Manheim Township School District - Work Session Agenda

Thursday, September 10, 2026 6:00 PM
Manheim Township School District Office, 450A Candlewyck Road, Lancaster, PA 17601

1.	**Meeting Opening**	**Speaker(s):** Mr. Grenter, Board President
2.	**Information Only**	**Speaker(s):** Mr. Grenter, Board President
3.	**Action for Voting Meeting - September 17, 2026**	**Speaker(s):** Mr. Grenter, Board President
4.	**Manheim Township Community Comments**	**Speaker(s):** Mr. Grenter, Board President
5.	**Adjournment**	**Speaker(s):** Mr. Grenter, Board President





MANHEIM TOWNSHIP SCHOOL DISTRICT

SEPTEMBER 10, 2026

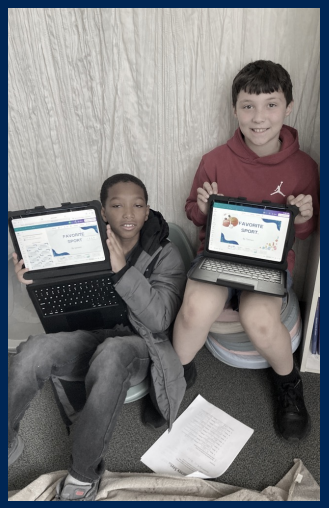
Campus Plan, Nitrauer ES & Feasibility Study



AGENDA

1. Feasibility Study Update
2. Nitrauer ES Update
3. Campus Master Plan Update
4. Next Steps
5.







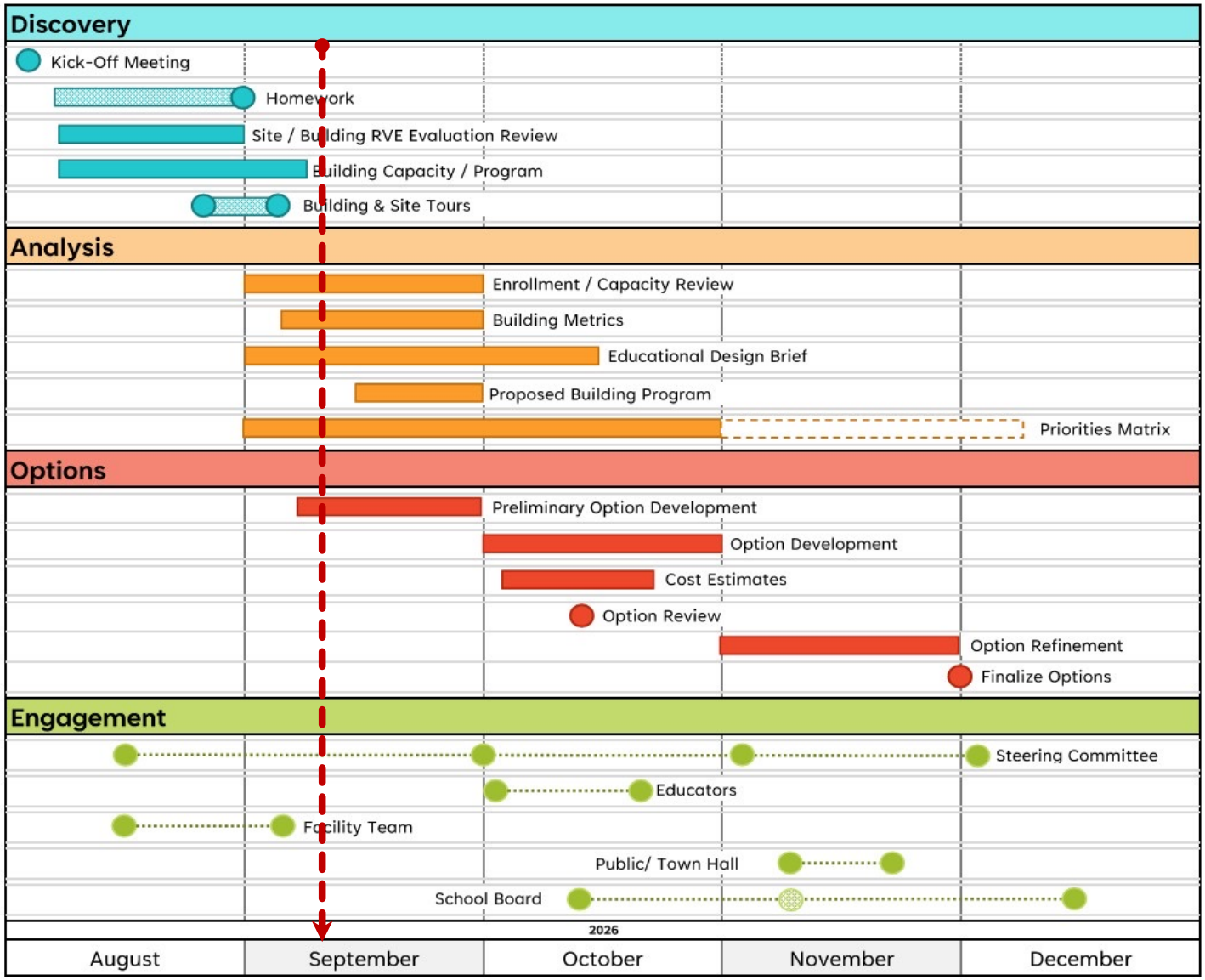






Feasibility Study Update

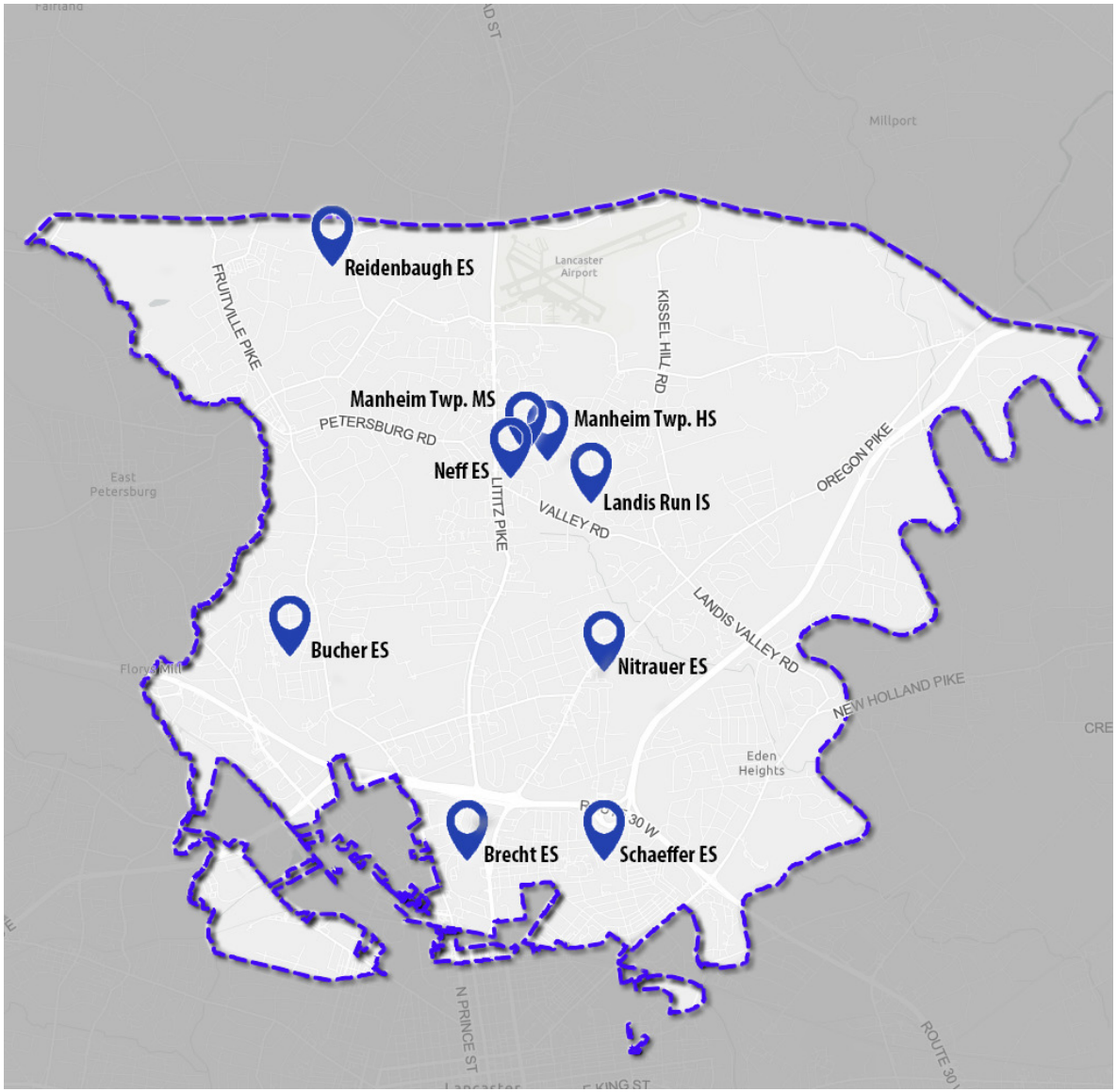
STUDY SCHEDULE



1 FEASIBILITY STUDY

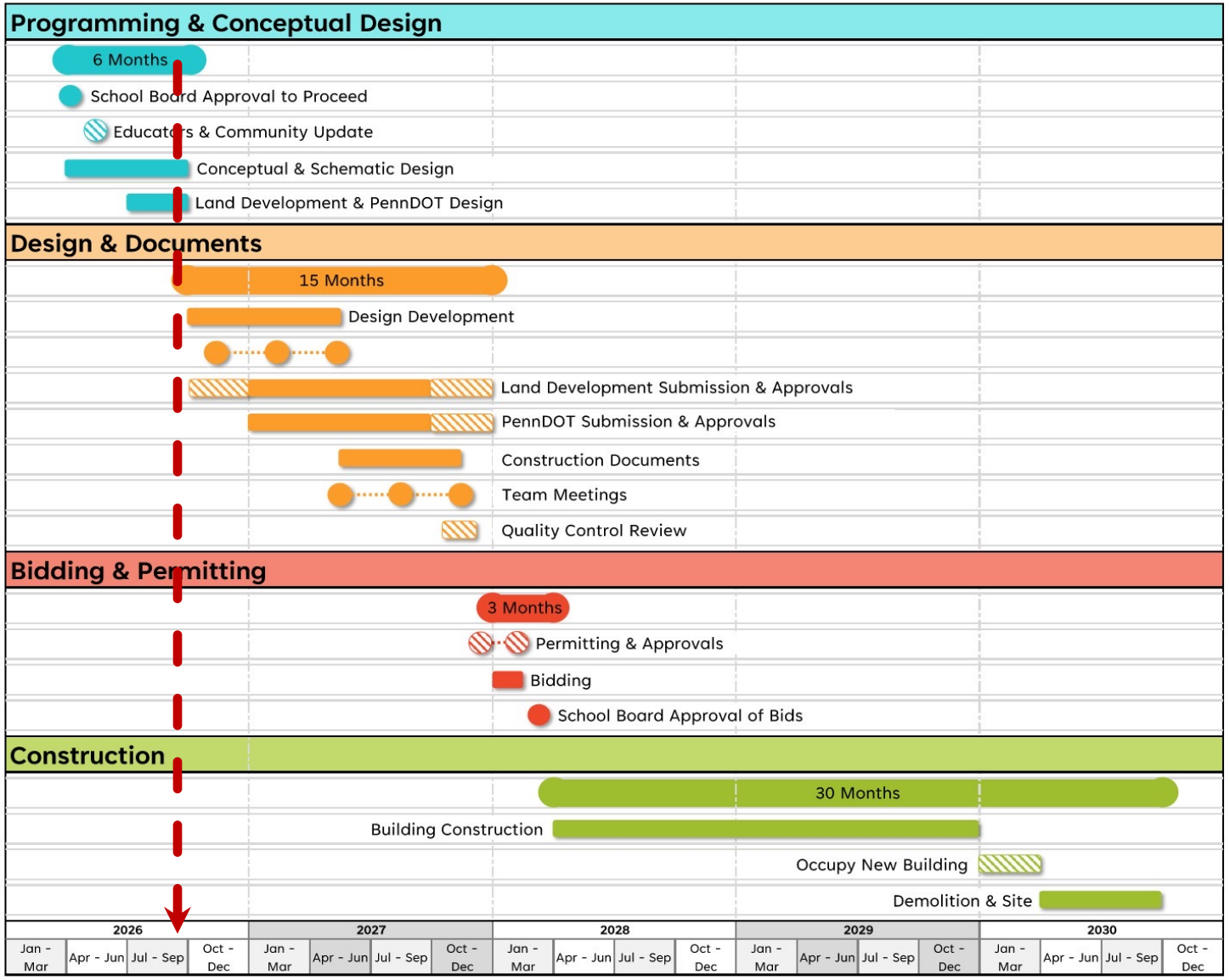
- ✓ *Building Evaluations*
- ✓ *Enrollment Projection Analysis*
- ✓ *Building Capacity Analysis*
- ✓ *Building Metrics Comparisons*

