

Agenda – School Board Organization Meeting  
Penn Manor School District  
Monday, December 4, 2017  
Manor Middle School – Board Room  
**7:00 p.m.**

**EXECUTIVE SESSION:**

6:30 Personnel (Items #4B – Leaves; #4C - Resignations)  
6:50 Student Matter (Items #3C – Judicial Review)

CALL TO ORDER: Mr. Long

FLAG SALUTE: Mr. Long

ROLL CALL:

Item 1. Selection of Temporary President – Ms. Wert  
(Most senior holdover board director not running for Board President.)

Item 2. Reading of Certificates of Election – Mrs. Rhoades  
Certificates for re-elected or newly elected members

Item 3. Oath of Office – Judge Joshua R. Keller

Item 4. List of Constituted Board Membership  
Dr. Richard Frerichs  
Mr. Joseph Fullerton  
Mr. J. Kenneth Long  
Mr. Jeffrey Lyon  
Mrs. Nickole Nafziger  
Mr. David Paitsel  
Mr. Carlton Rintz  
Mr. Christopher Straub  
Ms. Donna Wert

Item 5. Nomination for President  
(Conducted by Temporary President)

Item 6. Election of President  
(Upon election, the President assumes the chair)

Item 7.

Nomination for Vice President  
(Conducted by President)

Item 8.

Election of Vice President  
(Conducted by President)

ADJOURNMENT OF THE ORGANIZATIONAL MEETING

Agenda – Committee of the Whole  
Penn Manor School District  
Monday, December 4, 2017  
Manor Middle School – Board Room

**COMMITTEE OF THE WHOLE**

**Following Board Organization at 7:00 p.m.**

CALL TO ORDER: Board President

NEXT MEETING: The next scheduled meeting of the Penn Manor School Board will be held on **Monday, January 8, 2018** at 7:00 p.m. in the Board Room of the Manor Middle School.

ANNOUNCEMENT: An Executive Session was held prior to the Board Organization Meeting for the purpose of discussing a Student Matter and Personnel.

ROLL CALL:

APPROVAL OF MINUTES: November 20, 2017  
<http://www.pennmanor.net/boardminutes/>

CITIZEN’S COMMENTS: Name and Address

BOARD DEVELOPMENT OPPORTUNITIES AND REPORTS:

**Item 1.** **Principles of Effective Governance & Leadership** – Mr. Long & Dr. Frerichs  
(7:15 – 7:30)

*Explanation: The Pennsylvania School Boards Association (PSBA) has recently updated its Principles of Effective Governance and Leadership. Mr. Long and Dr. Frerichs will discuss the principles and how they encourage stronger and more transparent school board operations.*

**Approval for Placement on the January 8, 2018 Voting Agenda**

**Item 2.** **Pennsylvania Value Added Assessment System** - Dr. Egan & Dr. Shaffer  
(7:30 – 7:50)

*Explanation: Dr. Shaffer and Dr. Egan will discuss the differences between proficiency data versus growth data.*

**Information Only**

**Item 3.**  
(7:50 – 8:00)

**Board Committee Assignments** – Board President

*Explanation: The board president will discuss with board members their interest in committee assignments for 2018. Appointments will be made at the January 8, 2018 meeting.*

**Information Only**

**Item 4.**  
(8:00 - 8:15)

**Partnership with Manor Township** – Dr. Leichliter

*Explanation: Dr. Leichliter will discuss a recent conversation held with the Manor Township Manager with some additional thoughts on ways for Manor Township and the Penn Manor School District to partner using the Manor/Hambright Campus.*

**Information Only**

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 President 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.

Agenda – School Board Meeting  
Penn Manor School District  
Monday, December 4, 2017  
Manor Middle School – Board Room  
At Conclusion of the Committee of the Whole

CALL TO ORDER:

MOMENT OF SILENCE: Board President

NEXT MEETING: The next scheduled meeting of the Penn Manor School Board will be held on **Monday, January 8, 2018** following the Committee of the Whole meeting.

