

Agenda – Committee of the Whole
Penn Manor School District
Monday, August 7, 2017
Manor Middle School – Board Room

EXECUTIVE SESSION

6:40

Personnel - Review of Item 4B (resignations) and Item 4C (leaves)

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, August 21, 2017 at 7:00 p.m. in the Board Room at Manor Middle School.

ANNOUNCEMENT:

An Executive Session was held prior to the Committee of the Whole meeting for the purpose of discussing personnel matters as detailed above.

ROLL CALL:

APPROVAL OF MINUTES:

July 17, 2017

<http://www.pennmanor.net/boardminutes/>

CITIZEN'S COMMENTS:

Name and Address

BOARD DEVELOPMENT OPPORTUNITIES AND REPORTS:

Item 1.

(7:15-8:15)

Bond Financing Options – Mr. John Fry & Mr. Brad Remig

Explanation: Mr. Fry and Mr. Remig from PFM Swap Advisors LLC were recently approved by the School Board as Municipal Advisors and designated Qualified Independent Representatives for the district. They will review the process for a cash settled forward swap and present an Interest Rate Management Plan for the School Board's consideration. If the Board wants to pursue this option, a motion will need to be made to place this item on the August 21 agenda in order to authorize the appropriate Resolutions.

Approval for Placement on August 21, 2017 Board Meeting Agenda

Item 2.

(8:15-8:25)

PSBA 2017 Delegate Assembly – Mr. Long

Explanation: Mr. Long will review names of interested board directors who wish to serve as delegates for the upcoming October Pennsylvania School Boards Association (PSBA) delegate assembly in Hershey, PA. Mr. Long will also discuss the upcoming election of officers for PSBA.

Approval for Placement on August 21, 2017 Board Meeting Agenda

Item 3.

(8:25 - 8:45)

First Reading of Revised School Board Policies – Dr. Leichliter

Explanation: Dr. Leichliter will review changes made to board policies 203, 204, 209.2, 246, 626 attachments, and 808 as recommended by the Pennsylvania School Boards Association (PSBA) policy service.

Approval for Placement on August 7, 2017 Board Meeting Agenda

Item 4.

(8:45 - 9:00)

Update on Millersville Commons – Dr. Leichliter

Explanation: Dr. Leichliter will review information related to the application of Sheetz to sell alcohol on its premises. Since the store is within 300 feet on Comet Field, officials from Millersville Borough have notified the district in case the School Board wishes to make comment at an upcoming public hearing.

Information Only

ADJOURNMENT

SCHEDULING AN APPEARANCE ON THE AGENDA

Any individual or group 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, August 7, 2017
Manor Middle School – Board Room
At Conclusion of the Committee of the Whole

CALL TO ORDER:

MOMENT OF SILENCE Mr. Long

FLAG SALUTE: Mr. Long

NEXT MEETING: The next scheduled meeting of the Penn Manor School Board will be held on Monday, August 21, 2017 following the Committee of the Whole meeting.

ANNOUNCEMENT: An Executive Session was held prior to the Committee of the Whole meeting for the purpose of discussing personnel matters as detailed on the Committee of the Whole agenda.

ROLL CALL:

CITIZEN’S COMMENTS:

APPROVAL OF MINUTES: July 17, 2017
<http://www.pennmanor.net/board/minutes/>

SUPERINTENDENT’S REPORT:

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

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

A. **First Reading of Revised School Board Policies**

Explanation: First reading of changes made to board policies 203, 204, 209.2, 246, 626 attachments, and 808 as recommended by the Pennsylvania School Boards Association (PSBA) policy service.

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

- A. School District Physician – Timothy Weaver, M.D. of Manor Family Health as the School District's Physician for the 2017-2018 school year at the rate of \$4,000

Explanation: Dr. Weaver has agreed to continue his service. There will be no rate increase this year.

- B. Neiman Refrigeration Proposal as cited (page 5)

Explanation: The split system will provide a cooling system for the technology room at Hambright Elementary School that can be used without accessing the main chiller system.

- C. Deihm & Sons Proposal as cited (page 6-8)

Explanation: To coordinate field work and to review existing CAD products, plans and records associated with the Tennis Court Relocation Project to include preparation of base mapping in support of the field survey work.

- D. Tax Exonerations as cited. (see page 9)

- E. School District Affiliation Agreement - with Indiana University of Pennsylvania

Explanation: Educator and clinician preparation students will be placed at Penn Manor from Indiana University of Pennsylvania for internship, practicum and clinical experience.

- F. Student Assistance Program Contract with Pennsylvania Counseling Services for the 2017-2018 school year (see enclosure).

- G. Lancaster General Hospital Drug Screening Contract for the 2017-2018 school year (see pages 10-15)

Explanation: Pricing and terms are the same as the previous contract.

- H. Commercial Kitchen Repair Service for repairs to the walk in cooler at Eshleman Elementary School as cited (see page 16)

Explanation: For the replacement of the evaporator coil.

- I. Commercial Kitchen Repair Service for repairs to the door of the walk in cooler at Eshleman Elementary School as cited (see page 17)

Explanation: For the installation of an inside release clasp on the cooler door.

J. IU13 Safety & Security Cohort Agreement (see pages 18-23)

Explanation: IU13 is starting a new cohort to provide enhanced safety programming for districts. Services include a subscriber-only portal containing training information, supporting documents, and access to training videos. In addition, the yearly fee includes a vulnerability study for one school building per year and access to the services of Officer Baker for personalized district trainings at a reduced fee.

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 (pages 24-26)

B. Resignation of the individuals listed per the effective date:

Kevin M. Bower, 3rd Grade, Hambright, effective August 20, 2017
Erick M. Dutchess, Biology, High School, effective August 20, 2017
Charleton D. King, Physics, High School, effective August 20, 2017
Jordann Stekervetz, ERA, Central Manor, effective 6/7/17
Leeann Shearer, ERA, Central Manor, effective 6/7/17
Shannon Fox, ERA, Central Manor, effective 6/7/17
Debra DeBerdine, Title I Assistant, Hambright, effective 6/7/17
Bobbi Jo Bland, Building Substitute, effective 6/7/17

C. Leave to the individuals according to the terms listed:

Classified Employees:

Employee G4 – Family Medical – June 3, 2017 – June 30, 2017

Employee G5 – Family Medical - July 31, 2017 – October 3, 2017

D. Mentors for the 2017-2018 school year as listed (see page 27).

Explanation: All new teachers and teachers changing positions are assigned a mentor. This is required by the Pennsylvania Department of Education. It is also required as part of the New Teacher Induction Plan in the EStrategic Plan.