- **Educational Design Brief**
  - Curriculum impacts
  - Program impacts
  - Space requirements
- **Operating Expenses**
  - Systems update/replacement
  - Transportation impacts
- **Options Development**
  - Capacities
  - Boundary alignments



Nitrauer ES Update

NITRAUER SCHEDULE



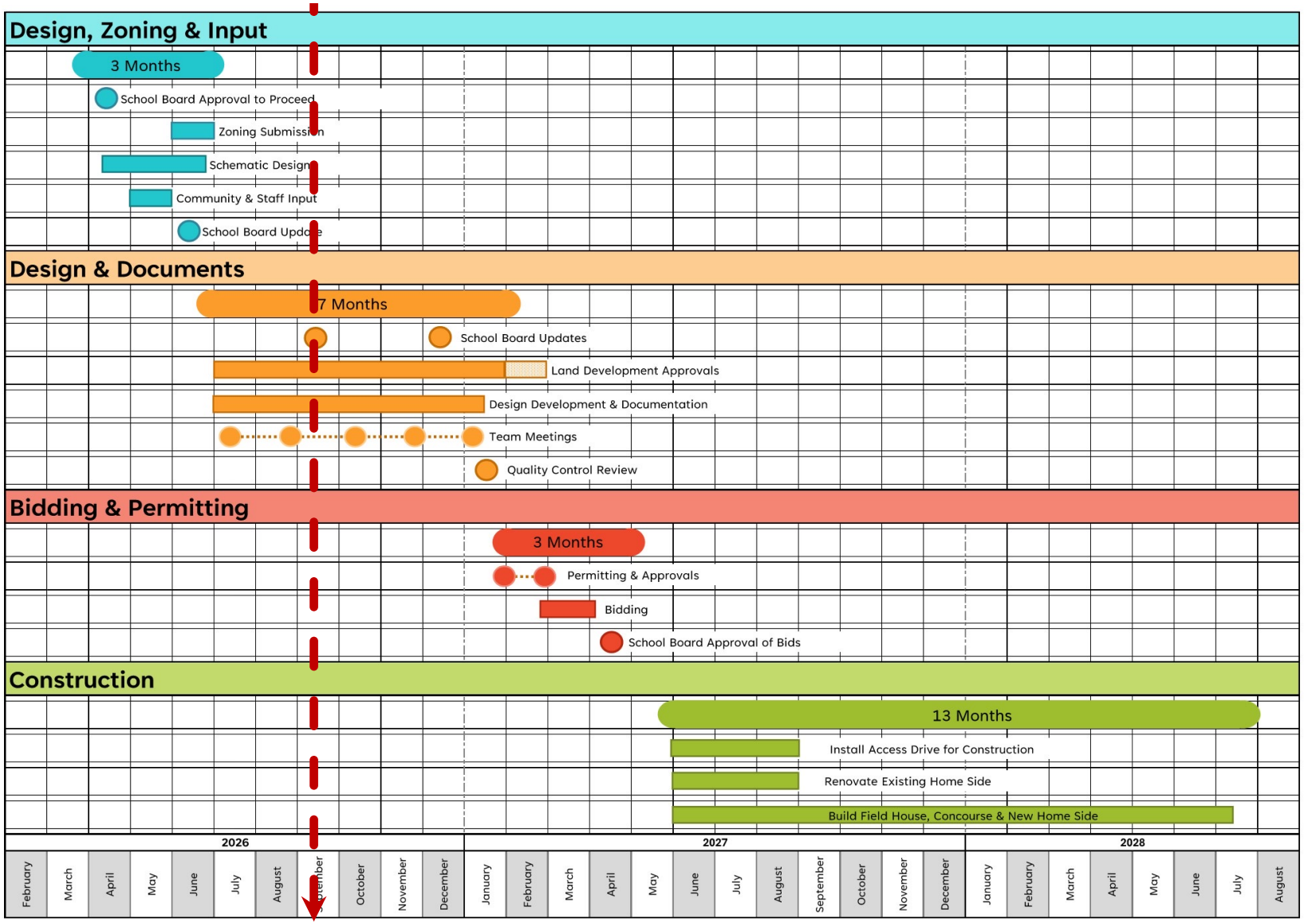
2 NITRAUER ES SITE PLAN & FLOOR PLAN



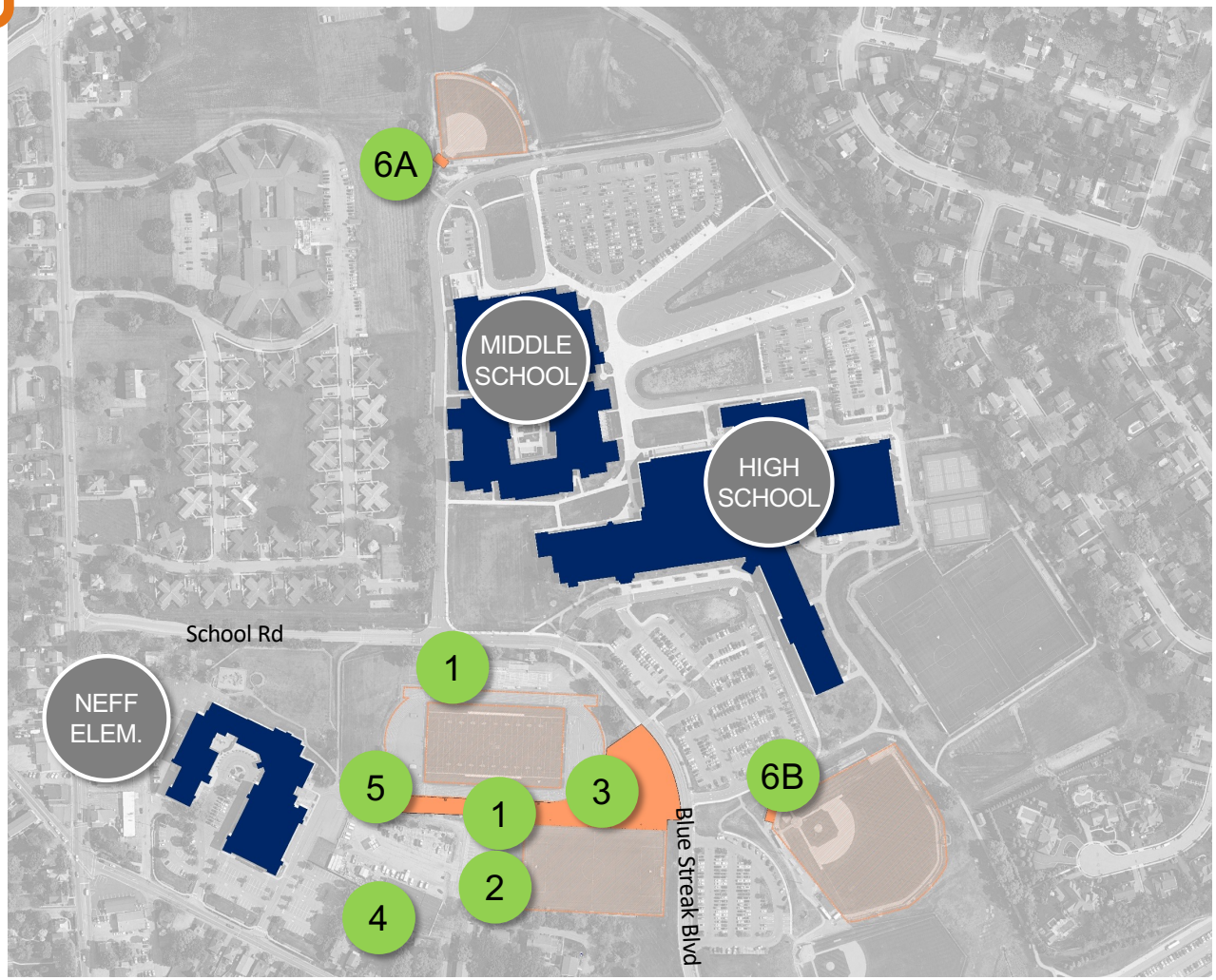


Campus Master Plan Update

CAMPUS SCHEDULE



3 STADIUM SITE PLAN



1 Stadium: Existing Bleacher Upgrades

2 Stadium: Team Rooms & Public Toilet Rooms

3 Field House: New Entry & Journey Field Seating

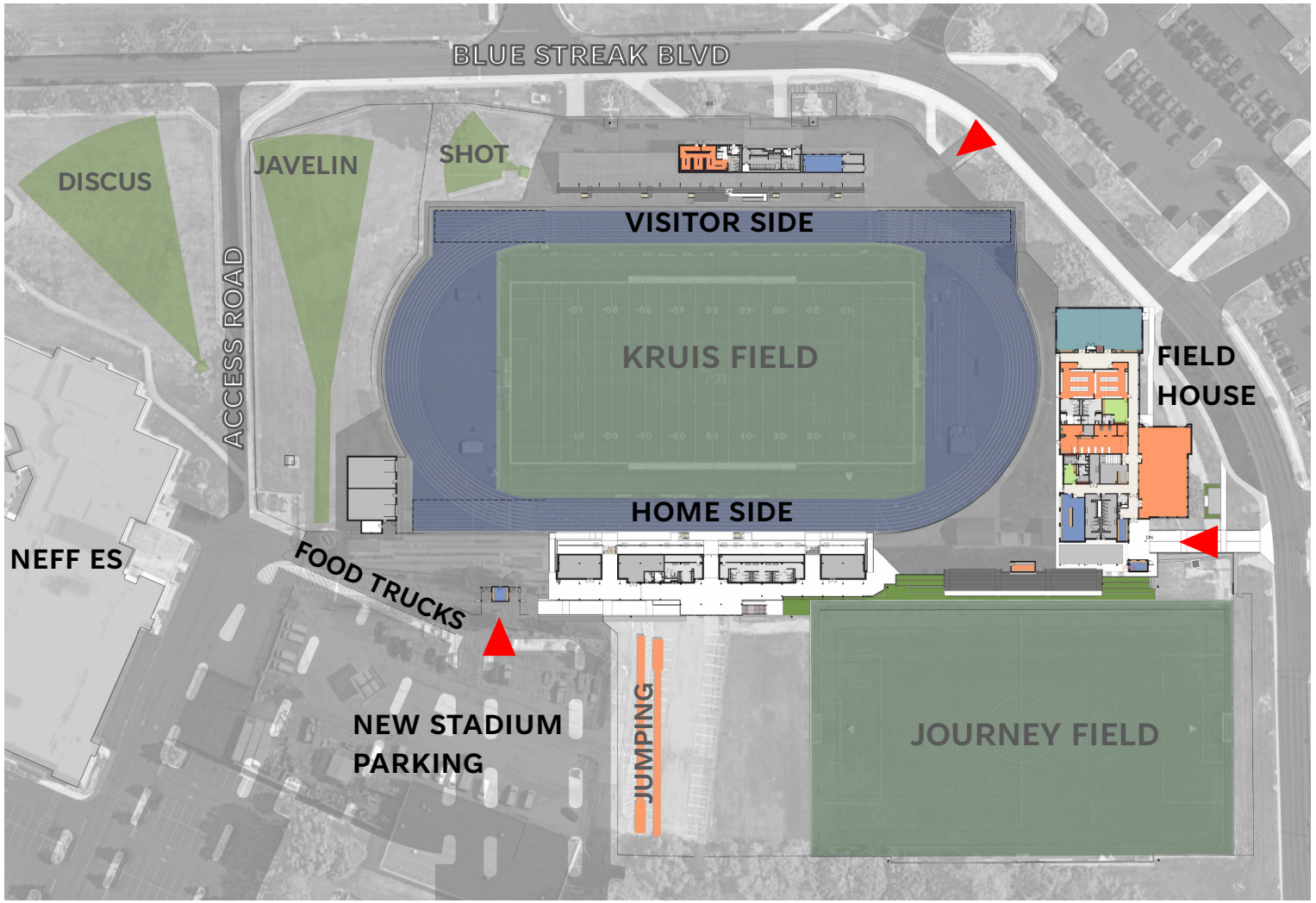
4 New Parking Lot at Neff ES

5 Stadium: Ticket Booth Entry & Storage Building

6A Softball Pressbox & Storage

6B Baseball Pressbox & Storage

3 STADIUM SITE PLAN

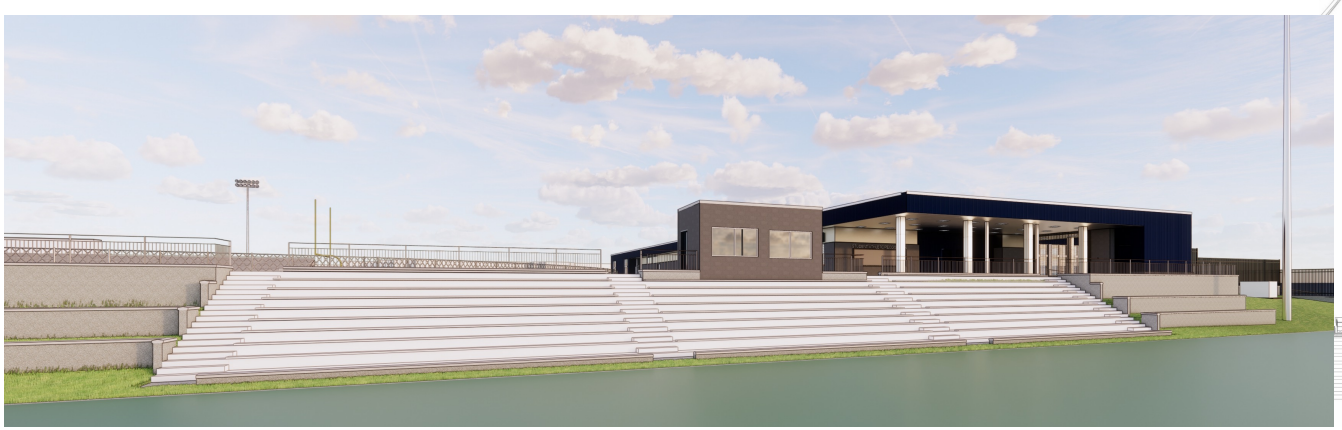


3 BLUE STREAK BOULEVARD ARRIVAL



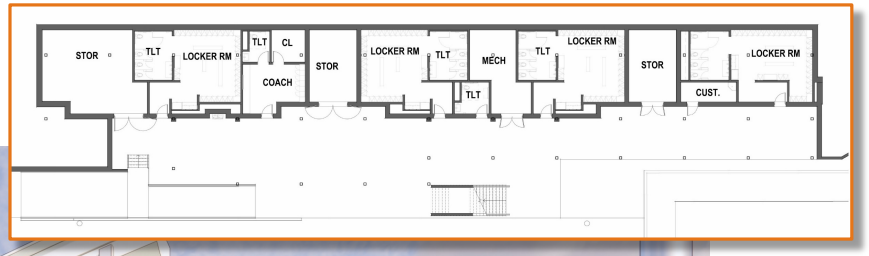
3 JOURNEY FIELD/CONCESSIONS







3 CONCOURSE/ LOCKER ROOMS





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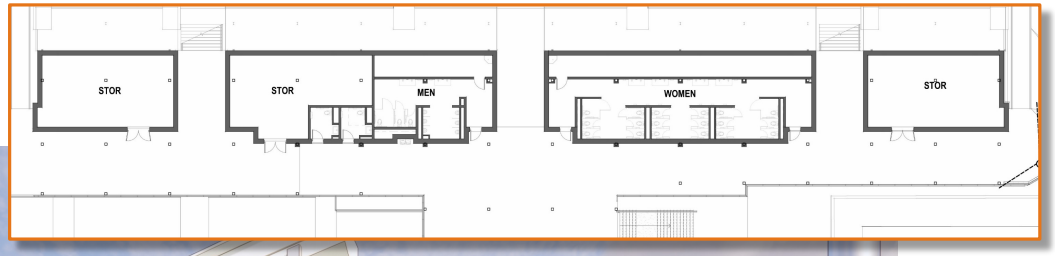
