

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

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

Board Members Present: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, M. Prinzing, T. Richwine, J. Stolz  
Board Members Absent: C. Jones, S. Kowalchuk  
Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher  
Treasurer: Gary Reigal  
Board Secretary: Cecilia R. Birdsell  
Superintendent of Schools: Dr. Thomas L. Seidenberger  
Press Present: Loretta Fenstermacher, East Penn Press Reporter

2. Student Recognition - Governor's Schools of Excellence

Dr. Thomas Seidenberger and Board President Francee Fuller commented on the competitiveness to be accepted into these programs and presented certificates to the students who were present in recognition of their performance in the Governor's Schools of Excellence. Emmaus HS Principal Dave Piperato provided the background information on how students are selected.

-Monica Kang	Arts
-Jennifer Lee	Arts
-Angela Hsieh	Social Sciences
-Paul Rigge	Social Sciences
-Alice Chang	Teaching
-Stephanie Liu	Teaching

The students received a round of applause.

3. SGA Report - Neil Merchant

SGA Representative Neil Merchant reported that Homecoming Week was a great success. He thanked the administration, EHS faculty, parent volunteers, and the all people who were involved in helping the students with the various activities. The junior class won the Power Puff Football Game. He thanked Andy Scott who provided the Hummers for the parade. He reported on the Senior Breakfast and the Pep Rally. The EHS football team won the Homecoming game 69-6. They had one of the best turnouts ever for the Homecoming Dance with music provided by Wesley Works. There is nothing major coming up in the next few weeks. They may be having a tailgate party prior to the Parkland game.

4. Requests to Address the Board-None

5. Approval of Minutes

Motion by Ballard, Seconded by Stolz  
RESOLVED, That the East Penn Board of School Directors approve the minutes for the September 22, 2008 Board Meeting.

She noted that the Board operates under Roberts Rules and board members should address the chair and refrain from personal comments.

This resolution was unanimously adopted by voice vote.

6. Ratification of the Collective Bargaining Agreement with the East Penn Education Association - July 1, 2009-June 30, 2013

Motion by Ballard, Seconded by Earnshaw  
RESOLVED, That the East Penn Board of School Directors approve the tentative collective bargaining Agreement with the East Penn Education Association as proposed with summary information per the attachment, subject to the solicitor's Approval. And authorize the appropriate personnel to affix their signatures thereto.

Mr. Earnshaw thanked the members of the East Penn Education for their work, noting it is productive to have such a collaborative relationship with the Association. It speaks highly of the professionalism of the staff. He also appreciates the outstanding job that they do in teaching the children of the district. Mr. Prinzing questioned the addition of the Boys and Girls LaCrosse Team for JV and varsity. He said the group representing this team said they would be fundraising to support the team and what kind of support could the district expect from the Booster Club. Dr. Seidenberger said they will not be supporting the salaries. Mr. Prinzing said he was pleased to see the insurance co-

pay. Mr. Ballard said coaches are paid by the district to exercise control over the process. The club had donated their equipment in support of the team. Mr. Ballard complimented the Association and their representatives for understanding their role in the process and the many complex issues that the Board must consider. Mr. Stolz said that in the presentation by the LaCrosse Club they did promise reimbursement for expenditures related to LaCrosse. They just wanted approval to make it a varsity support. Mr. Stolz said he would not support the 4.9% because of the economy and the fact that taxpayers cannot stand another tax increase. Mr. Richwine said the LaCrosse Club did not offer to pay for everything. They would donate the club's equipment and typically the fund raising is to defray costs but not for salary. As employees of the district, the coaches would be covered under the teachers' contract. The total cost of the contract is 4.4% averaged over four years. The 4.9% was offset by the increase in the sharing of medical costs.

This resolution was duly adopted by the following roll call vote:  
 Aye: Ballard, Earnshaw, Fuller, Gannon, Prinzing, Richwine-----6  
 Nay: Stolz-----1  
 Absent: Jones, Kowalchuk-----2

Ms. Fuller thanked Director of Business and Fiscal Affairs Gary Reigal and Director of Personnel Leslie Daniel for their assistance in the process.

7. REPORT OF THE SUPERINTENDENT OF SCHOOLS-Dr. Thomas L. Seidenberger

1. Personnel

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

Dr. Seidenberger reported that the students who participated in the Governor's Schools of Excellence will also be participating in a program at the IU on October 20. He is making the rounds to the various PTOs to solicit input about redistricting. There are no solutions or proposal at this time but parents' input will be considered when the process begins. The Willow Lane School will begin in the next two to three weeks. He thanked Mr. Carl for his role in helping with the students and the bonfire. The index for next year is 4.1% and a full financial report will be given to the Board before the holidays.

