



Agenda

**Reorganization / Voting Meeting of the Board of School Directors
Educational Service Center, 100 East College Avenue, Spring Grove, PA / 7 PM**

I. Call To OrderMS. CINDY HUBER

- × Flag salute and moment of silence
- × Roll call
- × Documented or announced reasons for known absences
- × Announcement regarding executive sessions held since the last sunshine meeting:
 - **November 21, 2016 for SGEA Labor Discussions**

II. Board Reorganization

- A. Meeting Purpose (*Cindy Huber*)
- B. Nomination / Election of Temporary President (*Cindy Huber*)
- C. Nomination / Election of President (*Temporary President*)
- D. Nomination / Election of Vice President (*Board President*)
- E. Motion to Approve Board Committees for 2017 (*motion and second needed, voice vote*)
- F. Distribution of Member Contact Info (*attached to Agenda – no vote necessary*)
- G. Conclude Reorganization

III. Superintendent’s ReportDR. DAVID RENAUT

IV. Student Representative Report..... MISS KAYLA WEAVER

V. Welcome Visitors: Formal and Informal requests to address the Board

(A maximum of five (5) minutes will be granted per individual and generally a maximum of thirty (30) minutes per meeting for this purpose. The Board’s rules for hearing of members of the public can be altered on a temporary basis by the majority vote of the School Directors present.)

The period of public comment is not designed to serve as an open dialogue, but rather to be an opportunity for district residents to express their opinions before the Board. The presiding officer may interrupt or terminate a participant’s statement when the statement is too lengthy, personally directed, abusive, obscene or irrelevant. A limited response, for purposes of clarification only, may or may not be offered by either a board member or the school administration.

VI. Board and Administration Response to Public Comment

VII. Correspondence

VIII. Legislative Update..... TODD STAUB

IX. York Adams Academy..... STACY MEYER

X. York County School of Technology..... DAVE TRETTEL



- XI. **Special Committee Reports** (*as needed*)
- XII. **Approval of Minutes:** (*motion and second needed, voice vote*)
 - × November 21, 2016 Regular Voting Meeting
- XIII. **NO Treasurer’s Report**.....*To be included with January 2017 materials*
- XIV. **Departmental Reports/Board Action Requests** (*motion and second needed, roll call vote*)
 - A. BUSINESS/FINANCE REPORTS
 - 1. Budget and Finance..... TODD STAUB
 - 2. Buildings and Grounds ***For Information Only***
 - 3. Transportation..... ERIC CABLE
 - B. MANAGEMENT REPORTS
 - 1. Policy STACY MEYER
 - 2. Personnel.....DOUG STEIN
 - C. PROGRAM REPORTS
 - 1. Curriculum BRENT HOSCHAR
- XV. **Adjournment** (*motion and second needed, voice vote*)

The Spring Grove Area School District Board of School Directors met for its regular session on Monday, November 21, 2016, in the Board Room of the Educational Service Center, 100 East College Avenue, Spring Grove, PA. Cindy Huber, Board President, called the meeting to order at 7:00 PM.

The Pledge of Allegiance was recited and a moment of silence observed. Roll call by Board Recording Secretary showed Brent Hoschar, Cindy Huber, Matt Jansen, Stacy Meyer, Todd Staub, Douglas Stein, and Douglas White present. Eric Cable and David Trettel were absent for personal reasons.

Huber noted that an executive session was held on November 7, 2016 for legal purposes. Huber also noted there are plans for an executive session following adjournment of tonight's meeting for SGEA labor discussions.

SUPERINTENDENT'S REPORT

Dr. Renaut introduced Eric Zeigler and Ben Neiderer, High School teachers and advisors of the Future Farmers Club (FFC). Zeigler thanked board and administrative team members for their support of the club and noted a recent visit from Russell Redding, PA Secretary of Agriculture, to the High School. Taylor Grim and Tianna Arentz, High School students and Future Farmers Club members, shared highlights of the visit and a brief summary of the Squash Out Hunger program. Renaut congratulated them, and also recognized Mark Czapp for his leadership and organization of the event.

