

MINUTES
Committee of the Whole
October 2, 2000

The Penn Manor School Board met as a Committee of the Whole on the above date at 7:00 p.m. in the Board Room of the Manor Middle School. Present were Mr. Anderson, Mr. Fields, Dr. Frerichs, Mr. Herr, Ms. Herr, Mr. Kline, Mrs. Wert, and Mrs. Withum. Mr. Kreider was absent. Present from the administrative staff were Dr. Campbell, Mrs. Griffis, and Mr. Skrocki. Mr. Stewart was absent. Also in attendance were several Penn Manor residents and Dolores Warfel.

The meeting was called to order at 7:07 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 September 11, 2000, Committee of the Whole Meeting. Hearing none, on a motion by Ms. Herr, a second by Mr. Fields, and a unanimous voice vote, the minutes were approved as printed.

Dr. Campbell updated the board with regard to Mr. Stewart's absence. He then reviewed the item relating to the Junior High Track Program. Dr. Campbell reviewed the policy for adding a new program and stated that the criteria for adding a new team had been met. He referred board members to the information attached to the agenda on pages 3-12. Dr. Campbell indicated that Dr. Frerichs had questioned the fact that the program was referred to as a junior high program when in fact it would be a middle school program. Dr. Campbell said this change could be made. The cost of the program was questioned with Dr. Campbell replying that since the program would be a club program for two years the only anticipated cost during that time period would be for equipment needed for discuses to be used at the middle school level. He stated there would be no need for transportation costs since buses already run to the field. The anticipated projected cost after the club period timeframe would be \$8,000-\$10,000. Mrs. Withum stated that there will be transportation costs when the track team becomes a member of the PIAA League. Dr. Campbell stated that if

the number of students being involved at this time remain in the program after its club status it may be necessary to add two buses. Ms. Herr questioned whether the middle school and high school track teams would be practicing at the same time at the high school. Dr. Campbell said he thought that was the intention. He indicated he would get back to the board confirming this fact. Mrs. Withum asked if this item can be placed on the October 9 Committee of the Whole Meeting Agenda so that questions such as where the team will practice can be answered. She indicated that she thought initially the middle school teams would practice at the middle schools and not at the track. Dr. Campbell asked board members to e-mail him with any questions they might have regarding this topic. Mr. Herman, track coach, was in attendance and responded that it is planned for both the middle school and high school teams to practice on the track at the same time. He said Manor and Marticville Middle School students will be transported to the high school track at the end of the day on sports buses. Dr. Campbell stated that while a club, the middle school track team will not compete at the same time as the high school track team. Ms. Herr asked if any other districts have both middle school and high school track teams practicing on the same track. Mr. Herman stated that other districts follow this practice. He said this area of concern has been given consideration and he anticipates no problems due to proper organization and planning. Mr. Kline said if Dr. Campbell and Mr. Mummau feel this program can work he is confident with the request. Mrs. Withum said she would like a total assessment of the athletic programs - what we are paying for, when communities use fields, how much community teams are paying the district for the use of the facilities, etc. She said the board needs to know where the money for each sport goes so that wise decisions can be made. Mr. Skrocki said the breakdown of coaching salaries would not be difficult to obtain but other aspects of the request might be more difficult. He indicated he would get back to the board with the requested information. Ms. Herr said she would also like to see such a breakdown. She would like it to include the number of students involved in the various programs. Mrs. Withum asked about the care and seeding of the fields. Mr. Skrocki said there is \$15,000 set aside in an account for this purpose. Mr. Kline said the national average is 1%-3% of an overall budget spent on high school athletics. He stated that Penn Manor spends less than 1%. Dr. Campbell provided information with regard to the operation of non-instructional services based on the 1998-99 general fund AFR for districts in I.U.13. The amount spent per pupil ranged from \$75 at Solanco to \$175 at the School District of

Lancaster with Penn Manor spending \$100 per pupil. Ms. Herr voiced concerns with the fact that there are times academic programs are put aside because of lack of money and yet athletic programs are approved. She questioned whether the goals of the board are in the right place. Mrs. Wert said the fact that students are having money put into the academic portion of their school experience all day long must be considered. She stated that athletic costs are a minute part of the academic picture and she feels there is a positive impact on students that are involved in co-curricular programs. Mrs. Withum said it is a matter of efficient spending. She is also concerned that other middle school club teams will want to become a middle school sport as a result of approving this program and thereby double the sports budget. Ms. Herr indicated she did not want to see money taken from academic programs to add co-curricular programs. Mr. Kline said he also would not want money to be taken from academic programs for co-curricular activities but this is a limited expenditure which he does not feel takes away from anything else. He stated that when you look at the number of students interested as well as what co-curricular participation does for students the money is well spent. Mr. Herr said he feels the middle school track program request should be looked at separately and not be considered based on the possibility of other sports asking to become a middle school athletic team. He asked for a motion to place this item on the upcoming agenda. This item was approved for placement on the October School Board Meeting Agenda on a motion by Dr. Frerichs, a second by Mr. Kline, and a unanimous voice vote.

