

Minutes
Committee of the Whole
September 13, 2004

The Penn Manor School Board met as a Committee of the Whole at 7:00 p.m. in the Board Room at Manor Middle School. Present were Mr. DeLuca, Dr. Frerichs, Mrs. Friedman, Mr. Geist, Mr. C. Willis Herr, Mr. Kreider, Mr. Lyon, Mr. Rintz, and Mrs. Wert. Present from the administrative staff were Mr. Stewart, Mrs. Griffis and Mr. Johnston. Also in attendance were Penn Manor Residents, Mrs. Rhoades and Ms. Howard.

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 August 30, 2004, Committee of the Whole Meeting. Hearing none, on a motion by Mr. Kreider, a second by Mrs. Friedman, and a unanimous voice vote, the Minutes were approved as printed.

Mr. Stewart reintroduced Amanda Hake the senior student council representative for the Board. He explained that after the student council election a junior member will be appointed to the Board. In the past the student representatives came to the voting meeting, gave their presentation and remained for the meeting. To allow the students to leave earlier they will come to the committee of the whole, stay for the discussions, give their report and leave.

Mr. Stewart reviewed the enrollment packet that was distributed. He reported that the kindergarten group had 55 more students this year than last year, and the summertime enrollment indicates that the district keeps growing. The elementary schools have declining enrollment; however, the high school enrollment is increasing. Mrs. Friedman stated that there is a feeling in the community that Penn Manor is a good place to send their high school children and there is a high regard for Dr. Mindish.

Mr. Johnston stated his concern for the enrollment figures with regard to the accuracy of the projections and for budgeting purposes. The current system applies historical retention rates to determine projection; however, the actual retention rates were higher in every grade. The system will be revised to

look at historical retention rates by grade within each building to determine projections. The revised budget system will distribute 90% of the total building budgets based upon the early projections and the remaining 10% will be divided up based upon actual enrollments in September. The distributions will not be equal across the board but will eliminate funding disparities.

Mr. Stewart explained the enrollment projections chart. Forecasts were provided by the Pennsylvania Department of Education and Gilbert Architects, as part of the Plancon process for Eshleman Elementary School. The Gilbert figures are approximately four years old, but the PDE has the advantage of updated data received yearly from the district. PDE has projected a declining enrollment in kindergarten in the next 8 years. He stated that it will be difficult to project change in neighborhoods with young families moving into the district.

Mrs. Griffis presented special education textbooks for approval. They are leveled textbooks on appropriate reading levels. She stated that the continuous goal for special education is to bring the regular education and special education curriculums closer together. In November Dr. Mindish and Mrs. Griffis will present a plan to move special education into AYP status. This will also be presented to the IU Board and submitted to the state. Dr. Frerichs asked the grade level of the books. Mrs. Griffis replied that 2 of the books are middle school and the other high school. She also stated that they are at the student's reading level. Approval for placement of this item on the September School Board Meeting Agenda was approved on a motion by Dr. Frerichs, a second by Mr. Lyon, and a unanimous voice vote.

Mrs. Griffis presented a glossary of terms used for various tests. The Pennsylvania System of School Assessment (PSSA) is designed to measure a student, school and district's achievement in relationship to the PA Academic Standards. It is required for grades 3, 5, 8, and 11 and soon to be grades 3 through 11. This is tied to No Child Left Behind and Adequate Yearly Progress. SAT tests are designed as tools to help with college admissions. They are not required and not tied to No Child Left Behind and Adequate Yearly Progress. Juniors and seniors generally take the SAT on a Saturday; however, any student may take them for practice as early as grade 8 or 9. The PSAT is designed to help students practice for the SAT and to evaluate a child's skills in order to compare him/her with other college

bound students. These are also optional, taken as juniors, and not tied to the state standards. Students can only take this one time because they are used to determine a student's status as a national merit finalist or semi-finalist. The Advance Placement (AP) Program gives student an opportunity to take college level courses and AP exams and to earn credit or advanced placement while they're still in high school. Juniors and seniors can take the courses.

