour is a new session when they will be meeting Sean McKnight who is a technology instructor. He will be looking at vocabulary development and helping students plan a power point presentation about their individual reading book. Finally the last hour they will meet with a reading tutor. This tutor will reinforce any concept that was introduced that day and work on increasing student speed and fluency and help them with their power point presentation. Groups A and B are scheduled together for the middle session and flip-flop the other two sessions. Mrs. Sullivan said a reading program is also being designed for tenth grade students. Information learned from the summer experience will be used to design a program for the sophomores in the spring. Fifteen high school teachers who are interested in learning how to use reading strategies in their classroom are involved in this program. They come from many different backgrounds (science, art, special education, English). They will be working individually with the students after they are trained. They will have an hour of preparation. They have regular reading assignments each day dealing with some aspect of reading. They will be trained in the area they will be working on that particular day with a student. They will be evaluating the program every day and keeping a record of the students' progress. They will also evaluate the program at its conclusion to determine what was successful and what was not. High School teachers who are involved will then be able to implement the reading strategies they have practiced with the students over the summer in their classroom throughout the year. Each teacher tutor will follow the academic progress of the student with whom they worked over the summer thus being the students ongoing mentor. The program's success will be assessed via the power point presentation done by each student. The student will be able to show that they have ownership of their book and what they learned and they will be able to present their project to their classmates and the guests they have invited to the final presentation. There will also be a score available for each student on the vocabulary software portion of the program. Student/Mentor discussion at the conclusion of the program will indicate what worked at the program and what did not work. A record of these discussions will be kept. Each day students will journal what they have learned from that day's experience and also the tutor will journal what they have seen in the student's performance - improvement, etc. Dr. Nancy Smith's Research Class from Millersville University will do an Action Research Design Study which will provide a way for those involved in the program to determine whether or not it was successful. This design has not yet been received but should shortly be presented to those involved in

the program. Dr. Frerichs asked when the final presentation would be made. He was informed that the presentation would be held August 17 at 10:30 a.m. in the High School Library. Board members are welcome to attend. Dr. Frerichs asked who the tutors in this program were. He was told they are Penn Manor High School teachers who are not trained in reading but want to learn reading strategies to use in their classroom. Mrs. Griffis said teachers at the secondary level don't feel they are reading teachers. They deal more with the content area. A significant part of this program has been having interested teachers, outside of the Language Arts area, involved in order to encourage them to look at reading as everyone's goal. Mrs. Vogt said the middle schools do this as well via an in-service program which will teach content area teachers reading skills. Board members thanked Mrs. Sullivan, Mrs. Astheimer, and Mrs. Vogt for their presentation.

Mr. Reisinger presented information regarding the Children's Internet Protection Act (CIPA) and District Network Safety Measures. He spoke about CIPA act which was adopted by Congress the end of 2000. He said the purpose of the act is to address internet filtering and content filtering in schools and libraries. The purpose is to have a protective measure in place to make sure that minors are not viewing content that could be potentially harmful. Congress felt it was so important that they are hinging this act on Erate funds. Erate is a discount that some of the schools and libraries get to offset the cost of telecommunications such as phone service and internet service. Congress has tapped CIPA into this funding. Schools are to be compliant by October 28. The FCC is checking for compliance. They say that by July 1 of 2001 schools and libraries have to be undertaking action for compliance. Compliance is based on 1) some kind of technology protection measure - a filtering package with blocking software, 2) an internet safety policy, and 3) a public hearing to talk about safety - which is what is taking place tonight. Mr. Reisinger said CIPA considers a filtering system to be a software package that sits outside of your network and acts as a "firewall" between your network and the outside world. It checks web pages, checks contents for affinities or anything that is considered harmful to minors. Basically these are visual depictions of pornography or child pornography. Some additional parameters include the fact that internet use by students has to be monitored - for example, a teacher who is supervising a group of students that are accessing the internet. CIPA actually goes so far as to say it is not just students that should have filtered internet access but that it also applies to staff members. Penn Manor is in real-