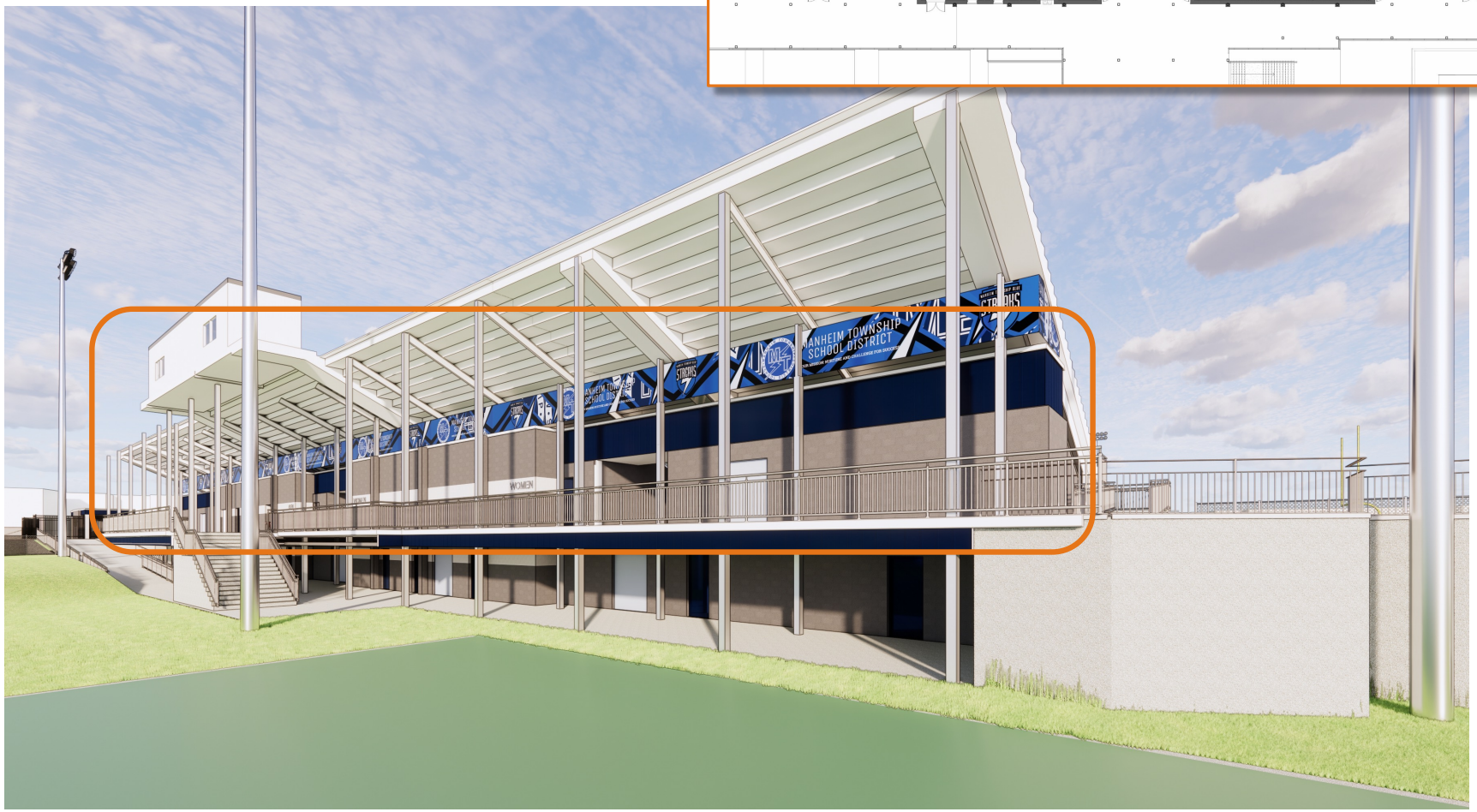
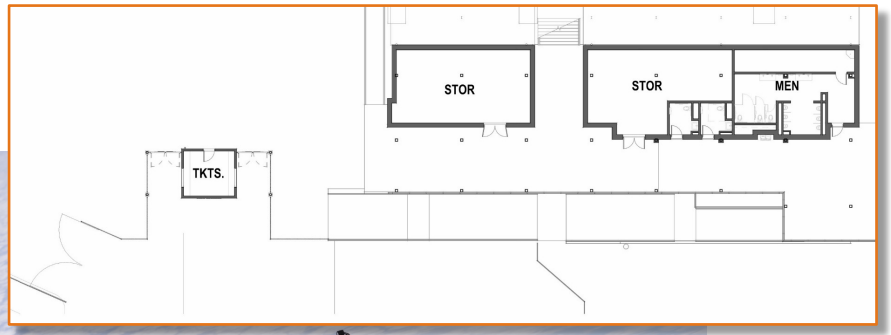




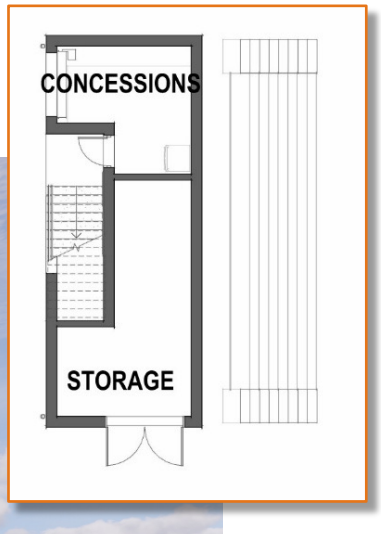
3 CONCOURSE/ NEW GRANDSTANDS





3 SOFTBALL/ BASEBALL





Next Steps

- ❑ **Feasibility Study:** Option Development
- ❑ **Nitrauer ES:** PennDOT Approval Process
- ❑ **Nitrauer ES:** Building Design & Site Plan Development
- ❑ **Campus Master Plan:** Initial Building Review with Manheim Township
- ❑ **Campus Master Plan:** Land Development Approval Process
- ❑ **Campus Master Plan:** Fundraising & Donor Opportunities

THANK YOU

rlps ARCHITECTS



PENN MEDICINE HEALTHWORKS

EMPLOYER-SPONSORED PRIMARY CARE

A Better Way to Care for Your Workforce

September 4, 2026

What is HealthWorks

A MEMBERSHIP-BASED PRIMARY CARE AND WELLNESS MODEL THAT GIVES EMPLOYEES FREE, UNLIMITED ACCESS TO CARE — SPONSORED BY THEIR EMPLOYER

Key Features

- No Copays or Billing of Insurance
- Same Day or Next Day Appointments
- In-Person & Virtual Visits
- Primary Care, Medications, Lab Testing
- Counseling Sessions
- Text Messaging with Your Provider