Dr. Mindish reviewed handouts analyzing the high school SAT scores. Charts were presented reviewing the PSSA, AP and SAT scores for the past ten years. SAT scores have gone up and down 20 points for the past ten years. The 2004 PSAT and SAT will be changed to include a writing segment and include more reading passages. She stated that 59% of the class of 2004 took the SAT; however, that does not mean the scores represent the top percent of the class. Any student can take the SAT even if they have not been enrolled in college prep level classes. She stated that future considerations include administering the PSAT in the high school during the day and students could also take the ASVAB if the PSAT is not appropriate. The administration will continue to encourage students to take the SAT multiple times to improve scores, the PSAT to prepare for the SAT, the practice SAT test and the prep classes offered. The importance of reading strategies in all courses will be emphasized. Dr. Frerichs questioned why the number of students taking the SAT has declined. Mrs. Griffis stated that some colleges are not requiring the SAT scores. Dr. Frerichs encouraged consideration of offering the PSAT during the school day. Mrs. Friedman suggested that a spring class be held to prepare students for the PSAT in the fall to increase enrollment in the prep class.

Mr. Johnston updated the Board on Act 72. He said PSBA has held several workshops on Act 72 and he will also be attending the PASBO workshop for a different view. He reported that the deadline for debt to be incurred was September 3 in order to not be subject to the referendum process. Penn Manor did not incur new debt before the deadline. The act calls for the Department of Community Economic Development to publish the homestead/farmstead application by September 18. He provided copies of the draft of the application and sample cover letters to be used in the required mailings developed by PASBO and the Lancaster-Lebanon Business Official. The County Assessor's office will be handling the mailing and the responses for the initial distribution on October 16 and the mailing at the end of the year. The deadline for the applications will be

March 1, 2005. The county will compile and distribute information to the district by May 1. The state will certify if there are slots revenues annually by April 15. By December 15 the district will need to inform the state the anticipated amount expected from earned income tax by next budget year. Increases to the earned income tax will need a board resolution no later than May 30 annually. In summary, he stated that there are three major pieces of legislation that could potentially change the way schools do business. Currently Act 72 has passed affecting school revenue by causing a slight shift in taxes away from property taxes to income taxes and slot revenue. Proposed legislation regarding the Business Receipts Education Tax would eliminate property tax revenues for schools in exchange for a state-wide tax on business receipts. All funding would come through the state and spending would be held by formula. Another proposed legislation is state-wide collection and remittance of local earned income tax and personal income tax which would eliminate the Lancaster County Tax Collection Bureau. Future discussions by the board should focus on Act 72 and the slots revenue and include the board philosophy on tax increases during the reassessment year, tax increases up to referendum limit, tax increases requiring referendum and regarding increases to earned income tax. Mr. Geist inquired if consideration should be given to have a board workshop at Penn Manor bringing in an expert from Hartman, Underhill Brubaker or another group. Mr. Stewart stated that a document distributed at the meeting has been provided by Hartman, Underhill Brubaker. He felt that after the workshop in Hershey a seminar might be developed for better understanding.

Mr. Stewart reported that the Fields Committee met with the Property Committee and the minutes have been provided for review. He also brought attention to an email received from Dee Minchoff, a member of the Fields Committee, and provided the board with a copy. He said the consensus is that many steps forward have been made and the athletic community senses that the board and the district are sincere in their desire to provide improved facilities.

Mr. Stewart did not have a recommendation for action at Comet Field as originally planned and the item was tabled.

Amanda Hake, the student representative, reported that Wednesday night will be Parent night, student council elections will be held this week and the junior student representative to the board will be appointed. On September

30, fourteen German students will be visiting Penn Manor and staying with German language students until October 16. October 1 will be the homecoming pep rally and game, electing the homecoming court and the dance will be on October 2. The Quiz Bowl team was selected to participate in the Brain Busters on October 13, the PSSA retest for seniors, who didn't score proficient, will be October 26-28 and practice sessions have been scheduled. The One Book One Community Program is being hosted by Penn Manor on October 28. Penn Manor has 6 exchange students visiting for the entire school year. Mr. Herr asked for more information about the German Students visiting. Mr. Stewart explained that the students will be visiting here in the fall and our students will go to Germany in the summer. Amanda said that the students will be attending classes and going on field trips.

Mrs. Wert stated that PSBA decided not to do anything with the platform item that Penn Manor submitted. The board does have the opportunity to take the platform to the legislative policy council. Mrs. Wert would like the board support to proceed. It would require Dr. Frerichs' attendance and support at the conference and the board can have full representation. She would like to contact Cindy Eckerd and inquired if anyone else would be able to attend the meeting on September 30. The board gave a verbal support and should contact Paula Howard to register for the conference.

Mr. Herr stated that Isabelle Rudisill has brought some absentee ballots to the meeting if anyone needed one.

