Joint Committee Meeting – May 6, 2019

A meeting of the Joint Committee of the Western Montgomery Career and Technology Center was held was held at 77 Graterford Road, Limerick, PA on May 6, 2019. Ms. Dawn Heine, Chairperson, called the meeting to order at 7: 10 P.M. following an Executive Session.

JOC Members:

Ashley Custer Absent Mark Dehnert Absent
Patricia Grimm Edward Dressler Stephen Cunningham
Robert Lindgren Dawn R. Heine John Farris

Non-Members present:
Dr. William Shirk, Superintendent, Pottsgrove S.D. & WMCTC Superintendent of Record
Christopher Moritzen, Administrative Director
Daniel Chominski, Principal
Donna Wilson, Business Manager
Rachel Hetzel, IT Director
Marc Davis, Solicitor
Andrew Klein, Metal Technology Instructor & AFT Treasurer
Various

A motion was made by Mr. Cunningham and seconded by Ms. Grimm to:
approve the April 1, 2019 Minutes.

| Ashley Custer | Absent | Mark Dehnert | Yes | James C. Glackin | Absent |
| Patricia Grimm | Yes | Edward Dressler | Yes | Stephen Cunningham | Yes |
| Robert Lindgren | Yes | Dawn R. Heine | Yes | John Farris | Yes |

Motion carried 7-0

II. Administrative Director’s Report

Mr. Moritzen reported:

A. NTHS Inductions:

Mr. Moritzen congratulated the 7 students that were inducted in to the National Technical Honor Society: Olivia Klapotosky--DO---Pottsgrove, Alexi Neiffer--CA---Pottsgrove, Sequoia Simmons--COS---Pottsgrove, Kyle Smith--PS---Pottsgrove, Kelly Trythall--MT---Spring Ford, Allison Weghorst--CL---Pottsgrove and Grace Woroniak--ECE---Spring Ford. Dr. Shirk was in attendance at the ceremony and lunch. He said he can now announce congratulations to Ciera Reitnauer, Pottsgrove Culinary Sr., who has won a full scholarship to Johnson Wales University at $128,000 thru CCAP. This is the second Pottsgrove student in 3 years that has won a full scholarship to JWU. Alexis Youse, a 2018
Pottsgrove graduate, currently at Penn Tech, got an opportunity to work at the Kentucky Derby and was bumped up to work in the mansion on millionaires’ row and created desserts.

He was also pleased to announce that Ms. Hetzel & him will be published in the Spring issue of the PA Administrator for the PA Principal Association. The name of the article is, “Together We Build” about building a positive school climate. As soon as we get that article, we’ll share it with everybody.

Each board member received a Squidward tee shirt, which was the winning shirt of Alexis Neiffer, Pottsgrove Commercial Art student. The shirt is now being produced and sold across the world right now. She is headed to Kutztown University next year.

That concluded the Director’s report.

Ms. Heine announced that there was an Executive Session before the meeting to discuss personnel.

Mr. Moritzen apologized for forgetting to report on enrollment, which is at 644 students for next year – up from 640. There are 21 seats left in level 1 across the building.

III. Public Comments on Agenda Items – None

IV. Presentations:

A. Advanced Manufacturing Expansion:

Mr. Moritzen said this presentation is on discussing expanding our Advanced Manufacturing Program by adding a Welding Program to our already existing and changing the CIP title of our precision metalworking to machining for the 2020-2021 school year.

An overview:

- Right now WMCTC has a precision metalworking class. How that class is divided the curriculum is basically 50/50 – 50% welding, 50% machining. Over the last few years the OAC has come to us at OAC meetings, and a lot of them, along with our instructor, Mr. Klein, is in attendance tonight to help support this program in discussions. One of the biggest things that came up was looking at the concerns of business and industry was that the students weren’t getting enough of the welding or enough of the machining. Creating a split class where they will have 2 sections of either welding or machining would allow them to get more training in that specialized area so they can go out and be more prepared for the workforce.

- We’ve had several meetings with our OAC over the last 5 months and one of the things we look at is the high priority occupation list and the 2019 projected list just came out thru the state and over the next 5 years they are showing a 9.2% increase in welding jobs, in CNC they are showing a 22.2% increase in Montgomery County alone. This is a field that continues to grow. Berks just opened their welding program, Thaddeus Stevens just put together a multimillion dollar machining lab and Central and North Montco already have welding programs. Those numbers speak volumes about the projected jobs in manufacturing.