ly good shape for internet filters. For the past three years we have had a piece of software called BESS. BESS is a specialized computer that sits on the perimeter of the our network and watches for pages that may have some kind of obscene content. It works on two different premises - 1)It works by key word so if a student would type in, for example, play-boy.com it is going to catch that and it is going to stay "wait a second you can't see that" and 2)It will do context words. It will look not just at the web page itself but also at words that are contained inside a web page and say "wait a second this page is being processed we will block that site." We have had that in place for the past three years. The current BESS database has millions of entries in it of material that is harmful to minors. BESS not only stops pornography it also stops other materials we don't want our kids in. For example, it would eliminate a site that provided instructions for making a bomb. That would be harmful to minors and that would be blocked by BESS. We are currently looking at a better product called iSentry. iSentry is like BESS technology only it is updated to block even more web sites. It gives us a lot more control. Additionally, an internet safety policy is required. After checking Mr. Reisinger found it is not just an Acceptable Use Policy of network resources. A year ago the board approved an Acceptable Use Policy and two years ago they approved a Staff and Student Internet Policy. What CIPA is really looking for with regard to compliance is an Internet Safety Policy that includes not just an Acceptable Use Policy but also other types of security such as what are we doing to prevent students or outside entities from hacking into our network. Penn Manor currently has measures and policies and procedures for this in place but we lack an official document that says this is what we are doing. That document will be presented to the board next month for review. Finally, you are required to have a public forum talking about internet safety which is what we are doing tonight. Mrs. Withum asked if controls put on computers are age appropriate - do kindergarten students have the same access or lack of access as a high school senior. Mr. Reisinger said current software does not provide ability to be age appropriate but the iSentry software being looked at will provide some of the capabilities. Most of the software determines that if something is inappropriate for one age student it may also be inappropriate for other students and therefore blocks it. Mrs. Withum questioned if the ability for students to email individuals cited on web sites for additional information will be blocked. Mr. Reisinger said restrictions like that can be put in place. He said students do not currently have the access to email accounts. However, if a class assignment requires email access an address can be created for

that purpose. Board members thanked Mr. Reisinger for his presentation.

Mr. Stewart provided information to the board concerning a request from Mr. Dantine who was representing the Penn Manor Lacrosse team. This is their initial request and a first step in requesting board approval for them to be elevated to the level of a Penn Manor club. Mr. Stewart said his response to Mr. Dantine's letter was to send him a copy of the policy which was developed concerning the procedures for either adding or deleting a co-curricular activity and providing him with notification of the steps he needs to follow. Mr. Stewart said he was not asking for any response or action from the board at this meeting but indicated that Lacrosse would like to be elevated to club status for the spring 2002 season. Dr. Frerichs asked if there was a Lancaster-Lebanon League for Lacrosse. He said there is a Lancaster-Lebanon Conference Lacrosse League that is a highly organized structure across nine districts and it is their intent to go on board all at one time in their districts. Mr. Stewart said that Mr. Mummau indicated that the Athletic Directors have not initiated a Lacrosse program. Dr. Frerichs asked if Lacrosse was a PIAA sport. Mr. Stewart said there is no PIAA district three sanctioned Lacrosse activity - at least not in I.U.13 and not in Section 3 but he was not certain with regard to all areas of the state. Mr. Stewart said he anticipates returning to the board sometime in the spring with a more formalized document - budget implications, etc. - regarding this request. Mrs. Withum asked if a look could be taken at the athletic program before Mr. Stewart returns with this request to see if there was a sport or two that could be dropped due to little participation. Mr. Stewart informed board members that he would anticipate a similar request for bowling as well.

Mrs. Skrocki reviewed Act 391 (Clean and Green) and the fact that this legislation deals with any property owner who has 10 or more continuous acres and is utilizing the land for farm land or preservation of forestry. Property owners involved in Clean and Green are eligible for a significant reduction in their assessment (value property is taxed upon). He said the Penn Manor School District loses 1.7 million dollars each year in tax revenue as a result of the Clean and Green program. Typically, property owners receive a 50% reduction off their real estate taxes as a result of being enrolled in this program. A number of school districts throughout the state, in particular in Lancaster County, are recommending sending a resolution to the PA School Boards Association to be placed on their legislative platform for relief for those school districts that lose 10% or more of their



total real estate tax revenue as a result of Clean and Green. Mr. Skrocki stated that Penn Manor loses about 7% of its total tax revenue but would like to recommend approval of this resolution and communicating to PSBA that we do support any legislation that might provide some relief to school districts. He said that although Penn Manor is at 7% now it doesn't mean that percentage won't increase to 10% at some point in the future. Mr. Skrocki stated there was proposed legislation approximately two years ago dealing with this same issue but for some reason it died out. He said school districts would like to encourage PSBA to reintroduce the legislation. If there would be any state money available through legislation, he would hope we would support any legislation dealing with that. Mr. Skrocki stated that his recommendation would be for board approval to place the resolution cited on page 6 on the July School Board Meeting Agenda. Dr. Frerichs asked if Mr. Skrocki foresaw any ramifications that could result in a loss of money to the district if this is legislation passed. Mr. Skrocki said he did not think so as this legislation would not be tied to any school district funding. This would be a separate issue from the Basic Education Subsidies that are given out by the Governor's budget. This item was approved for placement on the July School Board Meeting Agenda prior to the voting meeting when a quorum of board members was in attendance on a motion by Dr. Frerichs, a second by Mrs. Withum, and a unanimous voice vote.

