

MINUTES
Committee of the Whole
May 8, 2000

The Penn Manor School Board met as a Committee of the Whole on the above date at 7:00 p.m. in the Cafeteria of the Marticville Middle School. Present were Mr. Anderson, Dr. Frerichs, Ms. Herr (arriving at 7:08), Mr. Herr, Mr. Kline (arriving at 7:13), Mr. Kreider, Mrs. Wert, and Mrs. Withum. Present from the administrative staff were Dr. Campbell, Mr. Skrocki, and Mr. Stewart. Also in attendance were Penn Manor residents, Miss Mindish and high school students (Cheerleaders and National Art Awards winners) and their parents for the student recognition portion of the meeting, and Dolores Warfel.

The meeting was called to order at 7:02 p.m. by Mr. Herr.

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

Mr. Herr asked the committee whether there were any additions or corrections to the Minutes of the May 1, 2000, Committee of the Whole Meeting. Hearing none, on a motion by Mrs. Withum, a second by Mr. Anderson, and a unanimous voice vote, he directed that the Minutes would stand approved as distributed.

Mr. Skrocki provided board members with preliminary budget booklets. He stated that the information in the booklet had been updated from the information provided at the previous meeting. The percentage increase in the tax rate for next year is currently anticipated to be 2.32%. This figure will change prior to the final budget adoption as the budget will be continually updated until that time. Mr. Skrocki asked the board for approval to place the adoption of the preliminary budget on the May School Board Meeting agenda. He stated that the information on the agenda represents the total expenditures and millage rate with final budget approval scheduled for the June 12 meeting. Mr. Skrocki stated that Penn Manor will have its lowest tax increase in eight years - the second lowest in fourteen years. Mr. Skrocki reminded board members that per capita and occupation taxes are eliminated from the budget effective July 1. He stated that

the budget figure includes the \$400,000 transfer to the Capital Reserve Fund for renovations of Eshleman Elementary School. Mr. Skrocki also reminded board members that taxpayers will be able to make tax payments via credit card during July and August at the base amount. Mr. Anderson asked about the cost of printing the school calendar. He also wondered about the cost of postage for calendars that are currently mailed. Mr. Skrocki stated that the cost to the district for calendar preparation is approximately \$18,000 and explained the process involved in preparing and distributing the calendars. He stated that there is a list of various individuals who are sent calendars yearly with the cost of that postage being included with other postage costs. Mr. Skrocki informed board members that if Penn Manor comes in \$400,000 under budget on expenditures this year that amount of money could then be moved to the Capital Reserve Fund. If not moved to the Capital Reserve Fund, the money would be moved into the fund balance. He stated that this decision will be made at the time of the final audit report in October. Mr. Skrocki then reminded those in attendance of the live internet budget web cast scheduled for May 11 and the fact that the computer lab at Marticville will be open for resident use with two lab assistants being on duty to provide assistance if needed. He stated that he hoped 100 individuals would view the web cast live. Mr. Skrocki informed the board that the server would crash if there were more than 500 viewers. Mrs. Wert asked what would happen if it crashed. Mr. Skrocki stated that all 500 viewers could lose the live cast. Dr. Campbell asked that Mr. Skrocki explain this possibility to viewers at the beginning of the web cast. On a motion by Mrs. Withum, a second by Mr. Anderson, and a unanimous voice vote, this item was approved for placement on the May School Board Meeting Agenda.