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

September 13, 2004

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 Board President, Mr. C. Willis Herr at 8:17 p.m.

The following members were present: Mr. DeLuca, Dr. Frerichs, Mrs. Friedman, Mr. Geist, Mr. C. Willis Herr, Mr. Kreider, Mr. Lyon, Mr. Rintz and Mrs. Wert. Present from the administrative staff were Mr. Donald Stewart, Mr. Christopher Johnston, and Mrs. Ellen Griffis. Also in attendance were Penn Manor Residents, Dr. Jan Mindish, Mr. Jason D'Amico, Mr. Chris Mortizen, Mr. Bill Leino, Mrs. Deb Meckley, Mrs. Barbara Still, Mrs. Amy Spina, Mrs. Cindy Rhoades and Mrs. Paula Howard.

Mr. Willis Herr announced that the next regularly scheduled meeting of the Board of Directors of the Penn Manor School District would be held on Tuesday, October 12, 2004, at 8:15 p.m. in the Board Room of the Manor Middle School.

Mr. Willis Herr asked if there were any Citizen's Comments. Mr. Jay Clark, 1055 Hearthstone Rd., distributed a booklet from the Pennsylvania Department of Education regarding Gifted Guidelines. He highlighted several pages and points in the booklet. Mr. Herr thanked Mr. Clark.

Mr. Willis Herr asked if there were any additions or corrections to the Minutes of the August 9, 2004, 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.

Mr. Stewart introduced the two new assistant principals at the high school. Mr. Chris Moritzen has a B.S. in physical education and health from SUNY and is completing his Master's in education in curriculum and instruction through the leadership program at Penn State University. He will be employed as a Dean of Students until he is certified in Pennsylvania. He worked at Windsor Learning Center in New Jersey, and most recently at the Center for Alternative Secondary Education in Coatesville. Mr. Jason D'Amico has a B. S. in social studies from Indiana University of Pennsylvania in secondary education and a Master's in administration and supervision from George Washington University. Mr. D'Amico taught for

10 years in the Virginia Beach School District, has alternative education experience, and was a department coordinator and an action team chairperson. He has been a coach and won city championships in both basketball and track on the middle school level. Mr. Stewart welcomed both new administrators. Mr. Stewart distributed copies of newspaper articles about two Penn Manor graduates. Martin Dombach who died in a recent work related accident and Tim Newton who is learning to fly unmanned aircraft to be used for surveillance and intelligence. He also reported that MaryAnn Farmer's son arrived home from Iraq today.

Mrs. Griffis reported that Penn Manor hosted the state-wide Family and Consumer Sciences symposium this summer. It was organized by Mrs. Tina Shank for over 160 teachers. Mrs. Shank and Mr. Reisinger did a presentation on using technology in the FCS classroom and Moodle. Mrs. Griffis shared the curriculum from the symposium and a thank you note and evaluations from the attendees.

Mr. Stewart welcomed the Millersville University students and explained the format of the Executive Session, Committee of the Whole and the Board meetings. Mr. Herr also welcomed the students and explained that the members of the board are on several committees and spend considerable time with ongoing subjects.

Mr. Johnston reported that the Treasurer's Report for the month of August has been posted. He reviewed some of the items presented for payment. It was moved by Mrs. Wert and seconded by Mr. DeLuca to approve to authorize payment of bills in the amounts of \$292,722.74 dated 8/4/04, \$154,473.70 dated 8/2/04, \$102,925.15 dated 8/6/04, \$420,066.49 dated 8/18/04, \$55,049.47 dated 8/10/04, \$364,888.05 dated 8/17/04, \$159,419.21 dated 8/19/04, \$107,642.71 dated 8/24/04, \$12,237.92 dated 8/25/04, \$117,624.34 dated 8/26/04, for a total of \$1,787,049.78 from the General Fund; \$47,059.08 dated 8/31/04 for a total of \$47,059.08 from the Cafeteria Fund; \$64,029.13 dated 8/23/04, \$10,865.00 dated 8/25/04, \$216.00 dated 8/31/04 for a total of \$75,110.13 from the Capital Reserve Fund; \$7,625.00 dated 8/23/04, \$3,999.00 dated 8/25/04 for a total of \$11,624.00 from the Eshleman Reserve Fund and payroll in the amounts of \$576,953.63 dated 8/4/04, and \$592,324.23 dated 8/18/04 for a total of \$1,169,277.86. The following roll call vote was taken on this motion. Joe DeLuca, yes; Richard L. Frerichs, yes; Johnna Friedman, yes; Frank Geist, yes; C. Willis Herr, yes; Jeffrey Kreider, yes; Jeffrey E. Lyon, yes; Carlton Rintz, yes; and Donna J. Wert, yes.

