

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Ann Thompson called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m., followed by the Pledge of Allegiance.

Board Members Present: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, S. Kowalchuk,  
T. Richwine, V. Thomas, A. Thompson  
Board Member Absent: M. Robert  
Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher  
Board Secretary: Cecilia R. Birdsell  
Treasurer: Gary Reigal  
Substitute Superintendent of Schools: George A. Ziolkowski, Ph. D.  
Press Present: Loretta Fenstermacher, East Penn Press Reporter

2. Requests to Address the Board-None

3. Approval of Minutes

Motion by Ballard, Seconded by Thomas  
RESOLVED, That the East Penn Board of School Directors approve the minutes of the October 9, 2006 meeting.

This resolution was unanimously adopted by voice vote.

4. Report of the Substitute Superintendent of Schools – Dr. George Ziolkowski

1. Personnel

Motion by Earnshaw, Seconded by Ballard  
RESOLVED, That the East Penn Board of School Directors approve the following personnel items:

Resignations

-Christina Rice, Music Teacher at Lincoln/Jefferson Schools, effective December 15, 2006 (Exhibit 1)

-Angeline Szoka, FTS Grade 2 Teacher at Macungie School, effective November 4, 2006 (Exhibit 2)

-Frank Pino, Guidance Counselor at Emmaus HS, effective date to be determined (Exhibit 3)

-Sallie DeLong, Administrative Assistant to the Assistant Superintendent of Initiatives and Evaluation (Exhibit 4)

-Donna Brown, Teacher Aide at Lincoln School, effective October 28, 2006 (Exhibit 5)

-Zachary Fegley, Custodian, effective immediately (He was hired at the August 14, 2006 meeting and subsequently did not accept the position)

2006 Teacher Tenure List

That, in accordance with Section 1121 of the PA School Code, the following temporary professional employees based upon satisfactory service be awarded tenure:

<u>Employee</u>	<u>School/Assignment</u>
Constance Arnold	EHS/Eyer MS/LMMS, Music
Lori Babel	Emmaus HS, Mathematics
Genise Bishop	Lincoln, Guidance Counselor
Kevin Bisignani	Emmaus HS, German
Justine Boer	Emmaus HS, English
John Bradley	Emmaus HS, Science

Allyson Buss Smith  
Susan Carraher  
Janice Clymer  
Tara Desiderio  
Kelly Duffy  
Lisa Evans  
Christina Gogel  
Loribeth Gruber  
Chris Kollar,  
Rachel Kramer  
Nicole LaBarre  
Janis Landgraf  
Jennifer Lee  
Heather Marsteller  
Laura McKelvey  
Carrie Montella  
Heather Montero  
Nichole Oravic  
Lori Pressley  
Maria Russo  
Savina Stangil  
Gregory Scholl  
Lori Sheipe  
Amanda Theis  
Stephanie Yoder

Macungie, Grade 5  
Eyer MS, Health/Wellness  
Wescosville, ESL  
Lower Macungie Elementary, K  
Emmaus HS, Business  
Wescosville, Grade 1  
Shoemaker, Grade 3  
Shoemaker, Grade 3  
LMMS, Mathematics  
Emmaus HS, Science  
Macungie, Grade 1  
Emmaus HS, English  
Macungie, Grade 2  
Emmaus HS, Social Studies  
Emmaus HS, Science  
Macungie, Grade 4  
Emmaus HS, Social Studies  
Emmaus HS, English  
Jefferson/Lincoln/Wescosville, Music  
Emmaus HS, Mathematics  
Wescosville, Grade 5  
LMMS, Grade 6  
Emmaus HS, Health/Wellness  
Shoemaker, Grade 2  
Macungie, Grade 1

Leave as per Collective Bargaining Agreement

Employee: Nicole Allen  
Alburtis, Special Education  
Effective: November 13, 2006

Appointment of Full-Time Substitute Teacher

Name/Address: Tara Lancaster  
40 Davey Avenue, Pen Argyl 18072  
Education Level: B. S. Degree (2006)  
Undergraduate School: Kutztown University  
Effective: October 16, 2006  
Assignment: Alburtis, Special Education  
Opening created by N. Allen leave.  
Certification: Instructional I, Elementary/Special Education  
Experience: 9/06-Present: East Penn SD (per diem substitute)  
Salary: \$40,100 (Step A, Year 1, Col. B)

Appointment of Student Management System Coordinator

Name/Address: Sallie DeLong  
2322 Mountain Road, Slatington 18080  
Effective: To be determined  
Salary: \$31,000 (New budgeted position)

Appointment of Remedial Assistant

Name/Address: Jennifer Bryant  
234 Maple Court, Alburtis 18011  
Assignment: Alburtis School,  
Opening created by resignation of M. Sovia  
Effective: October 24, 2006  
Salary: \$12.15/hr., 25 hrs./wk.

2006-07 Addition to the Per Diem Substitute List

Heather Karlovits, Remedial Assistant

Teacher Aide Appointments

Name/Address: Margaret Stevenson  
2558 Spring Street, Coplay 18037  
Assignment: Attendance, EHS  
Opening created by L. Baxter transfer  
Effective: October 24, 2006  
Salary: \$11.12/hr., 25 hrs./wk.