E. 2017-2018 Fall Coaching Positions as listed (see page 28)

Explanation: The attachment shows the coaches and positions by sport for the 2017-2018 fall season. The breakdown with the individual salaries was compiled by the Athletic Department in conjunction with the team coaches.

F. Seasonal Weight Room coverage provided by one of the following trainers - Jon Zajac, Elena Konas, or Tim Hite - for the weight room at the rates cited below for the 2017-2018 school year.

88 scheduled summer weight room hours at \$25.26 per hour

114 scheduled fall weight room hours at \$25.26 per hour

120 scheduled winter weight room hours at \$25.26 per hour
134 scheduled spring weight room hours at \$25.26 per hour

- G. Team Training Hours to provide up to 100 hours of weight room athletic team training for the 2017-2018 school year at the rate cited below. Coverage will be provided by one of the following trainers - Jon Zajac, Elena Konas, or Tim Hite.

Up to 100 weight room athletic team training hours at \$25.26 per hour

- H. Speed Training Hours to provide up to 30 hours of speed training for the 2017-2018 school year at the rate cited below. Coverage provided by one of the following trainers - Jon Zajac, Elena Konas, or Tim Hite.

Up to 30 speed training hours at \$25.26 per hour

- I. Head Varsity Girls Lacrosse Coach – Caroline Lovett

ADJOURNMENT

SCHEDULING AN APPEARANCE ON THE AGENDA

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- 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.
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NEIMAN REFRIGERATION
5108 Furnace Rd.
York, PA 17406
717-781-3989

PROPOSAL SUBMITTED TO: Thomas Fluke

DATE: 07/05/17

EMAIL: Thomas.fluke@pennmanor.net

JOB NAME & LOCATION: Hambright Elementary – Ductless AC

We hereby submit specifications and estimates for:

Furnish and installation of a new 3 ton Daikan ductless A/C split system.

This quote includes installation of new unit, run drain lines, install electric from breaker box to unit.

This quote does not include any roof boot or pitch pocket installation for roof penetration.

WE PROPOSE hereby to furnish material and labor – complete in accordance with above specifications, for the sum of \$ 5,800.00.

Payment to be made as follows:

Balance is due upon work completion date.

TERMS: Due upon receipt. A 1 ½% (18% annual percentage rate) finance charge and a \$25 late fee will be added for invoices unpaid after 30 days. Reasonable collection and attorney fees will be assessed to all accounts placed for collection. Past due accounts will automatically be placed on COD basis. A \$50 fee will be assessed each time a check is returned. Any outstanding balances unpaid after 90 days will be sent to collections.

All material is guaranteed to be as specified. All work to be completed in a workmanlike manner according to standard practices. Any alterations or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado, and other necessary insurance. Our workers are fully covered by Workman's Compensation Insurance.

Authorized Signature _____ Date _____

Note: This proposal may be withdrawn by us if not accepted within 30 days.

ACCEPTANCE OF PROPOSAL- The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Signature _____ Date _____

UPON ACCEPTANCE, PLEASE SIGN & E-MAIL TO
hvac@neimanrefrigeration.com **THANK YOU.**



Surveying & Mapping • Civil Engineering • Land Planning

June 5, 2017

Jim Hocker
Derck & Edson Associates, LLP
33 South Broad Street
Lititz, PA 17543

**SUBJECT: Proposal to Provide Professional Services –
 Penn Manor School District
 Topography Survey -- Tennis Court Relocation
 Manor Township, Lancaster County, PA**

Dear Mr. Johnston,

We appreciate the opportunity to submit the following proposal for the project referenced above. As a firm offering surveying, planning and engineering services, Diehm & Sons maintains the level of technical expertise, ability and experience to meet your needs in the most proficient, accurate and professional manner. We are committed to employing state-of-the-art technology, maintaining continual communication, and being as cost-effective as possible.

We present written proposals to potential clients so there is a clear understanding of both the scope of our services and the estimate of cost and time to complete the project. This open line of communication is a critical element in our process and key to our mutual success. Please accept this proposal as the basis for our services. No change in the scope of services and costs thereof will be made without prior notification to and approval by, you the Client.

SCOPE OF SERVICES

1. Diehm will contact the project supervisor at Derck & Edson, to coordinate field work and to review existing CAD products, plans and records associated with the project area. Based on said research, Diehm will prepare base mapping in support of the field survey work.
2. Diehm will make the survey observations necessary to create a digital surface to support the generation of 1' contours in the limited area onsite sensitive to the proposed engineering and construction. This area of detail will include the areas as defined in the exhibit provided by Derck & Edson via email from Jim Hocker on June 2, 2017.
3. Diehm will make the necessary observations to place the base mapping on a realization of the State Plane Coordinate System (PA-South Zone-NAD 83) and on a published vertical Datum (NAVD 88). This tie will allow continuity with GIS resources, including information associated with the PAMAP GIS project.

N:\DIEHM ADMINISTRATION\PROJECT PROPOSALS\2017\17-DerckEdson-PMSD-Tennis\17-PennManorSD-Tennis.doc

4. Diehm will map buried utilities including water/fire hydrant mains, sanitary sewer, storm sewer, natural gas, and electric in the areas outlined in the exhibits provided with the request for proposal. This mapping will be based on surface information, existing plans, and markings provided through the PA One Call system and utility marking service as outlined in the scope of services in the request for proposal.
5. Diehm will complete the base mapping as a digital CAD product. The product will be developed utilizing Autodesk software and will be delivered in an associated format consistent with the scope of services outlined in the request for proposal.
6. Diehm will review the survey information on the proposed plans and will provide a signature and professional seal of a surveyor's certificate.

COMPENSATION

Diehm and Sons will perform the three services listed above on a time and material basis for a not to exceed price of **Five Thousand Nine Hundred DOLLARS (\$ 5,900.00).**

TIME FRAME FOR COMPLETION

Diehm and Sons will begin work on the above referenced project within one week upon receipt of the enclosed Acceptance/Authorization to Proceed Form. We will complete and deliver the finished products within 30 Days.

ACCEPTANCE/AUTHORIZATION TO PROCEED

If this proposal is acceptable to you, please sign where indicated below and return a copy to our office to serve as our formal authorization to proceed under the terms and conditions described herein and under the Standard Terms & Conditions as attached to this proposal. Standard Terms & Conditions are a part of this agreement by reference.

Thank you for considering us for this work. We look forward to working with you on this project. If you have any questions, please call us.

Sincerely,
DIEHM & SONS, INC.