Dave Trettel arrived at 7:06 PM.

Mr. Intrieri, High School Assistant Principal, presented certificates to the following Students of the Month for November: Nate Stump, Seth Shields (musician), Owen Jacobs (athlete), Trevor Kern (artist). He announced the following who were not present: Victoria Blymier, Morgan Bair-Carr (artist), Julia Sowers (musician), and Abbie Erlemeier (athlete). Congratulations to these students.

Congratulations to the following students who, under the direction of Abigail Kirkpatrick, qualified for the PMEA District 7 Choral Festival: Katie Gallagher, Seth Shields, Julia Sowers, and Hunter Eshbach.

Congratulations to Claire Shubert, High School Family Consumer Science teacher, who was named Brown's Teacher of the Month for November and was presented with a celebratory basket of Brown's goodies in her honor.

Congratulations to the following High School students who were accepted into the 2016-2017 Future Leaders of York class: Patrick Anderson and Madison Hagerman.

Congratulations to Janelle Newark, Competitive Cheerleading Coach, for leading the squad of 14 students to a first place victory in the small varsity division competition at Red Lion last week.

Congratulations to our PE Department's Strength Challenge Team for another first place finish last weekend at Central York. Professional staff coaches include: Tony Miller, Mike Fleming, Samantha Strausbaugh and Seth Strausbaugh. Student team members include: Ryan Miller, Colton Anderson, Nathalie Elliot, Sammie Richards, Braden Brandt, Eric Glass, Clay Baker, Trent Baker, Abby Erlemeier, Jordan Maldonado, and Nate Young.

Congratulations to our Boys' Soccer and Girls' Soccer coaches who received the YAIAA Sportsmanship Award: Les Hagen, Brandon Vieth, Josh Ross, Emily Wryk, Renee Wilson, and Thaw Nilphai.

Congratulations to Paradise Elementary second grade teacher, Mikaela Huppman, who was chosen by Shippensburg University to deliver professional development at the National Association for the Education of Young Children Conference in Los Angeles earlier in the month.

Congratulations to the following Middle School Students of the Month: Lauren Klinedinst, Matthew Stoops, Jasmine Roeser, Ethan Myers, Braden Bair, Larry Rabenstine, Charley Pero, Ella Salemme, Brendan Livelsberger, Brionne Ickes, Daniel Gordon, Emma Randisi, and Isabella Lam.

Congratulations to the following students who, under the direction of Dan Fake, Middle School music teacher, participated in respective music festivals, as listed: Middle School SweetSoundsations - Kathryn Brandt, Abigail Holt, Brionne Ickes, Madison McIntyre, Faith Miller, Megan Oravitz, Delany Pittman, Zoe Stover, and Ashlyn Wildasin; Middle School Songfest Mixed Choir - Jessica Wivell, Alyssa Livingston, Riley Phillips, Natalie Huber, Caleb Dietrich, and Ryan Becker; and Boys' Noyz Festival - Matthew Raudabaugh, Donovan Bryant, Caleb Dietrich, Anthony Eckersley, Cole Hess, Trey Sessell-Smith, Kaleb Backel, Gavin Lange, Kayden Riggan, Caleb Stiffler, and Jeff Haper. Dr. Renaut recognized Dan Fake, who was present in the audience.

Congratulations to Claire Shubert for her direction of another successful fall play, titled "Midsummer Jersey."

Dr. Renaut read a Certificate of Appreciation received from Glatfelter Memorial Library thanking Board members for an earlier donation of computer carts and monitors. The donated items were showcased during the Library's grand opening of the Children's Computer Stations. Betty Stein and Kristen Henning were recognized for their involvement with the project.