Mr. Stewart reviewed the Counselor for At-Risk Students and Middle School Assistant Principal job descriptions he is recommending for approval for placement on the July School Board Meeting Agenda. He said these job descriptions are part of an effort to develop standardized job descriptions. The job description for the At-Risk Counselor at the high school has a heavy emphasis on visibility and also an emphasis on coordination with outside groups and agencies that would support the students who are at-risk and who would provide counseling for students in the Twilight School both while in attendance in the Twilight School and during their transition back to regular ed. This item was approved for placement on the July School Board Meeting Agenda prior to the voting meeting when a quorum of board members was in attendance on a motion by Mr. Kreider, a second by Mrs. Withum, and a unanimous voice vote.

Dr. Campbell referred board members to page 11 of the agenda which dealt with proposed changes to the Administrative Compensation Plan. He stated that when administrators retired negotiations took place between

the individual and the board with regard to a retirement package. Unlike the professional staff at the teaching level where everything is spelled out clearly in the Negotiated Agreement, administrators are at the will of the board when retiring. Administrators have retired in the past for various reasons without a set retirement compensation plan which in some cases caused problems. Dr. Campbell said he is recommending the proposed change in the Administrative Compensation Plan which would pay Level 1 administrators for unused sick leave at a rate of \$70 per day and pay an administrator for years of service at a rate of \$175 per each year of service in the Penn Manor School District. Teachers are paid \$125 for each year of service but typically an administrator's salary is approximately 40% higher because they work a longer school year which accounts for the increase to \$175 per year of service. The big issue is health care. There are two options available to employees - a fixed rate or a floating rate. The floating rate increases or decreases as the health care costs increase or decrease. It is difficult to get good administrators. Dr. Campbell said he is recommending putting in place retirement compensations for administrators that are similar to those of the rest of the staff. Dr. Frerichs asked what teachers get for unused sick days. Mr. Skrocki said they get \$50 per day with a maximum of \$14,000 between the personal days/sick days and years of service. Mrs. Withum said it is then not the amount of days but the amount of dollars available. Mr. Skrocki said that is correct. Dr. Frerichs said that a teacher with 300 sick days and 30 years of experience would not be paid for all their sick days due to this cap. Mr. Skrocki said that is correct. Board members asked why there was no cap for administrators. Mr. Skrocki said that was discussed and what was being recommended tonight parallels what has been given to administrative retirees in the past. He said this is an attempt to put in writing what has been done in past practice. This proposal would formalize what has been done in practice in the past. Mrs. Withum asked if a person who is a teacher as well as administrator would get double compensation. Mr. Skrocki said if an individual is identified as an administrator in the Administrative Compensation Plan they would only be compensated under the Administrative Compensation Plan. Mrs. Withum said she believes there should be a cap on these areas. He stated there has to be some contracted way to reward them. Discussion ensued regarding the calculation of years of service and the fact that an individual must have 10 years of service as an administrator before being eligible for administrative compensation. This item was tabled for future discussion prior to the voting meeting when a quorum of board members was in attendanc.

Mr. Herr then reviewed the July School Board Meeting Agenda. Mr. Skrocki said that Item D - Eshleman Bond Issue should indicate approval of a \$4,995,000 final figure. Item 4 - A2 - Resignation - Dr. Campbell commended resigning teachers - Lorena Glenn and Kim Harms for their service to Penn Manor. Item 4 - Federal Program Allocations - Mr. Stewart asked that Title II allocations be corrected to read \$21,033. Item 6 - Bid Award - High School Darkroom Door - Mrs. Skrocki distributed a bid tabulation for this item showing a single bid from Benchmark Construction. The base bid was \$24,710, the alternate was \$16,645, \$15,000 was budgeted. The difference between the base bid and the alternate bid is that the base bid was basically a deluxe version of the door which was recommended by the Art Department Coordinator. The alternate bid is a more scaled down version of that door that the administration feels will accomplish what is actually needed. Mr. Skrocki recommended the alternate bid of \$16,645. It is a \$1,600 shortfall over the amount budgeted but Mr. Skrocki said he feels confident that this amount can be covered elsewhere in the budget. Dr. Frerichs questioned why other vendors did not place a bid. Mr. Skrocki said several of the vendors sent letters stating that timing was the issue. Specifications cited in the bid, which was put out in May, stated that the project be completed by August 15 before the start of school as it involved some demolition of existing walls which made it a timing issue with their workload.