ANNOUNCEMENT: An Executive Session was held prior to the Board Organization meeting for the purpose of discussing a Student Matter and Personnel as detailed on the Board Organization Meeting agenda.

ROLL CALL:

CITIZEN’S COMMENTS:

APPROVAL OF MINUTES: November 20, 2017  
<http://www.pennmanor.net/board/minutes/>

SUPERINTENDENT’S REPORT:

**Item 1.** **Review of School Board Meeting Agenda** – Board President

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

A. Resolution Authorizing Proposed Preliminary Budget Display and Seeking Act Referendum Exceptions (see pages 5-6)

*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.*

B. RFP for Financial Services

*Explanation: Approval for the administration to develop and conduct a request for proposal for Financial Services.*

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

- A. Signing of Checks – BE IT RESOLVED that the President, Vice President, and Treasurer are hereby authorized to sign checks (or use facsimile) for the following accounts with three signatures being required effective immediately.

PMSD General Account  
PMSD Payroll Account  
Cafeteria Account  
Capital Reserve Accounts  
PMSD Section 125 Accounts  
Construction Fund Accounts  
PMSD Student Activity Fund Account  
PMSD Student Activity Athletic Fund Account

*Explanation: To formally authorize two board members and the business manager to represent the district as designated signers for the above checking accounts.*

- B. Mileage Rate Approval of the standard mileage rate for business use of an automobile as determined by the IRS effective January 1, 2018.

*Explanation: Use of a personal vehicle for approved purposes is reimbursable to the employee. The rate is contractual per the negotiated agreement. The IRS sets this amount on an annual basis.*

- C. Judicial Review Committee Action as cited (enclosure).

- D. Early Enrollment Agreement with Thaddeus Stevens College of Technology (see pages 7-10)

- E. Change Order - Conestoga Elementary School (see page 11)

*Change Order 1 – Deduct \$11,524 Hirneisen Electric, Inc. - Final Adjustments to the Unit Price Allowances.*

- F. PlanCon Part K Approval - To acknowledge receipt and approval of the PlanCon, Part K, Project Refinancing, for the Series A of 2013 (non-reimbursable) and to advance refund the Series of 2014 (lease #143677) by the Pennsylvania Department of Education at a reimbursable percentage of 10.89%. (see pages 12-16)

*Explanation: PlanCon Part K is necessary when a reimbursable bond issue is refunded. With this approval, applications for reimbursement can now be submitted after each debt service payment.*

**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 pages 17-18).

B.    Leave to the individuals according to the terms listed:  
      Professional Employees  
      *Employee G27- Intermittent Family Medical - October 31, 2017 – October 30, 2018*

C.    Resignation of the individuals listed per the effective date:  
      Joseph Jeffrey Davis, Floating Custodian, 11/17/17  
      Carolyn Finegan, Director of Transportation, District Office - 11/17/17  
      Matthew Boyer, 12 month Secretary - Payroll, District Office - 11/17/17

D.    Spring Musical Co-curricular positions to the individuals listed for the 2017-2018 school year:

Musical Director	John Matussek	\$ 4,110
Musical Assistant Director	Melissa Mintzer	\$ 3,000
Vocal Director	Lauren Ciemiewicz	\$ 2,000
Pit Orchestra Director	Sara Masten	\$ 2,000
Technical Director	Mark Dennis	\$ 3,000
Musical Lighting Supervisor	student	N/A
Musical Sound Design	Ben Moore	\$ 900
Musical Choreographer	Travis Love	\$ 1,200
Musical Costume Coordinator	Patricia Detter	\$ 1,500
Assistant to the Costumer	Rebecca Cotich	\$ 500
Production Assistant	Madison Beatty	\$ 500
Musical Rehearsal Accompanist	student	N/A

*Explanation: Co-curricular Spring Musical Positions are approved annually based upon rosters submitted by the high school principal. The total salary expense for the musical was allocated by the Musical Director.*