Kayla Weaver, Student Representative to the Board, shared a report of what's happening at each building level throughout the district, including such items as Rocket Scientist students showing their rockets at Paradise Elementary, mock elections at New Salem Elementary, High School student participation in Veteran's Day Program activities, and a number of building-specific fundraisers slated for the holiday season.

Jerry Mascaro, Music Booster President, congratulated Seth Shields and District Choir on their accomplishments, and thanked Dr. Renaut and the Board for continued support of the music program. Mascaro shared dates of upcoming holiday concerts and encouraged attendance by all.

PUBLIC COMMENT

There was no public comment.

CORRESPONDENCE

There was no correspondence to report.

LEGISLATIVE REPORT

There was no legislative report.

YORK ADAMS ACADEMY

There was no YAA report.

YORK COUNTY SCHOOL OF TECHNOLOGY

Dave Trettel reported that the 2017-2018 preliminary budget was reviewed and approved, and will now go out to the 14 joint-member school districts for consideration. Trettel also noted that Emma Myers, a senior student from Spring Grove, was recently awarded the bronze medal in Medical Assistance at the Skills USA competition.

APPROVAL OF MINUTES

1. Hoschar moved and White seconded approval of the following minutes: Regular Voting Meeting on October 17, 2016; Voting Meeting on November 7, 2016; and Directors' Study Forum on November 7, 2016. Motion was unanimously approved by voice vote.

TREASURER’S REPORT

Todd Staub presented the Treasurer’s Report for month ending October 31, 2016.

- 2. Staub moved and Trettel seconded approval of the Treasurer’s Report.

Vote by roll call resulted in the motion carrying with a unanimous vote by board members present.

BUSINESS/FINANCE REPORTS

- 3. Following a report of the Budget and Finance Committee’s recommendations read by Todd Staub, Staub moved and Trettel seconded the following:

- A. Approval of the Accounts Payable lists as presented.
- B. Adoption of the attached Resolution certifying that the 2017-2018 fiscal year budget will be funded based on maintaining the current tax rates, or increasing taxes by an amount less than or equal to the Act 1 Index of 3.2%, and that the School Board will comply with the rules set forth in School Code §687 for adoption of the school district proposed and final budgets for the 2017-2018 fiscal year.
- C. Approval to dispose of technology and audiovisual equipment items that are considered of no value to the district, as included on the attached list, to Upcycle, LLC, and to receive approximately \$2,200 monetary reimbursement, along with a certificate of destruction for any electronic storage of data on technology devices, where appropriate.
- D. Approval to enter into agreement with Crabtree, Rohrbaugh, and Associates for completion of a facilities study in the amount \$6,500.00.
- E. Approval for students and staff to raise funds toward support of the ALS Association of Greater Philadelphia and to update the approved 2016-2017 Fund Raising Organizations list attached, in accordance with Board Policy #229.
- F. Approval to accept the following Per Capita/ Occupation Tax exemption from tax year 2010, per listings from Statewide Tax Recovery:

TAX YEAR	NUMBER OF EXONERATIONS	REASON FOR EXONERATIONS	DOLLAR AMOUNT EXONERATED
2010	2	Non- Resident	\$ 27.50
TOTAL	2		\$ 55.00

Vote by roll call on all items of Budget & Finance resulted in the motion carrying with a unanimous vote by board members.

- 4. Following a report of the Transportation Committee’s recommendations read by Matthew Jansen, Jansen moved and Staub seconded the following:

- A. Approval of the following contracted Red Lion Bus Company bus/van drivers for the 2016-2017 school year:
 - 1) Kody Ashman
 - 2) Susan Copello
 - 3) Missy Hartman
 - 4) Mary Keenan
 - 5) Jackie Stough

Vote by roll call on all items resulted in the motion carrying with a unanimous vote by board members.