Mr. Stewart introduced Mr. William Leino who manages and directs the Student Assistance program. Mr. Leino explained the range of services that the program provides. He stated that the program is from a state initiative to identify students who may be at risk or experience barriers to their education. Support is provided by identifying the problems, working with the student and families and offering recommendations for them. Mr. Leino reviewed the number of cases at each building last year. He said that the state celebrates twenty years of student assistance throughout the state, and Penn Manor was one of the first school districts in the state to offer the services to the students. Mrs. Barb Still, nurse from Manor Middle School, talked about the significance of health concerns and the student assistance team. She said that health concerns have increased and there is a definite connection between emotional and physical concerns. She explained that the student assistance team is comprised of the principal, teachers, guidance counselor, psychologist and nurse. Information is gathered from the teachers and reviewed, Mr. Leino talks with the student and the parents and questionnaires are completed by the student and teachers. A meeting is scheduled with the student, parents, case worker, Mr. Leino and a plan is developed. Mrs. Deb Meckley, school social worker, presented a case which was an example of pulling in community resources and efficiency of the student assistance team. The case involved students grieving over the loss of a loved one. Mrs. Meckley arranged for Hospice to have a bereavement counselor come to help the family. Mrs. Amy Spina, a teacher at Marticville Middle School and a member of the student assistance team, told the story about a student who was referred for sexual and racial comments. After working with the student and referring him to Quay Hanna's program there have been positive results. Mr. Stewart stated that the members of the Student Assistance team receive no special considerations or financial rewards for their involvement. It is a voluntary program. Mr. Rintz asked about the referral process and who refers a student. Mr. Leino explained that anyone can refer a student.

The September School Board Meeting Agenda was reviewed.

Item 2 A. Consent Agenda from the August 30 Committee of the Whole:

- A. Boy's Lacrosse Budget – The committee is recommending approval of an annual budget of \$11,000 for the 2004/2005 school year for Boy's Lacrosse.

MOTION ON THE COMMITTEE OF THE WHOLE CONSENT AGENDA ITEM A: It was moved by Richard Frerichs and seconded by Jeffrey Lyon to approve this item as amended. The following call vote was taken on this motion. Joseph DeLuca, yes; Richard L. Frerichs, yes; Johnna Friedman, yes; Frank Geist, yes; C. Willis Herr, yes; Jeffrey Kreider, yes; Jeffrey E. Lyon, yes; Carlton Rintz, yes; Donna J. Wert, yes.

Item 2 B. Consent Agenda from the August 30 Committee of the Whole:

- B. PSBA Voting Delegates – The committee is recommending approval of the appointment of Mrs. Donna Wert and Dr. Richard Frerichs as voting delegates to the PSBA Legislative Policy Council.

MOTION ON THE COMMITTEE OF THE WHOLE CONSENT AGENDA ITEM B: It was moved by Johnna Friedman and seconded by Joseph DeLuca to approve these items. The following call vote was taken on this motion. Joseph DeLuca, yes; Richard L. Frerichs, abstained; Johnna Friedman, yes; Frank Geist, yes; C. Willis Herr, yes; Jeffrey Kreider, yes; Jeffrey E. Lyon, yes; Carlton Rintz, yes; Donna J. Wert, abstained.

Item 2 C. & D. Consent Agenda from the August 30 and September 13 Committee of the Whole:

- C. Approval to Submit Plancon J – Eshleman Elementary School Project 2855 – The committee is recommending authorization of the submission of Plancon J (Project Accounting Based on Final Costs) for Eshlemen Elementary School (Project 2855) to the Pennsylvania Department of Education.
- D. Textbooks for Emotional Support and Special Ed Classes – The committee is recommending approval of the textbooks to be purchased as cited on page 10. (see page 10)

MOTION ON THE COMMITTEE OF THE WHOLE CONSENT AGENDA ITEMS C and D: It was moved by Richard Frerichs and seconded by Johnna Friedman to approve these items. The following call vote was taken on this motion. Joseph DeLuca, yes; Richard L. Frerichs, yes; Johnna Friedman, yes; Frank Geist, yes; C. Willis Herr, yes; Jeffrey Kreider, yes; Jeffrey E. Lyon, yes; Carlton Rintz, yes; Donna J. Wert, yes.

