

Agenda – Committee of the Whole  
Penn Manor School District  
Monday, November 20, 2017  
Manor Middle School – Board Room

**WORKSHOP**

5:30 Budget Workshop

**EXECUTIVE SESSION**

6:30 Student Matter (3A Judicial Review)  
6:35 Personnel (4B Leaves; 4D Resignations)

**COMMITTEE OF THE WHOLE**

**7:00**

CALL TO ORDER: Mr. Long

NEXT MEETING: The next scheduled meeting of the Penn Manor School Board will be held on Monday, December 4, 2017 at 7:00 p.m. in the Board Room of the Manor Middle School. The Board Organization Meeting will be held at 7:00 PM on December 4, 2017.

ANNOUNCEMENT: An Executive Session was held prior to the Committee of the Whole meeting for the purpose of discussing Personnel and Student Matter as detailed above.

ROLL CALL:

APPROVAL OF MINUTES: November 6, 2017  
<http://www.pennmanor.net/boardminutes/>

STUDENT REPORTS: Cade Braas and Allie Hege

CITIZEN’S COMMENTS: Name and Address

BOARD DEVELOPMENT OPPORTUNITIES AND REPORTS:

**Item 1.**  
(7:10 – 7:15)

Recognition of Johnna M. Friedman – Mr. Long

*Explanation: Mrs. Friedman is completing fourteen years of service on the Penn Manor Board of School Directors. As she did not seek re-election to the Board, this will be her final meeting as a School Director.*

**Information Only**

**Item 2.**  
(7:15 – 7:40)

Local Audit Report – Mr. Johnston, Mrs. Duke, and Mr. John Bonawitz from Brown Shultz Sheridan and Fritz

*Explanation: The auditor will provide an overview of the district's annual financial statements for the year ended June 30, 2017.*

**Approval for Placement on the November 20, 2017 Voting Meeting**

**Item 3.**  
(7:40 – 7:50)

RFP Cycle Discussion - Mr. Johnston

*Explanation: A discussion of the planned cycle for requesting proposals for contracted services*

**Information Only**

**Item 4.**  
(7:50 – 8:00)

Review of December Organization Meeting – Mr. Long & Dr. Leichliter

*Explanation: Mr. Long and Dr. Leichliter will provide a summary of procedures for the upcoming board organization meeting.*

**Information Only**

**Item 5.**  
(8:00 – 8:15)

Update on the LCCTC Budget – Mr. Straub & Dr. Leichliter

*Explanation: Mr. Straub and Dr. Leichliter will provide a summary of financial discussions taking place by the Joint Operating Committee and Professional Advisory Committee of the Lancaster County Career & Technology Center.*

**Information Only**

**Item 6.**  
(8:15 - 8:25)

Update on the PDE Superintendent Academy – Dr. Leichliter

*Explanation: Dr. Leichliter will provide a summary of cohort 2 of the two –year Superintendent Academy being sponsored by the Pennsylvania Department of Education*

**Information Only**

**Item 7.**  
(8:25 – 8:35)

Resolution Authorizing Proposed Preliminary Budget Display and Seeking Act Referendum Exceptions – Mr. Johnston

*Explanation: As previously discussed, the administration is recommending examining possible Act 1 referendum exceptions due to future uncertainty in state and local funding. This resolution authorizes the district to seek the exceptions – the decision to use them would come in late spring during discussions and approval of the final budget.*

**Approval for Placement on the December 4, 2017 Voting Meeting**

ADJOURNMENT

SCHEDULING AN APPEARANCE ON THE AGENDA

Any district resident or taxpayer wishing to address the Board of School Directors may do so at each meeting during the agenda item titled Citizen’s Comments. At this time the chair will ask if any district resident or taxpayer wishes to address the Board of School Directors. If so, the following procedures shall be followed:

- The resident or taxpayer wishing to speak will be recognized by the chair and then state his/her name and address.
- The speaker may choose to speak at that time or request a delay until specific agenda item is before the Board of School Directors for consideration.
- Comments shall be limited to no more than five minutes.
- The chair may limit repetitive comments.
- The right to comment is for the purpose of addressing the Board of School Directors, not for asking questions of the directors or persons employed by the Penn Manor School District.
- Vulgar, abusive, obscene, profane language, defamatory remarks will not be permitted.



|                       |    |              |
|-----------------------|----|--------------|
| General Fund          | \$ | 3,178,570.45 |
| Food Service Fund     | \$ | 125,557.64   |
| Capital Reserve Fund  | \$ | 235,842.67   |
| PSDLA Capital Reserve | \$ | 3,574.71     |
| Student Activity Fund | \$ | 22,377.36    |

**Item 1.      Review of School Board Meeting Agenda – Mr. Long**

**Item 2.      Consent Agenda for the Committee of the Whole Meeting – The committee is recommending approval of the following: (ROLL CALL)**

- A.      Acceptance of Local Auditor’s 2016-17 Report as presented.

**Item 3.      Consent Agenda for Administrative Actions – The administrative staff is recommending approval of the following: (ROLL CALL)**

- A.      Judicial Review Committee Action as cited (enclosure)
- B.      Election of Solicitor and Bond Counsel – Kegel Kelin Almy & Lord LLP – The law firm of Kegel Kelin Almy & Lord LLP be appointed as solicitor and bond counsel for the school district for the calendar year 2018.
- C.      Election of Special Counsel for Special Education – McNees Wallace & Nurick LLC – The law firm of McNees Wallace & Nurick LLC be appointed as special counsel for the school district for the calendar year 2018. Services will be limited to special education matters.
- D.      Election of Special Counsel for Labor – Fox Rothschild LLP – The law firm of Fox Rothschild LLP be appointed as special counsel for the school district for the calendar year 2018. Services will be limited to labor matters.
- E.      Election of Special Counsel for Workers Compensation – The law firm of Devine Law Services be appointed as special counsel for the school district for the calendar year 2018. Services will be limited to Workers Compensation.
- F.      Transportation Contracts for the 2017-2018 school year:  
             Eschbach Bus Service (181 Days) - \$2,330,821.23  
             Eschbach Fuel Surcharge – \$49,337.32  
             Shultz Transportation (181 Days) – \$915,865.38  
             Shultz Fuel Surcharge - \$24,512.89

*Explanation: The current transportation contracts runs through 2020 for Eschbach Bus Service and 2025 for Shultz Transportation. The contract figures for the third year has been calculated based upon updated routing and student information.*

- G.      Commencement Date – June 6, 2018

- H. Contract with Franklin & Marshall College for the 2018 Penn Manor High School Commencement (see pages 5-10)

*Explanation: Commencement will be held at F&M for the fourth consecutive year. Total costs will again be shared with Hempfield School District who will be holding their commencement on the night prior to Penn Manor's graduation.*

- I. 2017-2018 Federal Programs Consolidated Application – Project 999-18-0324 in amount of \$1,072,153.00

- J. Installation of Security Buttons proposal by Choice Security Services for all school locations as per the attached. (see pages 11-12)

*Explanation: The proposal includes installation and programming for all schools and the district office.*

- K. Agreement with Children Deserve a Chance Foundation for ATTOLLO Program at Penn Manor High School

*Explanation: Continuation of the agreement with Children Deserve a Chance Foundation from 2015-2016 for up to 25 Penn Manor High School students to participate in ATTOLLO programming during the fall 2017 semester at a cost of \$350 per student.*

**Item 4.      Consent Agenda for Personnel – The administrative staff is recommending approval of the following: (ROLL CALL)**

- A. Employment and Change in Status of the individuals listed per the effective date for the 2017-2018 school year (see page 13)

- B. Leave to the individual according to the terms listed:

Classified

*Employee G25- Family Medical - October 26, 2017 – December 22, 2017*

*Employee G26- Family Medical - March 17, 2018 – May 14, 2018*

- C. Tenure for the individuals listed as they have completed the requirement of three years of satisfactory teaching performance within the school district (see page 14).