Name/Address: Diane Kehm  
1341 Hickory Road, Macungie  
Assignment: Shoemaker (New unbudgeted position)  
Effective: October 24, 2006  
Salary: \$11.12/hr., 12.5 hrs./wk.

Addition to the 2006-07 Mentor List

Mentor: Beverly Springer                      Teacher: Julie Stevens, English, EHS

Co-Curricular Advisors –See Exhibit 6

Mary Ellen Hepburn	Study Habits	\$531, Club B
Jonathan Lentz	Non Paid Boys Soccer Coach	Volunteer

Change in Employment Status

Employee: Lynn Baxter, Teacher Aide, EHS  
Replacing N. Fenstermaker  
From: 25 hrs./wk.  
To: 31.25 hrs./wk.

Educational Conferences-Exhibit 7

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences as listed on Exhibit 7.

Informational

-Administrative Reports (See Exhibit Section)

In response to the resignation of Mr. Pino, EHS Guidance Counselor, Dr. Ziolkowski said the search for a new guidance counselor would start immediately but there may be a gap until a permanent replacement can be made. The local districts were surveyed to see what the case load per counselor is and it was found that the case loads vary from one counselor to every 320 or 330 students. At Emmaus High School, there is approximately one counselor for every 309 students. If the replacement is not on staff, then the other counselors will absorb the case loads. Ms. Kowalchuk asked about the reference letters students will need for college applications. Dr. Ziolkowski assured board members that the case loads can be distributed among the other counselors until a replacement has been hired, noting that Mr. Pino will be on staff for at least 60 days.

Mrs. Thompson called attention to the Administrative Reports and the interesting information included. She mentioned that the Cadence Choir from LMMS will be performing at the PA Music Educators Conference. Ms. Fuller noted that EHS Tech Ed Teacher Scott Didra was being recognized by Philadelphia University as an Outstanding Educator. Ms. Fuller recalled that Mr. Didra goes above the call of duty for students.

These resolutions were duly adopted by the following roll call vote:  
Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Thomas, Thompson---8  
Absent: Robert-----1

5. Business Operations

1. Approval of Bill List

Motion by Thomas, Seconded by Gannon  
RESOLVED, That the East Penn Board of School Directors approve the attached bill list, including the addenda, and that the Treasurer be authorized to issue checks and vouchers in the amounts indicated.

Treasurer's Report

RESOLVED, That the East Penn Board of School Directors approve the Treasurer's Report.

Special Funding Disbursements-Exhibit 8

RESOLVED, That the East Penn Board of School Directors authorize the disbursement of funds from the Capital Reserve Fund and GOB 2003 as listed on Exhibit 8.

These resolutions were duly adopted by the following roll call vote:

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Thomas, Thompson-----8

Absent: Robert-----1

2. Resolution Exempting Certain Open Space Real Property from Further Millage Increases Imposed on Real Property – Exhibit 9

Motion by Thomas, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the attached Resolution Exempting Certain Open Space Real Property from Further Millage Increases Imposed on Real Property as described in Exhibit 9.

Mr. Earnshaw commented that Lower Macungie Township does not have a real estate tax so they would not have to pass this resolution. Solicitor Fisher suggested that the Township should adopt the resolution in anticipation of some future action. Mr. Ballard said he would support the resolution because it does include language addressing a roll back tax and there are only 17 properties eligible for this exemption. He said it is also a way to get some green space and some non-developed property in the school district. Ms. Kowalchuk said that Upper Milford Township would also have to approve the resolution. Mr. Fisher clarified Section 6 deals with a maximum period of ten years and, at any point in time within that ten year period the Board could repeal the resolution but current existing properties would still be under the original provision. It was suggested that the resolution be submitted to the Townships.

This resolution was duly adopted by the following roll call vote:

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Thomas, Thompson-----8

Absent: Robert-----1

3. Five-Year Budget Projection

Mr. Reigal said the administration and the Board have been looking at the budget for multiple years for a long time and this is critical when faced with Act 1. Mr. Reigal reviewed the attached list of major assumptions dealing with income and appropriations. He took a conservative approach to the interim real estate tax collections but did forecast future growth. He commented on the switch of the tax burden from real estate tax to either personal or earned income tax. This will be decided by voters in the May 2007 primary. He said the medical plan costs have been growing annually at 9%. Next year it is anticipated that the increase will be 1%. Assuming that the formulas remain in place for IU costs, especially special education, he felt that a 4% growth was realistic. He talked about the LCCC resolution from last year, adding that districts that did not vote will probably have to do so this year. The Board defeated the motion last year, but, if a majority of districts pass the resolution, then the rest would have to comply. If that happens, the first year of the proposal will cost East Penn approximately \$300,000. Analyzing the fuel and utility costs, Mr. Reigal said last year had been influenced by unexpected national and world events that increased fuel costs. He is estimating a 10% growth in this area. The 20 million dollars worth of debt that had been approved has not been incurred at this time. We will use about 5 million of that for the Eyer project leaving 15 million dollars for another project. The debt is programmed for next year and subsequent years. The last year of the four year period is probably when the district will have to borrow an additional 5 million dollars if the elementary school is built. Mr. Ballard talked about the status of the statewide medical plan, noting that it would raise rates in East Penn significantly. Mr. Ballard also asked that the Solicitor look at the LCCC resolution and how Act 1 is impacted. Mr. Reigal said the solicitor from LCCC had received a letter from PDE stating that this would not be an index problem because they would deduct whatever is currently paid to LCCC before they apply the index.

