

Minutes
Committee of the Whole
October 4, 2004

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

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

Mr. Willis Herr asked the committee whether there were any additions or corrections to the Minutes of the September 13, 2004, Committee of the Whole Meeting. Hearing none, on a motion by Mr. DeLuca, a second by Mr. Lyon, and a unanimous voice vote, the Minutes were approved as printed.

Mr. Stewart introduced Penn Manor Education Associates representatives, Mrs. Amy Wall and Mr. Jim Zeigler, who along with Mr. Willis Herr signed the Negotiated Agreement for July 1, 2005 through June 30, 2008. Mr. Herr said that it was a pleasure working with Mrs. Wall and Mr. Zeigler and thanked them. He said that this is how all the negotiations should work. Mr. Zeigler also said it was a pleasure working together and thanked Mr. Herr, Mr. Stewart and the administration. He felt the negotiations were professional at all times and agreed upon a contract that both parties can live with.

Mr. Dennis Coleman presented a power point presentation detailing the areas needing attention in the high school auditorium. He stated that a SAPSIS report was previously provided to the Board focusing on structural and rigging issues presently on the stage area, some safety and housekeeping issues. Mr. Coleman recommended that because of the high structural quality of the seats, they should be removed, refurbished and reinstalled rather than purchasing new seats. The worn carpet runners will need to be replaced, carpet installed over the existing bare concrete and the interior will need to be painted. Items on the stage will have to be properly stored or

removed, the stage refinished, weights will need to be stacked properly, some of the electrical wiring will have to be redone for safety and to meet code, and the rigging reinstalled properly. Mr. Geist inquired if all of the stages in the buildings should be inspected. Mr. Stewart responded that all of the buildings have smaller stages but the high school stage is the oldest and it is used as a theatrical area for performances. Mr. Coleman stated that he did look at the stage at Manor Middle School and it appears there are no problems. Mr. Stewart stated that the high school auditorium is used on the last day of school in June and the opening teacher day in August. Because of the small time frame to work on the auditorium Mr. Stewart is requesting permission to get estimates for the auditorium renovations. Dr. Frerichs asked if there was a place to put the items removed from the auditorium during the renovation, and requested that the cost be included in the estimate.

Mr. Stewart provided copies of the Lancaster County Planning Commission report of the barn at Manor Middle School from Carole Wilson. He reviewed the history of previous estimates that led to this report. He stated that he has not been able to talk with Carole Wilson because she has been out of town for the last week. He felt that the report from the Planning Commission provides a very minimal stabilization of the project and very little to maintain it. At this time he does not have a recommendation for the Board; however, following the auditor's report it is hoped that recommendations for a maintenance shed and the barn will be presented. Mr. Lyon inquired that if money is no object, and the barn was in good condition, will it be sufficient for a maintenance facility or is it just a pretty barn? Mr. Coleman replied that the barn itself would not be sufficient for a maintenance facility. There were additional comments about storage in the barn, the appearance and cost of stabilization of the barn, and the money not being used directly to benefit the students. Mr. DeLuca asked if the prevailing wage was included in the estimate from the Planning Commission. Mr. Coleman stated that an architectural engineer would need to be contacted in the renovation design of the barn because of structure damage.

Mrs. Griffis presented a power point presentation on the school improvement plan. She reported that one of the subgroups, the high school special education population, did not make A. Y. P. Because we are in the second year of not making A. Y. P. we have been placed on School Improvement and District Improvement I. She stated that the development

of the plan has generated more good educational discussion about curriculum, what kids should know and what teachers should teach than anything that has happened in the district in years. She gave an overview of the plan that she has developed with Dr. Mindish. As a format for the plan, to be submitted to the state, they will be using a template called "Getting Results." The district will be evaluated on a five page rubric that was developed by the PDE. Mrs. Griffis and Dr. Mindish will be submitting the plan to an IU Board on October 18, followed by a presentation to the Board and the Board submitting a letter of recommendation to PDE. The requirements of the plan include goals and improvement targets; values, mission and vision; action sequence; and executive summary of the plan. The direction for Penn Manor special education will be to design a curriculum that joins regular and special education and to disconnect between what special education students are getting in the classroom and what they see when they look at the PSSA. The district will need to show evidence of using standards in the special education classrooms. The state is now requiring that the IEP goals match the Pennsylvania standards and assessment anchors that have been given. The Penn Manor direction will be to continue meaningful dialogue and communication between regular and special ed teachers; use of Dimensions for data tracking; development of common, local assessments; development of curriculum that focuses on assessment anchors and eligible content; and continued work aligning curriculum to PA State Standards. Mrs. Griffis reviewed the executive summary of the overall direction in the district and the beliefs in terms of PA assessment and our use of assessment anchors and eligible content.

