

MINUTES

Committee of the Whole

November 25, 2002

The Penn Manor School Board met as a Committee of the Whole at 7:05 p.m. in the Board Room of the Manor Middle School. Present were Mr. Anderson, Dr. Frerichs, Mr. C. Willis Herr, Mr. H. Thomas Herr, Mr. Kline, Mr. Lyon, Mrs. Wert, and Mrs. Withum. Mr. Kreider was absent. Present from the administrative staff were Mr. Stewart, Mr. Skrocki, and Mrs. Griffis. Also in attendance were Penn Manor residents, Millersville University students, Ms. Mindish and Mr. Yearsley for their presentation, Mrs. Rhoades, and Mrs. Warfel.

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

Mr. Willis Herr asked the committee whether there were any additions or corrections to the Minutes of the November 11, 2002, Committee of the Whole Meeting. Hearing none, on a motion by Dr. Frerichs, a second by Mr. Kline, and a unanimous voice vote, the minutes were approved as printed.

Mrs. Rhoades reviewed the return results for the Senior Survey that was mailed to seniors who graduated a year ago. She indicated a return rate of 21.5%. Of the individuals returning the survey, 79% are furthering their education, 19% have full-time jobs, 1% are in the military, and 1% are homemakers. Mrs. Rhoades then introduced Mr. Yearsley who stated that the survey was initiated in 1996 as part of a Differentiated Supervision project. He stated that it was initially a one page document relating to guidance services. The guidance survey was later combined with survey questions relating to the math department. Mr. Yearsley stated that the survey provides an indication of how much of an impact their high school education has had in preparing students attending college for their college courses and how it has prepared individuals in the work force for their employment. Mr. Yearsley stated that the return this year was better than in the past. He stated that the survey is sent out late in June and responses are returned anonymously. Dr. Frerichs asked if Mr. Yearsley was aware of what types of remedial help students needed when enrolled in college. Mr. Yearsley stated that the survey does not address that specific issue. Mr. Yearsley introduced Ms. Mindish who reviewed results of the survey. She stated that questions on next year's survey are going to be reworded in the hope that more useful results will be obtained. An effort is also going to be made to expand the survey to cover departments other than guidance and math. Ms. Mindish provided board members with the Response to the I.U. Evaluation and Progress Report for their review. Mr. Stewart thanked Ms. Mindish, Mrs. Rhoades, and Mr. Yearsley for their presentations.

Mrs. Griffis reviewed the revised Harassment and Discrimination Policy. She informed board members that our current policy (adopted February 8, 1999) is being revised as a result of a Title IX recommendation. The revised policy was drafted by the solicitor and broadens the definition of discrimination, provides an expanded timeline, and steps involved in the complaint procedure are more defined. Mrs. Griffis stated that she has been the Title IX contact person for 3-4 years and has never had a complaint. She asked for approval of this item for placement on the December School Board Meeting Agenda for "First Reading." Approval was granted on a motion by Dr. Frerichs, a second by Mrs. Withum, and a unanimous voice vote.

Mr. Stewart reviewed the revised Public Participation at Meetings Policy. He stated that the revised policy makes reference to the Sunshine Law and its governance of the board. The revised policy also states that taxpayers who are not residents of the district may address the board. The policy also states that the chairperson may limit repetitive comments. The solicitor stated that it is much advised to allow an open format for comments with this limitation being designed for situations where there are a large number of individuals in attendance who would speak and repeat the same comments and feelings. Mr. Stewart asked for approval to place this item on the December School Board Meeting Agenda for "First Reading." Approval was granted on a motion by Mr. Kline, a second by Mrs. Wert, and a unanimous voice vote.

Mr. Stewart informed board members that he was asking for placement on the December School Board Meeting Agenda for an adjustment to the Administrative Compensation Plan due to tax regulations that prohibit providing free benefit coverage for administrators. He stated that he would like to maintain the current relationship relating to salary with administrators through June 30, 2003 at which time the Administrative Compensation Plan will be adopted for the 2003/2004 school year. The proposed adjustment to the plan would reimburse administrators for the cost of their current health coverage and taxes. This reimbursement would then be returned to the district when the administrators purchase their health coverage. Therefore, take home salaries of administrators would maintain their current status through June 30, 2003 and would not result in a loss of pay to the administrators. Approval for placement of this item on the December School Board Meeting Agenda was granted on a motion by Mr. Kline, a second by Mr. Lyon, and a unanimous voice vote.

Mr. Stewart requested approval for an inter fund transfer from the Student Athletic Activities Account to the General Fund in the amount of \$10,300 (\$6,000 for weight room equipment and \$4,300 for an upgrade of the pole vault pit). He stated that the Student Athletic Account has a \$98,000 balance at this time and he is recommending paying for the above items from this account. Mr. Stewart asked for approval for placement of this item on the December School Board Meeting Agenda. Approval was granted on a motion by Dr. Frerichs, a second by Mr. Kline, and a unanimous voice vote.

Mr. Stewart stated that the Penn Manor Alumni Banquet has been held at Millersville University in recent years. One reason for this is the fact that the Alumni Association would have to have \$1,000,000 in insurance to hold their banquet at Penn Manor. Mr. Stewart stated that it seemed appropriate that the alumni banquet be held at Penn Manor High School. He was therefore asking the board to approve an exception to the Building Contract Policy for the Alumni Association that would waive the need for insurance coverage. Discussion ensued regarding this waiver. Board members approved placement of this item on the December School Board Meeting Agenda on a motion by Mrs. Wert, a second by Mr. Kline, and a unanimous voice vote.

Mr. Stewart reminded board members of the December 3 Board Recognition Banquet, reviewed a document provided by ELA, and reviewed an incident at Hambright Elementary School involving a police action which resulted in students from several Hambright classrooms being put in the hallway and away from windows. The placement of the students in the hallway was a safety measure and the culprit involved in the incident was captured by police at a nearby business establishment. Mr. Stewart asked for adjournment to Executive Session.

The Committee of the Whole adjourned to Executive Session to discuss a legal matter at 8:01 p.m. on a motion by Mrs. Wert, a second by Mr. Kline, and a unanimous voice vote.