Timothy D. Diehm, P.L.S.
President / CEO

AUTHORIZATION TO PROCEED

Diehm & Sons is hereby authorized to proceed under the terms and conditions described herein.

Authorized Signature

Date

PENN MANOR SCHOOL DISTRICT - AUGUST 7, 2017
 REAL ESTATE TAX EXONERATION
 2017 REAL ESTATE TAX EXONERATION
 2016 REAL ESTATE TAX EXONERATION

<u>BILL NO.</u>	<u>NAME</u>	<u>TAX PARCEL</u>	<u>REASON</u>	<u>ASSESSMENT CHANGE</u>	<u>TAX DOLLARS LOST</u>
CONESTOGA TOWNSHIP					
12017-3-783	Stull David B & Christine M	1207511700000	Catastrophic Loss	\$ 75,500.00	\$ 1,514.53
12016-3-778	Stull David B & Christine M	1207511700000	Catastrophic Loss	\$ 12,600.00	\$ 242.80
MANOR TOWNSHIP					
41017-3-5402	Penn Manor School District	4100199900000	District Property	\$ 167,000.00	\$ 3,350.02
41017-3-5403	Penn Manor School District	4106022900000	District Property	\$ 161,000.00	\$ 3,229.66
MARTIC TOWNSHIP					
43017-3-2204	Zegley, Paul A	4301893600000	Catastrophic Loss	\$ 146,200.00	\$ 2,932.77
43016-3-2205	Zegley, Paul A	4301893600000	Catastrophic Loss	\$ 73,100.00	\$ 1,408.64
43017-3-1571	PPL Holtwood LLC	4309164400000	Building Removed	\$ 179,400.00	\$ 3,598.76
43017-3-894	Holtwood LLC	4301350800000	Act 319 Enroll	\$ 78,800.00	\$ 1,580.73
43017-3-448	Dussinger, Keith D & Paula J	4302515900000	Act 319 Enroll	\$ 75,300.00	\$ 1,510.52
43017-3-449	Dussinger, Keith D & Paula J	4303108500000	Act 319 Enroll	\$ 85,300.00	\$ 1,711.12
43017-3-450	Dussinger, Keith D & Paula J	4303522500000	Act 319 Enroll	\$ 419,600.00	\$ 8,417.18
43017-3-451	Dussinger, Keith D & Paula J	4303569500000	Act 319 Enroll	\$ 386,600.00	\$ 7,755.20
43017-3-1644	Richardson, James C III	4304304600000	Building Removed	\$ 25,600.00	\$ 513.54
PEQUEA TOWNSHIP					
51017-3-1867	Westwood Village Homeowners Assn	5103056400000	Taxable to Exempt	\$ 12,800.00	\$ 256.77
51017-3-1870	Westwood Village Homeowners Assn	5101715600000	Taxable to Exempt	\$ 11,900.00	\$ 238.71

**LANCASTER GENERAL HEALTH
OCCUPATIONAL MEDICINE
RANDOM POOL AGREEMENT
2017-2018**

Penn Manor School District (hereinafter referred to as "the District") hereby agrees to participate in a random drug testing pool for its students participating in athletics and co-curricular activities, as well as those who volunteer to participate in the program. This random pool, to be called "Lancaster General Hospital Occupational Medicine/Penn Manor School District Pool" (hereafter "The Pool"), will be administered by Lancaster General Hospital Occupational Medicine, 2110 Harrisburg Pike, Suite 21, Lancaster, PA 17604-3200 (hereafter "LG Health"), which will also provide Medical Review Officer (MRO) services.

I. Responsibilities of the District

- A. It is the responsibility of the District to determine and include only its students subject to the drug screening policy (hereafter "the Policy").
- B. The District will provide to LG Health the list of students eligible to be entered into the Pool with the following demographic information:
 - 1. Student name
 - 2. Student ID number.
 - 3. School
- C. The District will provide to LG Health the name(s) of the individuals within the District who serve as a Designated Employer Representative(s) (DER) and who may be contacted regarding the random selection and the right to be notified of and/or receive the testing results. Information provided should include both the primary and alternate DER's along with their telephone and confidential FAX numbers.
- D. It is understood that the notification to the District of students selected is confidential and that the authorized contact persons shall not disclose the names of the students selected for testing to any non-authorized individuals prior to notifying the student of his/her selection to be tested.
- E. The District will ensure that the students report for testing on the date determined by the District, which will be provided by the District no later than the time of notification of the students selected for testing. If a student is absent on the day of testing, one of 5 alternately selected students will be tested.
- F. The District will notify LG Health of any eligible student status changes *as soon as they occur* and *no later than the deadline date of the current selection period*. Such changes include, but are not limited to the following:
 - 1. Terminated students to be removed from the Pool; and/or

Confidential

2. Students who are on an extended absence such as vacation, illness, injury, etc. As long as there is a reasonable expectation that the student will be returning to school the student shall remain in the Random Pool. The notification of the extended absence is necessary to adjust the number of selections to meet the annual testing percentage requirement.
 3. Newly enrolled students.
- G. The District will provide an updated list of its students by the deadline date of the current selection period. A \$5.00 fee per student may be assessed for alternate selections required due to the failure of the school to provide an updated student list prior to the monthly selections.
- H. If requested to do so by the MRO, the District will make a reasonable attempt to contact a parent who has not responded to the MRO's attempts to discuss a student's controlled substances test result. The District will provide the MRO with written evidence of its attempts to contact the parent/guardian in writing.
- I. The District shall pay LG Health for services within the scope of this agreement and agrees to accept final responsibility for payment of the services. Services may include any charges incurred for providing testimony in court or deposition.
- J. The District agrees that LG Health, its MRO, physicians, employees or agents assume no responsibility for maintaining or enforcing the District's controlled substance policy.
- K. The District will assure that student and parent consent forms are executed and are on file.

II. Responsibilities of LG Health

- A. All testing performed by LG Health will be conducted in accordance with federal regulations.
- B. LG Health will be responsible for the selection of the students to be random tested as follows:
1. LG Health will conduct random selections in compliance with the District's Drug Screening Policy.
 2. The list of names of students to be tested shall be randomly selected, computer-generated and confidential.
 3. The testing frequency will be mutually determined by LG Health and the District's Superintendent during the school year. The District's Superintendent will decide upon testing dates.
 4. The list of students selected for the School will be provided to the District's DER marked "*Confidential*".