Mr. Johnston explained the support staff equity service implementation plan. Based upon calculations and after reviewing the results of various scenarios, he recommends that the first step should be to bring all affected employees to within 4% of their equity rate by means of a January rate adjustment to be put in place for the remainder of the 2004-05 fiscal year. The plan would affect 56 employees based upon years of service and experience; the cost is just under \$24,000 for this fiscal year and less than \$48,000 annually thereafter. Dr. Frerichs asked for an example. Mr. Johnston distributed to the Board a list of the affected staff. Approval for placement of this item on the October School Board Meeting Agenda was approved on a motion by Dr. Frerichs, a second by Mr. Lyon, and a unanimous voice vote.

Mr. Stewart welcomed students from Millersville University and explained the board meeting format and board responsibilities of the committee of the whole and the voting meeting.

Mr. Stewart reviewed the IU annual report. He explained the categories relating to students needing special education services. He stated that Penn Manor's philosophy is to try to educate a special education effectively in their home school which explains why Penn Manor's enrollment in the IU is small. Mr. Herr asked about mainstreaming students into a regular classroom. Mr. Stewart answered that a student can be mainstreamed into a class when appropriate. Dr. Frerichs questioned the transportation. Mr. Stewart stated that although these students are transported by the IU the whole county works in cooperation with transporting these students. Mr. Johnston commended Mrs. Kelshaw for her efforts to coordinate transporting all students sometimes going the extra mile to accommodate them.

Mr. Johnston informed the Board that information links for Act 72 have been posted on the Penn Manor Homepage. He reviewed selected links that concern Act 72 and its implications for the district. The link on the homepage will be updated as news and information becomes available. He recommended reading the PDE site regarding frequently asked questions. He stated that the initial mailing of the homestead/farmstead exclusion applications will be sent out this month. Mr. Herr asked if there was any talk about school districts not accepting the money. Mr. Johnston replied that there has been talk especially for some districts. Mr. Johnston will keep the board up to date with any developments.

Mrs. Cindy Rhoades reviewed the community survey that was sent in June to a random sampling of 600 residents. She compared the results of the overall returns with the returns of residents who currently have students in the school district. Some of the areas included in the survey included the district newsletter, technology, adult education classes, challenges facing Penn Manor, positives, improvements and initiatives.

Dr. Frerichs reported that he and Mr. Herr attended the PSBA conference in Hershey. Dr. Frerichs brought up the revised legislative issue but it did not get the necessary votes for consideration. He distributed an IU 13 guide to frequently used acronyms. He reported that Dr. Rhen will be leaving the IU effective October 30 and Mr. John Bonfield will serve as acting director

until a new appointment is made. An effort continues to unionize the support staff. The IU is investigating leasing office space a Burle Business Park to consolidate offices and services.

Mr. Geist thanked everyone on the board for their personal contributions to the Education Foundation. He expressed his appreciation for their support of the Foundation.

Mr. Stewart stated that Penn Manor is participating in an opportunity to establish a relationship with a school in Germany. Penn Manor is currently hosting 17 students and in exchange Penn Manor students will go to Germany this summer. Mr. Stewart introduced Mrs. Sallie Bookman, Penn Manor High School German teacher and teacher of the gifted. Mrs. Bookman reported that the students will be here for two weeks. Some of the activities planned for the students include the homecoming game and dance, trips to Lancaster, Millersville University, Washington DC and possibly Gettysburg. The students introduced themselves and Mrs. Bookman introduced Rainer Hermann teacher of English and geography at the Gymnasium Philippiinum in Marburg, Germany. He thanked the Penn Manor community, parents and Mrs. Bookman for this opportunity.

The Committee of the Whole adjourned at 8:45 p.m. on a motion by Mrs. Wert, a second by Mrs. Friedman, and a unanimous voice vote.