The May School Board Meeting Agenda was then reviewed. Mr. Anderson asked for clarification of Item 13 - Approval to Bid. Mr. Skrocki said this is a \$25,000 item in next year's budget for replacement of a 1988 Ranger maintenance vehicle. Mr. Kreider asked what this vehicle will be used for. Mr. Skrocki said one of the maintenance workers would be using the vehicle and that a snow plow would be added to it. Dr. Frerichs questioned why there was such a difference in the bids listed on Item 16 - Bid Award which dealt with the awarding of a bid for hot water heater replacements at Pequea and Hambright. Mr. Skrocki said the only reason he could give was that bids often depend on timing - contractor availability, etc. Mrs. Wert asked if the bids for water heaters for both buildings had to be

awarded to one vendor. Mr. Skrocki said the specifications were bid as a package so the lowest total proposal was looked at. He stated that you could anticipate a 15-20% increase in the bids if the items were bid separately. Ms. Herr stated that traditionally it costs more for independent bids. Dr. Campbell then reviewed the addendum to the May 8 Board Meeting. He stated that he is excited about the administrative changes being made and that interviews are being held on May 16 and 18 for the available elementary administrative positions. He stated that he hopes to have a recommendation regarding these positions at the June School Board Meeting. Mrs. Wert asked about the now vacant assistant principal position at the high school. Mr. Stewart said the secondary administrative position made available due to Mr. Lyon's retirement has been posted and he anticipates having applicants for that position that can be considered for the high school position as well. He stated that there have not been many applicants to date. The fact that Mr. Lyon's position is part-time administrator and part-time teacher may not appeal to many individuals. Dr. Campbell said the secondary administrative opening will be put on Penn Link, the web page, etc.

Ms. Herr said she was very excited to see how well the girls' soccer team is doing. Dr. Frerichs said the game against Ephrata on Tuesday will be a good one.

Mr. Herr congratulated Ms. Herr on her upcoming marriage. He said she will be missed.

Mr. Herr informed the board that Letort renovations needed to be discussed. Dr. Campbell reviewed the fact that option 4 was the option selected and reviewed the proposed renovations. He stated that all of the renovations could still be done but not for cash from the Capital Reserve Fund - the fund balance would have to be cut into. He said the renovations as planned could still be done for cash if delayed for a year. He asked the board for direction as to whether they want to go with the approved renovations or alter them in order to not exceed the approved costs. Mrs. Wert said we could still come in under cost depending on how the bids come in. Mr. David Milisock, 102 Spring Meadow Lane, said when functions are held at Letort the library is full. He also stated that if anticipated sewer services and enrollment growth appear at Letort not enlarging the schools seems shortsighted. Mr. Herr said he does not want to hold off on renovations

any longer and cited the meetings held to reach the decision regarding renovations and input received from the community. Dr. Frerichs said he agrees with Mr. Herr that we are committed to certain things and we should follow through with the commitment. Mrs. Withum asked if we have the money to do the project. Mr. Skrocki said with the money in the Capital Reserve Fund and fund balance money the renovations at Letort could be done but the fund balance would be reduced. Ms. Herr questioned if consideration was being given to money from the electrical suits. Mr. Skrocki said these suits could be won or lost so the money is not included in consideration. Mr. Kline asked Mr. Skrocki for his opinion with regard to pulling a million dollars out of the fund balance. Mr. Skrocki said Penn Manor would still be in good shape if the money was pulled out. Mr. Skrocki informed board members that a bid of \$450,000 was received for the high school track. He stated that bid will be rejected and the bid will be readvertised. Mrs. Withum asked if the Millersville University track could be rented for Penn Manor use. Ms. Herr stated that it has been regretted numerous times that the decision was made not to add on to Martic Elementary School. Mr. Milisock asked if the principal and staff of Letort have been involved in deciding what they could live with and live without. Dr. Campbell said they have been met with by both himself and the architects. Mrs. Withum said she feels the board has to go with the current plans. Dr. Campbell asked that the board propose renovating for under \$4,000,000 because he feels the architect needs direction. He reviewed drawings of Letort showing the proposed renovations and cited possible alternatives. Mr. Kline asked how much reimbursement Penn Manor might get. Mr. Skrocki said 20% of the cost is anticipated from state reimbursement. He stated that with no money being borrowed the Plancon J process would be submitted at the end of the project and the reimbursement would be received in a lump sum payment from PDE in approximately a year. He stated that the money received could be put back into the fund balance or used for other projects at that point. The board indicated they want to go with the project as approved and try to reduce costs if possible.