*Explanation: Professional employees in the Commonwealth of Pennsylvania acquire tenure after satisfactory teaching performance for three years (statutorily designated period).*

- D. Resignation of the individuals listed per the effective date:

Jeremy Nesmith – Coordinator of Twilight School, effective 12/31/2017, as per agreement

Samantha Snyder - Substitute Nurse, effective 10/5/17

Elena Konas - Weight Room, High School, effective 11/1/17

Karen Sandt - AST/Playground Aide, Central Manor, effective 11/21/17

Madison Biagio - Enrollment Related Aide, Central Manor, effective 11/21/17  
Kimberly Maines - Health Room Assistant, Martic, effective 11/10/17

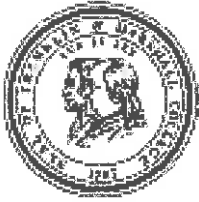
- E. Stipends for services related to Conestoga Elementary School Renovation  
\$1,500 – Mike Leichliter  
\$1,500 – Chris Johnston
  
- F. Act 86 – Locally Issued Day to Day Substitute Permits for the 2017-18 school year  
Olivia Terwilliger

## ADJOURNMENT

### SCHEDULING AN APPEARANCE ON THE AGENDA

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**FRANKLIN & MARSHALL COLLEGE**  
*Office of Conference & Events Services*

**USE OF FACILITIES AGREEMENT**

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THIS agreement made and entered into as of November 3, 2017, by and between **FRANKLIN AND MARSHALL COLLEGE**, Lancaster, Pennsylvania hereinafter referred to as the "College" and **PENN MANOR SCHOOL DISTRICT**, hereinafter referred to as the "Customer."

**WITNESSETH**

WHEREAS, the Customer desires to use certain of the facilities and/or services of the College for high school graduation purposes; and

WHEREAS, the College wishes to provide facilities and/or services to meet the Customer's desires.

NOW, THEREFORE, in consideration of the mutual covenants herein contained and intending to be legally bound, the parties hereto agree as follows:

1. The College agrees to provide to the Customer the use of facilities and/or services as specified in Schedule A for a period of time indicated on said schedule.
2. The Customer will utilize said facilities and/or services in accordance with the rules and regulations attached hereto and marked Schedule A.
3. Concurrently with the execution of this contract, the Customer agrees to pay to the College a deposit in the amount of \$1,000.00. This deposit is nonrefundable and binds the College to provide the services and the use of their facilities as agreed to herein. Upon completion of the College's duties as specified in Schedule A, invoices will be presented to the Customer by the College for the total amount due, less the deposit. The invoices are due and payable within thirty days of the billing date stated on said invoices.
4. The Customer hereby agrees to pay to the College the fees specified in Schedule B as consideration for the use of the facilities and services so specified.
5. In the event the Customer wishes to insure any goods or personal property to be brought onto College property in connection with this Agreement against loss by fire or otherwise, the Customer shall obtain such insurance at its own expense. The College will not be responsible for the safety or protection of such property against fire, theft, accident or other cause.
6. In the event the Customer utilizes the facilities and/or services of the College in such a manner as to cause damage to the property of the College or injury to any persons, any such damage or injury so caused shall be paid for by the Customer.
7. In the event that the facilities of the College are destroyed or damaged by fire or the elements or any other cause, or in the event a public emergency occurs which requires the use of said facilities by the police, the Red Cross, the Civil Defense or other related relief organization, this Agreement shall be terminated and the Customer shall have no cause of action or claim for damages or compensation against the College.



