

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee Fuller called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Board Room located at 800 Pine Street, Emmaus, PA, followed by the Pledge of Allegiance.

Board Members Present: C. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk,
M. Prinzing, T. Richwine, J. Stolz

Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher

Board Secretary: Cecilia R. Birdsell

Treasurer: Gary Reigal

Assistant Superintendent for Initiatives & Evaluation: Dr. Denise Torma

Press Present: Kevin Ameran, The Morning Call Reporter
Loretta Fenstermacher, East Penn Press Reporter

2. SGA Report - Chelsea Fenstermacher

Miss Fenstermacher reported that the Santa Pictures in December had raised \$600 and SGA was able to buy that amount in coloring books and crayons for an elementary school in Allentown. They also donated to the Angel Network. As a result of the 72 hour dance Thon, they donated \$5,000 to a children's hospital. The theme for the Snow Ball this year was "Think Pink" and \$5,000 was raised and donated to the 5K Breast Cancer Research Fund. The SGA is trying to donate more to the community than to the school. There will be a Blood Drive in April and a Bachelor/Bachelorette Auction in March.

3. Requests to Address the Board

Megan Slifka, 1870 Brookhaven Drive, W., Allentown and Secretary of the Wescosville PTO, reported that the PTO was "flushed" with cash and that this year is the first year they have agreed to a commitment to spend the funds. She then talked about the playground equipment and announced that through the voting system of their PTO Board they had condemned four pieces of playground equipment. She said the Wescosville School now has no place for students to play. She asked the Board to help with the decision to replace the equipment and to help to purchase equipment, adding that she felt it was the Board's responsibility. She suggested the PTO could replace the computers in the library and the sound system in the All-Purpose Room.

Following the last Board Meeting, Dr. Torma reported that the two Assistant Maintenance Supervisors had visited the Wescosville site and did inspect the pieces of playground equipment. It was ascertained that all pieces of equipment were intact and considered safe. The two original pieces of equipment that may be design dated are safe and will be removed in the spring at the request of the principal. On a routine basis, playground equipment is inspected and a report is filed every Friday in the Maintenance Office. Any safety concerns are forwarded from the Maintenance Department to the building principal. No concerns have been received from the Wescosville School. In addition to internal procedures, the PSBA Insurance Group, the district's carrier, also inspects the playground equipment. Dr. Seidenberger has suggested a tentative meeting on February 22 with the parent representative who spoke last meeting and the building principal. He will review the safety concerns as well as the district's history of financing playground equipment.

4. Approval of Minutes

Motion by Prinzing, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve the minutes of the January 28, 2008 meeting.

This resolution was unanimously adopted by voice vote.

5. Report of the Superintendent of Schools-Dr. Thomas L. Seidenberger

1. Personnel

Motion by Earnshaw, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the following personnel items:

Resignations

-Dorothy Toth, Hall Monitor for Emmaus HS, effective February 1, 2008
(Exhibit 1)

-Sheree Fitzgerald, Administrative Assistant at Macungie School, effective February 22, 2008
(Exhibit 2)

-Kimberly Kemp, Teacher Aide at Shoemaker School, effective immediately
(Exhibit 3)

General Leave of Absence

Employee: Penny Palencar
PT Food Service Assistant
Effective: January 14, 2008-January 13, 2009
Reference: Board Policy 539, General Leave

Temporary Professional Employee Appointment

Name/Address: Adria Creveling
2437 Kris Drive, Allentown 18104
Education Level: B. S. Degree (2004)
M. S. Degree (2006)
Undergraduate School: Penn State University
Graduate School: East Stroudsburg University
Effective: To be determined
Assignment: Speech Teacher
Vacancy created by M. Smith resignation
Certification: Instructional I, Speech & Language Impaired
Experience: 8/06-Present: Carbon Lehigh Intermediate Unit
Salary: \$49,237 (Step B, Year 2, Col. M)

Administrative Assistant Appointment

Name/Address: Robin Molnar
205 N. Second Street, Emmaus 18049
Effective: February 12, 2008
Assignment: Attendance Office, Emmaus HS
Vacancy created by L. Wetzel retirement and
Transfer of B. Alcaro
Salary: \$24,000/year, 35 hrs./wk.

Teacher Aide Appointments

Name/Address	Assignment	Salary
Kim Bosak 4821 Wendi Drive East Zionsville 18092	Alburtis School, Café/Recess Haag transfer	\$11.55/hr., 12.5 hrs./wk.
Christine White 5859 Snowy Orchid Ln Allentown 18104	Office Aide, Emmaus HS C. Troxell resignation	\$11.55/hr., 15 hrs./wk.
Dana Johnson 53 Third Street, Alburtis	Study Hall, Emmaus HS E. Medina transfer to MS	\$11.55/hr., 22.5 hrs./wk.
Margaret Ritter 6535 Sauterne Drive Macungie	Cafeteria, Shoemaker M. Ely transfer to Spec. Ed.	\$11.55/hr, 12.5 hrs./wk.