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- C. The scope of MRO services include, but are not limited to the following:
 - 1. Review of drug screening results in accordance with the District's Policy.
 - 2. Contacting the donor's parent and/or guardian if necessary to discuss the results of any positive test. This contact may include a request to the District by the MRO to contact the donor on his/her behalf.
 - 3. The MRO will forward a final result for each controlled substance test in accordance with the District's Policy.
- D. LG Health and/or MRO will maintain all records in accordance with the District's Policy.
- E. LG Health will provide annual statistical summaries for the Pool.

III. Miscellaneous Provisions

- A. This Agreement does not constitute a contract of employment. The relationship of LG Health to the District created by this Agreement is that of an independent contractor. The District and LG Health further agrees that LG Health's MRO(s), physicians, employees or agents shall not be considered to be employees of the District.
- B. Indemnifications
 - 1. LG Health agrees that it shall indemnify and defend the District, its officers, directors, employees or agents from all claims, demands, actions or other proceedings asserted or commenced against them by any person or entity arising from the negligent or intentional acts of LG Health in the performance of any service under this Agreement.
 - 2. Without waiving any immunity provided to the District under The Political Subdivision Tort Claims Act, The District agrees to indemnify and defend LG Health from all claims, demands, actions or other proceedings asserted or commenced against them by any person or entity arising from the negligent or intentional acts of the District, its officers, employees or agents in the performance of any service under this Agreement, whether or not acting within the scope of their authority.
- C. Neither the District nor LG Health shall assign or transfer its obligations or rights in this Agreement without the written consent of the other. Nothing herein shall be construed as giving rights or benefits herein to anyone other than the District or LG Health.
- D. If during the term or any subsequent term of this Agreement there is a significant change(s) in the requirements of the District's Policy affecting the contracted services covered under this Agreement or the contracted services are significantly affected as the result of other regulatory changes or changes mandated by federal, state, or local law, both parties agree to re-negotiate the services and fees.

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- E. The responsibilities, obligations, and liabilities shall survive the term of this Agreement.

IV. Fee Schedule

- A. See Attachment I. Fee Schedule, for all pricing.
- B. LG Health reserves the right to review prices and adjust them to reflect its general pricing policies from time-to-time.

V. Term

- A. This Agreement shall be in effect for a period of one year from the date of execution. Either party may terminate the Agreement with a 30-day written notice to the other party sent via certified mail, with a copy also sent by regular mail. The 30- day period will commence with the post-mark date of the certified article and/or the post-mark date of the notification sent via regular mail, whichever comes first.
- B. Both parties may terminate the Agreement by mutual consent and waive the 30-day period only if all District students selected prior to the mutual agreement to terminate have been tested.
- C. LG Health may terminate the Agreement for non-payment of services at any time upon written notice to the District of its intentions to terminate the Agreement following a good faith effort to collect payment. If the Agreement is terminated under these conditions, the 30-day period will be considered to be waived.
- D. Either the District or LG Health may either terminate the Agreement for non-compliance if either party fails to perform its responsibilities under this Agreement.
- E. Notification of termination of the Agreement will be addressed as follows:

- 1. To LG Health:

Attention: Supervisor
Lancaster General Occupational Medicine
2110 Harrisburg Pike - Suite 21
P.O. Box 3200
Lancaster, PA 17604-3200

- 2. To District:

Attention: Superintendent
Penn Manor School District
P.O. Box 1001
Millersville, PA 17551

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VI. Execution of Agreement

Intending to be legally bound, the District agrees to enter into the Lancaster General Hospital Occupational Medicine Random Substance Abuse Testing Program with LG Health. The Agreement will commence on the date the Agreement is endorsed by the LG Health. Both parties agree to abide by the terms of the Agreement as evidenced by the signatures below:

By District:

_____	_____
Date	Signature, Authorized Representative

By Lancaster General Health:

_____	_____
Date	Signature, Authorized Representative

Confidential

Attachment I. Fee Schedule

Set up of collection area before each random testing session	\$25.00
5-Panel urine Drug Screen (Includes specimen collection, lab testing and MRO function.)	\$41.00 each
5-Panel Rapid Urine Drug Screen (Negatives)	\$30.00
Confirmation Test for Non-Negative Specimen (Includes specimen collection, lab testing and MRO function.)	\$25.00
8-Panel Urine Drug Screen (Includes specimen collection, lab testing and MRO function.)	\$41.00
Retesting specimen if there is a challenge on a positive test result	\$65.00
Clinical Hourly Fee	\$35.00
Yearly administrative fee for random pool	\$500.00

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119 South Duke Street
Lancaster, PA 17602**Estimate**

717-391-2707

info@ckrsnow.com

CKRSNOW.com

Date	Estimate #
8/1/2017	673

Name / Address
Mary Keane Penn Manor PO Box 1001 Millersville, PA 17551

Terms	Project/Location		
Net 15	Eshelman Repairs		
Description	Qty	Cost	Total
ADDITIONAL ESHLEMAN REPAIRS EQUIPMENT Padlock hasp with inside release for walk in cooler door. SCOPE OF WORK Install new padlock hasp on walk in cooler door. Insure proper operation.	1	0.00 245.00	0.00 245.00

Thank you for your business.

Subtotal \$245.00**Sales Tax (6.0%)** \$0.00**Total** **\$245.00**

This estimate is good for 30 days from the date of the estimate. Any unforeseen parts, materials and/or labor time will be billed at normal rates. For acceptance, please sign and return one copy to CKRS, Inc. with downpayment.

Approval Signature and Date _____

119 South Duke Street
Lancaster, PA 17602

717-391-2707

info@ckrsnow.com

CKRSNOW.com

Estimate

Date	Estimate #
8/1/2017	672

Name / Address
Mary Keane Penn Manor PO Box 1001 Millersville, PA 17551

Terms	Project/Location
Net 15	Eshleman ES Walk In Coole

Description	Qty	Cost	Total
WALK IN COOLER REPAIR AT ESHLEMEN ELEMENTARY SCHOOL EQUIPMENT Trenton pre-assembled evaporator coil to include TXV, liquid line solenoid valve and thermostat. SCOPE OF WORK Remove existing evaporator and replace with new Trenton unit. Install new filter dryer and site glass. Pressure check and evacuate system. Run unit down in temperature and set controls to proper levels. WARRANTY Full manufactures warranty on evaporator. One (1) year installation warranty.	1	1,902.00	1,902.00

Thank you for your consideration.

Subtotal \$1,902.00**Sales Tax (6.0%)** \$0.00**Total** **\$1,902.00**

This estimate is good for 30 days from the date of the estimate. Any unforeseen parts, materials and/or labor time will be billed at normal rates. For acceptance, please sign and return one copy to CKRS, Inc. with downpayment.