President Fuller said they were sorry to see the retirements for two long-standing employees - Gary Reigal and Leslie Daniel. She said they have been wonderful assets. Mr. Ballard echoed the compliments, noting Mr. Reigal followed a stalwart Business Manager Richard A. Miller. Mr. Reigal won the Oscar for best Financial Director in Hard Times, adding that his candor and forthrightness have kept the Board on top of issues. Ms. Daniel has been on the firing line for years dealing with bus issues and she has many battle scars to show for it. Both individuals have given the full measure of service to East Penn and Mr. Ballard has enjoyed working with them. Mr. Earnshaw said he appreciated their service, noting they have made it a lot easier to make the hard decisions and wished them well in their retirement. Ms. Gannon said they will be definitely missed and it was a pleasure to work with them. She, too, extended her warm wishes for their retirement. Mr. Richwine expressed his good wishes. He also complimented Mr. Carl for his service and wished him well. He said over the years individuals are replaced with other good people but at the time, you wonder how you will survive. He concluded they would be hard to replace.

Retirements/Resignations

- Gary Reigal, Director of Business & Fiscal Affairs, effective (Exhibit 1)
- Leslie Daniel, Director of Personnel, effective (Exhibit 2)
- Tami Fenstermaker, Staff Assistant in Pupil Services, effective immediately (Exhibit 3)
- Betsy A. Hughes, Remedial Assistant at Wescosville School, effective immediately (Exhibit 4)
- Gail Cannon, Head Teacher at Jefferson Elementary School, effective immediately (Exhibit 5)
- Julianne Smith, Autistic Support Teacher at Jefferson School, effective date to be determined (Exhibit 5A)

Leave as Per Collective Bargaining Agreement

Employee: Kristina Wall  
 Grade 1 Teacher, Shoemaker School  
 Effective: October 14, 2008

Professional Employee Appointment

Name/Address: Kevin Remaly  
 2650 Anthony Court, Easton 18045  
 Education Level: B. S. Degree (1995)  
 M. Ed. Degree (1998)  
 Undergraduate School: SUNY, Buffalo  
 Graduate School: Lehigh University  
 Effective: To be Determined

Assignment: Special Education, Emmaus HS  
(Vacancy created by T. Eberhart resignation)  
 Certification: Instructional II: Ment/Phys Handicapped  
 Experience: 9/98-Present: Bethlehem SD  
 Salary: \$60,669 (Step K, Year 11, M)

Temporary Professional Employee Appointment

Name/Address: Jasmyrn Kandel  
1834 Majestic Drive, Orefield 18069  
 Education Level: B. A. Degree (2002)  
M. A. Degrees (2005 & 2008)  
 Undergraduate School: Boston College  
 Graduate School: San Diego State  
Columbia University  
 Effective: To be determined  
 Assignment: Title I Literacy Coach  
(contingent on continued funding)  
 Certification: Instructional I: Elementary, Reading Specialist  
 Experience: 9/08-Present: Northampton Area SD  
8/03-6/06: Delmar (CA) SD  
 Salary: \$55,345 (Step D, Year 4, M +36)

Full-Time Substitute Teacher Appointment

Name/Address: Heather Brusseler  
1199 Eagle Street, Wescosville 18106  
 Education Level: B. A. Degree (2007)  
 Undergraduate School: Western Governors University, Salt Lake City, Utah  
 Effective: October 14, 2008  
 Assignment: Grade 6, Eyer MS  
(Opening created by S. Bauer leave.)  
 Certification: Instructional I: Elementary/Early Childhood  
 Experience: 1/08-Present: East Penn SD (per diem substitute)  
 Salary: \$42,600 (Step A, Year 1, B)

Administrative Assistant Appointment

Name/Address: Tami Fenstermaker  
1034 Pennsylvania Avenue, Emmaus  
 Assignment: Eyer MS Library  
Vacancy created by L. McLeod resignation.  
 Effective: To be determined  
 Salary: \$24,300, 35 hrs./wk.

Staff Assistant Appointments

Name/Address	Assignment	Salary
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Staff Assistant Appointments

Name/Address	Assignment	Salary
Gabriella Panebianco 2560 Mill Creek Road, Macungie	Emmaus HS (Inman resignation/subsequent transfers)	\$12.01/hr., 16 hrs./wk.
Celeste Chryn 6430 Sauerkraut Lane, Macungie	Wescosville School H. Delaco resignation/ (subsequent transfers)	\$12.01/hr., 12.5 hrs./wk.
Lauren Engler	Shoemaker School J. Spain resignation	\$12.01/hr., 12.5 hrs./wk.