E.    Head Coaches Recommended for Renewal for the Fall 2018 Season:

Boys Soccer - Paul Taylor  
Cheerleading – Janna Ames  
Cross Country – Robert Ulmer  
Field Hockey - Matt Soto  
Football – John Brubaker  
Girls’ Soccer – Jacob Marino  
Girls’ Tennis - Alison Fetter  
Girls’ Volleyball - Tim Joyce  
Golf – Tom Reustle

- F. Volunteer Winter Coaches:  
Barry Acker – Boys Basketball  
Seth Hoffman – Boys Basketball

## ADJOURNMENT

### SCHEDULING AN APPEARANCE ON THE AGENDA

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**PENN MANOR SCHOOL DISTRICT**

**Resolution Authorizing Proposed Preliminary Budget Display and Advertising and  
Authorizing Referendum Exception**

**RESOLVED**, by the Board of School Directors of Penn Manor School District, as follows:

1. The School District shall make the Proposed Preliminary Budget available for public inspection at least 20 days before the date scheduled for adoption of the Preliminary Budget.
  
2. At least 10 days before the date scheduled for adoption of the Preliminary Budget, the Secretary shall advertise a Preliminary Budget Notice in substantially the form as presented to the School Board. The notice shall be advertised once in a newspaper of general circulation and shall be posted conspicuously at the School District offices.
  
3. The Act 1 index applicable to the School District as calculated by the Pennsylvania Department of Education is 3.0%. The Preliminary Budget Proposal assumes that the School District will receive approval for use of one or more Act 1 real estate tax referendum exceptions. The School District shall take all steps required to obtain approval for the referendum exceptions contemplated in the Preliminary Budget Proposal, including advertising once in a newspaper of general circulation and placing on the School District internet website **Act 1 Referendum Exception Notice** in substantially the form as presented to the School Board.

**PENN MANOR SCHOOL DISTRICT**

**Preliminary Budget Notice and Act 1 Referendum Exception Notice**

**NOTICE** is given that the Proposed Preliminary Budget for the General Fund of Penn Manor School District for the 2018- 2019 fiscal year is available for public inspection at the school district offices, 2950 Charlestown Road, Lancaster, Pennsylvania, and will be presented for adoption as a Preliminary Budget Proposal at a school board meeting to be held in the Board Conference room at Manor Middle School, 2950 Charlestown Road, Lancaster, Pennsylvania at 7:00 p.m. on January 22, 2018. The Preliminary Budget Proposal may be amended before adoption.

Pursuant to Act 1, the Pennsylvania Department of Education publishes an index % applicable to the School District. The School District real estate tax increase for the next fiscal year is limited to the index % unless the proposed tax rate is approved by voters pursuant to a referendum or the School District qualifies for an Act 1 exception. As a result of special circumstances covered by an Act 1 referendum exception, a tax rate % increase above the index might be required to balance the School District budget for the next fiscal year. The tax to be levied is required to provide a quality education program as reflected in the School District Preliminary Budget.

The School District intends to seek approval from the Pennsylvania Department of Education as required by Act 1 for an exception allowing increase of the real estate tax as reflected in the School District Preliminary Budget. On written request by any School District resident or taxpayer, the School District will provide a copy of the referendum exception application.

\_\_\_\_\_, Secretary

# Early Enrollment Agreement

This Agreement is entered into by and between **Penn Manor School District** (herein referred to as the “School District”) and **Thaddeus Stevens College of Technology** (herein referred to as the “College”). This agreement sets out the terms and conditions of the early enrollment program offered by these two institutions in accordance with Article XVI of the Public School Code (hereinafter “Program”).

The College and the School District do hereby agree to the following:

## **Term**

**The term of the agreement shall be from August 2018- May 2019.**

## **Student Eligibility**

Students who meet all of the following criteria are qualified to participate in the program -

- The student is a high school senior
- The student is making satisfactory progress toward fulfilling applicable secondary school graduation requirements, as determined by the School District.
- Students must meet all College admission requirements and be a senior who is recommended for college level work by a teacher or counselor with approval of the principal
- The student must demonstrate readiness for college-level coursework in the intended subject area of study, as determined by the college.