Approval Signature and Date _____

CONSULTATIVE SERVICES AGREEMENT

This Consultative Services Agreement (“Agreement”) is made this 7th day of August, 2017, between Lancaster-Lebanon Intermediate Unit 13, a local intermediate unit organized and existing under the Pennsylvania Public School Code of 1949, as amended, with its administrative offices located at 1020 New Holland Avenue, Lancaster, PA 17601 (“Consultant”),

AND

Penn Manor School District, a Pennsylvania public school district, with its administrative offices located at 2950 Charlestown Road, Lancaster, PA 17603 (“School District”).

BACKGROUND

A. Consultant has offered to provide safety and security consulting to public school districts located in and around Lancaster County, PA and Lebanon County, PA.

B. School District desires to contract with Consultant for Consultant to make its services available to School District.

Intending to be legally bound, the parties hereto agree as follows:

ARTICLE I. SCOPE OF SERVICES; OWNERSHIP OF DOCUMENTS.

1.1 Consultant shall provide to the School District the services outlined on Exhibit “A”, a copy of which is attached hereto and made a part hereof.

1.2 The reports and other documents prepared by Consultant specifically for the School District shall be the property of the School District. The training information, supporting documents, videos, and related information prepared by Consultant and available to the School District and other entities available through a portal created by Consultant shall be the property of the Consultant.

ARTICLE II. COMPENSATION.

2.1 The cost for services rendered by the Consultant to the School District pursuant to this Agreement will be invoiced and due to the Consultant as follows: One Thousand Dollars (\$1,000.00) per school year or portion of a school year (July 1 through the subsequent June 30), or as adjusted pursuant to this Agreement (“Base Amount”).

2.2 Without prior demand, the Base Amount in the initial school year or portion of school year during the term of this Agreement shall be made payable to "Lancaster-Lebanon Intermediate Unit 13" and due to the Consultant within thirty (30) days of the Effective Date (as defined herein). Without prior demand, the Base Amount in each subsequent school year during the term of this Agreement shall be made payable to "Lancaster-Lebanon Intermediate Unit 13" and due to the Consultant no later than August 1 of that school year.

2.3 The Consultant reserves the right to adjust the Base Amount for the subsequent school year by providing written notice to the School District no later than May 1 of the current school year. Notwithstanding anything contained herein, the parties agree that the Consultant may provide the School District with notice of any adjustment to the Base Amount by sending email to the School District addressed to the email address set forth in Section 11.3 of this Agreement.

2.4 Any past due amounts owed to the Consultant incur a 12% annual interest charge that will be added to the total owed to the Consultant.

ARTICLE III. TERM; TERMINATION.

3.1 The effective date of this Agreement shall be the later of (i) the date this Agreement is executed by the Consultant or (ii) the date this Agreement is executed by the School District as set forth on the signature page of this Agreement ("Effective Date").

3.2 The initial term shall commence as of the Effective Date and terminate on June 30, 2018, provided, however, that this Agreement shall automatically renew for additional one (1) year periods, running from July 1 to June 30 of the applicable school year, unless either party notifies the other in writing thirty (30) days prior to the end of the then-current term of such party's desire that this Agreement not so automatically renew.

3.3 The Consultant may terminate this Agreement for any reason by giving at least thirty (30) days prior written notice to the School District. The parties shall deal with each other in good faith during the period after which any notice of termination has been given. If the Consultant terminates this Agreement pursuant to this Section 3.3, the Consultant shall refund on a pro-rated basis to the School District any unused portion of the Base Amount paid in advance within twenty (20) days after the Consultant's notice of termination.

ARTICLE IV. INDEPENDENT CONTRACTOR.

4.1 It is hereby understood and agreed that Consultant, in performing this Agreement, is acting in the capacity of an independent contractor, and that the Consultant is not an agent, servant, partner, or employee of the School District.

ARTICLE V. ASSIGNMENT.

5.1 This Agreement shall not be assigned by Consultant, without the written consent of the School District; said written consent of the School District may be withheld in the School District's sole discretion.

5.2 This Agreement shall not be assigned by School District, without the written consent of the Consultant; said written consent of the Consultant may be withheld in the Consultant's sole discretion.

ARTICLE VI. GOVERNING LAW.

6.1 This Agreement shall be construed and interpreted and its validity shall be determined in accordance with the laws of the Commonwealth of Pennsylvania.

ARTICLE VII. PARTIES BOUND.

7.1 This Agreement shall be binding and inure to the benefit of the parties hereto and their respective heirs, executors, administrators, legal representatives, successors and permitted assigns.

ARTICLE VIII. CLAIMS SETTLEMENT.

8.1 All claims, disputes and other matters in question between the School District and Consultant arising out of or relating to this Agreement or a breach thereof shall be litigated in the Court of Common Pleas of Lancaster County. There shall be no entitlement to arbitration pursuant to this Agreement.

ARTICLE IX. LIMITATION OF LIABILITY

9.1 The aggregate liability of any claim arising out of or relating to this Agreement, whether in contract, tort, or otherwise, shall be limited to an amount equivalent to the total Base Amount paid by the School District to Consultant for services performed pursuant to this Agreement. Consultant shall not in any circumstances be liable to the School District, whether in contract, tort, or otherwise, for any special, indirect, incidental, or consequential damages of any kind whatsoever whether Consultant is made aware in any way due to, resulting from, or arising in connection with the services performed by Consultant pursuant to this Agreement. The School District's right to monetary damages listed above in that amount shall be in lieu of other remedies that the School District may have.

ARTICLE X. INDEMNIFICATION

10.1 To the fullest extent permitted by applicable laws, the School District shall and hereby agrees, for itself and its successors and permitted assigns, to indemnify, hold harmless, and, if so requested, defend the Consultant and its employees, officers, directors, agents, representatives, and their respective heirs, executors, administrators, personal representatives,

successors, and assigns (collectively, the “Indemnitees”) from and against any and all claims, damages, losses, liabilities, suits, charges, fines, taxes, fees, penalties, orders, settlements, judgments, actions, causes of action, costs, and expenses (including reasonable attorneys’ fees) arising out of or related to: (i) the negligence or intentional acts of the School District and/or its employees, contractors, and agents; and (ii) the breach by the School District of any agreement, covenant, representation, or warranty in this Agreement, regardless of whether any of the foregoing is caused in part by any of the Indemnitees.

ARTICLE XI. MISCELLANEOUS.

11.1 The individuals executing this Agreement represent and warrant that they have the legal capacity and authority to execute and contractually bind their respective legal entities.