The Committee of the Whole adjourned at 8:10 p.m. on a motion by Dr. Frerichs, a second by Mr. Kreider, and a unanimous voice vote.

July 9, 2001

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 President, Mr. C. Willis Herr, at 8:15 p.m.

The following members were present: Dr. Richard L. Frerichs, Mr. C. Willis Herr, Mr. Jeffrey G. Kreider, Mrs. Donna J. Wert, and Mrs. Kelly K. Withum. Mr. Donald H. Anderson, Mr. C. Wayne Fields, and Mr. Patrick T. Kline were 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 Mr. Kreider 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, August 13, 2001, in the Board Room of the Manor Middle School at 8:15 p.m.

Mr. Herr asked if there were any Citizen's Comments. Mrs. Loretta Crider, Penn Manor resident with three sons who are home schooled. She referred to the Penn Manor Vision as seen on the Penn Manor web page. Mrs. Crider said students learn in different ways and that is one of the reasons they are home schooling. She said education should empower all persons to meet their full potential and that is why she would like to have home schooled students participate in co-curricular activities at Penn Manor. She also referred to the Belief Statements in the vision which say that "education is a shared responsibility of the students, families, schools, and the community", "appreciation of diversity enriches a community", and "students must be prepared to meet the challenges of a changing world." She said she sees this as a big challenge for a school board as it is a changing world with more home schoolers coming into the school district. Mr. Herr said the item dealing with home school partici-

pation in co-curricular activities will most likely be on next month's agenda.

Mrs. Withum made a motion for approval of the placement of Items 1, 5, and 6 from the Committee of the Whole Meeting Agenda on the School Board Meeting Agenda. This motion was seconded by Dr. Frerichs, and approved by a unanimous voice vote.

Mrs. Withum made a motion to table Item 7 from the Committee of the Whole Meeting Agenda for further discussion. This motion was seconded by Mr. Kreider and approved by a unanimous voice vote.

Mrs. Withum made a motion for the approval of the Minutes of the June 11, 2001, Committee of the Whole Meeting as cited on the July 9, 2001, Committee of the Whole Meeting Agenda. This motion was seconded by Dr. Frerichs and approved by a unanimous voice vote.

Mr. Herr then opened nominations for an individual to fill the position vacated by Ms. Sharron M. Herr's resignation. Dr. Frerichs nominated Mr. H. Thomas Herr. Mrs. Withum seconded the nomination. There were no further nominations. Mrs. Wert made a motion to close the nominations. Mr. Kreider seconded the motion which was approved by a unanimous voice vote. Mr. Herr then asked for a voice vote approving Mr. H. Thomas Herr's nomination. This nomination was approved by a unanimous voice vote of the board. Mr. C. Willis Herr welcomed Mr. H. Thomas Herr to the board.

Mr. Herr asked if there were any additions or corrections to the Minutes of the June 11, 2001, School Board Meeting. There were none. It was moved by Dr. Frerichs and seconded by Mr. Kreider to approve the minutes as printed. This motion was passed by a unanimous voice vote.

Dr. Campbell asked Mrs. Cindy Rhoades to share a proof of the 2001/2002 school calendar. Mrs. Rhoades shared the proposed calendar with the board. She indicated that the advertisements were not yet in the calendar. The Clipper said they need several sponsors before the advertisements are completely sold. The calendar will go to press July 21 and will be ready for school use the third week in August. Mrs. Rhoades ask-