The Committee of the Whole adjourned to Executive Session at 7:59 p.m. on a motion by Dr. Frerichs, a second by Ms. Herr, and a unanimous voice vote.

May 8, 2000

The regular meeting of the Board of Directors of the Penn Manor School District was held on the above date in the Cafeteria of the Marticville Middle School. The meeting was called to order by the President, Mr. C. Willis Herr, at 8:21 p.m.

The following members were present: Mr. Donald H. Anderson, Dr. Richard L. Frerichs, Ms. Sharron M. Herr, Mr. C. Willis Herr, Mr. Patrick T. Kline, Mr. Jeffrey G. Kreider, Mrs. Donna J. Wert, and Mrs. Kelly K. Withum. Mr. P. Wayne Fields was absent. Also present were Dr. Gary B. Campbell, Superintendent, Mr. Stephen B. Skrocki, Administrative Assistant for Business, and Mr. Donald F. Stewart, Acting Administrative Assistant for Instruction.

The meeting was opened with prayer by Mrs. Wert and was followed by the salute to the flag.

Mr. Herr announced that the next regularly scheduled meeting of the Board of Directors of the Penn Manor School District will be held on Monday, June 12, 2000, in the All-Purpose Room of the Martic Elementary School.

Mr. Herr asked if there were any Citizen's Comments. Mr. David Millssock, 102 Spring Meadow Lane, asked about the status of the middle school track program. Mr. Herr informed him that the middle school track program item was tabled until guidelines are developed regarding the adding and/or deletion of programs.

Miss Janice Mindish, High School Principal, then recognized the 2000 National Scholarship Award Winners and the Penn Manor cheerleading squad who had recently won the National Cheerleaders Association Spring Classic Championship. The cheerleaders performed a modified cheer for those in attendance. Board President, C. Willis Herr, congratulated the students on their accomplishments and then board members presented the students with certificates recognizing their outstanding achievement. Mr. Herr thanked Jon Ichter, Senior Student Council Representative, for his two years as student representative to the board and presented him with a gift from the board in recognition of his outstanding performance.

Mr. Herr asked if there were any additions or corrections to the Minutes of the April 10, 2000, School Board Meeting. There were none. It was moved by Mrs. Withum and seconded by Mr. Anderson to approve the minutes as printed. This motion was passed by a unanimous voice vote.

Dr. Campbell informed those in attendance that this is a busy time of year for both teachers and administrators. He stated that he feels we are wrapping up an excellent year considering the trauma going on in the country. Dr. Campbell stated that he is excited about hiring new people and working with them as a team to develop goals. He informed those in attendance that graduation will be web cast live on the internet. This is the first time a graduation K-12 has been web cast in the country. Dr. Campbell then recognized Mrs. Betty Doan, Principal of Conestoga Elementary, who announced her retirement. He recognized her years of service with Penn Manor, her many accomplishments while serving in various roles throughout her career, and her love for Penn Manor students. Dr. Campbell then introduced Mrs. Jennifer Sugra who is currently serving in the role of Dean of Students at Hambright Elementary School.

Jon Ichter, Student Representative to the board, reported that the girls' soccer team won a qualifying game in the playoffs and will be playing Ephrata and the Lacrosse team made the playoffs but lost their first game. Jon stated that the Senior Awards are scheduled for May 17, there will be a Karaoke Night on May 16 which he invited the board to participate in, Spring Fling is scheduled for May 19, the prom and post prom will be held on May 27, and graduation will occur on June 2. Jon also informed board members that the Student Council elections are being held the week of May 15. After the organization of the council is established the members will vote on a junior and senior member to represent them on the board.