8. Customer shall indemnify, defend (by counsel acceptable to the college) and save harmless College, its employees and agents, from all claims, damages, losses or expenses including attorneys' fees arising from injury or damage to persons or property, caused wholly or in part by any acts or omissions of Customer, or its employees, agents or members. Customer shall obtain and furnish proof of liability insurance in the amount of one million dollars per occurrence and two million dollars general aggregate and College must be named as additionally insured. **Customers with camps or activities involving minors (under 18 years of age) shall be required to obtain and furnish proof of abuse and molestation liability insurance with a limit of no less than \$1,000,000 per occurrence.** This obligation may be met by a combined commercial general liability policy or separate abuse and molestation coverage. A copy of the proof of coverage must be presented to College, prior to the event beginning. The insurance required under this agreement shall contain a statement that the policy shall not be cancelled without 30 days' notice to College.
  
9. The College retains the right, at its sole discretion, to review and approve any and all informational, promotional and advertising materials that use the name, trademarks, service marks, logos, and/or representative image(s) of the College, or that describe College projects and/or define the relationship with the College; therefore, the Customer agrees to present such materials to the College prior to their distribution or publication, in accordance with the "Franklin & Marshall College photography/publishing rights and permissions policy" (posted online at [www.fandm.edu](http://www.fandm.edu)).
  
10. The Customer shall obtain and furnish proof of Worker's Compensation coverage for all employees who may work on College property.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and the year first written above.

**FRANKLIN AND MARSHALL COLLEGE**

By: \_\_\_\_\_ Date: \_\_\_\_\_  
                     Wendy Starner  
                     Assoc. Vice President for Finance

**PENN MANOR SCHOOL DISTRICT**

By: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

## **SCHEDULE A: BASIC SERVICES**

**INTRODUCTION:** The College shall provide the following services and facilities to the Customer for the purpose of high school graduation rehearsal and ceremony and, in return for said services and facilities, the Customer shall pay certain fees with the understanding that some of the fees to be identified in this document are based upon the Customer and Hempfield School District holding their rehearsals and graduation ceremonies concurrently over a two-day period, with two additional days for set up and tear down. If Hempfield School District does not hold their rehearsal and graduation ceremony per their contract, the Customer will be responsible for the full costs of furniture rental, labor, decoration and any other items for which shared costs were initially planned.

### **I. FACILITY USE:**

The College shall provide the Customer the use of Alumni Sports and Fitness Center. The space agreed upon shall include only the field house floor area, the Woods Room and upper track. It is understood that the College may use the Fitness Center, the pool and locker room areas while the Customer's activity is taking place.

a. **Period:** The College shall provide the Customer with the above facilities beginning Monday, June 4, 2018 at 9:00 a.m. and ending Wednesday, June 6, 2017 at 11 p.m.

b. **Schedule:** The College shall permit the Customer to host graduation ceremony in the facility. The schedule that has been approved is as follows:

Monday, June 4, 2018: setup

Tuesday, June 5, 2018: Hempfield High School rehearsal and graduation

Wednesday, June 6, 2018: Penn Manor rehearsal and graduation

Thursday, June 7, 2018: breakdown

c. **Assignment of Responsibilities:** This should be the sole responsibility of the Customer and, at all times, sufficient staffing for necessary areas should be in place.

d. **Equipment:** The Customer shall be required to set up, install and remove any of its own equipment and property at its own expense. The College shall not be liable for any of the Customer's property or equipment while on College property or while in transit to or from the College. The College shall not receive or handle or in any way act as agent for the receipt of any of the Customer's property or equipment, unless specified below.