Item 3. A, B, D-H. Consent Agenda for Administrative Actions

- A. Penn Manor High School and Elementary Student Handbooks – The administrative staff is recommending approval of the Penn Manor High School and Elementary Student Handbooks for the 2004/2005 school year.
- B. Act 80 Report – The administrative staff is recommending the approval of the Act 80 report as cited on pages 11 - 15. (see pages 11 - 15)
- D. Pediatric Services of America, Inc. – The administrative staff is recommending approval of the Contract for Services with Pediatric Services of America, Inc. for a Penn Manor student effective August 30, 2004 per the agreement cited on page 16. (see page 16)
- E. Approval of Trane Company Contract for Marticville Middle School – The administrative staff is recommending approval of an extended service agreement with the Trane Company for water treatment at Marticville Middle School effective July 1, 2004 through June 30, 2007 at the cost listed:
- 2004/2005 - \$4,825
2005/2006 - \$4,970
2006/2007 - \$5,120
- F. Approval of Trane Company Contract for Manor Middle School – The administrative staff is recommending approval of an extended service agreement with the Trane Company for water treatment at Manor Middle School effective July 1, 2004 through June 30, 2007 at the cost listed:
- 2004/2005 - \$4,150
2005/2006 - \$4,275
2006/2007 - \$4,400
- G. Approval of Trane Company Contract for Penn Manor High School – The administrative staff is recommending approval of

an extended service agreement with the Trane Company for water treatment at Penn Manor High School effective July 1, 2004 through June 30, 2007 at the cost listed:

2004/2005 - \$4,150
 2005/2006 - \$4,275
 2006/2007 - \$4,400

- H. Tax Exonerations – The administrative staff is recommending approval of the tax exonerations cited on page 17. (see page 17)

MOTION ON ADMINISTRATIVE ACTIONS CONSENT AGENDA ITEMS A, B, D-H: It was moved by Donna Wert and seconded by Carlton Rintz to approve these items. The following call vote was taken on this motion. Joseph DeLuca, yes; Richard L. Frerichs, yes; Johnna Friedman, yes; Frank Geist, yes; C. Willis Herr, yes; Jeffrey Kreider, yes; Jeffrey E. Lyon, yes; Carlton Rintz, yes; Donna J. Wert, yes.

Item 3. C. Consent Agenda for Administrative Actions

- C. Manor Barn – The administrative staff is recommending the approval of a contract for services with Ken Hammel Associates in the amount of \$4,020 for a structural evaluation of the Manor barn.

MOTION ON ADMINISTRATIVE ACTIONS CONSENT AGENDA ITEM C: After discussion it was moved by Richard Frerichs and seconded by Johnna Friedman to **table** this item. The following call vote was taken on this motion. Joseph DeLuca, yes; Richard L. Frerichs, yes; Johnna Friedman, yes; Frank Geist, yes; C. Willis Herr, yes; Jeffrey Kreider, yes; Jeffrey E. Lyon, yes; Carlton Rintz, yes; Donna J. Wert, yes.

Item 4. A-C, E-R Consent Agenda for Personnel

- A. Resignations – The administrative staff is recommending the board accept the resignations listed below per the effective date cited.

Jill Blacksmith – effective September 7, 2004
 Delaina Graybeal – effective August 23, 2004

Donald Raugh – effective August 19, 2004
 Linda Wainwright – effective August 23, 2004
 William White – effective August 27, 2004

- B. Retirement – The administrative staff is recommending the board accept the retirement listed below per the effective date as cited:

Joanne Banzhof – cafeteria – effective August 3, 2004

- C. Employment or Change in Status(*) – The administrative staff is recommending the board accept the individuals listed on pages 18 - 21 for employment or change in status(*) according to the conditions listed. (see pages 18 - 21)
- E. Mentors – The administrative staff is recommending approval of the individuals listed on page 23 as Mentors for the 2004/2005 school year. (see page 23)
- F. Detention Monitors – The administrative staff is recommending the board approve the following individuals as detention monitors and Saturday School monitors for the 2004-2005 school year at the rate of \$27.88 per hour.