It was moved by Dr. Frerichs and seconded by Mr. Anderson to approve the Treasurer's Report for the month of April, 2000, as presented and to authorize payment of bills in the amounts of \$303,389.68 dated April 4, 2000, \$144,800.13 dated April 5, 2000, \$308,502.47 dated April 12, 2000, \$3,458.84 dated April 11, 2000, \$25,233.95 dated April 11, 2000, \$148,483.27 dated April 19, 2000, \$393,343.88 dated April 26, 2000, \$21,137.97 dated April 18, 2000, \$79,558.07 dated April 13, 2000, for a total of \$1,427,908.26 from the General Fund; \$126,346.12 dated April 10, 2000, for a total of \$126,346.12 from the Cafeteria Fund; \$3,458.84 dated April 12, 2000, for a total of \$3,458.84 from the Health Care Fund; and payroll in the amounts of \$562,005.04 dated April 12, 2000, and \$539,876.31 dated April 26, 2000. The following call vote

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

It was moved by Ms. Herr and seconded by Dr. Frerichs to approve the Amended Compensated Professional Leave Policy as listed on pages 8-14 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Mr. Kreider to approve for "First Reading" the Revised Drug and Alcohol Policy as listed on pages 15-19 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Ms. Herr to approve the Elementary Dean of Students Job Description as listed on pages 20-21 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Mr. Kline to approve the Administrative Assistants Job Description as listed on page 22 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Dr. Frerichs to approve payment of the individual serving as Quiz Bowl Advisor at a rate of \$1,000. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Wert and seconded by Mrs. Withum to approve the 2000/2001 Long Range Maintenance/Capital Improvement Proposal as listed on the attached sheets. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.
(see attached canary sheets)

It was moved by Dr. Frerichs and seconded by Ms. Herr to approve the professional leave requests for the 2000/2001 school year as listed on page 23. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Mr. Anderson to approve for modification the health services program allowing the school district to accept report of private physical and dental exams completed within one year prior to a student's entry into the grade where an exam is required. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Ms. Herr and seconded by Mrs. Withum to approve the adoption of a tentative budget for 2000/2001 listing expenditures in the amount of \$42,902,613. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Ms. Herr to approve the adoption of the resolution listed on page 24 of the agenda authorizing the advertising of the tentative budget and setting the date of June 12, 2000 for consideration of the final adoption of the budget. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Wert and seconded by Mr. Kreider to authorize the intent to levy taxes necessary for the support of the budget under Act 511. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Ms. Herr to approve the authorization of the intent to levy other taxes for the support of the budget as listed on page 25 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Ms. Herr and seconded by Mr. Kline to approve the adoption of a resolution setting the discount, base, and penalty rates for taxes and the period of time applicable for each of the above rates as listed on page 26 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Ms. Herr to approve the members of the class of 2000, as recommended by Miss Janice Mindish, High School Principal, to receive their diplomas provided that they have met the necessary criteria as established by the board policy to be considered as graduates. This motion was passed by a unanimous voice vote.

It was moved by Mrs. Withum and seconded by Mr. Kline to appoint Stephen B. Skrocki to the position of Treasurer of the Board of Directors for a one year term for the coming fiscal year, July 1, 2000, through June 30, 2001. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mr. Kline to approve the purchase of a Surety Bond for the newly appointed Treasurer. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent;

Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Kline and seconded by Mr. Kreider authorize the President, Vice President, and an additional member of the board to sign checks (or use facsimile) for the following accounts with three signatures being required effective July 1, 2000.