### **II. AUXILIARY SERVICES:**

a. **Public Safety:** The College shall provide its standard Public Safety coverage in and around the facility during the Customer's activity. The Customer will be provided with additional security at an additional cost, (See Schedule B) for all of its activities. Confirmation of the schedule of additional Security is to be made in writing with the Director of Conference & Events Services no later than four weeks prior to the actual event. Two additional Public Safety Officers shall patrol the building and surrounding areas while the event is happening. These officers shall assist with crowd control issues and monitor the movement of visitors throughout the facility. The hours of these officers shall match the hours of the graduation ceremony, from one hour prior to the time the doors open until the event concludes each day.

b. **Parking:** Parking is provided by the College at no additional cost to the Customer's participants and spectators. However, all participants must obey parking signs and restrictions, as posted. The Customer shall confirm in writing with the Director of Conference & Events Services arrangement as needed for special event parking at least four weeks in advance of such programming. Vehicles that are found illegally parked shall be subject to towing, without warning, at the owner's expense.

Additional security that is required to coordinate parking shall be provided at an additional cost to the Customer (see Schedule B).

1. College-appointed personnel will operate traffic control into and out of College parking areas, especially staffing the areas at the three traffic signals near the facility. The College retains the right to determine the necessary traffic and parking personnel based on the event's needs and the College's responsibilities. Responsibility for payment of these personnel shall be the direct responsibility of the Customer.

**c. College/Customer Liaison:**

For informational purposes, the Customer shall provide the College with:

1. A list of event personnel who shall be permitted in the facility before the Events begin. A list of personnel who shall be authorized to request assistance from the College, including that which may lead to additional charges being levied against the Customer, must also be provided.

**d. Cleaning and Custodial Services**

1. The College shall undertake to provide the facility in a clean and safe condition prior to the Customer's use.
2. In the event that the College is required to provide additional custodial service for the event, this service shall be provided on an hourly rate (see Schedule B). Coverage will consist of the following daily schedule for two custodial staff (male and female):

One male and female custodian will be on duty during the hours of the rehearsal and the graduation ceremony to handle routine cleaning issues. Cleaning of facility will take place between post-rehearsal and the graduation ceremony and again post-graduation ceremony. The fee for these services shall be charged by an hourly rate.

**e. Building Monitors**

1. The Alumni Sports and Fitness Center will operate regular summer hours during the course of the events. These are:

Monday through Friday – 6:00 a.m. to 6:00 p.m.

At other times, the facility will be open and staffed by College personnel with the cost of the additional staff, at these additional times, being the responsibility of the Customer.

**f. Dining Service and Equipment Vendor**

1. The College shall not permit the Customer to run or permit any other agency to run a food concession stand or operate any equipment vending operation without prior permission of the College. All Dining Services shall be the sole responsibility of Sodexo, the College's contracted dining service provider.

**III. MISCELLANEOUS ITEMS**

- a. The Customer agrees that any minor children participating in the Event shall always have adult supervision.

- b. The Customer agrees not to move any furniture or equipment without prior permission of the Building Management and, if such permission is given, the Customer shall return furniture and/or equipment to the original position or be responsible for the costs the College incurs in returning it.
- c. The Customer agrees to conform to facility guidelines on hanging banners and signs, particularly by not adhering anything to walls or doors. The Customer agrees to absorb the cost of any incidental expenses (beyond the normal cost of operation) incurred during the term of occupation.
- d. The Customer is not permitted to use the name of the College in promotional materials without the College's permission.
- e. The Customer, using the College's facilities, shall not be permitted, nor permit any vendors to sell merchandise unless sales are previously agreed upon.
- f. The Customer agrees not to permit its participants or visitors to bring pets into the facility.
- g. The Customer agrees to alert participants that no food or drink is permitted in the facility, as well as to assist in monitoring doors and enforcing the no food or drink policy.
- h. Smoking and consumption of alcohol is **NOT** permitted in the facility without prior written notification, approval by the College's Department of Public Safety and adherence to the College's alcohol policies. Firearms, knives and other deadly weapons are not permitted in the facility.
- i. Any damage caused by any participants will be the direct responsibility of the Customer.