MANAGEMENT REPORTS:

5. Following a report of the Policy Committee’s recommendations read by Stacy Meyer, Meyer moved and Trettel seconded the following:
 - A. Acceptance of the following donations in accordance with Board Policy No. 702, Gifts, Grants and Donations:
 - 1) A donation of four 275-gallon water totes from W.R. Meadows to use in the Courtyard at New Salem Elementary to capture rain water runoff and use to water the trees and plants.
 - 2) A monetary donation in the amount of \$250.00 from CHR Corp. (Rutter’s Farm Stores) to support the Student Launch Initiative.
 - 3) A monetary donation in the amount of \$1,000.00 from Edgar P. Kable Foundation to support the Rocket Club - Student Launch Initiative.
 - 4) A monetary donation in the amount of \$1,000.00 from the Rotary Club of Hanover, Pennsylvania to support the Student Launch Initiative.
 - 5) A monetary donation in the amount of \$2,000.00 from Stambaugh Plumbing & Heating, Inc. to support the High School Link Crew.

Vote by roll call on all items presented resulted in the motion carrying, with a unanimous vote by board members in favor.

6. Following a report of the Personnel Committee’s recommendations read by Doug Stein, Stein moved and Trettel seconded the following:
 - A. Approval of the following resignations:
 - 1) Junior High Head Football Coach – Troy Smith, effective November 6, 2016, for personal reasons.
 - 2) Varsity Assistant Track Coach – Andrew Stauffer, effective November 22, 2016, for personal reasons.
 - B. Approval of the following request for uncompensated leave:
 - 1) Spring Grove Area Intermediate School Grade 6 ELA Instructor – Emily Sprenkle, effective approximately November 29, 2016, through approximately February 6, 2017, for personal reasons.
 - C. Approval of the following appointment, provisionally hired pending receipt of completed Act 168 disclosure forms from previous employers:
 - 1) Spring Grove Area High School Indoor Color Guard Instructor – Ralph Serpe, effective December 5, 2016, for the 2016-2017 school year. Compensation established at \$1,000.00.

D. Approval of the following professional substitutes for the 2016-2017 school year at a rate of \$100.00 per day and \$115.00 per day beginning on the 21st day cumulative, provisionally hired pending receipt of completed Act 168 disclosure forms from previous employers:

- 1) Mark Bowersox
- 2) Jennifer Herbst

E. Approval of the following individuals holding a Bachelor's degree and completing the District's Guest Teacher orientation program to substitute teach in all subject areas during the 2016-2017 school year at a rate of \$100.00 per day and \$115.00 per day beginning on the 21st day cumulative, provisionally hired pending receipt of completed Act 168 disclosure forms from previous employers:

- 1) Michael Bowersox
- 2) Christina Polihrom

Vote by roll call on all items of Personnel resulted in the motion carrying with a unanimous vote by board members in favor.

PROGRAM REPORT:

7. Following a report of the Athletic and Music Committee's recommendations read by Dave Trettel, Trettel moved and Staub seconded the following:

- A. Approval for the Competition Cheerleading team of 14 students, and one cheerleading coach, to attend and participate in the PIAA State Competition at the Hershey Giant Center in Hershey, PA, January 20-21, 2017.
- B. Approval for the Competition Cheerleading team of 14 students, one cheerleading coach, plus one Chaperone, to attend and participate in the UCA National Championships in Orlando, Florida, February 9-13, 2017, pending a bid from the UCA Regional Competition on December 4, 2016.

Vote by roll call resulted in the motion carrying with a unanimous vote by board members.

8. Following a report of the Curriculum Committee's recommendations read by Brent Hoschar, Hoschar moved and Trettel seconded the following:

- A. Approval for George Ioannidis, Business Manager, to travel to and participate in the 62nd Annual Pennsylvania Association of School Business Administrators Conference in Pittsburgh, PA, March 22-24, 2017.
- B. Approval for Cora Roush and Heather Fluke, High School World Language Teachers, to accompany approximately 25 high school Spanish V students to Philadelphia Museum of Art in Philadelphia, PA, on December 1, 2016.
- C. Approval for Brian Hastings and Renee Bosak, High School Science Teachers, to accompany approximately nine students to a Rocket Launch at Maryland Delaware Rocketry Association, at Higgs Farm in Price, Maryland, on a weekend (TBD) in December 2016.
- D. Approval for Abbie Sechrist and Deanna Thatcher, High School World Language Teachers, to accompany approximately 50 high school students to Christmas Village and Brauhaus Schmidt in Philadelphia, on December 3, 2016.