Primary Care / Urgent Care Office Visit

VALUE COMPARISON

Typical PPO Plan



$20 - $35 copay + **$150 - $300 insurance claim**

Other Comparisons:

- Average 2-4 hours away from work
- Patient accommodates the office's schedule
- Medications & lab work need to be done at another location

HealthWorks Membership



$0 copay + **$0 insurance claim**

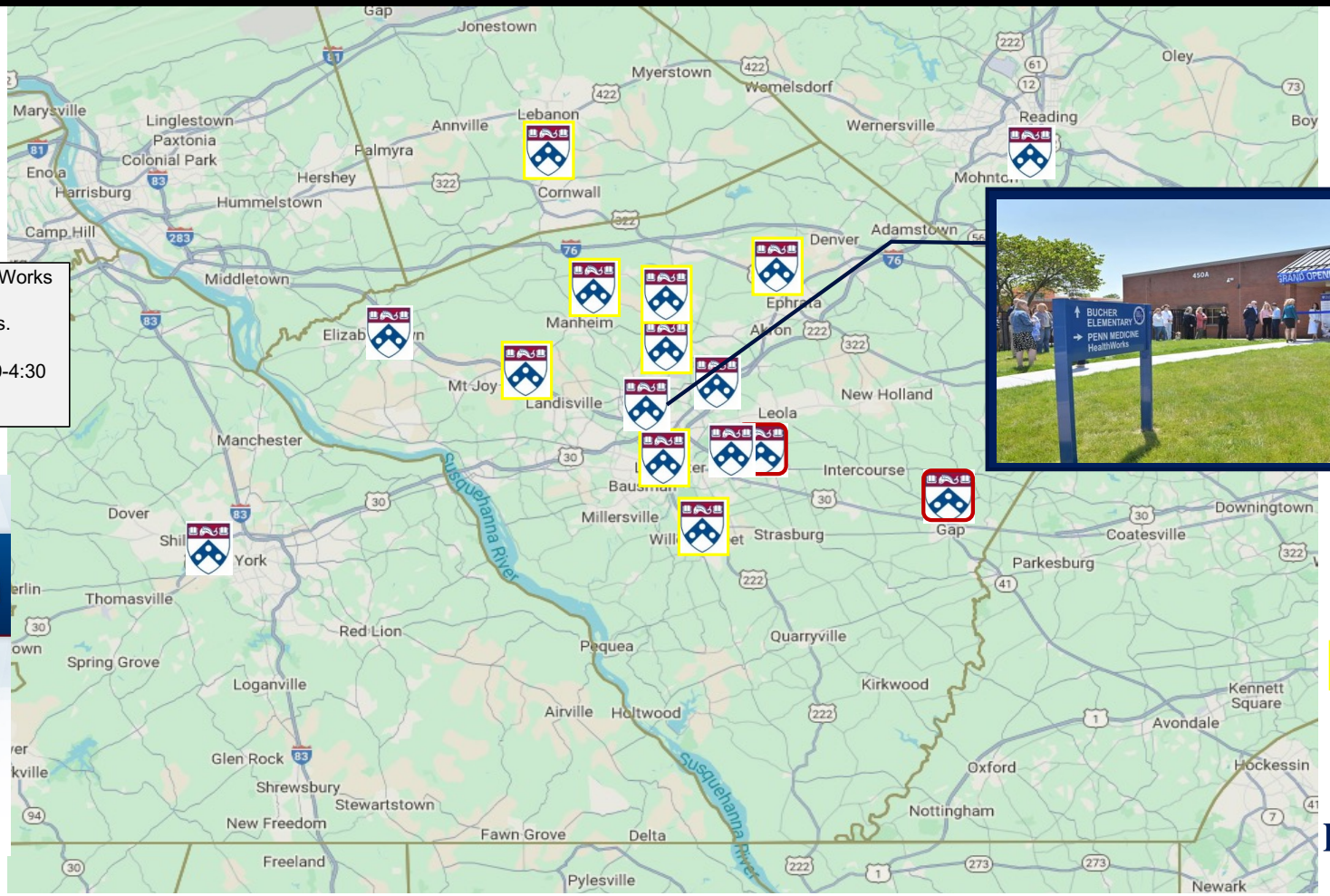
Other Comparisons:

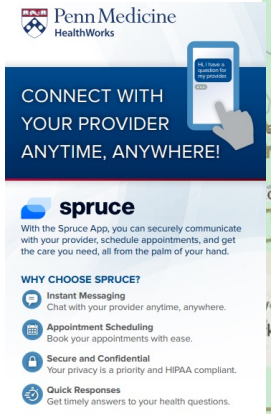
- Average < 1 hour away from work
- Practice accommodates patient's availability
- One stop shop (meds & lab work available onsite)

Penn Medicine

Penn Medicine HealthWorks Practice Network

- All members of HealthWorks can utilize any of our 8 community-based sites.
- Practice Hours are:
  - M, W, TH 7:30-4:30
  - TU 9:00-6:00
  - F 7:30-2:00





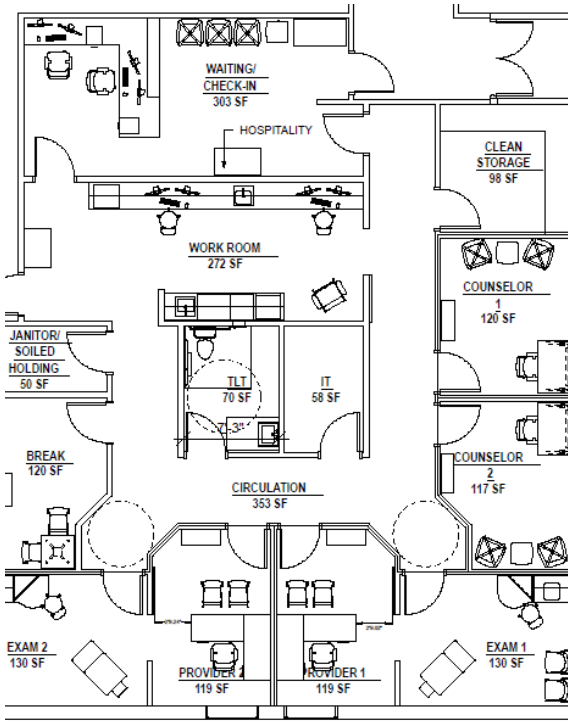
Community

Exclusive

New Sites

Penn Medicine

About MTSD's HealthWorks





- ✓ Manheim Township School District (MTSD) was the first district to provide HealthWorks services on their campus
- ✓ MTSD was one of the first school districts to provide counseling services in conjunction with primary care
- ✓ The facility is located on the campus of the district office and Bucher elementary school
- ✓ The facility opened in June 2025, and is currently available to employees on the school district's health plan

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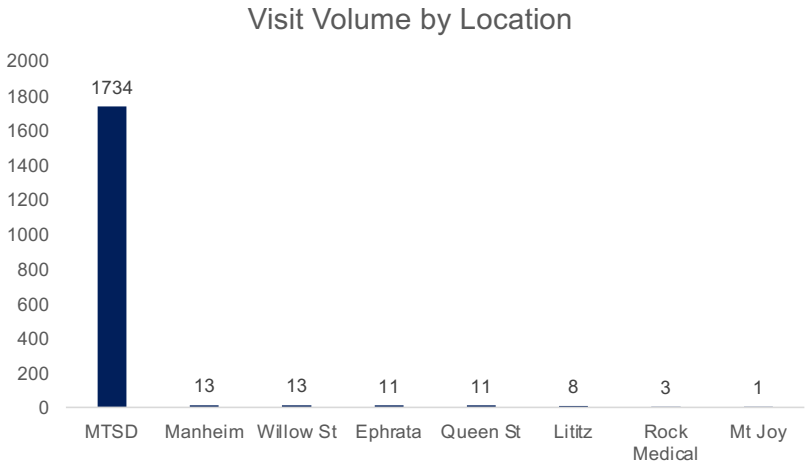
MTSD HealthWorks Utilization for the Past Year

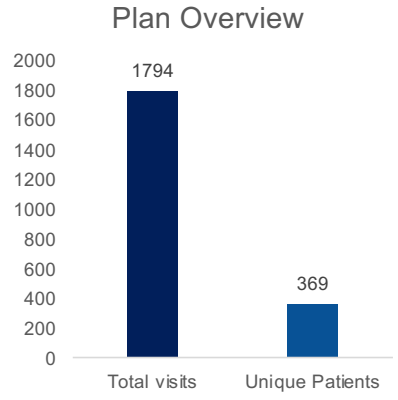
Penn Medicine

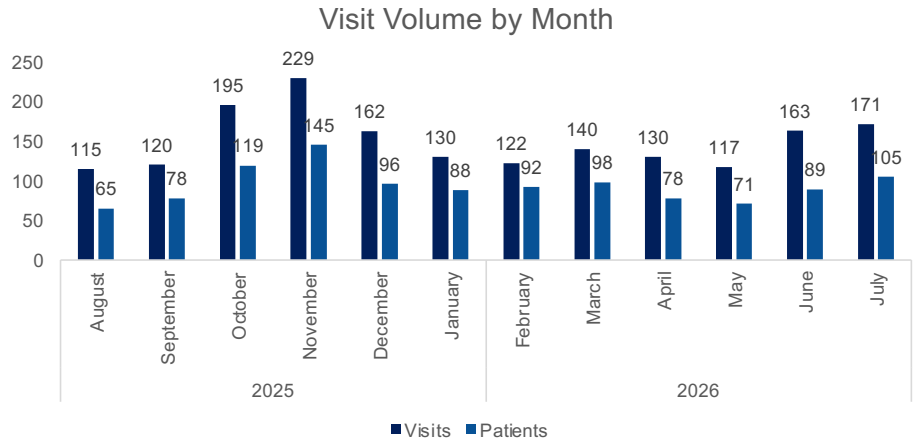
Primary Care

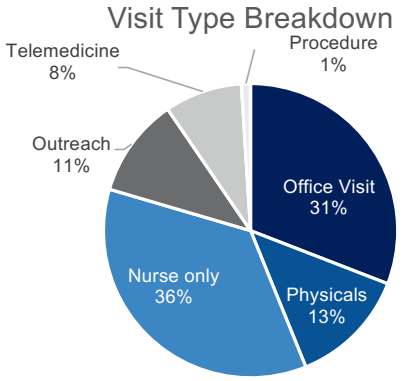
Clinical Updates –
August 2025 – July 2026

- 97% of visits are at the dedicated Manheim Township Clinic
- On average there are 5 visits per member
- November 2025 was the busiest month