- In machine shop type jobs including welding and machining it is projected in 2022 new jobs will be just shy of 4,000. Metal manufacturing is going to be north of 400,000 jobs nationally by 2022. That doesn’t include retirements or what people call the silver tsunami. One of the things you hear in machining is they have a lot of old timers who are retiring and they haven’t been able to replace them because they haven’t found people to fill those jobs. Occupations adding manufacturing jobs – welding 20,000 new jobs and that doesn’t account for the silver tsunami retirees.

- Wages in manufacturing that require a H.S. diploma or equivalent: you’re looking anywhere in the $40,000/yr. range. Our students can walk out and make a great wage between $30-$40,000. We have some that are going onto secondary right now. He asked Mr. Klein, Metal Technology instructor, how many students have jobs lined up when they leave here. Mr. Klein said out of all his graduating seniors that have completed all 3 years all but 1 a non-traditional will be attending Thaddeus Stevens.
• Mr. Moritzen said one of the things they did when they looked to add another program and introduced Sports Medicine they did a survey. In the Fall/Winter they asked all three districts to push out a survey on expanding Advanced Manufacturing. It was also put out to social media.
• Overall, they had 836 responses with 255 students stating they are interested in specific areas.
  o Out of those 255 students, 123 students said they would consider enrolling in an Advanced Manufacturing Program here.
  o 151 students were interested in machining/manufacturing/CNC related areas (Approx. 59% of interested responses).
  o 104 students were interested in welding/cutting/brazing/soldering related areas (Approx. 41% of interested responses).
• Mr. Moritzen said he will jump to the cost. The beauty of this is that already have the lab for it, we already have the equipment for it, we already have a budget for it, essentially for supplies for it; it's really the cost of a teacher and benefits. He said he can't really give an accurate number without knowing who we are hiring, but between $120,000-$140,000 is a rough estimate divided by three districts at your percentage rate.

Dr. Shirk asked Mr. Moritzen about the talent pool and finding a candidate to teach that.

Mr. Moritzen said he thinks there is enough talent out there where we would get knowing the reputation we have built here of having a really good school. We have people driving from all areas. We’re going to utilize the OAC to help us.

Mr. Moritzen said about the timeline:
• He was invited to Metal Tech's 2018 Spring OAC meeting to see what the OAC would like to see. That generated more discussions in the Fall, which lead to Manufacturing meetings on board nights. We met 3 times between now & then in May with a presentation to the JOC. If this program does get accepted, you will see a pattern what we are going to do – very similar with what we did with Sports Medicine. Have a big media push, have open houses, have visits to the schools – all of the media pieces that go along with that.
• This will be a CIP Code and a Program of Study.
• Certifications earned will go toward the future index of the school districts as well as the NOCTI scores. 5 Certifications will all be available to our students.
• Course requirements:
  o Uniform attire will be approximately $50-$100.
  o Workbooks approximately $30-$50.
• Marketing:
  o Mr. Batory, Commercial Art Instructor, and his students took this on and did a phenomenal job creating the basic banner and the poster that will go up in buildings showcasing young women in this field so we can more of the non-traditionals.

Mr. Moritzen introduced Brenda Diehl, OAC member to say a few words. She said we are really doing a disservice to the kids by only giving them 50% of the learning in these fields. She's on the machining side so these kids only having machining 50% of the time puts them behind the eight ball with every other technical school student. She's involved with 6 technical schools and they all have it separated. Kids that are interested in machining are not interested in welding & vise versa. When they compete at Skills at a district or state level they can't compete with those kids that have it taught 100% of the time. We need even more advanced kids coming out to these programs. To be in manufacturing in the United States we need kids with higher technical abilities. Things that are repetitive and menial in manufacturing is now gone due to either engineering, newer, better, faster machines or robotics. Jobs are there, whether they come right out of technical school or decide to go on to a 2 or 4-year school.

Mr. Moritzen thanked the OAC members again for their support in making this move forward.

Mr. Moritzen asked if there were any questions.

Mr. Dehnert said he thinks it's a no brainer.

Mr. Cunningham asked if the students had an opportunity to visit any of our partnerships and actually see firsthand.

Mr. Moritzen said Mr. Klein has done a great done with taking them on field trips & asked him to tell how many.
Mr. Klein said he was scheduled to go to Globus Medical tomorrow, and he thinks he is in the top 3 in the building for taking field trips. We visited Bracalente on Manufacturing Day. We have so many cop-op partnerships on both sides, machining and welding. We do a lot of work with companies in the area. Mr. Moritzen said this will be up for a vote further on in the agenda packet.