- E. Approval for Brian Hastings and Renee Bosak, High School Science Teachers, to accompany approximately 14 students to a Rocket Launch at Maryland Delaware Rocketry Association, at Higgs Farm in Price, Maryland, on a weekend (TBD) in January 2017.
- F. Approval for Jason Baker and Stephen Richards, High School Social Studies Teachers, and Nicole Harlacher, High School World Language Teacher, to accompany approximately 24 high school student Mock Trial Team members, to the University of Pittsburgh on January 6-8, 2017.
- G. Approval for Abigail Kirkpatrick, Dan Brenner, and Kyle Showalter, High School Music Instructors, and Wendy Speir, School Nurse, to accompany approximately 50 high school music students to Times Square, New York City, NY, on January 7, 2017.
- H. Approval for Ms. Kristen King and Ms. Phalon Mallory, High School Student Council Advisors, and Mr. Stephen Richards, High School Social Studies Teacher, to accompany approximately five student council members to the Leadership Experience and Development (LEAD) 2017 Conference in Washington, DC, on February 3-5, 2017.
- I. Approval for Abigail Kirkpatrick, Dan Brenner, and Kyle Showalter, High School Music Teachers, Wendy Speir, School Nurse, and additional chaperones as needed, to accompany approximately 100 high school students to Boston, Massachusetts, on March 30 - April 2, 2017.
- J. Approval for Brian Hastings and Renee Bosak, High School Science Teachers to accompany approximately 14 high school students on the Student Launch Initiative (SLI) Team, to travel to Huntsville, AL, on April 3-10, 2017.
- K. Approval for Pam Kimber, Catrina Frey, Kim Richard, High School Science Teachers, Steve Wible, High School Technology Teacher, Cathy Drapiewski, Middle School Science Teacher, and Sherry Stambaugh, Gifted Teacher, to accompany approximately 34 middle school and high school students to the Science Olympiad State Competition in State College and Juniata College, on April 21-22, 2017.
- L. Approval for Brian Hastings, Renee Bosak, and Kim Richard (if needed due to numbers), High School Science Teachers, to accompany approximately 18 students to the Team America Rocketry Challenge (TARC) Nationals in the Plains, Virginia, May 11-14, 2017.
- M. Approval of the following new High School courses beginning with the 2017-2018 school year:
 - 1) Computer Applications Level 3
 - 2) Fitness Fusion
 - 3) Human Anatomy and Physiology II – Special Topics
 - 4) Human Anatomy and Physiology II – Systems
 - 5) Organic Chemistry 1

Vote by roll call on all items of Curriculum resulted in the motion carrying with a unanimous vote by board members.

Huber reminded board members that there is one meeting next month on December 5, 2016, for voting and reorganization. Officers will be elected and committees will be approved.

Huber reminded board members of the executive session for labor discussions following adjournment.

Trettel moved and Jansen seconded the motion to adjourn at 7:45 PM. Motion was unanimously approved by voice vote.

Respectfully submitted,

George W. Ioannidis
Business Manager/Board Secretary



BUDGET AND FINANCE BOARD ACTIONS REQUESTED:

- A. **ACCOUNTS PAYABLE LIST** – Approval to disburse Accounts Payable checks as presented on the attached list and to disburse additional December 2016 Accounts Payable checks, with formal presentation of those disbursements in January 2017.