The College will determine readiness based on the following criteria:

- The high school senior must be recommended for college level work by a high school teacher or counselor.
- The student must also complete a formal application to the College.
- The high school senior must have a high school GPA of 2.5 or higher.
- The high school senior must place into college level coursework upon completion of College Success placement testing.

In order to remain in this program, the student must maintain a secondary school grade point average of 2.0 in the applicable area of study. The student also must maintain a minimum grade of 2.0 in each academic course in which the student is enrolled.

## **Courses Offered**

The following criteria apply to all courses covered by this Agreement:

- The courses are non-remedial.
- The courses are in core academic subjects as defined by the School Districts.
- The courses, as offered to early enrollment students, are identical to those offered when early enrollment students are not enrolled including the use of an identical curriculum, assessments and instructional materials.
- The courses enforce prerequisite coursework requirements identical to those enforced for courses when early enrollment students are not enrolled.

## **Student Credit**

Students will not be allowed to enroll in more than 36 postsecondary credits through early enrollment per academic year (18 credit limit per semester). In order to successfully complete a course listed in this Agreement, students must earn a minimum grade of 2.0.

The School District will award credit for and recognize courses that are successfully completed under this Agreement as fulfilling the graduation requirements identified above.

The College will award postsecondary credit to students who successfully complete courses identified in this Agreement as identified above. The College will transcript this credit in a manner similar to other students who take a course at this institution. If an early enrollment student becomes a regularly enrolled student at the College following graduation from secondary school, the College shall recognize those credits as applying to the student's degree requirements as it would for any regularly enrolled postsecondary student who took the courses.

## **Promotional Materials**

Both the College and the School District agree to provide a mechanism for communicating the educational and economic benefits of higher education as well as the requirements for participation and enrollment procedures for early enrollment to parents and students.

## **Tuition Costs**

The College agrees to charge early enrollment students only 50% of the regular tuition costs for the fall and spring semester of their early enrollment year.

### **Additional Administrative Responsibilities**

The following individuals will be responsible for the tasks listed below:

**Progress Reports-** Thaddeus Stevens College of Technology- Progress reports will be distributed to students participating in the early enrollment program in a similar fashion to undergraduate students. Progress Reports are distributed by the Office of the Registrar.

**Mid-Term Grades-** Thaddeus Stevens College of Technology- Mid-term grades for the students participating in the early enrollment program will be distributed to a designated contact at the high school. Mid-term grades are distributed by the Office of the Registrar.

**Fiscal Transactions-** Thaddeus Stevens College of Technology- Fiscal responsibilities will be handled by the student and the college in a fashion similar to other undergraduate students.

## Signature Page

The School District and College agree not to unlawfully discriminate on the basis of race, nationality, ethnicity, religion, gender, age, sexual orientation or disability in any undertaking pursuant to this agreement.

For the School District:

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XXX, Superintendent

Date

---

XXX, President, Board of School Directors

Date

For the College:

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Dr. Zoann Parker, Vice President for Academic Affairs

Date



# Crabtree, Rohrbaugh & Associates Architects

601 East Winding Hill Road  
Mechanicsburg, Pennsylvania 17055  
phone: (717) 458-0272 - fax: (717) 458-0047

**Contractor:** Himeisen Electric, Inc.  
**Address:** 1619 Old Lancaster Pike  
**Address:**

**City, State, ZIP:** Reading, PA 19608

**Project :** Conestoga ES  
**Address:** Additions and Renovations

**Change Order No:** 1  
**Date:** 10/30/2017

**Architect's Project No:** 2873

**The contract is changed as follows:**

**Contract Type:** Electrical Construction  
**Contract Date:** 6/21/2016

Add	
Deduct	\$11,524.00

CO#1 (\$11,524.00) Deduct.