Ms. Heine thanked the OAC members in attendance for taking their time to attend.

Mr. Dehnert asked what kind of skills should we have our kids, even in middle school, to prepare for these kind of programs. All the things we should do to get students ready for these programs so they are prepared when they get here.

Mr. Klein said mechanical skills are certainly a pre-requisite for both machining and welding. The more math skills you have, the deeper that foundation coming thru the door the faster you will progress thru that curriculum.

Mr. Moritzen said another thing of importance is the education of the parents in that elementary & middle school level in understanding what the CTC has to offer their students. Unfortunately, we still live under that stigma of the old vo-tech, which we are constantly working to get out from under. The college path is not for every kid and this provides them an opportunity to truly mean something to them, the community and the country. Our enrollment has grown over 40% the last 5 years. When I walked in the door enrollment was 400 and now we’re at 644. We’re doing something right.

B. Benecon Benefits Presentation:

Mr. Moritzen introduced Mr. Jarred Texter of Benecon and said that he, Ms. Wilson and Mr. Texter over the past 4 months have crunched numbers and talked health care benefits. Mr. Texter will give a brief overview on the PSHIC Health Insurance Program we are looking to switch to as our DVIT Program is coming to an end here and we have an option to move out and he has put together something that would be beneficial to Not only our staff, but to our districts in an effort to save money.

Mr. Texter said Benecon is our company located in Lititz or Lancaster, which is about an hour from here. We do have an office in Pittsburg & Florida with 140 employees in PA & FL. Benecon has been in business since 1991. Independence Blue Cross is the third party administrator carrier. Attached is his complete presentation.

Mr. Moritzen said we are trying to mirror exactly what the negotiated agreement says. It has to match.

V. Committee Reports

Superintendent of Record’s Report – Dr. William Shirk – Wanted to echo the comments Mr. Moritzen said regarding the National Technical Honor Society and that Mrs. Landis and her team did an excellent job on the ceremony and the kids had a chance to share their successes with their families and teachers.

Business Manager’s Report – Ms. Donna Wilson – No Report

Principal’s Report – Mr. Dan Chominski reported 7 out of 12 Cosmetology students have passed their state boards and are very proud of them. The teachers are confident that all 12 will pass by the end of the school year. On Friday, May 17, we are going to have a NOCTI Wrap Up Field Day with all our seniors honoring them with Rita’s water ice, music and games for their NOCTI performance.

Board Secretary’s Report – Dr. Edward Dressler No Report

Solicitors Report – Mr. Marc Davis, Esq. – No Report

VI. Action Agenda:

A motion was made by Ms. Grimm and seconded by Mr. Cunningham to: approve Items A. Personnel, B. Hiring Authority of the Action Agenda.
A. Personnel:

1. Approving the resignation of Diego Civello, Protective Services Instructor effective June 14, 2019.

2. Approving the hiring of Averrie E. Camacho and John Niemczuk as Substitute Custodians at a rate of $15.00/hr. (Clearances are pending)

B. Hiring Authority:

Authority be granted to the Superintendent of Record/Administrative Director of Western Montgomery CTC to appoint qualified personnel to vacant positions between the May and June JOC meetings.

C. Contracts: (Appendix B)

1. Approving the Annual Service Level Agreement (SLA) with GO2Tech, Inc. in the amount of $903.00 per month to provide technical support on an as needed basis. (A reduction of $57/month).

2. Approving the Internet Services Contract with the MCIU from July 1, 2019 through June 30, 2020 for $8,724.00 as shown in Appendix B. (Same as last year).

<table>
<thead>
<tr>
<th>Ashley Custer</th>
<th>Absent</th>
<th>Mark Dehnert</th>
<th>Yes</th>
<th>James C. Glackin</th>
<th>Absent</th>
</tr>
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<td>Patricia Grimm</td>
<td>Yes</td>
<td>Edward Dressler</td>
<td>Yes</td>
<td>Stephen Cunningham</td>
<td>Yes</td>
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<tr>
<td>Robert Lindgren</td>
<td>Yes</td>
<td>Dawn R. Heine</td>
<td>Yes</td>
<td>John Farris</td>
<td>Yes</td>
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</table>

Motion carried 7-0

A motion was made by Mr. Cunningham and seconded by Ms. Grimm to:
approve Items D. Technology, E. Program Expansion and all Items under F. Student Competition/Conference

D. Technology: (Appendix C)

Approving the Infrastructure refreshment and services renewal provided by Go2Tech at $22,000.