Dr. Campbell then gave a report on the Fields Committee which is headed by Mr. Stewart. He reviewed the Minutes from the September 26 meeting of this committee. Dr. Campbell restated the fact that the Park Report was reviewed by committee members. He said it was determined that the report is not binding but that the committee may use its information and make recommendations of their own. Dr. Campbell cited the portion of the Minutes which listed the top priorities to be considered per committee member input. Dr. Campbell informed board members that he recently saw a field he did not know existed. He said it is a \$25,000 field that cost the district nothing thanks to booster clubs. He stated that a press box was also donated by boosters as well as many other valuable contributions the boosters make which cost the district nothing but benefit Penn Manor School District. He stated that the goal is to work with booster groups. These groups have contributed greatly to the district and have completed

projects that would have cost a great deal more for Penn Manor to do due to prevailing wage. Dr. Campbell stated that the boosters want to be part of the solution to existing problems with Penn Manor athletic fields. He said Penn Manor and the boosters can work together to benefit kids. He stated that he feels it is prudent for the board and administration to take a serious look at the fields. Dr. Campbell stated that he, Mr. Stewart, Mr. Skrocki, and Mrs. Griffis have looked at the fields and the needs of the district. He said additional fields could be obtained via land which could be purchased from a local church. The church has been contacted and is interested in selling land. Dr. Campbell also stated that Turkey Hill will soon be letting the board know about their possible purchase of the corner property at Comet Field. Turkey Hill is interested in 1.5 acres. Dr. Campbell said the loss of this small tract will not hurt our athletic fields. If the sale of the property to Turkey Hill materializes, no money will be seen for possibly a year. Dr. Campbell stated that other groups should be contacted regarding the purchase of the corner property if Turkey Hill does not offer enough money. Discussion ensued regarding whether the two corn fields could be taken that are currently being farmed and converted to fields. It was determined that the fields could be graded and seeded before winter and then seeded again in the spring so that by the fall we might be able to use them and relieve some of the other fields. Dr. Campbell informed the board that the committee will get back to the board in January. Ms. Herr asked if the area currently used by Eschbach for buses is being considered. Dr. Campbell said he would recommend we continue to work with Eschbach in this matter since they have worked well with us in the past. Mr. Kline commended Mr. Stewart on his running of the meeting. Ms. Herr suggested recognizing committee people who assist Penn Manor - possibly by an article in Above and Beyond. Ms. Herr said she is concerned about the beating the fields take via community use and wondered if consideration is being given to this cost as well as the impact community usage has on field the fields. Mr. James Miller, 110 Bridle Court, stated that he felt the fields are community fields and the community should have access to them. He said that community groups have done a great deal to the fields and want to work hand-in-hand with the school. Mr. Miller said that he felt the Athletic Committee was needed. He stated that people in the community are looking for a plan to know what they can do. He stated that such a plan is necessary so the community will be able to galvanize their efforts so that they can assist the district. Discussion ensued regarding the continuation of the committee. Dr. Campbell said the Athletic Committee is an Ad

Hoc committee which will be dissolved when it has fulfilled its purpose. He stated Mr. Stewart and possibly the committee may have additional meetings as needed to deal with the generation of funds, hear requests, or to implement committee recommendations.

Mr. Skrocki reviewed a request for a high school track renovation change order with B. R. Kreider & Son in the amount of \$6,645 for revisions to the high school track area. Mr. Skrocki stated that Rettew Associates is willing to pay \$1,500, or provide \$1,500 worth of services, toward the change order due to an oversight on their part. He said no additional change orders are expected. Completion of the project is anticipated for October 14. Mr. Skrocki requested approval for placement of this item on the October School Board Meeting Agenda. On a motion by Mrs. Wert, a second by Mr. Fields, and a unanimous voice vote, this item was approved for placement on the agenda.