CORs #2 - #6 total \$5,186.00

Allowance Balance to Date - (\$16,710.00) - see attached clouded

Allowance Balance Final after CORs #2 - #6 - (\$11,524.00)

COR#1 is for \$1,500.00 but we addressed this some time ago (see attached RFI 316 response) and allowance deductions were already made for same so that is left out of the above calculations.

Additional Documentation Attached

***This Change Order is not valid until signed by the Owner, Architect, and Contractor.***

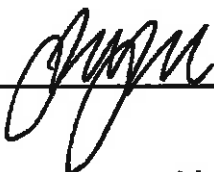
Original Contract Amount	\$	1,174,000.00
Net Change by previous Change Orders	\$	-
Contract Amount prior to this Change Order	\$	1,174,000.00
Net Change by this Change Order	\$	(11,524.00)
Contract Amount after this Change Order	\$	1,162,476.00


**Contract Time adjustment as a result of this Change Order** \_\_\_\_\_ **Days**  
**Date of Substantial Completion as of this Change Order**

**Architect**  
Crabtree Rohrbaugh & Assoc.  
401 East Winding Hill Road  
Third Floor  
Mechanicsburg, PA 17055

**Contractor**  
Himeisen Electric, Inc.  
1619 Old Lancaster Pike  
Reading, PA 19608

**Owner**  
Penn Manor School District  
2950 Charlestown Rd  
Lancaster, PA 17603

By: 

By: 

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

Date: 10.31.17

Date: 10/6/17

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



November 20, 2017

Ms. Cindy Rhoades  
Board Secretary  
Penn Manor School District  
Post Office Box 1001  
Millersville, PA 17551

**RE: PLANCON PART K: PROJECT REFINANCING**

Lease Number: 173677  
Amount Financed: \$11,945,000  
Reimbursable Percent: 10.89% (Temporary)  
Refinancing Type: Issuance of General Obligation Bonds, Series of 2017  
to Advance Refund Series of 2014 (Lease Number 143677)  
and Refund Series A of 2013 (Non-Reimbursable)

Dear Ms. Rhoades:

This letter acknowledges receipt of the PlanCon Part K, "Project Refinancing," for the above-referenced bond issue. The material is in a form acceptable to the department and is hereby approved. This approval is based on a limited review of the documents submitted. If information reviewed subsequent to this approval violates law, policy or procedure, the department reserves the right to rescind any and all approvals materially affected.

The Commonwealth will share in the excess proceeds realized from this transaction by reducing the March 1, 2018 request for reimbursement on the Series of 2017 bonds by \$3,419.02 (see attached settlement sheet).

Any funds returned to the school district after all refunded bonds have been retired must be used to reduce the reimbursable amortization on the refunding bond issue. The school district is directed to report the unexpended funds related to the escrow to the Comptroller's Office after June 1, 2019. The Commonwealth will share in any funds returned to the school district by reducing the next scheduled debt service payment on the refunding bond issue. Unadjusted overpayments will be cited in future Auditor General audit findings.

A condition of this approval is that, unless otherwise approved by the department, all available funds in the bond issues being refunded are to be used to reduce the principal amount of the new bond issue. Any funds remaining at closing which are not earmarked for capital projects and any excess proceeds from the refunding bond issue must be transferred to the debt service fund established for the new bond issue. These funds are not subject to reimbursement by the Commonwealth.



Ms. Rhoades  
Page 2  
November 20, 2017

The school district must file form PDE-2071, "Application For Reimbursement For School Construction Project," to the Comptroller's Office to receive the reimbursement on this financing. The lease number and reimbursable percent referenced above must be included on form PDE-2071.

This document and appended materials should be entered into the minutes of the next board meeting. If you have any questions, please contact James Grant at 717.787.4439.