E. Program Expansion:

Approving the expansion of Advanced Manufacturing to have a dedicated Welding Program for the 2020-2021 school year.

F. Student Competition/Conference:

1. The Administration recommends approving Heather Zornek, HOSA Advisor, & 2 students to attend HOSA (Health Occupations Student Association) National Competition June 19-22, 2019 at Disney's Coronado Springs Resort, Orlando, FL. for an approximate cost of $3,532.00. All costs offset by student fees and fundraising.

2. The Administration recommends approving Tina Arnt, Culinary Instructor, to attend the C-CAP National Culinary Instructors Conference in the Courtyard by Marriott, New York World Trade Center Area July 13-16, 2019 for an estimated cost of $1,350.00.
Motion carried 7-0

A motion was made by Mr. Cunningham and seconded by Ms. Grimm to:
approve G. Finance

G. Finance: (Appendix D)

Cash Receipts and List of Bills

Approval of the Cash Receipts and List of Bills as shown in Appendix D.

Motion carried 7-0

A motion was made by Mr. Cunningham and seconded by Ms. Grimm to:
approve H. Textbook Inventory and I. 2019-2020 Panel of Physicians

I. Textbook Inventory (Appendix E)

Approval of the 2019-2020 Textbook Inventory as shown in Appendix E.

J. 2019-2020 Panel of Physicians (Appendix F)

Approval of the Panel of Physicians for Workers Compensation premium credit as shown in Appendix F.

Motion carried 7-0

Mr. Cunningham asked about Policy 624 about Taxable Fringe Benefits, which was one of the Policies listed for first reading. On page 2 #9, Personal use of vehicle owned or leased by the center. He asked if we normally let people use Western Center vehicles for personal use? Ms. Heine said not for personal use.
Mr. Cunningham asked why is it on there then.
Mr. Moritzen said it was boiler plate language from Mr. Davis. We can make that adjustment.

VII. New Business – Ms. Grimm commented she went to the Car Show this past Saturday & by 12:30 they had to close it up due to the weather. She still wants to continue it.

Dr. Farris commented that the last 2 years for our Car Show there was a conflict with Frederick Mennonite Home.
Mr. Moritzen said it’s hard with Mother’s Day being the next weekend and Pottsgrove seniors are done that third week, our student body starts to die out. What Mr. Bray and the other auto guys are looking at doing more small showcasing events, like a lunch & learn type opportunities where the students would do more teaching too.
Ms. Grimm mentioned when she came in from the rain at the Car Show she noticed there was a story behind the new white Subaru we have. Mr. Moritzen said we received 2 Subaru’s from Subaru because of the Subaru University Program we offer certifications for our students. We’ve been selected to have 2 Subaru’s. Ms. Grimm said all our schools have been doing Senior Signing Recognition and asked Mr. Moritzen to take it from here. Mr. Moritzen said we are looking at introducing that next year. We are going to do a Signing Day for our students that are getting employed and where they are going to showcase what they are doing. Ms. Heine commented that Spring-Ford changed it from College Day to Decision Day for your next step in life. Mr. Dehnert asked if we keep track and promote the percentage of students that have a job when they graduate. Mr. Moritzen said Mrs. Landis, Guidance Counselor, has that information. All Electrical students have jobs walking out the door. A lot of our programs have jobs walking out the door. The tracking part is hard because kids change email addresses like they change cell phones. Our teachers really have the best connection to our students.

VIII. Public Comments on Non-Agenda Items - None

IX. Adjournment

A motion was made by Mr. Cunningham and seconded by Ms. Grimm to adjourn the meeting.

The meeting was adjourned at 8:17 P.M.

Respectfully submitted,

Edward Dressler

Dr. Edward Dressler, Secretary
Kathleen M. Mullen-Lewis, Recording Secretary
TOGETHER
WE BUILD
WMCTC
ADVANCED MANUFACTURING PROGRAM
EXPANSION: WELDING

Presented by:
Christopher Moritzen
Overview

The Western Montgomery CTC Welding program will be designed to prepare students for a number of technical fields related to Advanced Manufacturing.