Mrs. Griffis reviewed PSSA test scores with the board and the fact that this testing is mandatory in the state of Pennsylvania for students in grades 5, 8, and 11. She shared scores in the areas of math which relate to problem solving and reading which deal with comprehension. Scores are received in two ways - 1) scaled scores as shown in the newspaper and 2) comparable/similar schools scores. Mrs. Griffis stated that 50 points difference on the scaled score is not educationally significant. The scores were received last week. The state gives a 30 day grace period for these scores to be shared with the board, principals, and teachers. Mrs. Griffis said the scores should be looked at over a period of years with trends being looked for. She reviewed scores from 1996/97 to 1999/00. The recently received scores show Penn Manor being above the state average in reading and math at the elementary level. Penn Manor's elementary scores are also above the range of similar schools. Middle school scores were reviewed with the scores for both schools being above the state average in reading and math. Both middle schools scored where they should when compared with schools of similar demographics. Mrs. Griffis said she has met with the middle school principals, English and reading teachers from both buildings, and Mrs. Cuba the Reading Recovery leader. Mrs. Cuba took the eighth grade test and cited ways in which to help elementary students be more prepared when taking the test at the middle school level. Mr. Doan, Marticville Middle School Principal, and Mr. Leichter, Manor Middle School Principal, are working on a plan to research stud-

ents who can't read or are not trying when taking the test. Mr. Doan is tracking last year's eighth grade students back to their fifth grade scores. Mr. Doan and Mr. Leichter are observing in each others buildings. Information gained from this research will be shared during meetings with English and reading teachers. Mrs. Griffis said the middle schools are planning a 10-15 minute "read aloud" by teachers. High School students scored at the state average in reading and above the state average in math. Mrs. Griffis said the high school is actively work on improving their scores. Ms. Mindish has planned a school-wide Sustained Silent Reading Plan and a mandatory reading course for students who need it. Mrs. Wert asked how the SSR program would work. Mrs. Griffis said it will occur one day per cycle. Everybody in the building will stop what they are doing for 15 minutes and read. Department Coordinators have been met with to determine if their curriculum is meeting state standards. Scores of eleventh grade students are being compared to what the students did on the eighth grade test and the fifth grade test. Dr. Campbell said a mandatory writing program is being looked at for ninth graders. Mrs. Griffis said Dr. Hoepfel feels the Morningside Program could be used in the high school for students who can't read. Morningside people will be at Penn Manor to evaluate our program and work with our teachers. Mrs. Griffis said the following are goals for the district relating to future test scores. 1) Improve overall scores, 2) determine how to help individual students who do not score well either because they can't do the work or are not trying, and 3) use the test to improve communication between grade levels. Mrs. Griffis said the librarians are very involved in helping to improve test scores. She said the administrative staff will go through work sheets to look at individual parts of the test at their October 24 meeting. The administrators will have to return an implementation plan indicating what they are going to do in their buildings to improve scores. Mrs. Withum asked why Conestoga's scores have gone up. Mrs. Griffis said class size at Conestoga has gone down and that could be a factor. Mr. Kline asked if all 11th grade students take the test. Mrs. Griffis said they do. Mr. Herr asked if being above the state average is really good. Mrs. Griffis said we can always get better but we are okay. Mr. Fields asked how valid a measuring stick are the tests and how much of the curriculum is built around preparing the students to take the test. Mrs. Griffis said the tests are a good measure because they are not factual recall. She stated that the test is a way to quantitatively assess a program. Mrs. Griffis said she feels the tests are valid in terms of what we want students to leave school knowing. She said the state gives you

guidelines on how to prepare students for the test. Ms. Herr asked if you can tell by classroom how well the students do. She said she would be interested in knowing whether the style of teaching in a classroom results in better test scores. Dr. Frerichs stated that each class has its own personality and that personality determines scores. Dr. Campbell said Mrs. Griffis is spending a lot of time to insure that scores get better. He commended her for her efforts.

Ms. Herr distributed information regarding lighting in school and potential safety problems. Mrs. Wert asked if any other board members have read anything about hazing practices. She said even though she has not heard of any problems in Lancaster County it appears to be a national problem - especially in the area of athletics. She suggested a policy be adopted in preparation of potential problems and to make individuals aware of the fact that we are ready to deal with any such problems should they arise. Dr. Campbell said Mr. Reisinger and Dr. Hoepfel will be attending a conference regarding school safety and suggested the board wait until they return with information regarding this topic before adopting a policy. Ms. Herr said the recent article on Quay Hanna was excellent. Mrs. Griffis said the elementary guidance counselors are interested in moving Quay's program into the elementary schools. Mrs. Withum said some Penn Manor students are being fed two out of three meals a day. She suggested that fellow board members visit school cafeterias and see what students are eating. She said the board has a responsibility to students and families to insure that unhealthy foods (chocolate milk and coca puffs) are not being provided.

Mr. Kline informed fellow board members that the fourth Career and Technology Center building which was under consideration has been put on hold as it was not feasible cost wise.

The Committee of the Whole adjourned to Executive Session at 8:45 p.m. on a motion by Mr. Kline, a second by Mrs. Withum, and a unanimous voice vote.