Lisa Bitler	Steve Kramer
Sallie Bookman	Cynthia Martin
Jamie Canaday	James McGlynn
Doug Eby	Greg McGough
Kathy Grenier	Curt Snelbaker
Abby Hafer	Amy Spina
Victoria Harris	Tom Wainman
Doug Kramer	Cheryl Youtz

- G. Family Medical and Designated Leaves – The administrative staff is recommending granting Family Medical and Designated Leaves to the individuals listed on page 24 according to the terms listed. (see page 24)
- H. Twilight School Coordinator– The administrative staff is recommending the board approve Don Krow to the position of Twilight School Coordinator at the rate of \$24 per hour.

- I. Twilight School Instructors – The administrative staff is recommending approval of the following individuals to the position of Twilight School instructor for the 2004-2005 school year at the rate of \$30.00 per hour.

Greg McGough	Elizabeth Heitmann
Abby Hafer	Shawn Lemke
Tiffany Jesberger	Tom Williams
Maryann Harpin	

- J. 2004/2005 Co-curricular Position – The administrative staff is recommending the approval of the individual listed below to the co-curricular position cited for the 2004-2005 school year.

Karen Miller – National Honor Society – Entry Level
Tara Smay – Band Front Instructor – Entry Level

- K. 2004/2005 Fall Coaching Positions – The administrative staff is recommending the approval of the individuals listed below as coaches for the 2004-2005 school year.

Roger Brubaker, Volunteer Asst. Boys Soccer Coach
Heather Feracco, Junior High JV Girls Field Hockey
Coach -- \$2,622
Jamie Chambers, Assistant Cheerleading Coach -- \$2,317

- L. Contracted Psychological Services – The administrative staff is recommending approval of contracted psychological services at a rate of \$50.00 per hour as follows:

Tamara Weaver – 50 hours
Jennifer Smyth – 100 hours

- M. Security – The administrative staff is recommending approval for the following Pennsylvania constables to provide security for the school district during the 2004-2005 school year for co-curricular activities at the rate of \$29.50 per hour.

Robert Benson	Greg Leisey
Jeff Jackson	Robert Parmer

Randall Kreiser
Dave Hunsicker

Christopher Wiggins
Jeff Pokepec

- N. Academic Support Coach – The administrative staff is recommending that Tom Williams be approved to serve as an academic support coach for up to 30 hours at the rate of \$30.00 per hour.
- O. Elementary Coordinator – The administrative staff is recommending that Mrs. Deb Holt be assigned as Elementary Coordinator beginning January 20, 2005, to replace Mr. Kevin Peart during his second semester leave. Mrs. Holt is to receive a stipend of \$1075.
- P. Summer Weight Room – The administrative staff is recommending approval for the employment of the following individuals to provide coverage for the summer weight room for the 2004/2005 school year at the rate cited:
- Russ McDonnell -- \$1,920
David Hess -- \$544
- Q. Dental Hygiene Service – The administrative staff is recommending approval of Dental Hygiene Service provided by Cynthia Garcia at the rate of \$29.81 per hour, 221 days, for a total of \$6,588 for the 2004/2005 school year.
- R. Athletic Co-curricular Position – The administrative staff is recommending the approval of the individuals listed below as an athletic worker for the 2004-2005 school year.

Christina George
Lindsey Riganati
Amy Spina

MOTION ON PERSONNEL CONSENT AGENDA ITEMS A-C AND E-R: It was moved by Jeffrey Lyon and seconded by Jeffrey Kreider to approve these items as amended. The following call vote was taken on this motion. Joseph DeLuca, yes; Richard L. Frerichs, yes; Johnna Friedman, yes; Frank Geist, yes; C. Willis Herr, yes; Jeffrey Kreider, yes; Jeffrey E. Lyon, yes; Carlton Rintz, yes; Donna J. Wert, yes.

Item 4. D.**Consent Agenda for Personnel**

- D. Substitute Teachers – The administrative staff is recommending that the individuals listed on page 22 be approved 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. (see page 22)

MOTION ON PERSONNEL CONSENT AGENDA ITEMS D: It was moved by Jeffrey Lyon and seconded by Jeffrey Kreider to approve these items as amended. The following call vote was taken on this motion. Joseph DeLuca, yes; Richard L. Frerichs, yes; Johnna Friedman, yes; Frank Geist, yes; C. Willis Herr, yes; Jeffrey Kreider, yes; Jeffrey E. Lyon, yes; Carlton Rintz, abstained; Donna J. Wert, yes.

The meeting adjourned at 9:22 p.m. on a motion by Donna Wert and seconded by Jeffrey Kreider and a unanimous voice vote.

C. Willis Herr, President

Paula E. Howard, Secretary