Mrs. Thompson questioned the debt limit and how it would affect buying land. Mr. Reigal explained that there is approximately 30 million dollars in borrowed money and this would be used to buy the land. In 2009-10 the district would have to borrow 10 or 15 million dollars instead of the projected 5 million dollars. In response to a question from Mr. Earnshaw, Mr. Reigal said he had factored in the projected PSERS increase.

Mr. Reigal reviewed the Act 1 Tax Increase/Fund Balance for the next five years. He talked about the restriction under Act 1 that a district the size of East Penn cannot have a fund balance in excess of 8% of the budget. The ending fund balance is well below the allowed amount. The millage could increase .43 mills next year even if it was not required. He briefly talked about the limited number of exceptions for which the district could apply, but he did not feel that the district would need to apply for an exception.

Mr. Reigal indicated that the Board would have to pass a resolution by January 25 indicating the budget would not be going above the 3.4% index. If that is done, then the district could operate within the time lines of the previous budget cycle. The interim taxes will be reported to the district by Lehigh County in November. He will report back to the Board and suggest building up to a resolution in January. Mr. Reigal said that as of Friday, the indication was that the interim real estate taxes were \$300,000-\$400,000 higher than last year. Mr. Reigal suggested having another presentation so the Board is comfortable with the choice. Mr. Earnshaw pointed out that the Board would be raising the tax rate even though the revenue is not needed now but for subsequent years. The Legislature is compelling the district to raise taxes prematurely.

4. Approval of Agreement with the Pennsylvania School Boards Association

Motion by Ballard, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve an Agreement with the Pennsylvania School Boards Association (PSBA) to provide consultation and clerical services in the selection of a new Superintendent of Schools.

This resolution was duly adopted by the following roll call vote:

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Thomas, Thompson---8

Absent: Robert-----1

6. Legislative

C. Ballard

Mr. Ballard reported that the Senate has extended two days after the election for active voting days. He suggested board members contact legislators to give them input. SB 1322 amends the School Code to address several student health issues. Among other provisions, it removes the primary responsibility for schools districts to conduct medical or dental exams of students and instead requires districts to ensure evidence that the required exam be performed by a child's own private physician. If a parent fails to provide the results of the physical examination, then the school district must schedule the child to be examined by a qualified health professional. SB 19 revises provisions that extend property tax exemptions to disabled veterans. HB 377 was approved by the Senate Education Committee and sent to the Senate floor where it was amended to include language regarding bullying policies for schools. SB 71 would require all school districts to adopt a policy by June 30, 2007. The House amended and passed HB 2553 that would authorize school districts and other local taxing authorities to establish a local property tax and rent rebate program for senior citizens. If a program is already established, it could be grandfathered.

There are now regulations from the state on how to collect personal income tax; however, they have not been approved. Mr. Ballard asked that the information be shared with the members of the Local Tax Study Commission. There is some movement to have a school nurse ratio bill passed. This would require 1 nurse for every 1000 students. Currently the requirement is 1 nurse for every 1500 students. Mr. Ballard said it is taking a very scarce market in certified school nurses and increasing costs to the school districts.

The PSBA Fall Legislative Meeting is scheduled for Wednesday, November 1, at 7:00 p.m. The meeting will be held in the Parkland Administration Center.

7. Board Sharing

Mr. Earnshaw shared the positive experience he had with the Eyer Band marching in the Emmaus Halloween Parade. He complimented Miss Carrie England, Band Director, on her work with the students.

8. Announcements

Monday, October 23	6:00 p.m.-CLEAR Session (Personnel & Real Estate) 7:30 p.m.-Board Meeting, Board Room
Tuesday, October 24	7:00 p.m.-Local Tax Study Commission Meeting, Board Room
Friday, October 27	11:00 a.m. – Secondary Early Dismissal
Wednesday, November 1	7:00-8:30 p.m.-Partners in Wellness, EHS Media Center
Tuesday, November 7	Election Day
November 9	Annual Senior Residents Thanksgiving Dinner
November 9, 10, 11	8:00 p.m.-Senior Class Play: Anne Frank
November 10	9:30 a.m.-LMMS Veteran's Day Program
Week of November 13	Elementary Parent Teacher Conferences, Early Dismissal, Condensed Kindergarten Schedule
Monday, November 13	7:30 p.m.-Board Meeting, Board Room
Tuesday, November 14	7:00 p.m.-Local Tax Study Commission Public Hearing, Board Room

Mrs. Thompson recognized two Boy Scouts who were in the audience.

9. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:25 p.m.

Cecilia R. Birdsell, Board Secretary