Sincerely,



Danielle Mariano, Director  
Bureau of Budget and Fiscal Management

DM/jbg

Attachments

cc: RBC Capital Markets LLC  
School Finance  
Refunding  
Budget  
Project File - 3677

**REIMBURSABLE PERCENT -  
REFINANCING WITH NO NEW MONEY**

SD/AVTS: Penn Manor

LEASE #: 173677

Lease #	Outstanding Debt Service	Available Funds	Net Outstanding Debt	Reim %	T or P	Eligible Debt
143677	10,169,378	0	10,169,378	0.1695	(T)	1,723,710
2013A-NR	5,659,239	0	5,659,239	0.0000	(P)	0
0	0	0	0	0.0000	(P)	0
0	0	0	0	0.0000	(P)	0
0	0	0	0	0.0000	(P)	0
<b>TOTAL:</b>	<b>15,828,617</b>	<b>0</b>	<b>15,828,617</b>			<b>1,723,710</b>
<b>A. Total Eligible Debt - Refinancing</b>						<b>1,723,710</b>
<b>B. Total Net Outstanding Debt</b>						<b>15,828,617</b>
<b>C. Total New Debt Service</b>						<b>14,716,371</b>
<b>D. Reimbursable Pct (Temporary or Permanent)</b>						<b>0.1089 (T)</b>
<b>(Total Eligible Debt divided by the greater of Line B or Line C)</b>						

PREPARED ON 11/15/2017

**SUMMARY OF SOURCES AND USES OF FUNDS**

District/CTC: Penn Manor School District	Financing Name: General Obligation Bonds, Series of 2017	Closing Date: 10/11/2017
<b>REPORT TO THE PENNY - DO NOT ROUND</b>		
	<b>SERIES 2017</b>	<b>SERIES</b>
<b>SOURCES:</b>		
Bond Issue (Par)	✓ \$11,945,000.00	
Original Issue Discount/Premium	1,696,034.45	
Accrued Interest		
Cash Contribution by District		
Unallocated Funds from Bond Issues Being Refunded		
Other Sources of Funds (Specify)		
1. _____		
2. _____		
3. _____		
4. _____		
<b>TOTAL - Sources of Available Funds</b>	X \$13,641,034.45	
<b>USES:</b>		
Purchase of Investments/Escrow	✓ \$8,814,204.59	
Cash for Current Refunding	✓ 4,662,051.59	
<b>Issuance Costs:</b>		
1. Underwriter Fees	104,518.75	
2. Bond Insurance		
3. Bond Counsel	18,500.00	
4. School Solicitor	5,000.00	
5. Financial Advisor		
5. Paying Agent/Trustee Fees and Expenses	500.00	
7. Printing	8,750.00	
8. Rating Fee	16,500.00	
9. Verification Report	3,000.00	
10. Computer Fees		
11. CUSIP	428.00	
12. Internet Auction Fee		
13. Escrow Agent		
14. Disclosure Counsel & DAC Fee	4,162.50	
15. _____		
<b>Total - Issuance Costs</b>	✓ \$161,359.25	
Accrued Interest		
Capitalized Interest		
Surplus Monies or Cash to School District		
Other Uses of Funds (Specify)		
1. Sinking Fund Deposit	✓ 3,419.02	Deduct from First Reimbursement
2. _____		
<b>TOTAL - USES OF AVAILABLE FUNDS</b>	X \$13,641,034.45	

SD/AVTS: Penn Manor  
 ISSUE/NOTE: GOB, Series of 2017  
 PDE LEASE NO: 173577

FIRST PYMT: 03/01/18  
 # OF DAYS: 140  
 (NUMBER OF DAYS IN FIRST PERIOD)