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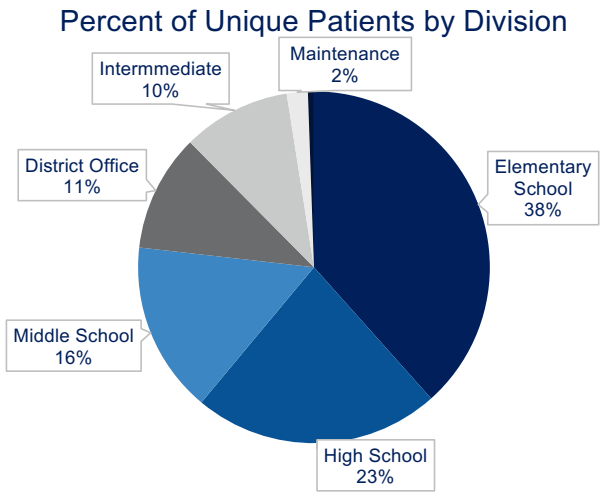
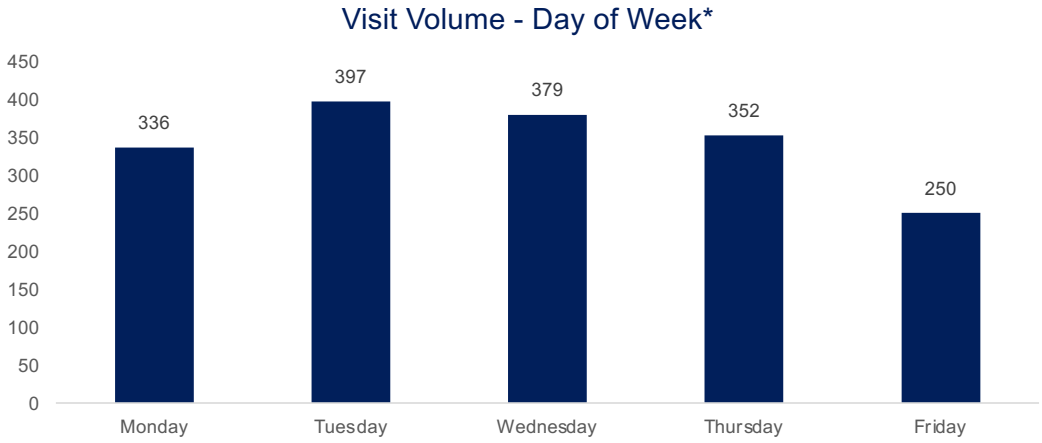
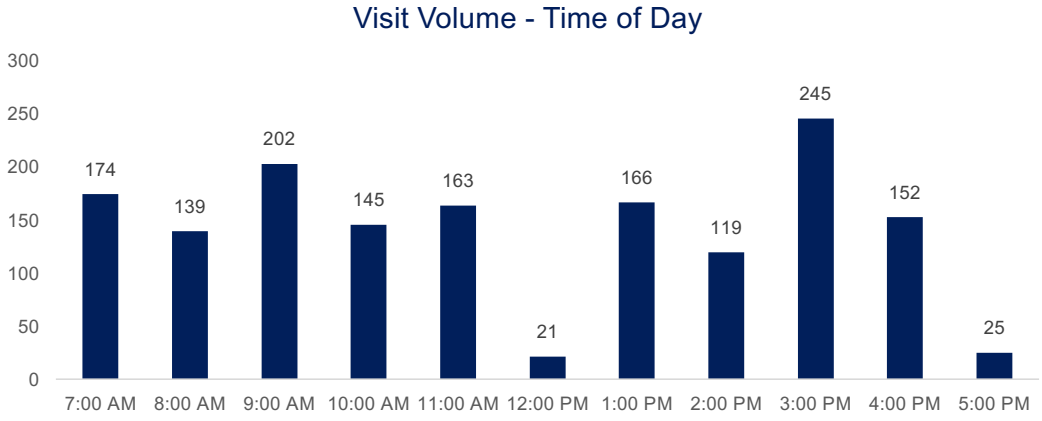
Primary Care (Aug25-Jul26)

- Utilization is evenly spread throughout the week
- 47% of appointments are after 12pm
- The elementaries and high school account for the most unique patients







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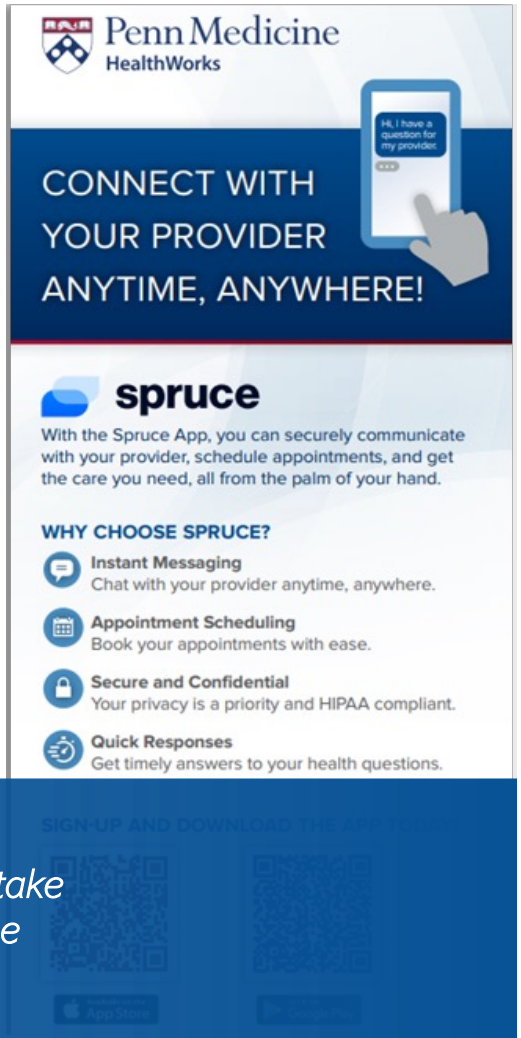
Texting App Engagement

As of July 31st, 2026:

- 412 members (64% of adult employees) have downloaded the app
- 365 members (57% of adult employees) have utilized the app
- There have been a total of 28,659 messages sent and received
- 98% of the total messages, within business hours, were answered in 15 mins or less
- 73% of messages are sent after 12pm



"…Spruce is great for handling anything visible that a patient can take a picture of… Rashes, eye irritations, etc. We are able to handle the patients concerns exclusively on the app…"

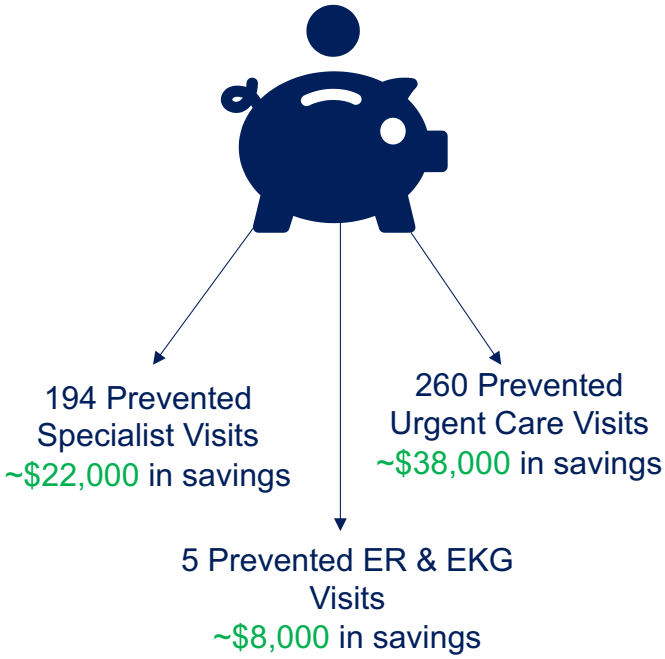
Quality – Value in Service Standards

Metrics	MTSD As of 7/31/26	National Average
Completed a Physical/Well Visit in the past 12 months (220/642)	34%	n/a
Had Any Clinic Visit in the past 12 months (369/642)	57%	36%*
Breast Cancer Screening Compliance	92%	80%**
Colon Cancer Screening Compliance	88%	64%**
Cervical Cancer Screening Compliance	82%	74%**

Partnerships with Bexa, RxNGo and Modern Eyes have been extremely valuable and enhanced Employee Care

Manheim Township SD Engagement & Screening Compliance Metrics are as of the end of July 2026; Screening compliance is noting all employer member population where LGH has clinical data available in EPIC
*National Health Statistics Report Number 216, May 2025
**Data obtained from Healthy People 2030

Avoided Services provided by HealthWorks Primary Care Team



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Patient Satisfaction Surveys- Primary Care

APRIL – JULY 2026- Top Box Score Percentages

177 Surveys Sent	64 Surveys Received	36% Response Rate



Met Patient Needs



Recommend Provider



Recommend Practice

"the HealthWorks staff at Manheim township is so incredibly kind. I highly encourage other Manheim township staff members to use this amazing service."

"it's amazingly convenient, they are very responsive on the spruce app, and they are very friendly and helpful."

"being able to bring family members would be amazing"

"they were able to schedule me the day I called in. I was seen promptly. she took time to explain things."

Penn Medicine

Integrated Counseling : Last 12 Months

Total Referrals past 12 months

91

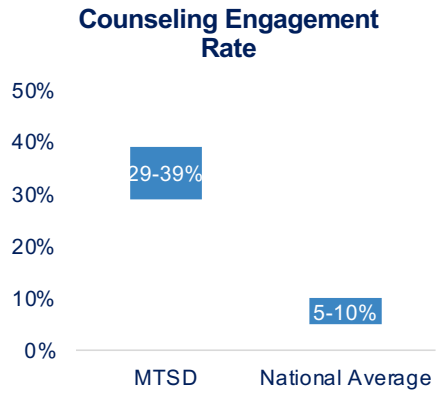
Average Referrals per Month

7

Active Referrals*

82%

*Active Referrals defined as at least one counseling session with counselor during the measurement period.



Approximated 29-39% engagement rate; significantly higher than the national average

Engagement = Unique Counseling Patients / Unique Primary Care Patients (Provider Visit or Annual Physical)

- Referrals to counseling have remained consistent
- 417 counseling visits
- Employees utilizing about eight sessions/person per episode of care
- 15 ADHD Screening referrals; $9,000 savings if completed in the community
  - Rebecca Caplan preforms screenings and will be onsite at MT routinely moving forward

Penn Medicine

Services Provided by HealthWorks

This year estimate is based on annualized activity from August 2025 through July 2026 for an average monthly membership of 644.

Category	Quantity	Value
Medical Services Provided (visits, counseling, health coaching, procedures, physicals, medication, EKGs, Lab)	1,794 PCP Visits; 417 Counseling Visits, 723 Meds; 22 EKGs, 755 Labs	$330,000
Medical Claims Avoided (specialist, ADHD evaluation, urgent care, emergency room, admission)	194 Specialist; 15 ADHD evals, 260 Urgent Care, 5 Emergency Room	$75,000
Health/Wellness/Navigation (flu shots, screenings, coaching, care coordination/app)	250 flu shots, 239 screenings, 644 care coordination	$107,000
Productivity (lower absenteeism, higher presenteeism, care coordination)	For 644 members	$144,000
Other Value Adds (employee retention & satisfaction, lower healthcare premium)	For 644 members	$85,000
Total Membership Value		**$740,000**
Price Paid		$528,000

*Price Paid is based on actual amount invoiced for MTSD Health Center services for the past 12 months July 25- June 26

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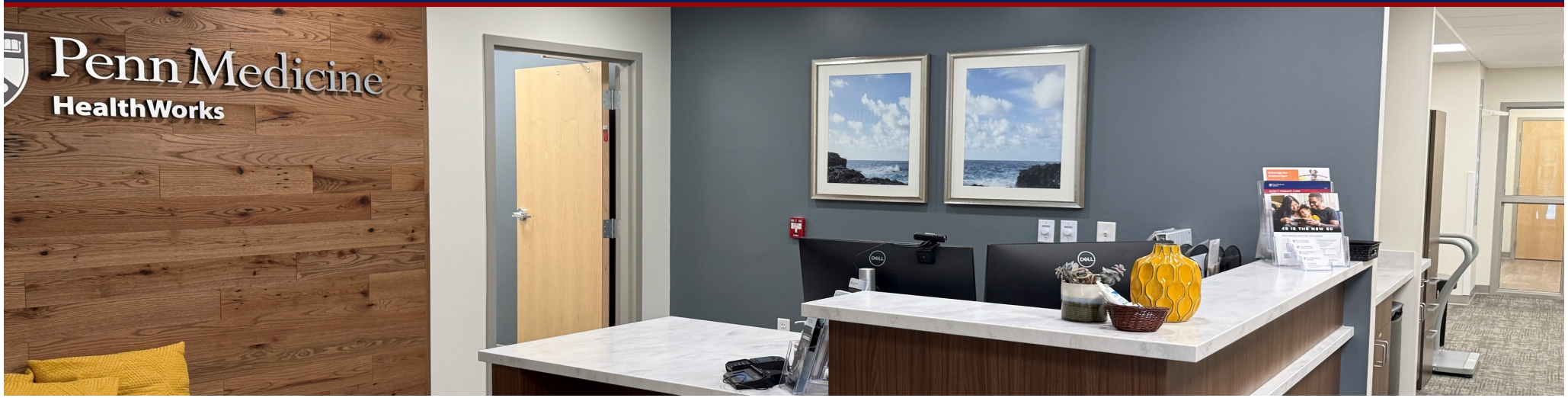
Thank You



Manheim Township School District

Board Agenda Item

	Information Only	Work Session	Regular Session Action Item	Regular Session Consent Item
Date:		09/10/2026	09/17/2026	

Subject: Phase 2 of the Campus Master Plan- New Maintenance & Food Service Building- Construction Work Bid Results.