#### **IV. RETURN OF CONTRACT AND CANCELLATION:**

- a. This agreement must be signed by the Customer and returned to the College within two weeks of the day the document is received. Otherwise the College reserves the right to cancel and/or re-negotiate all terms of this Agreement.

#### **V. CHANGES**

- a. Changes, deletions or corrections to this Agreement must be by Addendum and signed by the Customer and the College.

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## **SCHEDULE B: FEES**

### BASIC SERVICES

The College shall provide the use of facilities itemized above in Schedule A for the sum of \$13,000.00. The Customer agrees to pay for the total cost if Hempfield School District withdraws. Otherwise the Customer and Hempfield School District each pay for half of the cost, \$6,500.00.

### ADDITIONAL SERVICES

- |                     |   |
|---------------------|---|
| Building Monitors:  | Additional building monitors as mentioned in Schedule A, Section II (a) shall be invoiced at \$10.00 per hour per person.   |
| Dining Services:    | Dining services for catered events will be invoiced at the amount agreed upon when the service was requested.   |
| Public Safety:      | Public Safety Services as agreed upon in Schedule A, Section II (a), (b) shall be invoiced at \$25.00 per hour for contracted services (parking attendants); \$38.00 per hour for on-site parking manager, and \$38.00 per hour should College personnel be assigned to these duties. |
| Custodial:          | Custodial services as agreed upon in Schedule A, Section II (d) shall be invoiced at \$25.00 per hour.  |
| * General Labor:    | General labor services as agreed upon in Schedule A shall be invoiced at \$35.00 per hour.  |
| * Trades Support:   | Electrical, telephone, carpentry services at \$55.00.   |
| * Tuned Piano:      | Total tuned piano rental shall be \$200.00.   |
| * Stage Decoration: | Total plant and flower rentals shall be \$500.00.   |
| *Floor Covering     | Floor covering to be installed. Estimated cost \$2,200.00   |

\* Indicates shared expenditures between the Customer and Hempfield School District.

### OTHER SERVICES

Other charges that arise will be invoiced on a per-job basis and agreed upon before the provision of the service by the representatives of the Customer and the College.

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Choice Security Services  
 200 Richardson Drive  
 Lancaster, Pennsylvania 17603

Office Toll Free: 866-246-4232  
 Office: 717-207-0155  
 Fax: 717-207-0259

**Matthew J. Schlegelmilch**  
 COMMERCIAL SALES

**E-MAIL ADDRESS:** [matts@choicesecuritysvc.com](mailto:matts@choicesecuritysvc.com)

**November 2, 2017**

**Chip Mathias**  
**Director of Buildings and Grounds**  
**P.O. Box 1001**  
**Millersville, PA**

**Penn Manor – Hold-up Buttons - Various**

**Hold-up Buttons**

| Quan | Part #  | Description                  |  |  |                   |
|------|---------|------------------------------|--|--|-------------------|
| 1    | 711     | Point Module                 |  |  |                   |
| 1    | HUB2A   | Hold-up Button               |  |  |                   |
| 1    | DXR701  | Wireless Receiver            |  |  |                   |
| 1    | DXT31   | Wireless Transmitter         |  |  |                   |
| 1    | AL624ET | Power Supply with battery    |  |  |                   |
| 1    | Lot     | Installed Wire               |  |  |                   |
| 1    | Lot     | Installation Hardware        |  |  |                   |
|      |         | TOTAL Per:                   |  |  | \$790.00          |
|      |         | <b>TOTAL for 10 Schools:</b> |  |  | <b>\$7,900.00</b> |

**Pequea Hold-up Button**

| Quan | Part #  | Description               |  |  |                   |
|------|---------|---------------------------|--|--|-------------------|
| 1    | iCOMSL  | Network Transmitter       |  |  |                   |
| 1    | HUB2A   | Hold-up Button            |  |  |                   |
| 1    | DXR701  | Wireless Receiver         |  |  |                   |
| 1    | DXT31   | Wireless Transmitter      |  |  |                   |
| 1    | AL624ET | Power Supply with battery |  |  |                   |
| 1    | Lot     | Installed Wire            |  |  |                   |
| 1    | Lot     | Installation Hardware     |  |  |                   |
|      |         | <b>TOTAL:</b>             |  |  | <b>\$1,225.00</b> |