- Instruction includes theory and applications related to: major types of metals (ferrous and nonferrous) used in welding, the basic principles of heat, expansion and contraction as it relates to metals, appropriate welding technique, equipment and supplies for a given metal or process, the industry accepted welding codes, standards and procedures and their use, perform safety inspections of GMAW equipment and accessories, make minor external repairs to GMAW equipment and accessories, set up and operate GMAW equipment, make fillet welds in all positions, make groove welds in all positions.

- Students will learn essential skills directly related to the Welding Technology career fields. The welding program prepares students to apply technical knowledge and skills in Shielded Metal Arc Welding, Gas Metal Arc Welding, Gas Tungsten Arc Welding, Flux-core Arc Welding, brazing, and torch cutting. Students learn safety practices, types and application of electrodes and welding rods, properties of metals; industrial drawing reading; principles of electricity, interpretation of welding symbols, quality control for testing welds by various methods, use of manuals and specification charts, use of portable grinders and hand tools; positioning and clamping, fabricating, fxtruing, and welding standards established by the American Welding Society.

- This creates a win-win for students because now they can focus 100% on Welding and 100% on Machining which will make them more marketable for business and industry.
Projected Jobs in Manufacturing

Projected 2022

Motor vehicle parts manufacturing
Machine shops; turned product; and screw, nut, and bolt manufacturing
Architectural and structural metals manufacturing
Pharmaceutical and medicine manufacturing
Other fabricated metal product manufacturing
Motor vehicle manufacturing
Motor vehicle body and trailer manufacturing
Boiler, tank, and shipping container manufacturing
Other transportation equipment manufacturing
Occupations Adding Manufacturing Jobs, Projected 2022

Occupations adding the most jobs in manufacturing and their job openings in all industries, projected 2012-22

- Welders, cutters, solderers, and brazeers
- Machinery maintenance workers
- Sheet metal workers
- Structural metal fabricators and fitters
- Logisticians
- Wood sawing machine setters, operators, and tenders
- Metal and plastic computer numerically controlled machine tool programmers
- Welding, soldering, and brazing machine setters, operators, and tenders
- Machinists
- Metal and plastic computer-controlled machine tool operators
- Industrial machinery mechanics

New jobs in manufacturing, projected 2012-22
Wages in Manufacturing that require a HS Diploma (or equivalent)

Wages in occupations in manufacturing that typically require a high school diploma or equivalent

- Printing press operators
- Metal and plastic computer-controlled machine tool operators
- Metal and plastic cutting, punching, and press machine setters, operators, and tenders
- Industrial machinery mechanics
- Wholesale and manufacturing sales representatives, except technical and scientific products
- Welders, cutters, solderers, and brazers
- Machinists

![Median annual wage chart]

[$-$ $10,000.00 $20,000.00 $30,000.00 $40,000.00 $50,000.00 $60,000.00 $70,000.00]
Wages in Manufacturing that require a Bachelor's Degree

Wages in occupations in manufacturing that typically require a bachelor's degree

- Mechanical engineers
- Industrial production managers
- Industrial engineers
- General and operations managers

Median annual wage
Survey Results

- During the late Fall/Winter we asked all three districts to push out a survey on expanding Advanced Manufacturing programs at WMCTC
- This was also shared out via social media outlets
- 836 overall responses (PG- 411 SF- 81 UP- 275 Other- 69 [Parents & Community])
- 255 Students stated they are interested in the following specified areas:
  - Manufacturing, Machinist
  - Welding, Cutting, Soldering, & Brazing
  - Computer Controlled Machine Tool Operator (Metal & Plastic)
  - CNC Machine Tool Programmers (Metal & Plastic)
- 123 Students stated they would consider enrolling in an Advanced Manufacturing Program at WMCTC
- 151 Students interested in machining/manufacturing/CNC related areas
  - Approximately 59% of interested responses
- 104 students interested in welding/cutting/brazing/soldering related areas
  - Approximately 41% of interested responses
# Program of Study