Co-Curricular Appointments

Sean Boyle	Agility Club, Eyer MS	\$240.88 (8 sessions)
Ali Patchcoski	Craft Club for 7 th Graders, Eyer MS	\$240.88 (8 sessions)
Erin Lichtenwalner	Craft Club for 6 th Graders, Eyer MS	\$240.88 (8 sessions)
Michael Schwarz	Assistant Boys Lacrosse Coach	Volunteer
Terri Gasper	Golf for Girls at LMMS	\$30.11/session (6 sessions)

Additions to the 2007-08 List of Per Diem Substitutes

Patricia Sanville, Teacher Aide	Lisa Costello, Health/PE
Lisa Wolff, Elementary	Kim Kemp, Teacher Aide
Carol Corso, Elementary/Spec Ed	Lisa Rothermel, Health/PE
Heather Werner, Art	Stephen Toth, Tech Ed
Elizabeth Messerli, Elementary	Jessica Harrington, Health Room Aide/RN
Jessica Miller, Special Ed/Elementary	Margaret Notabartolo, Food Services

Change in Assignments-Teacher Aides/Administrative Assistants

Employee	From	To
Suzanne Schaeffer	19.0 hrs./wk. Spec. Ed. Alburtis	20.0 hrs./wk., Spec Ed Alburtis
Paul Magargal	32.5 hrs./wk., EHS Teacher Aide, Study Hall	30 hrs./wk., EHS Hall Monitor
Margaret Stephenson	25 hrs./wk., Attendance EHS Teacher Aide	23 hrs./wk. Study Hall, EHS Teacher Aide
Deb Behie	23 hrs./wk., Study Hall Teacher Aide, EHS	25 hrs./wk., Attendance Teacher Aide, EHS
Olympia Pellegrino	27 hrs./wk., Study Hall Teacher Aide, EHS	28.5 hrs./wk., Study Hall Teacher Aide, EHS
Catherine Bouchat	27 hrs./wk., Study Hall Teacher Aide, EHS	28.5 hrs./wk. Study Hall Teacher Aide, EHS
Angela Fields	27 hrs./wk., Study Hall Teacher Aide, EHS	28.25 hrs./wk., Study Hall Teacher Aide, EHS
Eddie Meckes	31 hrs./wk., Study Hall Teacher Aide, EHS	32.5 hrs./wk., Study Hall Teacher Aide, EHS
Michelle Magargal	27 hrs./wk., Study Hall Teacher Aide, EHS	29 hrs./wk., Study Hall Teacher Aide, EHS
Noelle DiRienzo	26.25 hrs./wk., Study Hall Teacher Aide, EHS	31.25 hrs./wk., Attendance Teacher Aide, EHS Vacancy created by R. Molnar Promotion to AA
Beth Alcaro	Attendance, EHS Administrative Assistant	Assistant Principal Office, EHS Administrative Assistant

Change in Hours-Food Services

Employee	From	To
Gail Pondelek	6.25 hrs./day, Eyer MS	6.50 hrs./day, Eyer MS
Louisa Sult	4.0 hrs./day, Wescosville	4.25 hrs./day, Wescosville
Karen Keim	4.0 hrs./day, Wescosville	4.25 hrs./day, Wescosville
Karen Haldeman	4.0 hrs./day, Wescosville	4.25 hrs./day, Wescosville
Sidney Twining	3.0 hrs./day, Wescosville	3.25 hrs./day, Wescosville
Sandie Zettlemoyer	3.0 hrs./day, Wescosville	3.25 hrs./day, Wescosville

Educational Conferences – Exhibit 4

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences listed on Exhibit 4.

Dr. Torma noted that Dr. Seidenberger was out-of-town at a Middle States Conference where he serves as Chairman of the Elementary Division and he will then be attending the AASA Convention. He will be back in the district next Tuesday.

