

**Mark A. Czapp, PRSBO**  
**Spring Grove Area School District**

**Director of Support Services**  
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- 1 STRIVE Program
- 2 Working with Local Municipalities/ Boroughs/Townships
- 3 Avoiding Overtime for Maintenance
- 4 No MOW zone
- 5 Field Resting Schedule

**Mark Brooks, PRSBS**  
**Montgomery County IU #23**

**Facilities Supervisor**  
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- 1 Owner supplied equipment
- 2 Internal ESCO
- 3 \$1 out lease
- 4 Engage State Representation
- 5 Construction projects

**Kevin H Campbell**  
**West Chester Area School District**

**Director of Facilities and Operations**  
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- 1 4 hour substitutes in lieu of 8 hour subs. More productivity, less risk of benefits laws being impacted.
- 2 Develop an Induction Program for new hires. Start them off on the right foot.
- 3 Etch terrazzo floors and let them go.
- 4 Stain instead of painting gym floors. No cracking or peeling of paint
- 5 Set a Board Policy for Capital Improvement Projects at 10% of the annual operating budget.

**Thomas J. Koch**  
**Manheim Township School District**

**Plant Manager**  
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- 1 Importance of a Districtwide Energy Audit
- 2 Importance of updated site plans
- 3 Importance of updated floor plans
- 4 Importance of 3rd party District-wide safety/security audit
- 5 Importance of a major projects multi-year capital plan

**Brian E. Hartman**  
**Lebanon School District**

**Director of Building and Grounds**  
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- 1 Knowing your demographics are essential; Lebanon School District statistics
- 2 Curb Side appeal; how we are perceived by our tax payers, students, and staff
- 3 Building Cleanliness; build a plan, institute, manage it for continued success, and allow it to evolve.
- 4 Supporting the educational process: going the extra mile to service our customer base.
- 5 Manage in a way you would want to be managed.