		PRINCIPAL OUTSTANDING	PRINCIPAL	COUPON RATE	PRINCIPAL	COUPON RATE	PRINCIPAL	COUPON RATE	INTEREST	DEBT SERVICE	ANNUAL DEBT SERVICE
3 / 1 / 2018	11,945,000.00	5,000.00	0.800%	0.00	0.000%	191,138.89	196,138.89	196,138.89	196,138.89	196,138.89	
9 / 1 / 2018	11,940,000.00	0.00	0.000%	0.00	0.000%	245,730.00	245,730.00	245,730.00	245,730.00	245,730.00	
3 / 1 / 2019	11,935,000.00	5,000.00	0.950%	0.00	0.000%	245,730.00	250,730.00	250,730.00	250,730.00	496,460.00	
9 / 1 / 2019	11,935,000.00	0.00	0.000%	0.00	0.000%	245,706.25	245,706.25	245,706.25	245,706.25	496,412.50	
3 / 1 / 2020	11,930,000.00	5,000.00	1.050%	0.00	0.000%	245,706.25	250,706.25	250,706.25	250,706.25	496,360.00	
9 / 1 / 2020	11,930,000.00	0.00	0.000%	0.00	0.000%	245,680.00	245,680.00	245,680.00	245,680.00	496,360.00	
3 / 1 / 2021	11,925,000.00	5,000.00	1.200%	0.00	0.000%	245,680.00	250,680.00	250,680.00	250,680.00	496,360.00	
9 / 1 / 2021	11,925,000.00	0.00	0.000%	0.00	0.000%	245,650.00	245,650.00	245,650.00	245,650.00	496,360.00	
3 / 1 / 2022	9,000,000.00	540,000.00	2.000%	2,385,000.00	4.000%	245,650.00	3,170,650.00	3,170,650.00	3,170,650.00	3,416,300.00	
9 / 1 / 2022	9,000,000.00	0.00	0.000%	0.00	0.000%	192,550.00	192,550.00	192,550.00	192,550.00	4,835,100.00	
3 / 1 / 2023	4,550,000.00	205,000.00	2.000%	4,245,000.00	4.000%	192,550.00	4,642,550.00	4,642,550.00	4,642,550.00	4,835,100.00	
9 / 1 / 2023	4,550,000.00	0.00	0.000%	0.00	0.000%	105,600.00	105,600.00	105,600.00	105,600.00	4,301,200.00	
3 / 1 / 2024	460,000.00	390,000.00	2.000%	3,700,000.00	5.000%	105,600.00	4,195,600.00	4,195,600.00	4,195,600.00	4,301,200.00	
9 / 1 / 2024	460,000.00	0.00	0.000%	0.00	0.000%	9,200.00	9,200.00	9,200.00	9,200.00	478,400.00	
3 / 1 / 2025	0.00	460,000.00	4.000%	0.00	0.000%	9,200.00	469,200.00	469,200.00	469,200.00	478,400.00	
<b>TOTAL:</b>		<b>1,615,000.00</b>		<b>10,330,000.00</b>		<b>2,771,371.39</b>	<b>14,716,371.39</b>	<b>14,716,371.39</b>	<b>14,716,371.39</b>	<b>14,716,371.39</b>	

PENN MANOR SCHOOL DISTRICT

December 4, 2017 Board Agenda

Change in status [\*] for the 2017-2018 school year:

Bohannon, Lisa M.\* – elementary professional employee, full-time, permanent position, second semester, [change from Grade 2 Teacher/Martic Elementary School]. Assignment: Kindergarten Teacher/Pequea Elementary School

Support Staff Personnel Action Items

Board Action	Last Name		First Name		Position	Building	Hours per		Days per		Rate	Status	Total Overall
							Day	Year	Day	Year			
12/4/17	* GERY	KATHLEEN			FOOD SERVICE	CENTRAL MANOR	5.9	180	\$ 10.99	Permanent	Effective 11/8/17	5.9	
12/4/17	ESBENSHADE	PEGGY			ENROLLMENT RELATED AIDE	HAMBRIGHT	5	180	\$ 9.64	2017-18 school year only	Effective 11/28/17	5	
12/4/17	NEFF	DIANNE			ENROLLMENT RELATED - READY TO LEARN - AIDE	LETORT	5	180	\$ 9.68	2017-18 school year only	Effective 11/28/17	5	
12/4/17	HEISTAND	BOBBIE SUE			CLASSIFIED BUILDING SUBSTITUTE	DISTRICT	AS NEEDED	180	SUB RATE	Permanent	Effective 11/10/17	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