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

2. Policy

-Interim Reading: Board Policy 916 Volunteers (Exhibit 5)

Ms. Fuller noted that there had been an extensive conversation at the last meeting and asked if there were any further questions. Mr. Earnshaw said that while he appreciated the changes that were made he was still concerned about the various categories of volunteers and then the collective use of volunteers. He did not understand the \$50 limit for the clearance checks since they are paid directly to the state and questioned whether the district will pay before or after the application. He also questioned the reduced or free lunch status as criteria for determining a financial hardship. Ms. Kowalchuk suggested adding language to the policy that would indicate the Board would revisit it if fees increase. Mr. Richwine questioned why the \$50 was even added. It was noted that Ms. Gannon had suggested at the last meeting that a "not to exceed cost be added." Ms. Gannon said the idea was that if fees went up excessively the district would provide some reimbursement. There continued to be discussion about the fees and then it was suggested that the policy could incorporate language that if the fees became excessive the policy would automatically be reviewed by the Board. Mrs. Daniel, Director of Personnel, indicated that the fees have remained the same for at least the past ten years. Mr. Earnshaw then wanted to know if it was the intent of the Board to pay for fees when there was a financial hardship. Mr. Ballard indicated that there are discretionary funds for principals to take care of these cases. Mr. Reigel indicated that there are no budgeted funds for paying these fees. Ms. Fuller asked for consensus about the sources of funding. There appeared to be consensus for the language, "if a financial hardship can be established by the candidate based upon the same criteria used to determine eligibility for free and reduced price lunch status **the district will reimburse the fees.**" Mr. Earnshaw suggested moving the paragraph that requires the Personnel Office maintain the clearances for all categories of volunteers. He also questioned the Transportation heading. Mr. Earnshaw brought up further questions about training volunteers when some volunteers may only be reading a story to a class. He continued to have a problem with the area of responsibility for all volunteers being either the principal or Activities Director. Mr. Ballard asked about the Identification Badge. He felt there should be a volunteer badge that is generic. Ms. Gannon said it was the policy of the district to have identification badges for anyone entering a district building. In answer to a question by Ms. Gannon, it was clarified that the volunteer in the first category will only need the Volunteer Affidavit. Mr. Prinzing pointed out that referring to Page 3, Section 5, Subsection 1, does provide for training by someone other than the principal. There was concurrence with that assumption. Mr. Richwine did not think the training was the issue. Mr. Earnshaw said when there was a Policy Committee these language issues were worked out even though there is additional personnel time and advertising.

5. Strategic Planning

Dr. Denise Torma
Mr. Greg Nolan

1. Approval of Additions to the Steering Committee

Motion by Richwine, Seconded by Gannon
RESOLVED, That the East Penn Board of School Directors approve the following individuals as members of the Strategic Planning Steering Committee:

Teaching Staff: Francine Confer, Elementary
Beth Witte, Middle School
Brent Ohl, Emmaus HS

Students: Rebecca Visintainer, Grade 9
Rachel Gladys, Grade 10
Nicholas Vassalo, Grade 11

Dr. Torma reported that the first meeting of the committee had taken place on February 5. The committee represents various areas of the community as well as teachers, students, and administrators. Dr. Torma reviewed the various areas that were covered in the initial meeting and noted the next meeting will be a small group work session to develop Vision, Mission and Belief Statements for the district. The state has required that action plans address some of the requirements of No Child Left Behind. The meetings are schedule for February 19, March 4, and March 18. If there is someone interested in serving on an action team they should contact either the Board Secretary or Assistant Superintendents Dr. Torma or Mr. Nolan.

This resolution was duly adopted by the following roll call vote:
Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

6. Legislative

C. Ballard

Mr. Ballard reported on his trip to Washington, D. C. as a member of the NSBA Federal Relations Network. He had a handout that he would give to the Board Secretary for distribution to the Board. He said NSBA has developed an outstanding training video for lobbying representatives and he found it useful when talking to Senator Casey at the PA Legislative Breakfast. Mr. Ballard, Mr. Bold from Parkland, and Ms. Koch from Bethlehem, visited approximately 45 minutes with two of Representative Dent's legislative aides who are well versed on legislation and do much of the research. They felt that Mr. Dent was supportive of educational issues, particularly in rationalizing NCLB with IDEA and

he has also signed on for the NSBA revision bill to NCLB. Mr. Ballard said there is a lot of sentiment in Washington to have the next president deal with revisions to NCLB. It will probably be another two years before anything significant will be done. The FRN representatives tried to impress on the legislators that there are needed revisions to NCLB now rather than later.

At the state level, there has been a bill proposed to pull out the exceptions for Act 1. PSBA's Tim Allwein returned from Washington to testify against the bill.

Mr. Ballard said he was asked to give an update on HB 1369 that was introduced in July 2007 and was referred to the Labor Relations Committee where it is currently. PSBA is not endorsing the bill and the legislative agenda of PSBA does not include an absolute ban on teachers' strikes. They have asked for amendments to two parts of the labor laws (Acts 195 and 88) that are more pertinent to achieving the goals of the district.