Contact Person: Zachary Charles, Facilities Director

Summary: In accordance with Phase 2 of the Campus Master Plan, construction work for the new Maintenance & Food Service Building was released for public competitive bidding. RFP invitations were extended to **[14]** contractors, and **[11]** formal bids were received on Wednesday, August 19, 2026. The scope of work is divided into four **[4]** Prime Contracts: General Construction, Mechanical, Electrical, and Plumbing & Fire Protection. A complete summary of the competitive bidding results is attached for Board review.

Attachment: Phase 2 Construction Work Bid Results.

Recommendation: Approval of contract awards for Phase 2 Construction Work of the Campus Master Plan to the lowest responsible bidders meeting all bid specifications, as follows:

General Construction Contractor: eci Construction in the amount of $2,775,000.00

Mechanical Contractor: D. Ott Construction in the amount of $155,000.00

Electrical Contractor: Manada Electric in the amount of $271,075.00

Plumbing & Fire Protection Contractor: D. Ott Construction in the amount of $313,500.00

BID TAB SUMMARY - APPARENT LOW BIDS	
GC - eci Construction	$ 2,775,000
MC - DOTT	$ 155,000
PC - DOTT	$ 313,500
EC - Manada	$ 271,075
TOTAL	**$ 3,514,575**

GENERAL CONSTRUCTION BID TAB	
CONTRACTOR	**BASE BID**
eci Construction	$ 2,775,000
East Coast Contracting	$ 2,836,700
Uhrig Construction	$ 2,983,000

MECHANICAL CONSTRUCTION BID TAB	
CONTRACTOR	**BASE BID**
G.R. Sponaugle	$ 177,350
Lugaila Mechanical	$ -
Shannon A. Smith Mech. & Elec.	$ -
Leibold, Inc	$ 182,213

PLUMBING CONSTRUCTION BID TAB	
CONTRACTOR	**BASE BID**
G.R. Sponaugle	$ 329,900
WC Eshenaur & Son, Inc	$ 324,244
Lugaila Mechanical	$ -
MYCO Mechanicals	$ -
Dott Construction	$ 313,500

ELECTRICAL CONSTRUCTION BID TAB	
CONTRACTOR	**BASE BID**
Hirneisen Electric	$ 314,500
Manada Electric	$ 271,075
Seslyn Electric	$ -
Dott Construction	$ 447,000

BID UPDATE

NEW MAINTENANCE & FOOD SERVICE FACILITY



GENERAL CONSTRUCTION BID TAB	
CONTRACTOR	BASE BID
eci Construction	$2,775,000
East Coast Contracting	$2,636,700
Uhrig Construction	$2,983,000
Balton Construction	$2,949,517
D. Ott Construction	$3,510,491
MECHANICAL CONSTRUCTION BID TAB	
CONTRACTOR	BASE BID
G.R. Sponaugle	$177,350
LeeBolt, Inc	$182,213
D. Ott Construction	$155,000
PLUMBING CONSTRUCTION BID TAB	
CONTRACTOR	BASE BID
G.R. Sponaugle	$329,900
WC Eshenaur & Son, Inc.	$324,244
D. Ott Construction	$313,500
ELECTRICAL CONSTRUCTION BID TAB	
CONTRACTOR	BASE BID
Hirneisen Electric	$314,500
Manada Electric	$271,075
D. Ott Construction	$447,000

BID RESULTS

Low Bids (Base Bid)

- G.C. - eci Construction $2,775,000
- M.C. – D. Ott Construction $155,000
- P.C. – D. Ott Construction $313,500
- E.C. - Manada Electric $271,075

Total Construction Costs: **$3,514,575**

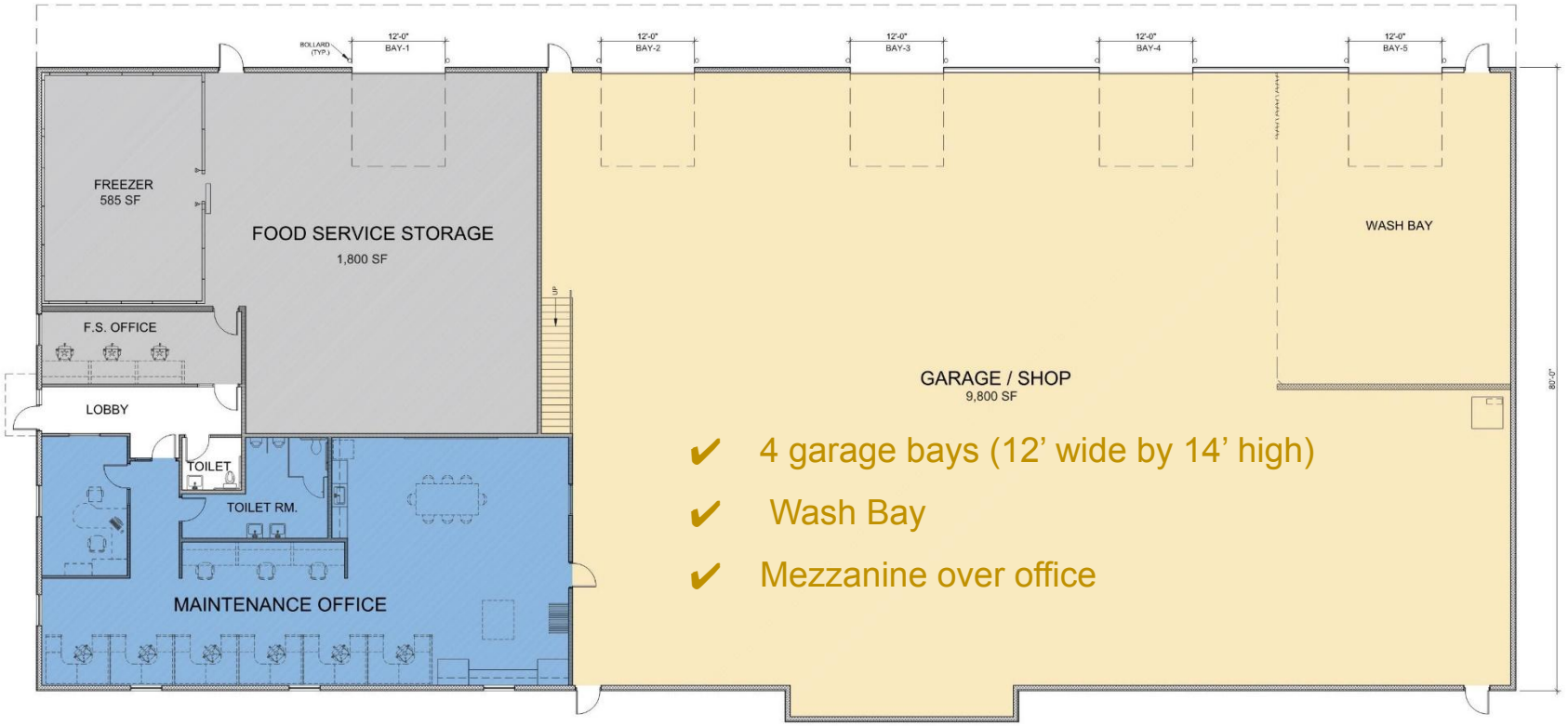
Estimated Fixtures Furnishings & Equipment (FFE)- Walk-In Freezer, Emergency Generator, Furniture/Shelving, Fiber & Security.

- $500,000

Pre-Bid Estimate

- $4,200,000

BUILDING PLAN



1 A-1 PLAN
1/8" = 1'-0"

= GARAGE / SHOP
= MAINTENANCE OFFICE
= FOOD SERVICE AREA

Total Facility = 15,200 sf

Maintenance Office = 2,100 sf

Garage/Shop = 9,800 sf

Food Service Area = 2,800 sf

Next Steps?

Proposed Schedule

- September - Execute Contracts
- Pre-Construction Meeting - October
- Begin Submittal Process - October
- Building Permit Issued - October
- Building Pad Completed – October / November
- Foundation work begins – November

Questions/Comments



Manheim Township School District

Board Agenda Item

	Information Only	Work Session	Regular Session Action Item	Regular Session Consent Item
Date:		9/10/2026	9/17/2026	

Subject: Replacement of Public Address System for Manheim Township High School

Contact Person: Dan Lyons, Director of Technology Services

Summary: The 2025-2026 Pennsylvania State Budget allocated up to $212,681 in school safety funding to MTSD through the Pennsylvania Commission on Crime & Delinquency (PCCD). In January 2026, the Board of School Directors authorized MTSD Administration to apply for PCCD approval, develop specifications, and seek competitive bids via a “Request for Proposals” (RFP) to utilize these funds toward the wholesale replacement of the High School PA System.

Following the development of all specifications and publishing the RFP, multiple vendors with strong local references responded. The results of this process are presented this evening along with a recommendation to award.

Attachment: PRESENTATION-HS_PASystem-09032026.pdf

Recommendation: Approve the purchase of new PA System hardware and software from ePlus Technology at a total project cost of $593,989.77.

High School PA System Replacement

September 10, 2026

Mr. Dan Lyons, Director of Technology Services

Background Information Recap:

- Current MTHS PA System >30 Years Old
- Newest Components Date Back to HS Renovation (2006-2008)
- January 2026: Presentation to Board on Multi-Year Plan Projects
- February 2026: Funding Approval from PCCD (7/1/26-6/30/27)
- March → July 2026: Research & Design
- August 2026: Solicitation of Bids via RFP



Project Goals Recap:

- Convert from Analog to IP-Based System
- Transition from “On-Premise” to “Cloud-Based” Platform
- ***Integrate Seamlessly with VoIP & Emergency Management***
- ***Improve Repair / Replacement Abilities at Lower Costs***
- *Future: Establish Common Functionality Across All Facilities*

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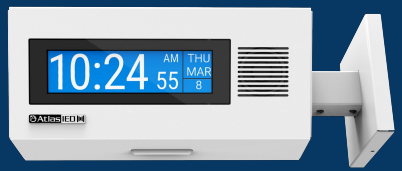
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CENTEGIX

CAFETERIA
CUSTODIAL
OLD GYM
NEW GYM
AUDITORIUM
STAGE
LOBBY

RFP Response Summary:

	ePlus Technology	Visual Sound Since 1967	Harris
Equipment & Materials	$542,134.12	$495,759.18	$541,578.12
Software* & Services	$51,855.65 (5-Yr Software Term)	$138,922.14 (3-Yr Software Term)	$529,314.75 (5-Yr Software Term)
Total Cost	**$593,989.77**	**$634,681.32**	**$1,070,892.87**

Financial Considerations:

- PCCD Grant: $212,681.00
- Capital Reserve: $381,308.77
- **Total Project: $593,989.77**

- *Important Note:*
  - *MTSD has applied for a "Community Oriented Policing Solutions" (COPS) grant worth up to $500,000.*
  - *Decision Notifications are expected in October.*
  - *If awarded, any COPS funds will offset those from Capital Reserve.*

- Future PCCD Funding and other grant opportunities will be leveraged towards the upgrade & alignment of all other facilities.

Recommended Action:

Approve the purchase of new PA System hardware and software from ePlus Technology at a total project cost of $593,989.77.

Questions Welcomed!