11.2 In any litigation or other proceeding by which one party either seeks to enforce its rights under this Agreement (whether in contract, tort, or both) or seeks a declaration of any rights or obligations under this Agreement, each party shall bear its own attorney fees, together with any costs and expenses to resolve the dispute and to enforce the final judgment.

11.3 All notices that are required to be given by one party to the other under this Agreement shall be in writing and shall be deemed to have been given if delivered personally or enclosed in a properly addressed envelope postage prepaid and deposited with a United States Post Office for delivery by first class and certified mail, or via overnight courier (such as Federal Express or UPS), addressed to the parties at the following addresses, unless such addresses are changed by notice, in writing, to the other party.

To Consultant:
Lancaster-Lebanon Intermediate Unit 13
Attention: Safety and Security Manager
1020 New Holland Avenue
Lancaster, PA 17601

To School District:
Penn Manor School District
Attention: Dr. Michael Leichliter
2950 Charlestown Road
Lancaster, PA 17603

Email address: mike.leichliter@pennmanor.net

11.4 If any term of this Agreement is held by a court of competent jurisdiction to be void or unenforceable, the remainder of this Agreement shall remain in full force and effect and shall not be affected.

11.5 The section headings in this Agreement are intended for convenience only and shall not be taken into consideration in any construction or interpretation of this agreement or any of its provisions.

11.6 This Agreement may be modified only by a written amendment to this Agreement, executed by both parties.

IN WITNESS WHEREOF, the parties hereto have caused this Consultative Services Agreement to be duly executed by an authorized representative as of the day and year as set forth herein.

LANCASTER-LEBANON
INTERMEDIATE UNIT 13

Attest/Witness: _____

Date: _____

By: _____

Name: _____

Title: _____

PENN MANOR SCHOOL DISTRICT

Attest/Witness: _____

Date: August 7, 2017

By: _____

Name: J. Kenneth Long

Title: President, Penn Manor Board of
School Directors

EXHIBIT “A”

SERVICES

1. Access to a subscriber-only portal containing safety and security training information, supporting documents and videos.
2. Monthly training topics and information related to safety and security in segments generally lasting between 5-10 minutes
3. Updates for informational purposes regarding legal and regulatory changes related to safety and security that affects public schools located within the Commonwealth of Pennsylvania.
4. Reasonable after-hours access to the Consultant’s safety and security manager for consultation related to safety and security issues as they develop.
5. Review of safety and security vendor proposals from strictly a safety and security perspective.
6. Vulnerability study of one school building each school year (from July 1 through the subsequent June 30) within the School District with a written report prepared by Consultant.
7. A 50% discount on one personalized training conducted by the Consultant’s safety and security manager each school year (from July 1 through the subsequent June 30). Said personalized training is to be conducted at the Consultant’s administrative offices at a time mutually agreeable to both parties.

PENN MANOR SCHOOL DISTRICT

August 7, 2017 Board Agenda

New employees for the 2017-2018 school year:

Appel, Cristen I. – elementary professional employee, full-time, permanent position, Masters' Degree, [8 years experience], Step 1, \$54,302, pending receipt of required documents. Assignment: Grade 1 Teacher/Central Manor Elementary School

Mrs. Appel graduated from Millersville University in 2006 with a BS in elementary education and earned her Masters' Degree in early childhood education. Cristen previous worked as a kindergarten teacher in the Solanco School District since 2006. She is a 2002 graduate of Penn Manor High School. Cristen, and her husband, Steven, reside in Millersville with their two children Jackson and Madelyn. She enjoys running and has coached Girls on the Run.

Binkley, Megan E. – elementary professional employee, 50%, part-time, long-term substitute, first semester, B.S. Degree [no experience], Step 1, \$46,585 prorated 50% \$23,292.50 [\$11,033.29 prorated 86 days plus 4 in-service days at 50%], pending receipt of required documents. Assignment: 50%/Kindergarten Teacher/A.M. Session/Hambright Elementary School

Mrs. Binkley graduated from Millersville University in December 2015 with a BS in special education and early childhood education. Megan previously worked as a daily substitute for STS, Hempfield School District and the Lancaster-Lebanon IU13. During the 2016-2017 school year, Megan was an extended day-to-day substitute at Hambright Elementary School. Megan, and her husband, Austin, reside in West Hempfield Township. She enjoys spending time with her family, being outdoors, baking, crafting, and bargain shopping.

Brennan, Kailey M. – elementary professional employee, full-time, permanent position, B.S. Degree, [no experience], Step 1, \$46,585, pending receipt of required documents. Assignment: Music Teacher/Conestoga/Eshleman Elementary Schools

Miss Brennan graduated from Millersville University in December 2016 with a BS in music education. Kailey successfully completed an extended day-to-day substitute assignment teaching music at Conestoga and Eshleman Elementary Schools during the spring of the 2016-2017 school year. She enjoys going to shows, exploring Lancaster, listening to records, playing most anything with some strings on it, and snuggling with her puppy.

Eby, Krista J. – elementary professional employee, full-time, long-term substitute, first semester, B.S. Degree, [no experience], Step 1, \$46,585 [\$22,189.17 prorated 86 days plus 4.5 in-service days], pending receipt of required documents. Assignment: Grade 1 Teacher/Hambright Elementary School

Miss Eby graduated from Lancaster Bible College in 2016 with a BS in Early Childhood Education. Krista successfully completed an extended day-to-day substitute assignment during the 2016-2017 school year teaching first grade at Pequea Elementary School. She enjoys reading and spending time with her family.

Fasnacht, Morgan E. – elementary professional employee, full-time, permanent position, B.S. Degree, [no experience], Step 1, \$46,585, pending receipt of required documents. Assignment: Art Teacher/Conestoga/Eshleman Elementary Schools

Miss Fasnacht graduated from Kutztown University in May 2017 with a BS in art education. Previously, Morgan worked as a daily substitute teacher at Annville-Cleona and Pine Grove School Districts directly following graduation. Morgan enjoys music and getting to know new people. She also enjoys working out, traveling, being outdoors and playing basketball.

Knauss, Julie E. – secondary professional employee, full-time, long-term substitute, first semester, B.S. Degree, [no experience], Step 1, \$46,585 [\$22,189.17 prorated 86 days plus 4.5 in-service days], pending receipt of required documents. Assignment: English Teacher/Penn Manor High School

Ms. Knauss graduated from Messiah College in May 2017 with a BA in English with a teaching certification as well as an ESL certification. Julie has worked as an extended day-to-day substitute at Carlisle Area High School directly after graduation. She enjoys traveling, reading, and spending time outdoors.