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ed board members for any suggestions they might have for inclusion in the calendar. Dr. Campbell provided a compilation of all the press received by Penn Manor during the 2001/2002 school year broken down by newspaper and TV station. He said he is impressed by the achievement of Penn Manor students and staff members. Dr. Campbell said he also asked Mr. Kevin Peart and Mr. Michael Leichter to work with Mrs. Rhoades and Mr. Reisinger to develop a promotional CD on the district that would be distributed to realtors describing the opportunities of not only living in the Penn Manor School District but also educating children in the Penn Manor Schools. He said the CD will probably be done with a Power Point Presentation that has 30-40 different slides that can be reproduced inexpensively and given to prospective home buyers to try to encourage them to live in our district. He explained that Mr. Peart and Mr. Leichter are taking a course on the school community and this is a project that works very well for district needs as well. Dr. Campbell acknowledged the passing of Mrs. Rita Herr, a former teacher at Hambright for many years, who he said lived for teaching and worked for kids. Dr. Campbell said Letort is progressing rapidly. The practice field at the high school has been resodded and he feels it will help with the athletic program. He spoke to the board with regard to the Cyber School movement which he said will impact Penn Manor and other schools across the Commonwealth. Cyber Schools are schools where children are educated in their home, in front of a computer, linked by the internet to an institution. He received a brochure from an academy in Jenkintown with a headline saying the academy is tuition free. They go on to say that charter schools do not cost the taxpayers any more money and charter schools do not take money or resources away from your local school district. Both statements are untrue. Penn Manor received a bill for 14 students at approximately \$5,500 per student. A neighboring school district received a bill for 19 students at approximately the same amount of money. With cyber schools there is no accountability, there are no standards, there are no test, there is no accreditation, no certification and beyond that, parents who enroll their children in this program are eligible to participate in every single activity that the school district offers and every psychological service that the school district offers. Participants in cyber schools say it is not going to add to our funds and to our budget and that they pay taxes. If our budget is \$45,000,000 and we have \$100,000 worth of students going to a cyber school our budget will no longer be \$45,000,000 - it will be \$45,100,000 plus the other services that occur. Cyber schools pose one of the greatest single threats to the security of the public school system that we have seen in a number of years. Dr. Campbell said he has talked with legislators and the superintendents will be meeting to discuss this issue. This movement has the potential to place schools - especially those without a sound tax base - in great jeopardy. It started out in western Pennsylvania with a school district that doesn't even have a high school. Their high school students attend high school

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in Ohio and has gone on from there. He is very concerned about the cyber school impact. William Bennett, former Secretary of Education, is a prime mover behind this movement with a goal of having 1,500 students enroll in a cyber school for the 2001/2002 school year and the following year have 15,000 enrolled. To say that districts will not pay for this movement would be untrue. Mrs. Wert asked if the district would get government subsidy because of having to pay the tuition. Mr. Skrocki said the home school children who will become participants in the cyber schools will have the greatest impact on the district because up to this point we have not paid anything for these individuals but from now on the tuition goes to the cyber school with Penn Manor getting the subsidy for the student which represents about 20% of the total cost. The difference in these amounts is picked up by Penn Manor. Penn Manor budgeted for 7 cyber school students for 2001/2002 and the costs are now double the amount budgeted for. Cyber schools are asking for the money now even though the students don't start until September. The cyber school cited a statute that says they may start collecting tuition in July. Penn Manor would therefore be paying much earlier than would be true if they were being educated in our own facilities. Dr. Campbell says the advertisement also says "free computer, free software, free internet use, and free books." Mrs. Withum asked what happens if Penn Manor does not pay. Mr. Skrocki said the tuition costs would be taken off our subsidy if we do not pay. Dr. Campbell said he is concerned that we would be funding a private institution which could be a one room building with computers in it. Mrs. Wert asked if cyber school students would be issued a diploma. Dr. Campbell responded that a cyber school graduation has already been held. In fact, Governor Ridge taped a commencement address for one of these groups. Dr. Frerichs said it is also his understanding that a student does not have to tell Penn Manor they are enrolled - a bill just arrives so the board can't plan ahead for expected cyber school students. He is concerned that the district will have to dip into the district reserve to take care of cyber school costs. Dr. Campbell said during his discussions with legislators they have indicated they will try to work out the accountability issue. If they don't do that, the most a district will have to pay per cyber school students this year is \$2,000 due to the fact that they haven't figured out how to fix the problem. Mrs. Wert asked if students can enroll any time during the year. Dr. Campbell said he does not know. Mr. Herr said this issue makes the discussion regarding home school participation mute because anyone joining a cyber school is guaranteed they can play sports or participate in anything else they wish plus they get the free computer, books, etc. and also cash for music lessons and art materials. Dr. Campbell said the biggest flaw in the cyber school movement is the use of public funds which are taken from this community and spent on basically private, for-profit institutions. Discussion ensued regarding payment to cyber schools, consideration of cyber school participation versus home school participation, etc.