PSBA Leadership Positions up for Election

*Any slated candidate that demonstrates exceptional leadership at the local and state level shall be considered for “endorsement” by the Nominating Committee and the determination shall be noted on the slate of candidates. (PSBA Bylaws, Section 300 – Policy 302)

2027 President-Elect (one-year term)

Matt Vannoy*, Sharon City School District

My name is Matt Vannoy, and I am a school director for the Sharon City School District (Mercer Co.) and serve on the Finance, Buildings and Grounds and Budget Committee. I am also currently in my second term as the vice president of the PSBA Governing Board. Prior to this I was a sectional advisor and sectional advisor representative to the PSBA Governing Board. Professionally, I am a principal in the Conneaut School District (Crawford Co.) and have also been a social studies teacher, athletic director and assistant principal in the Farrell Area School District, Moniteau School District and Sharon City School District. I am a member of the PIAA District 10 Committee, PIAA Cross Country Steering Committee, the Slippery Rock University (SRU) Alumni Association Board of Directors, several boards under the ARC of Mercer County umbrella and several other local boards. In 2018, I was a recipient of the SRU Alumni Association’s Distinguished Recent Alumni Award as well as the Mercer County Chambers of Commerce 40 Under 40 award. I graduated *summa cum laude* from Slippery Rock University in 2009 and earned my Master of Education degree and Superintendent’s Letter of Eligibility from Westminster College. Serving on the PSBA Governing Board has been a highlight of my career and I look forward to continuing to serve PSBA as the president-elect of the Governing Board and working with the staff and PSBA members across the state to advocate for public education. I look forward to working with PSBA to advocate for on-time budgets, cyber charter reform, mental health supports for schools, increased education funding and other areas that will benefit school districts. I appreciate your support. Thank you.

2027 Vice President (one-year term)

Kristy Bolte*, Northwestern School District

It has been an honor to serve as the Western Zone representative on the PSBA Governing Board since 2024. I am honored to seek election as vice president of the Pennsylvania School Boards Association and to continue advancing our shared mission of supporting school board directors as they lead their districts, build strong relationships and advocate for public education across Pennsylvania. I am a graduate of Edinboro University with a bachelor's degree in elementary education. As a former teacher, a mother of six, and the wife of a middle school teacher in the Conneaut School District, I have experienced public education from many perspectives. My family and I live in West Springfield, Pennsylvania, where I have been inspired to serve because I believe quality public education is the cornerstone of strong communities. I am currently serving my second term on the Northwestern School District Board of School Directors in Albion and am privileged to serve as board president. I also serve on the Tri-County Intermediate Unit 5 board. These leadership roles have reinforced my belief in the importance of effective governance, collaboration and continuous learning. Through PSBA's training, advocacy and support, I have grown as a leader and have become better equipped to serve my district and community. If elected vice president, I will remain committed to PSBA's vision of fostering informed, engaged and passionate school board directors who lead with integrity and advocate effectively for excellent public education. I will work to strengthen connections between PSBA and local school

boards, ensuring directors throughout the commonwealth understand and benefit from the valuable resources and services our association provides. Public education faces both significant challenges and tremendous opportunities. By working together with honesty, integrity, collaboration and innovation, we can support school directors, strengthen our districts and create the best possible educational opportunities for every student. I would be honored to continue serving the members of PSBA as your vice president. I respectfully ask for your trust, your vote and your support as we work together to advance public education and ensure a bright future for Pennsylvania's students.

2027- 2029 PSBA Treasurer (three-year term)

David Hein*, Parkland School District

My name is David Hein, and I am honored to ask for your support as treasurer of the Pennsylvania School Boards Association. For more than a decade, I have been privileged to serve PSBA in a variety of volunteer and governing board leadership roles, including as president, Eastern Zone representative, E-2 sectional advisor, member of the Finance Committee and other PSBA committees. These experiences have given me a deep understanding of our association, its mission and the importance of responsible financial stewardship. Locally, I am serving my fourth term on the Parkland School Board and currently have the privilege of serving as board president. Throughout my service, I have chaired our Personnel and Finance Committee and worked collaboratively on many of the complex financial and governance issues facing public education today. Beyond K-12 education, I currently serve as chair of the Lehigh Carbon Community College Board of Trustees after being reappointed to a second six-year term. I also served for 12 years on the Lehigh Career and Technical Institute Joint Operating Committee, holding several leadership positions there. These experiences have reinforced my commitment to sound governance, fiscal responsibility and long-term strategic planning. Professionally, I bring more than 35 years of finance and accounting experience across banking, healthcare IT, health insurance and the nonprofit sector. Today, I serve as assistant business administrator at Lehigh Career and Technical Institute, where fiscal accountability and responsible stewardship are central to my daily work. If elected treasurer, I will work to ensure that PSBA's financial resources are managed with transparency, integrity and a focus on delivering value to every member school district. I believe strong financial management allows our association to remain a trusted advocate for public education while providing the services and support our members depend on. I am passionate about protecting and strengthening public education through the fair allocation of resources, advocating for fully funded state and federal mandates, and ensuring a level playing field for our public schools in relation to charter and cyber charter schools. Public service has always been a family commitment. My wife and daughter are both elementary school teachers, giving me a firsthand appreciation for the work happening in our classrooms every day. I also proudly serve as president of the Parkland CARES Food Pantry, supporting families throughout our community. It would be an honor to continue serving PSBA in this new capacity. I respectfully ask for your vote for treasurer, and I thank you for your continued commitment to Pennsylvania's students, schools and communities.

2027 PSBA Eastern Zone Representative (one-year term) (Only Eastern Sections vote)

Jason Mell*, Exeter Township School District

My name is Jason Mell, and I am seeking election to the PSBA Governing Board as the Eastern Zone representative for a one-year term starting in 2027. As part of the election process, I'd like to provide some background on myself as a candidate. I currently serve as a school director in the Exeter Township School District, located in Berks County, where I represent our board as the district's PSBA Liaison. Being the liaison to PSBA has provided me with valuable insight

into the association's resources and advocacy efforts. I also had the privilege of serving as board president for two years. Throughout my time on the board, I have worked closely with fellow directors and district leadership to address complex policy, financial and operational issues while maintaining a focus on student success. My commitment to public service extends beyond education. Over the years, I have served on the boards of the Exeter Community Library, Exeter Youth Soccer Association, Albright College Alumni Association and the Exeter Township Planning Commission. Today, I continue to support our region as a board member of Genesius Theatre, the Reading Film Office and Opportunity House. From 2014 through 2020, I also founded and served as editor of *The Exeter Informant,* a community news service dedicated to keeping residents informed about local government and community issues. Professionally, I am a software engineering manager for a national restaurant service and supplies company headquartered in Lititz, Pennsylvania, in neighboring Lancaster County. I hold a Master of Science degree in information systems from Drexel University and a bachelor's degree in information systems from Albright College. In addition, I've earned a Master Planner certification through the Albright College Center for Excellence in Local Government and the Cyber Risk and Oversight for Public Education certification from the Diligent Institute. Public education is also deeply personal to my family. In addition to both of my children attending the Exeter Township School District, my wife, Tiffany, is a 1998 Exeter graduate herself and serves as a K–4 reading specialist in the district. I believe strong public schools depend on thoughtful governance and effective advocacy. If elected, I will work collaboratively with fellow board members across the commonwealth, listen carefully to the concerns of our member districts, and advocate for policies that strengthen local school boards and improve educational opportunities for every student. I would be grateful for your support and the opportunity to serve as your Eastern Zone representative. Thank you.

PSBA Insurance Trustees

Member entities also are asked to vote for open trustee positions on the PSBA Insurance board. PSBA Insurance provides complimentary travel/accident insurance to all school directors from member school entities while on official school board business. As such, all member entities are considered participants in PSBA Insurance programs and are eligible to vote.

Trustee (term ends Dec. 31, 2029) – Includes two candidates (three-year term)
Choose up to two candidates for a three-year term.

Marianne L. Neel

Dr. Michael Faccinetto

Dr. Michael Faccinetto has served on the Bethlehem Area School District Board of Directors since 2009, providing 17 years of leadership in public school governance, budgeting, labor relations and education policy. As board president, he has advocated for underserved students, responsible stewardship, and programs that expand opportunities for every learner. His statewide leadership includes serving as PSBA president from 2017–18 and advocating for public education before the Pennsylvania General Assembly. Dr. Faccinetto is the principal of Southern Lehigh Middle School and previously served as an elementary teacher in the Southern Lehigh and Allentown school districts. He earned his Doctorate in Educational Leadership, master’s degree, and K–12 Principal Certification from Lehigh University.

Manheim Township School District

Board Agenda Item

	Information Only	Work Session	Regular Session Action Item	Regular Session Consent Item
Date:		9/10/26		9/17/26

Subject:	Recommendation for Field Trip Approval(s) by the MT Board of School Directors
Contact Person:	Dr. Dale Reimann, Assistant Superintendent
Summary:	Per School Board Policy No. 121, *The Board shall approve only those field trips that takes students out of state or overnight*. The enclosed trip(s) is(are) being brought before the board for approval, given that it/they is/are of "overnight" and/or "out of state" status.
Attachment:	Summary(ies) of MTSD field trip(s) recommended for approval by the MT Board of School Directors
Recommendation:	Recommend to approve the presented out of state or overnight field trip(s)

MTSD Field Trips (Overnight and/or Out-of-State) Recommended for Approval by the MT School Board in September 2026	Trip #1
Teacher/Advisor/Director(s) Requesting/Supervising the Trip	Shawn Robbins / Nicole Schiffhauer / Hillary Jarvis
Class/Program/Club/Group Taking the Trip	Honors American Studies / Honors Western Lit and Thought / Black Student Union
Trip Destination(s)	Washington, D.C. - American History Museum and African American History and Culture Museum; WeLT: Walking tour of monuments)
START DATE	4/6/27
END DATE	4/6/27
Overnight and/or Out-of-State	Out of State
Purpose of Trip	AMSTUD/BSU: visit museums associated with curriculum and interest WeLT: walking tour of famous monuments
Trip Participants	Honors American Studies, Honors Western Literature and Thought, Black Student Union
Tentative Mandatory Meeting Date for Overnight Trips	3/30/27
Confirm that the trip has been entered in FMX	Yes
Total Costs for Nursing Services @ $50 per hour (if applicable)	$650
# of Students	120
# of Employee and/or Board Approved Volunteer Chaperones	13
REGISTRATION COST	0
REGISTRATION COST Paid by	n/a
Hotel Costs	0
Anticipated # of Students per Room	n/a
Hotel Costs paid by	n/a
Transportation Provider	Melard Coach
Total Est. Mileage	185
Transportation Costs	$7,110 ($59.25 x 120 students - students paying chaperone transportation)
Transportation Costs paid by	Family/Student
Other Expenses	$3,245 ($585 for 3 substitute teachers + $2,660 for lunch @ $20 pp x 133)
Other Expenses paid by	Family/Student/Chaperone pays for lunch; District pays for subs
Amount Funded by District Budget (Non-Transportation Funds)	$1,235 ($650 for nurse; $585 for subs)
Amount Funded by District Budget (Transportation Funds)	$0
Total Trip Cost Paid by District	$1,235
Amount Funded by Student/Family	$9,510 ($2,400 for student lunches & $7,110 for transportation)
Amount of any "other" funding source(s) - Chaperones	$260 ($20 pp for lunch x 13 chaperones)
Total Paid by Booster Club	0
Grand Total for Trip	$11,005

Manheim Township School District

Board Agenda Item

	Information Only	Work Session	Regular Session Action Item	Regular Session Consent Item
Date:		09/10/2026		09/17/2026

Subject:	First Reading for Policy No. 102 - Academic Standards
Contact Person:	Dr. Martin J. Hudacs, Acting Superintendent
Policy / Code:	Policy No. 102 - Academic Standards
Summary:	First Reading of this Policy is part of the Systematic Review of School Board Policies. As outlined in Policy 003, and referenced in the PA Public School Code, "The Board shall exercise leadership through its rule-making power by adopting Board procedures and policies for the organization and operation of the school district."
Attachment:	Draft Policy 102 - Academic Standards
Recommendation:	First Reading for Policy No. 102 - Academic Standards

POLICY PORTAL™ PSBA

BOARD POLICY

102 Academic Standards

POLICY NUMBER	REVISED	LAST REVIEWED	VERSION
102	8/20/2026	8/20/2026	v2.7
DOCUMENT STATUS	**PRINTED**		
ACTIVE	9/9/2026		

PURPOSE

The Board recognizes the importance of developing, assessing and expanding academic standards to challenge students to achieve at their highest level possible. To this end, the district shall establish rigorous academic standards in accordance with, and may expand upon, those adopted by the State Board of Education.[1][2]

DEFINITION

Academic standards means what a student should know and be able to do at a specified grade level. For purposes of this policy, the term **academic standards** encompasses Pennsylvania Core Standards, **Pennsylvania Integrated Standards**, state academic standards and local academic standards.**[2]**[3]

AUTHORITY

The Board shall approve academic standards for district students to attain, in the following content areas:[2]

1. English Language Arts (reading, writing, speaking and listening) - **PA Core Standards**.
2. Mathematics **- PA Core Standards**.
3. Science, Environment, Ecology, Technology and Engineering (Grades K-5) **- PA Integrated Standards**.
4. Science, Environment and Ecology (Grades 6-12).
5. Technology and Engineering (Grades 6-12).
6. Social Studies (history, geography, civics and government, economics) - to include **PA Core Standards** reading in history and social studies, and writing for history and social studies.
7. Arts and Humanities.
8. Career Education and Work.
9. Health, Safety and Physical Education.
10. Family and Consumer Sciences.