PMSD General Account	President
PMSD Payroll Account	Vice President
1996 Construction Account	Board Member
Health Care Fund	
Cafeteria Account	
Capital Reserve Account	

Mr. Donald Anderson will be the board member signing checks. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Ms. Herr to approve the tax exonerations as listed on page 27 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Ms. Herr to approve the budget transfers as cited on the Penn Manor web page. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Anderson and seconded by Dr. Frerichs to approve the action of the Judicial Review Committee as listed on pages 28 and 29 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Kline and seconded by Ms. Herr to approve Risser Appraisals, Ltd., to conduct an appraisal of the excess residential land on the Crossgates Golf Course (parcels 15J-1-2 and 15J-1-3), for a pending assessment appeal, in the amount of \$4,000. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Wert and seconded by Mr. Anderson to approve Coyle, Lynch & Company, to conduct an appraisal of the Holtwood and Safe Harbor electrical generation facilities, for a pending assessment appeal, in the amount of \$10,500 (exclusive of travel and testimony). The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mr. Kreider to approve the delinquent real estate taxes which have been turned over to the Lancaster County Tax Claim Bureau on April 3, 2000, for collection as shown on the attached sheet. Details supporting this item are on file in the business office and available for inspection. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.
(see attached Cherry Sheet)

It was moved by Mrs. Wert and seconded by Mr. Kline to grant permission to advertise for bid for a year 2000 4x4 3/4-ton heavy duty truck. This motion was passed by a unanimous voice vote.

It was moved by Dr. Frerichs and seconded by Ms. Herr to approve awarding the bid for electrical work at Martic Elementary School per the bid tabulation listed on pages 30-31 of the agenda. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Kline and seconded by Mr. Anderson to award the bid for the air conditioning system in the library at Hambright per the bid tabulation listed on pages 32 and 33 of the agenda. The following call vote was tak-

en on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Withum and seconded by Dr. Frerichs to approve awarding the bid for hot water heater replacements at Pequea and Hambright Elementary Schools per the attached bid tabulation. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.
(see attached turquoise sheet)

It was moved by Dr. Frerichs and seconded by Mr. Kline to approve the retirement of the following individuals at the close of the 1999/00 school year subject to the conditions listed.

- A. Frederick Anderson - per Negotiated Agreement conditions.
- August J. Birchler - per Negotiated Agreement conditions.
- Betty L. Doan - per Administrative Compensation Plan.
- Jeffrey E. Lyon - per Negotiated Agreement conditions.
- John M. Sullivan - per Negotiated Agreement conditions.

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

It was moved by Mr. Anderson and seconded by Mrs. Withum to accept the following resignations:

Beishline, Kimberly - secondary professional employee - effective with the close of the 1999/00 school year

Doerschuk, Amy - elementary professional employee - effective with the close of the 1999/00 school year

Hershey, Pamela - ESL Tutor - effective at the close of the 1999/00 school year

Rudisill, Lisa M. - secondary professional employee - effective at the close of the 1999/00 school year

Zerby, Susan E. - secondary professional employee - effective at the close of the 1999/00 school year.

This motion was passed by a unanimous voice vote.

It was moved by Dr. Frerichs and seconded by Mr. Kreider to approve the individuals listed on page 34 of the agenda 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. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mrs. Wert and seconded by Mr. Anderson to grant Family Medical Leave to the individuals listed on page 35 of the agenda according to the terms listed. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Kline and seconded by Ms. Herr to accept the individuals listed on page 36 of the agenda and on the addendum for change in status(*) according to the conditions listed. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Dr. Frerichs and seconded by Mr. Kreider to approve the retirement of the individual listed below.

Smith, Nancy E. - Aide/Library/Cafeteria - Letort Elementary - effective at the close of the 1999/00 school year

The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis

Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Kelly Withum and seconded by Ms. Herr to accept the individuals listed on page 37 of the agenda for employment or change in status(*) according to the conditions listed. The following call vote was taken on this motion: Donald H. Anderson, yes; P. Wayne Fields, absent; Richard L. Frerichs, yes; Sharron M. Herr, yes; C. Willis Herr, yes; Patrick T. Kline, yes; Jeffrey G. Kreider, yes; Donna J. Wert, yes; and Kelly K. Withum, yes.

It was moved by Mr. Anderson and seconded by Ms. Herr to adjourn at 9:01 p.m. This motion was passed by a unanimous voice vote.

C. Willis Herr, President

Dolores E. Warfel, Secretary