## Welding Technology/Welder

**CIP 48.0508**

**Task Grid**

### Secondary Competency Task List

<table>
<thead>
<tr>
<th>OCCUPATIONAL ORIENTATION AND SAFETY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepare and mark time or job sheet, reports or records.</td>
</tr>
<tr>
<td>Perform housekeeping duties daily.</td>
</tr>
<tr>
<td>Follow verbal instructions to complete work assignments and rules.</td>
</tr>
<tr>
<td>Follow written instructions to complete work assignments and rules.</td>
</tr>
<tr>
<td>Demonstrate proper use and inspection of Personal Protection Equipment (PPE).</td>
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<td>Demonstrate proper work area operation.</td>
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<tr>
<td>Demonstrate proper use of ventilation equipment.</td>
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<tr>
<td>Discuss proper Hot Zone operation.</td>
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<tr>
<td>Understand proper work actions for working in confined spaces.</td>
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<tr>
<td>Understand MSDS sheets and precautionary labeling.</td>
</tr>
<tr>
<td>Demonstrate proper use and inspection of equipment used for each required welding and thermal cutting process.</td>
</tr>
<tr>
<td>Display familiarity with industrial and OSHA safety standards.</td>
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<tr>
<td>Demonstrate knowledge of oxyfuel safety procedures.</td>
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<tr>
<td>Demonstrate knowledge of arc welding safety procedures.</td>
</tr>
<tr>
<td>Demonstrate emergency action plan (all inclusive).</td>
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### PRINCIPLES OF WELDING

- Identify major types of metals (ferrous and non-ferrous) used in welding.
- Describe the basic principles of heat, expansion and contraction as it relates to metals.
Certifications

- AWS SENSE Certification (American Welding Society)
- S/P2 Welding Safety
- OSHA 10 Hour General Industry National Safety Council Forklift Certification
- NOCTI Certification
Course Requirements

- Appropriate uniform attire (approximately $50 - $100)
- Workbooks (approximately $30-$50)
Colleges & Universities

Students who wish to pursue further training after high school can consider various post-secondary institutions to enhance their skills throughout the state of PA.

Just to name a few....
As a student in our Advanced Manufacturing Program, you will learn the skills necessary to become a fierce competitor in every aspect of Metal Technology.

Learn more about how you can be a part of the Advanced Manufacturing Program by calling 610.489.7272 or visit us at www.westerncenter.org

Marketing
Premier Self-Funding Program Administrators

Jarred Texter, Director
Local Roots, National Experience

Benecon originated in 1991

140 employees in PA & FL
Leader and Innovator in Self-Funded Benefits

- Over $1.5 billion premium equivalent

- 98% client retention

- Over 1,000 employer groups covering over 100,000 employees

- 14 Consortiums across 18 states

  **Private Sector (590)**
  - All commercial enterprises (VERIS)
  - Private Colleges
  - Banks
  - Retirement Communities
  - Non-Profit Human Services

  **Public Sector (390)**
  - Counties
  - School Districts
  - Municipalities & Authorities
The PSHIC cooperative was founded July 2009 for PA Public Schools

The Cooperative is structured under the Intergovernmental Cooperative Act

2019 global funding is $61,032,039 with 89% of funding managed in-house

Choice of ASO / Network Carriers

Renews July 1 but can enter at any time

PSHIC is owned and controlled by the members

Benecon is hired by PSHIC to provide complete management, support and marketing of the cooperative

3 year initial commitment

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<th>PSHIC Member Schools</th>
<th>Year Joined</th>
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<td>Susquehanna Township School District</td>
<td>2017</td>
<td>368</td>
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Cooperative Performance (recent 3 years)

- **2018:**
  - 9% Highest Renewal
  - -1% Lowest Renewal
  - 3.5% was average renewal
  - $9 million in surplus returned

- **2017**
  - 15% Highest Renewal
  - -1% Lowest Renewal
  - 5.9% was average renewal
  - $11 million in surplus returned

- **2016**
  - 14.5% Highest Renewal
  - -2% Lowest Renewal
  - 6.2% was average renewal
  - $12 million in surplus returned

*Renewal Increases do not take into account surplus returned*
### Western Montgomery CTC

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<th>Claim Fund</th>
<th>Potential Credit</th>
<th>Approx Interest</th>
<th>Other Fixed Costs</th>
<th>Net Effective Cost</th>
<th>Estimated DVHIT Renewal</th>
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Illustration of a range of possible claim levels

Resulting cash net cost

Cash comparison with a Fully Insured arrangement
Benefits of Joining the Cooperative

**Savings & Surplus**
As a PSHIC member, all year-end surplus money is returned to your school

**Full Control**
Choose the level of benefits and types of plans & administrators

**Complete Transparency**
We'll share your school's performance data every step of the way
We're an open book - see what's driving your next renewal

**Proven Experience**
For more than 25 years, the Benecon Model has helped our clients safely navigate self-funding
In-house actuaries price the program and our compliance experts and account managers make the administration easy

**Protection**
Predictable cash flow and the protection of a cap on overall liability