***Background Information:** Additional December 2016 checks will be distributed consistent with the regular payables process, with listings included in January 2017 board materials.*

- B. **2015-2016 FINANCIAL AUDIT** – Acceptance of the School District’s annual financial audit for the period ending June 30, 2016, as submitted by Kochenour, Earnest, Smyser & Burg, Certified Public Accountants.

***Background Information:** The full audit report was shared with board members at the November 21, 2016 regular voting meeting.*

- C. **AMENDED PARAMETERS RESOLUTION** – Approval of the attached Resolution amending paragraph 6 of the Parameters Resolution adopted on September 26, 2016, in order to restate the present value savings threshold related to the refinancing of General Obligation Bonds, Series of 2011, Series A of 2012, and Series AA of 2012.



FOR INFORMATION ONLY:

MANDATED BUILDING FIRE DRILLS

<i>SCHOOL BUILDING</i>	<i>DATE OF DRILL</i>	<i>MINUTES</i>	<i>SECONDS</i>
High School	2016-11-23	02	39
Middle School	2016-11-29	01	10
New Salem Elementary	2016-11-18	02	55
Intermediate School	<i>November drill reported in 11/21/16 Agenda.</i>		
Paradise Elementary			
Spring Grove Elementary			



TRANSPORTATION BOARD ACTIONS REQUESTED:

A. **2016-2017 BUS/VAN DRIVERS** – Approval of the following contracted Red Lion Bus Company bus/van driver for the 2016-2017 school year:

- 1) Robert Bricker



POLICY BOARD ACTIONS REQUESTED:

- A. **YORK LEARNING CENTER / LIU JOINT AUTHORITY BOARD MEMBER** – Approval for Doug White to serve as Representative on the York Learning Center / LIU Joint Authority Board of Directors, for a five-year term commencing on January 2, 2017 and ending on December 31, 2021.

Background Information: *Mark Czapp served as representative for the previous five-year term, which expires on January 1, 2017.*

PERSONNEL BOARD ACTIONS REQUESTED:

- A. **SGASD/SGEA LETTER OF UNDERSTANDING** – Approval of the attached Letter of Understanding between the Spring Grove Area School District and the Spring Grove Education Association regarding changes in terms and conditions of employment associated with implementation of the SGFlex Program.
- B. **RESIGNATIONS** – Approval of the following resignations:
- 1) **Spring Grove Area School District Accounts Payable / Business Office Secretary** – Denise Trone, effective March 10, 2017, for purposes of retirement.

***Background Information:** At the time of her retirement, Mrs. Trone will have served the Spring Grove Area School District for 25½ years.*
 - 2) **Spring Grove Area High School English / Communications Instructor** – Allison Gibson, effective January 13, 2017, for personal reasons.
 - 3) **Spring Grove Elementary Kindergarten Aide** – Heather Austin, effective December 7, 2016, for personal reasons.
 - 4) **Spring Grove Area High School Indoor Color Guard Instructor** – Tara Schue, effective November 15, 2016, due to relocation.
 - 5) **Spring Grove Area School District Head Wrestling Cheerleading Coach** – Erica Alvarez, effective November 16, 2016, for personal reasons.
- C. **TERMINATION** – Approval of the following termination:
- 1) **Spring Grove Area Junior High Head Wrestling Cheerleading Coach** – Laryn Hinton, effective November 18, 2016, due to job abandonment.
- D. **APPOINTMENTS** – Approval of the following appointments, provisionally hired pending receipt of completed Act 168 disclosure forms from previous employers:
- 1) **Spring Grove Area School District K-12 School Social Worker** – Shannon Engles, effective January 3, 2016. Compensation established at Step 5 of the Master’s Schedule.

***Background Information** – Mrs. Engles is a graduate of Spring Grove Area High School and Licensed Social Worker. She is currently serving as the Social Services Coordinator for Dallastown Area School District. Mrs. Engles earned her B.S. at York College and her Masters of Social Work at University of Maryland School of Social Work.*
 - 2) **Spring Grove Area Middle School Part-Time Learning Support Aide** – Laura Zimmerman, effective December 6, 2016. Compensation established at \$11.11 per hour/4.0 hours per day/180 days per year.