Ream, Katherine E. – secondary professional employee, full-time, long-term substitute, first semester, B.S. Degree, [3 years experience], Step 1, \$46,585 [\$22,189.17 prorated 86 days plus 4.5 in-service days], pending receipt of required documents. Assignment: Mathematics Teacher/Penn Manor High School

Ms. Ream graduated from Kutztown University in May 2011 with a BS in Mathematics. Katherine began her teaching career in Delaware at Lake Forest School District from 2011-2016. Katherine returned to Pennsylvania to be near her family and new niece. During the 2016-2017 school year, she worked as a long-term substitute for Conestoga Valley School District. Katherine resides in Leola and she enjoys reading, new culinary adventures, and exploring local bike trails.

Zook, Danielle J. – elementary professional employee, full-time, permanent position, B.S. Degree, [no experience], Step 1, \$46,585 +\$2,600 = \$49,185, pending receipt of required documents. Assignment: Learning Support/Life Skills/Grades 1-3 Teacher/Pequea Elementary School

Mrs. Zook graduated from Messiah College in May 2014 with a BS in elementary education and special education. Danielle previously worked as a preschool teacher at the YWCA of Lancaster and currently serves as a Therapeutic Support Staff at CCRES. Danielle, and her husband, Joshua, reside in Lancaster. Her hobbies include having conversations over coffee, spending time with friends and family, home decorating, singing, and playing piano.

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

Andrew, Mark D.* – elementary professional employee, full-time, permanent position, [change from Grade 6 Teacher/Martic Elementary School]. Assignment: Technology Education Teacher/Central Manor/Hambright Elementary Schools

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	
8/7/17	* GOOD	JENNY	CAFETERIA MANAGER	MANOR	0.25	180	\$ 14.45	Permanent	7.5	Effective 8/24/17, additional .25 hour
8/7/17	SCOTTEN	RACHEL	FOOD SERVICE	HAMBRIGHT	4.5	180	\$ 9.58	Permanent	4.5	Effective 8/24/17
8/7/17	* DEFRANCO-HAAS	KATHLEEN	HEALTH ROOM AIDE-RN	CONESTOGA	6.5	144	\$ 20.27	Permanent	6.5	Effective 8/24/17, transfer from Peg, 4 days/week
8/7/17	* MAULE	JESSICA	LIBRARY AIDE	PEQUEA	5	183	\$ 12.11	Permanent	5	Effective 8/24/17
8/7/17	* CURTIS	CHRISTINA	PLAYGROUND AIDE	HAMBRIGHT	1.5	180	\$ 9.62	Permanent	5	Effective 8/24/17
8/7/17	LANDIS	JAMES	PART TIME CUSTODIAN	CENTRAL MANOR	4	180	\$ 12.25	Permanent	4	Effective 8/24/17
8/7/17	* BITTS	DIANE	ENROLLMENT RELATED AIDE	HAMBRIGHT	5	180	\$ 12.50	2017-18 school year only	5	Effective 8/24/17
8/7/17	* CURTIS	CHRISTINA	ENROLLMENT RELATED AIDE	HAMBRIGHT	3.5	180	\$ 9.62	2017-18 school year only	5	Effective 8/24/17
8/7/17	* EISENHAEUER	KRISTIN	ENROLLMENT RELATED AIDE	HAMBRIGHT	5	180	\$ 10.09	2017-18 school year only	5	Effective 8/24/17
8/7/17	* HILL	KARLEY	ENROLLMENT RELATED AIDE	HAMBRIGHT	5	180	\$ 9.62	2017-18 school year only	5	Effective 8/24/17
8/7/17	* ORLICK	KAREN	ENROLLMENT RELATED AIDE	HAMBRIGHT	5	180	\$ 10.09	2017-18 school year only	5	Effective 8/24/17
8/7/17	* WHIRT	CHRISTINA	ENROLLMENT RELATED AIDE	HAMBRIGHT	5	180	\$ 11.94	2017-18 school year only	5	Effective 8/24/17
8/7/17	* DRENNEN	MELANIE	ENROLLMENT RELATED AIDE	CENTRAL MANOR	5	180	\$ 9.62	2017-18 school year only	5	Effective 8/24/17
8/7/17	* FLORY	MARGARET	ENROLLMENT RELATED AIDE	CENTRAL MANOR	5	180	\$ 9.62	2017-18 school year only	5	Effective 8/24/17
8/7/17	* FROELICH	SUSAN	ENROLLMENT RELATED AIDE	ESHLEMAN	4.75	180	\$ 11.85	2017-18 school year only	5.75	Effective 8/24/17
8/7/17	* GREIDER	E. ANNE	ENROLLMENT RELATED AIDE	ESHLEMAN	5	72	\$ 10.09	2017-18 school year only	5	Effective 8/24/17, 2 days partweek
8/7/17	* MAYZUM	MANDY JO	ENROLLMENT RELATED AIDE	ESHLEMAN	5	180	\$ 10.53	2017-18 school year only	5	Effective 8/24/17
8/7/17	* DRUMM-MIKLOS	CHEVEL	ENROLLMENT RELATED AIDE	ESHLEMAN/LETORT	5	180	\$ 12.40	2017-18 school year only	5	Effective 8/24/17
8/7/17	* ESHLEMAN	PAMELA	ENROLLMENT RELATED AIDE	LETORT	4	180	\$ 11.47	2017-18 school year only	5	Effective 8/24/17
8/7/17	* FLATLEY	MICHELLE	ENROLLMENT RELATED AIDE	LETORT	3	180	\$ 11.47	2017-18 school year only	4	Effective 8/24/17
8/7/17	* EME	LISA	READY TO LEARN AIDE	LETORT	5	180	\$ 9.75	2017-18 school year only	5	Effective 8/24/17
8/7/17	* FREET	STACEY	READY TO LEARN AIDE	LETORT	5	180	\$ 9.62	2017-18 school year only	5	Effective 8/24/17
8/7/17	* KRAMER	LOGAN	CAREER AIDE	HIGH SCHOOL	2	180	\$ 10.00	2017-18 school year only	2	Effective 8/28/17, up to 10 hours per week
8/7/17	* WAHIDULLAH	HASHMATULLAH	TEMPORARY CUSTODIAN	DISTRICT	5	Summer	\$ 12.44	Temporary	5	Effective 7/28/17, Temporary through 8/31/17