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It was moved by Mrs. Withum and seconded by Mr. Kreider to approve the submission of the resolution concerning Clean and Green as cited on page 6 of the agenda to the Pennsylvania School Boards Association. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see page 6)

It was moved by Mrs. Wert and seconded by Dr. Frerichs to approve the Counselor for At-Risk Students Job Description as cited on pages 7-8 of the agenda. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see pages 7-8)

It was moved by Mrs. Withum and seconded by Mr. Kreider to approve the Middle School Assistant Principal Job Description as cited on pages 9-10 of the agenda. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see pages 9-10)

It was moved by Mrs. Wert and seconded by Mr. Kreider to approve a \$4,995,000 dollar, modified wrap, 2 year balloon, bond issue for the renovation of Eshleman Elementary School. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

Item 1E - Changes to the Administrative Compensation Plan  
was  
tabled for future consideration.

It was moved by Mrs. Withum and seconded by Mr. Kreider to approve programs between the Penn Manor School District and Lancaster-Lebanon IU13 and the Lancaster County Career and Technology Center for the fiscal year beginning July 1, 2001. These agreement provide students with services authorized by the National School Lunch Program and the National School Breakfast Program. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L.



Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; 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 12 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, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see page 12)

It was moved by Mrs. Withum and seconded by Dr. Frerichs to accept the following resignations:

Glenn, Lorena S. - elementary professional employee - effective July 2, 2001

Harms, Kimberly - elementary professional employee - effective July 5, 2001

This motion was passed by a unanimous voice vote.

It was moved by Dr. Frerichs and seconded by Mrs. Withum to employ the following individuals in the 2001 Summer School Program at Penn Manor High School at a rate of \$27.00 per hour.

Heather M. Noll  
Melissa A. Weaver

The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; 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 employ the following individual as Twilight School Coordinator at a rate of \$26 per hour.

Debra L. Hoffman

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

It was moved by Mrs. Withum and seconded by Mr. Kreider to grant Family Medical Leave/Child Rearing Leave to the following individuals according to the terms listed.

Henry, Michelle - Family Medical Leave - October 1, 2001 through December 21, 2001

Wenger, Susan P. - Family Medical Leave - August 22, 2001 through November 13, 2001; Child Rearing Leave - November 14, 2001 through January 22, 2002 (end of first semester)

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

It was moved by Dr. Frerichs and seconded by Mr. Kreider to accept the following individual for employment according to the conditions listed.

Lundy, Sr., Darian - custodian/high school - third shift - effective July 9, 2001 - \$8.45/hr  
(pending receipt of clearances)

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

It was moved by Mr. Kreider and seconded by Mrs. Withum to accept the following resignation.

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Johns, Betty - custodian - effective May 24, 2001

This motion was passed by a unanimous voice vote.

It was moved by Mrs. Wert and seconded by Dr. Frerichs to grant Designated Family Medical Leave to the following individual according to the terms listed.

Peters, Patti Jo - secretary/high school - May 24, 2001 through June 20, 2001

The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; 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 following Federal Program Allocations for the 2001/2002 school year.

Title I	-	\$189,808
Title II	-	\$21,033
Title VI	-	\$19,548
CSRI	-	\$53,488
Part D	-	\$10,725

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

It was moved by Mr. Kreider and seconded by Dr. Frerichs to approve the National School Lunch and School Breakfast Program with the Pennsylvania Department of Education, division of Food and Nutrition, effective July 1, 2001, to June 30, 2002. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; 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 the high school art room door replacement to the vendor listed on the bid tabulation attached to the minutes. Payment to be made from the Penn Manor School District General Fund. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; 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 ratify the IU Audio Visual Supplies bid to the vendors cited on page 13 of the agenda. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes. (see page 13)

It was moved by Mrs. Withum and seconded by Mrs. Wert to approve the School Board Legal Liability Insurance with Genesis Insurance Company in the amount of \$12,900 effective July 1, 2001 through July 1, 2002. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; 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 participation in the Liberty Investment Management Program effective with the 2001/2002 fiscal year. The committee also authorizes the officers of the board to enter into a contract with Liberty Investment Management. The following call vote was taken on this motion. Donald H. Anderson, absent; P. Wayne Fields, absent; Richard L. Frerichs, yes; C. Willis Herr, yes; Patrick T. Kline, absent; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

The meeting adjourned at 9:23 p.m. on a motion by Mr. Herr, a second by Mrs. Withum, and a unanimous voice vote.

C. Willis Herr, President

Dolores E. Warfel, Secretary