Mr. Ballard said this particular bill is being supported by an organization entitled Stop Teachers Strikes and wishes to outlaw the ability of any teacher in PA to strike. Mr. Ballard said it is based on conservative fundamentalism that feels teacher strikes are the source of all evil in the amount of taxes being raised and that somehow if the teachers are prevented from striking that this will lower taxes. In reviewing other parts of the bill, Mr. Ballard pointed out that it states that school boards are incompetent in negotiating contracts; therefore, we have to have a provision that if agreement is not reached then negotiations have to be conducted in public. This could lead to what he termed "Guerilla Theater" in a public forum. This bill is not favorable to either side of the school issue. There are also draconian penalties such as \$1,000 a day put on school boards if they stage a lockout. There are provisions in the laws already against a lockout. On the teacher side, there is a penalty of losing two days pay for every day on strike. Mr. Ballard said it is a concept that is over sold as a quick fix. The bill only targets a small subset and gives them less liberty to resolve the issues. Mr. Ballard summarized that in the current makeup of the bill, it is not likely to get out as a bill in its present form. Referring to the data available, Mr. Ballard said there were less than 5% of the PA districts that had a strike of any kind. Strikes are prohibited from going past a certain number of days that would impact the school calendar. While strikes are inconvenient, they do not affect the overall effectiveness of the school district. Mr. Ballard said based on the information available he would not support any kind of resolution or discussion of this bill at this time. Mr. Jones asked if there are 37 states that have this action. Mr. Ballard said there are certain states that prohibit strikes but they also have provisions for ending strikes such as binding or non-binding arbitration, best offer, etc. All of them have a mechanism to end a strike and bring in a third party if the two sides cannot reach a resolution. Mr. Stolz claimed that Pennsylvania is number one in the nation for teachers' strikes with the exception of 2004-05. He indicated that he was personally in favor of conducting public negotiations. He said the taxpayers should be heard when they see how much a district is paying their teachers. He said East Penn teachers do an excellent job but he felt he would bring this bill to the attention of the Board, noting that the Pennsburg Board had adopted this resolution. Mr. Stolz concluded that he would take any questions about this bill after the meeting.

Mr. Earnshaw said negotiations are more frank and candid in private and he would be opposed to any type of public forum. Mr. Jones said public negotiations could be compared to reality television where marital issues may be discussed. He said it would be putting on a show even if it was not intended. He firmly believes that private negotiations are in the best interest of both parties. He said he was very disturbed by the language in most of the bill and felt it was very extreme. Mr. Jones concluded that he would not support the bill in its current form.

Ms. Fuller pointed out that this bill was sent to committee in July and has not emerged since then. It would appear that it is a moot point.

7. Business Operations

1. Approval of Bill List

Motion by Earnshaw, Seconded by Ballard

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

Disbursements – Exhibit 6

RESOLVED, That the East Penn Board of School Directors authorize the expenditure of funds from the Capital Reserve Fund, 2002 AAA GOB Issue, 2004A GOB Issues, and the 2007 EGA Issue as listed on Exhibit 6.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

8. Announcements

Monday, February 11 7:30 p.m.-Board Meeting, Board Room
February 11 & 12 11:00 a.m. – Early Dismissal, Middle School Parent-Teacher Conferences

February 11, 12, 13, 14	PSSA Writing Test, Grades 5, 8, 11
February 15 & 18	Presidents' Holiday – All Schools and Offices are closed.
February 19	7:00 p.m.-Eyer Incoming 7 th Grade Parent Meeting
	7:00 p.m.-Strategic Planning Steering Committee Meeting #2
February 25	7:30 p.m.-Board Meeting, Board Room

Mr. Stolz complimented the high school students who are forming a Students for Obama group headed by student Amanda Serfoza. He thought it was great that students were getting involved.

Ms. Kowalchuk asked Mr. Reigal if he had any insight into the Governor's Budget. Mr. Reigal said that there will be a 3.9% increase in the basic ed, special ed, and accountability grant areas. With the cost index of 4.4%, it is not keeping pace with that level. Local support is going to continue to make up a large part of the budget. Ms. Kowalchuk asked about the Costing-Out Study. Mr. Reigal said these are the projections from the Governor's budget.

Mr. Ballard said that ex-Speaker Prezel had a proposal to apply all gambling funds toward senior citizen tax reduction. Mr. Ballard asked Mr. Reigal to include in his budget presentation that the 4.4% increase in the budget is not a 4.4% increase in revenue.

9. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:45 p.m.

Cecilia R. Birdsell, Board Secretary