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

2017-2018 NEW EMPLOYEES WITH MENTORS

New Hires' Name	Building	Assignment	Status	Mentor's Name	Stipend
Brittney N. Anderson	Marticville MS/Manor MS	School Nurse	LTS/Semesters 1&2	Lisa A. Heisler	\$1,000.00
Cristen I. Appel	Central Manor	Grade 1	Full-time Permanent	Emily L. Mattern	\$1,000.00
Thomas J. Bechtel	High School	Social Studies	Full-time Permanent	Eric C. Urban	\$1,000.00
Megan E. Binkley	Hambricht	Kindergarten/50%	LTS/Semester 1	Antonella B. Kirchner	\$500.00
Kailey M. Brennan	Conestoga/Eshleman	Music	Full-time Permanent	Jill M. Almoney	\$1,000.00
Ashley M. Brubaker	Hambricht	Music	Full-time Permanent	Susan M. Hamer	\$1,000.00
Krista J. Eby	Hambricht	Grade 1	LTS/Semester 1	Margaret A. Murr	\$500.00
Morgan E. Fasnacht	Conestoga/Eshleman	Art	Full-time Permanent	Heather B. Wigerman	\$1,000.00
Aliza R. Heinicke	Central Manor	Grade 6	Full-time Permanent	Stacey M. Brinkman	\$1,000.00
Courtney M. Heiser	Manor MS	Math	Full-time Permanent	Maricia R. Kligge	\$1,000.00
Kayla J. Kauffman	High School	Social Studies	Full-time Permanent	Maria C. Vita	\$1,000.00
Julie E. Knauss	High School	English	LTS/Semester 1	Sara R. Evans-Bodde	\$500.00
Brandon L. Leinbach	Martic	Grade 2	LTS/Semester 1	Kerry L. Bender	\$500.00
Caroline P. Lovett	Pequea	Grade 4	Full-time Permanent	Tammee Iddings	\$1,000.00
Paige E. Martin	Central Manor	Learning Support	Full-time Permanent	Julie A. Yost	\$1,000.00
Grace E. Painter	Pequea	Grade 2	Full-time Permanent	Carin G. Leisure	\$1,000.00
Katherine E. Ream	High School	Mathematics	LTS/Semester 1	Elizabeth C. Kelly	\$500.00
Beth W. Reburn	High School	Learning Support/English	Full-time Permanent	Karen M. Hallett	\$1,000.00
Leomery Silva-Tavarez	High School	Spanish	LTS/Semester 1	Katharine M. Rodriguez	\$500.00
Morgan E. Stepanchick	Hambricht	Learning Support	Full-time Permanent	Julie A. Yost	\$1,000.00
Mary E.C. Wittemann	High School	Biology	50% Part-time Permanent	David M. Bender	\$1,000.00
Danielle J. Zook	Pequea	LS/Life Skills/Grades 1-3	Full-time Permanent	Julie A. Yost	\$1,000.00

FALL 2017 ATHLETIC COACHING CONTRACTS				Salary	Actual	
Sport	Coach	Title	Schedule	Salary	Variance	
Football	John Brubaker	Head Varsity	8,890	TBD		
	Matt Schuck	Var. Asst.	5,080	TBD		
	TBD	Assistant	4,570	TBD		
	Shayne Klopp	Assistant	4,570	TBD		
	Ben Schober	Assistant	4,570	TBD		
	John Tercha	Assistant	4,570	TBD		
	Streeter Stuart	Head Frosh	4,570	TBD		
	Barry Groff	Frosh Asst.	4,570	TBD		
	Josh Barben	Frosh Asst.		TBD		
	Steve Weidner	Head M.S.	4,570	TBD		
	Pat Weaver	M.S. Asst.	4,570	TBD		
	Edward "Dan" Baer	M.S. Asst.		TBD		
	Kevin Hertzog	Equip. Manager		TBD		
	Mike Burke	Volunteer				-
	Joe Kreider	Volunteer				-
Total for Football			50,530	-		-
Girls Tennis	Alison Fetter	Head Varsity	4,610	4,610		-
	Melissa Jones	Volunteer				-
	Ron Baker	Volunteer				-
Total for Girls Tennis			4,610	4,610		-
Girls Volleyball	Tim Joyce	Head Varsity	5,910	5,130		(780)
	Megan Miller	Asst. to Varsity	3,870	3,850		(20)
	Scott Files	Asst. JV		800		800
	Erika Dutchess	Volunteer				-
	Remington Sangrey	Volunteer				-
	David Julian	Volunteer				-
	Ray Long Jr.	Volunteer				-
Total for Girls Volleyball			9,780	9,780		-
Boys Soccer	Paul Taylor	Head Varsity	6,640	6,630		(10)
	Mike Cortez	Asst. to Varsity	3,870	3,810		(60)
	TBD	JV Coach	3,430	3,420		(10)
	James Kenyiha	JH Head Coach	3,430	3,470		40
	Judah Buckwalter	Asst. JH	3,430	3,470		40
	Joe Herman	Volunteer				-
Total for Boys Soccer			20,800	20,800		-
Girls Soccer	Jacob Marino	Head Varsity	6,640	6,640		-
	Logan Kramer	Asst. to Varsity	3,870	3,870		-
	Danielle Landis	JV	3,430	3,430		-
	Jourdan Brill	JH Head Coach	3,430	3,430		-
	Wes Smith	JH JV	3,430	3,430		-
	Jess Manchak	Volunteer				-
Total for Girls Soccer			20,800	20,800		-
Cross Country	Robert Ulmer	Head Varsity	6,090	4,640		(1,450)
	Tom Ecker	Asst. to Varsity	3,980	4,640		660
	Dan Myers	Assistant	2,160	2,000		(160)
	Andrea Kramer	Assistant		650		650
	Dawn Deets	Assistant		300		300
Total for Cross Country			12,230	12,230		-
Field Hockey	Matt Soto	Head Varsity	6,640	6,640		-
	Denise Gobretch	Asst. to Varsity	3,870	3,804		(66)
	Kelly Mason	Assistant	3,430	3,801		
	Jen Kroesen	Assistant	3,430	3,408		(22)
	Lindsay Gerner	Assistant	3,430	3,147		(283)
	Carenna Neely	Volunteer				-
Total for Field Hockey			20,800	20,800		(371)
Golf	Tom Reustle	Head Varsity	4,610	4,610		-
	Don Landis	Volunteer				-
Total for Golf			4,610	4,610		-
Cheerleading	Janna Ames	Head Varsity	6,640	6,640		-
	Kayla Sheppard	Asst. to Varsity	3,870	3,870		-
	Kara Eshleman	Assistant	2,720	2,720		-
	Brittani Sprankle	Volunteer				-
Total for Cheerleading			13,230	13,230		-
Total for Fall Sports 2017			157,390	106,860		(371)