***Background Information** – Mrs. Zimmerman holds a B.A. in English from Susquehanna University. She has worked for the LIU #12 as a guest teacher and most recently with the Guthrie Memorial Library, promoting its many programs.*
 - 3) **Spring Grove Elementary Part-Time Kindergarten Aide** – Dody Tome, effective December 8, 2016, pending receipt of updated employment clearances. Compensation established at \$11.00 per hour/3.5 hours per day/180 days per year.



Background Information – Ms. Tome is a graduate of Pennsylvania State University and has volunteered for the district. She worked with children at the Adams County Children’s Advocacy Center for (6) years and York County Children and Youth for 7 years.

- 4) **Paradise Elementary Part-Time Cook** – Bernadette Mummert, effective December 6, 2016. Compensation established at \$10.84 per hour/3.0 hours per day/180 days per year.

Background Information – Ms. Mummert has been subbing for the district at Paradise in a variety of support positions for the past 4 years.

- 5) **Spring Grove Area School District Head Wrestling Cheerleading Coach** – Erin Meyering, effective November 18, 2016, for the 2016-2017 school year. Compensation to be established at \$1741.00 for the season.

Background Information – Ms. Meyering was the coach for junior high cheerleading for the fall season and has also served as a volunteer. Ms. Meyering is a Registered Nurse at Hanover Hospital and substitute nurse for the District.

- 6) **Spring Grove Area High School Indoor Percussion Instructor** – Christopher Scheetz, effective December 6, 2016, for the 2016-2017 school year. Compensation established at \$1,000.00.

Background Information – Mr. Scheetz works with the Spring Grove Area High School Marching Band and has four years’ experience as percussion director at Dallastown Area High School.

- 7) **Spring Grove Area High School Indoor Color Guard** – Kiersen Hoffacker, effective December 6, 2016, for the 2016-2017 school year. Compensation established at \$1,000.00.

Background Information – Ms. Hoffacker was the outdoor color guard instructor for Juniata Valley High School for two years. Ms. Hoffacker is a graduate of Spring Grove and earned her B.S. in Child Development and Family Relations at IUP. She is employed full-time as a Case Manager with LIU #12.

- E. **CLASSIFIED SUBSTITUTES** – Approval of the following classified substitutes for the 2016-2017 school year at an hourly rate for specific assignments as listed on the Support Staff / Substitute Salary Matrix, provisionally hired pending receipt of completed Act 168 disclosure forms from previous employers:

- 1) Caroline Capek
- 2) Kelly Little
- 3) Rosita Hamm



PERSONNEL REPORT / FOR INFORMATION ONLY:

A. FAMILY MEDICAL LEAVE ACT (FMLA) LEAVES GRANTED:

<i>EMPLOYEE NAME</i>	<i>BUILDING</i>	<i>DEPARTMENT</i>	<i>DATE LEAVE BEGINS (approximately)</i>	<i>DATE LEAVE ENDS (approximately)</i>
David Dietrich	High School	Administration	11/01/2016	11/08/2016



CURRICULUM BOARD ACTIONS REQUESTED:

- A. **TRIP REQUEST** – Approval for Abigail Kirkpatrick, High School Music Instructor, to accompany approximately four high school music students to the Pennsylvania Music Educators Association (PMEA) District 7 Chorus Festival in Myerstown, PA, on January 13-14, 2017.

- B. **TRIP REQUEST** – Approval for Nicole Harlacher, High School World Language teacher, and Jason Baker, High School Social Studies teacher to accompany approximately 24 high school students to a Mock Trial Competition at the University of Pennsylvania, Philadelphia, PA, on January 21-22, 2017.

Background Information: *The Board Meeting Calendar does not include a discussion meeting during the month of December. A memo has been included in packets to Board members highlighting additional details of these curriculum action requests.*