11. **Personal Finance.**

Guidelines

The district's curriculum shall be designed to provide students with the planned instruction needed to attain established academic standards. **Such standards require the incorporation of education on social media literacy.**[2] **[4]** **[5]**

The district shall address social media literacy by providing instruction to students on the potential health and academic impacts, and safety and security concerns associated with social media use.[9]

The district shall assess individual student attainment of established academic standards and provide assistance for students having difficulty attaining academic standards.[2] **[6]** **[7]**

Students with disabilities may attain academic standards by completion of their Individualized Education Programs in accordance with law, regulations and Board policy.[2] **[8]**

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Legal Footnotes

[1] 22 PA Code 4.11
LEGAL REFERENCE

[2] 22 PA Code 4.12
LEGAL REFERENCE

[3] 22 PA Code 4.3
LEGAL REFERENCE

[4] Pol. 105 — Curriculum Development
POLICY REFERENCE

[5] Pol. 107 — Adoption of Planned Instruction
POLICY REFERENCE

[6] Pol. 127 — Assessment System
POLICY REFERENCE

[7] Pol. 212 — Reporting Student Progress
POLICY REFERENCE

[8] Pol. 113 — Special Education
POLICY REFERENCE

[9] 24 P.S. 1556
LEGAL REFERENCE

Legal References

No additional references listed.

Manheim Township School District

Board Agenda Item

	Information Only	Work Session	Regular Session Action Item	Regular Session Consent Item
Date:		09/10/2026		09/17/2026

Subject:	First Reading for Policy No. 827 - Conflict of Interest
Contact Person:	Dr. Martin J. Hudacs, Acting Superintendent
Policy / Code:	Policy No. 827 - Conflict of Interest
Summary:	First Reading of this Policy is part of the Systematic Review of School Board Policies. As outlined in Policy 003, and referenced in the PA Public School Code, "The Board shall exercise leadership through its rule-making power by adopting Board procedures and policies for the organization and operation of the school district."
Attachment:	Draft Policy 827 - Conflict of Interest
Recommendation:	First Reading for Policy No. 827 - Conflict of Interest

MTSD

POLICY PORTAL™ PSBA

BOARD POLICY

827 Conflict of Interest

POLICY NUMBER	ADOPTED	VERSION	DOCUMENT STATUS
827	6/16/2016	v1.4	UNDER-REVIEW
WORKFLOW	**PRINTED**		
First Reading	9/9/2026		

Purpose

This policy shall affirm standards of conduct established to ensure that Board members and employees avoid potential and actual conflicts of interest, as well as the perception of a conflict of interest.

Definitions

Confidential information shall mean information not obtainable from reviewing a public document or from making inquiry to a publicly available source of information.[1]

Conflict or **Conflict of interest** shall mean use by a Board member or district employee of the authority of his/her office or employment, or any confidential information received through his/her holding public office or employment, for the private pecuniary benefit of him/herself, a member of his/her immediate family or a business with which s/he or a member of his/her immediate family is associated. The term does not include an action having a de minimis economic impact, or which affects to the same degree a class consisting of the general public or a subclass consisting of an industry, occupation or other group which includes the Board member or district employee, a member of his/her immediate family or a business with which s/he or a member of his/her immediate family is associated.[1]

For federal purposes, a conflict of interest includes when the employee, officer, agent, or Board member, any member of their immediate family, their partner, or an organization that employs or is about to employ any of those individuals, has a

financial or other interest in or a tangible personal benefit from an entity considered for a contract. [2]

De minimis economic impact shall mean an economic consequence which has an insignificant effect.[1]

Financial interest shall mean any financial interest in a legal entity engaged in business for profit which comprises more than five percent (5%) of the equity of the business or more than five percent (5%) of the assets of the economic interest in indebtedness.[1]

Honorarium shall mean payment made in recognition of published works, appearances, speeches and presentations, and which is not intended as consideration for the value of such services which are nonpublic occupational or professional in nature. The term does not include tokens presented or provided which are of de minimis economic impact.[1]

Immediate family shall mean a parent, parent-in-law, spouse, domestic partner, child, spouse of a child, brother, brother-in-law, sister, sister-in-law, or the domestic partner of a parent, child, brother or sister.[1]

Business partner shall mean a person who, along with another person, plays a significant role in owning, managing, or creating a company in which both individuals have a financial interest in the company.

Delegation of Responsibility

Each employee and Board member shall be responsible to maintain standards of conduct that avoid conflicts of interest. The Board prohibits members of the Board and district employees from engaging in conduct that constitutes a conflict of interest as outlined in this policy.

Guidelines

All Board members and employees shall be provided with a copy of this policy and acknowledge in writing that they have been made aware of it. Additional training shall be provided to designated individuals.

Disclosure of Financial Interests

No Board member shall be allowed to take the oath of office or enter or continue upon his/her duties, nor shall s/he receive compensation from public funds, unless s/he has filed a statement of financial interests as required by law. **[3]**

The district solicitor and designated district employees shall file a statement of financial interests as required by law and regulations.[4] [5]

Standards of Conduct

The district maintains the following standards of conduct covering conflicts of interest and governing the actions of its employees and Board members engaged in the selection, award and administration of contracts.[2]

No employee or Board member may participate in the selection, award or administration of a contract supported by a federal award if s/he has a real or apparent conflict of interest as defined above, as well as any other circumstance in which the employee, Board member, any member of his/her immediate family, his/her business partner, or an organization which employs or is about to employ any of them, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.[2]

The district shall not enter into any contract with a Board member or employee, or his/her spouse or child, or any business in which the person or his/her spouse or child is associated valued at $500 or more, nor in which the person or spouse or child or business with which associated is a subcontractor unless the Board has determined it is in the best interests of the district to do so, and the contract has been awarded through an open and public process, including prior public notice and subsequent public disclosure of all proposals considered and contracts awarded. In such a case, the Board member or employee shall not have any supervisory or overall responsibility for the implementation or administration of the contract. [1]

When advertised formal bidding is not required or used, an open and public process shall include at a minimum:

1. Public notice of the intent to contract for goods or services;

2. A reasonable amount of time for potential contractors to consider whether to offer quotes; and

3. Post-award public disclosure of who made bids or quotes and who was chosen.

Any Board member or employee who in the discharge of his/her official duties would be required to vote on a matter that would result in a conflict of interest shall abstain from voting and, prior to the vote being taken, publicly announce and disclose the nature of his/her interest as a public record in a written statement to be attached to the Board minutes.[1]

No **Board member** or **district** employee shall accept an honorarium.[1]

Board members and employees may neither solicit nor accept gratuities, favors or anything of monetary value from contractors or parties to subcontracts, unless the gift is an unsolicited item of nominal value. Gifts of a nominal value may be accepted in accordance with Board policy.[2] **[6]**

Improper Influence

No person shall offer or give to a Board member, employee or nominee or candidate for the Board, or a member of his/her immediate family or a business with which s/he is associated, anything of monetary value, including a gift, loan, political contribution, reward or promise of future employment based on the offeror's or donor's understanding that the vote, official action or judgment of the Board member, employee or nominee or candidate for the Board would be influenced thereby.[1]

No Board member, employee or nominee or candidate for the Board shall solicit or accept anything of monetary value, including a gift, loan, political contribution, reward or promise of future employment, based on any understanding of that Board member, employee or nominee or candidate that the vote, official action or judgment of the Board member, employee or nominee or candidate for the Board would be influenced thereby.[1]

Organizational Conflicts

Organizational conflicts of interest may exist when due to the district's relationship with a subsidiary, affiliated or parent organization that is a candidate for award of a contract in connection with federally funded activities, the district may be unable or appear to be unable to be impartial in conducting a procurement action involving a related organization.[2]

In the event of a potential organizational conflict, the potential conflict shall be reviewed by the Superintendent or designee to determine whether it is likely that the district would be unable or appear to be unable to be impartial in making the award. If such a likelihood exists, this shall not disqualify the related organization; however, the following measures shall be applied:

1. The organizational relationship shall be disclosed as part of any notices to potential contractors;

2. Any district employees or officials directly involved in the activities of the related organization are excluded from the selection and award process;

3. A competitive bid, quote or other basis of valuation is considered; and

4. The Board has determined that contracting with the related organization is in the best interests of the program involved.

Reporting Conflicts of Interest

Any perceived conflict of interest that is detected or suspected by any employee or third party shall be reported to the **Superintendent**. If the Superintendent is the subject of the perceived conflict of interest, the employee or third party shall report the incident to the **Board President**.

Any perceived conflict of interest of a Board member that is detected or suspected by any employee or third party shall be reported to the Board President. If the Board President is the subject of the perceived conflict of interest, the employee or third party shall report the incident to the Superintendent, who shall report the incident to the **solicitor.**

No reprisals or retaliation shall occur as a result of good faith reports of conflicts of interest. **The district shall provide written notification of such protections to district employees.**[7]

The Superintendent or designee shall report in writing to the federal awarding agency or pass-through entity any potential conflict of interest related to a federal award, in accordance with federal awarding agency policy.[8]

Investigation

Investigations based on reports of perceived violations of this policy shall comply with state and federal laws and regulations. No person sharing in the potential conflict of interest being investigated shall be involved in conducting the investigation or reviewing its results.

In the event an investigation determines that a violation of this policy has occurred, the violation shall be reported to the federal awarding agency in accordance with that agency's policies.[8]

Disciplinary Actions

If an investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the district shall take prompt, corrective action to ensure that such conduct ceases and will not recur. District staff shall document the corrective action taken and, when not prohibited by law, inform the complainant.

Violations of this policy may result in disciplinary action **for employees** up to and including discharge, fines and possible imprisonment. Disciplinary actions shall be consistent with Board policies, procedures, applicable collective bargaining agreements and state and federal laws. **[9]**

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Legal Footnotes

[1] 65 Pa. C.S.A. 1101
LEGAL REFERENCE

[2] 2 CFR 200.318
LEGAL REFERENCE

[3] **Pol. 004 — Membership**
POLICY REFERENCE

[4] **51 PA Code 15.2**
LEGAL REFERENCE

[5] **65 Pa. C.S.A. 1104**
LEGAL REFERENCE

[6] **Pol. 322 — Gifts**
POLICY REFERENCE

[7] **2 CFR 200.217**
LEGAL REFERENCE

[8] **2 CFR 200.112**
LEGAL REFERENCE

[9] **Pol. 317 — Conduct/Disciplinary Procedures**
POLICY REFERENCE

Legal References

No additional references listed.