**Hold-up Services for Pequea:**

- Monitoring (Network)

**Total Monthly Investment: \$40.00**

**Note:**

This quotation is for the items listed above and includes: installation, wire, shipping, one-year warranty, technical installation support, installation drawings, and programming.

This quotation excludes: plenum wire, boxes, conduit, conduit systems, lifts, permit fees, HVAC control and any additional requirements by the Authority Having Jurisdiction.

The installation of necessary power receptacles and LAN connections will also be the responsibility of the owner.

This quotation is for the items listed above; it assumes that ALL existing equipment (horn/strobes, keypads, motion detectors, and any existing devices) will be re-used. Should any devices be found to be faulty and not useable, they would be replaced at additional cost to the Customer

\*Price is guaranteed for 30 days.

We are looking forward to doing business with you and your company. I will contact you shortly to review this proposal. Should you have any questions in the meantime please do not hesitate to contact me at 1-866-246-4232 or 717-207-0155.

Sincerely,

Matthew J. Schlegelmilch  
Choice Security Services

Support Staff Personnel Action Items

| Board Action | Last Name | First Name | Position                                   | Building      | Hours per Day | Days per Year | Rate     | Status                   | Total Overall Daily Hours |
|--------------|-----------|------------|--|---------------|---------------|---------------|----------|--------------------------|---------------------------|
| 11/20/17     | * RAGLAND | CAROL      | ENROLLMENT RELATED - READY TO LEARN - AIDE | CONESTOGA     | 0.75          | 180           | \$ 15.91 | 2017-18 school year only | 5.25                      |
| 11/20/17     | BOYER     | MATTHEW    | 12 MONTH SECRETARY - PAYROLL               | ADMIN         | 8             | 260           | \$ 19.50 | Permanent                | 8                         |
| 11/20/17     | MILLER    | KELLY      | FOOD SERVICE                               | CENTRAL MANOR | 4             | 180           | \$ 9.70  | Permanent                | 4                         |
| 11/20/17     | MILLER    | KELLY      | FOOD SERVICE SUBSTITUTE                    | DISTRICT      | As Needed     | 180           | Sub Rate | Permanent                | As Needed                 |
| 11/20/17     | LINTNER   | SHARON     | HEALTH ROOM ASSISTANT-LPN                  | HAMBRIGHT     | 6.5           | 144           | \$ 13.39 | Permanent                | 6.5                       |
| 11/20/17     | HEIL      | KATHLEEN   | HEALTH ROOM SUBSTITUTE-RN                  | DISTRICT      | As Needed     | 180           | Sub Rate | Permanent                | As Needed                 |
|              |           |            |  |               |               |               |          |                          |                           |
|              |           |            |  |               |               |               |          |                          |                           |
|              |           |            |  |               |               |               |          |                          |                           |

NOTE: All new hires must pass the pre-employment drug test. New Hires & Transfer must successfully complete a 60 working day probationary period.

\* signifies a change in status



## TENURE STATUS

November 20, 2017 School Board Meeting

The administrative staff is recommending the following individuals be granted tenure as they have completed three years of satisfactory teaching performance within the school district:

Tonya M. Beck

Debra S. Beighley

Elizabeth L. Binkley

Richard M. Bodde

Adam D. Brown

Kyle J. Bulicz

Jessica E. Cunningham

Kara N. Eshleman

Christopher P. Feger

Brian A. Gormont

Jeffrey A. Heiney

Mary E. Mehalick

Elizabeth A. Raff

Meagan N. Slates

Sarah K. Stover