Instructional Assistant Appointment

Name/Address	Assignment	Salary
Mamta Malik 7431 Woodstone Circle, Macungie	Eyer MS K. Kleckner replacement	\$12.01/hr., 32.5 hrs./wk.

Mentor Appointments

Kendra Bergman, Grade 3, Alburdis Nicole Swatsky, Grade 2, Wescosville School

Remove: Kate White, Grade 3, Alburdis

Head Teacher Appointment

Megan Sly-Schueck, Lower Macungie Elementary School

Additions to the 2008-09 Per Diem Substitute List

Paula Mahala, Elementary Sue Edelman, Food Services Department  
Julie Cavliere, Instructional/Staff Assistant  
Janet Warren, Instructional/Staff Assistant

General Leave of Absence

Employee: Victoria McCowan  
Instructional Assistant  
Effective: 10/6/08-1/4/09  
Reference: Board Policy 539, General Leave of Absence

Change in Instructional/Staff Assistant Hours

Employee	From	To
Allison Hughes (IA)	31.5 hrs./wk., Shoemaker	30 hrs./wk., Shoemaker (IA)
David Schaeffer (IA)	30 hrs./wk., Shoemaker	31.5 hrs./wk., Shoemaker (IA)
Nancy Connor (SA)	18.5 hrs./wk., Lincoln	21.5 hrs./wk., Lincoln (SA)
Margaret Ritter (IA)	31.5 hrs./wk., Shoemaker	18.5 hrs./wk., Lincoln (S)

Co-Curricular Advisors

Lynn Champlin Debate Club, Eyer MS \$30.67/session, Club A

Emmaus High School Advisors (See Exhibit 6)

Fall 2008 Community Education Instructors

See Exhibit 7

Appointment of School Physicians

See Exhibit 8

Educational Conferences - Exhibit 9

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences listed on Exhibit 9.

Approve Independent Contractor Agreement (Exhibit 14)

That the East Penn Board of School Directors approve the Independent Contractor Agreement with George L. Grim who shall provide services in accordance with applicable psychology standards and as outlined in the attached Agreement.

Note: Solicitor Marc Fisher has reviewed the Agreement.

These resolutions were duly adopted by the following roll call vote:  
Aye: Ballard, Earnshaw, Fuller, Gannon, Prinzing, Richwine, Stolz-----7  
Absent: Jones, Kowalchuk-----2

8. Facilities

1. Rejection of Bids for New Athletic Fields at Wescosville School

Motion by Ballard, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors reject all bids received on September 15, 2008 for the new athletic fields at Wescosville School; and,  
be if further

RESOLVED, That the East Penn Board of School Directors continue the approval process for the vacating of Liberty Lane and lot consolidation along with all required approvals from other state and local agencies with appropriate parties being authorized to sign the documents, all of the aforementioned and being completed to the satisfaction of the Solicitor.

Mr. Richwine asked if the district was still alright with existing sites for practice and games. Dr. Seidenberger indicated that the district will continue with the same arrangements that we had in the past.

This resolution was duly adopted by the following roll call vote:  
Aye: Ballard, Earnshaw, Fuller, Gannon, Prinzing, Richwine, Stolz-----7  
Absent: Jones, Kowalchuk-----2

9. Other Educational Entities

-Carbon Lehigh Intermediate Unit T. Richwine

Mr. Richwine reported that the IU Board honored Lisa Lux as the Annie Sullivan Award winner. Also recognized were the Campers of the Year in the G and B Club for disabled students - Megan Stanley and Tyler Brown. He explained the program and the experiences that the students have in the program. He noted that the Governor's Schools participants will be honored next week. He pointed out that East Penn is always well represented. We were one of the districts who always participated and encouraged students to apply and get accepted. Every Governor's School selects one student to give a brief presentation on what was covered by the school. Ms. Gannon had two students participate and Mr. Ballard indicated that his daughter participated as well. His daughter is currently an Associate Professor at Boston University Hospital in Internal and Fetal Medicine.

-Lehigh Career & Technical Institute A. Earnshaw  
F. Fuller  
S. Kowalchuk  
T. Richwine

Mr. Earnshaw reported that LCTI is working on the Strategic Planning process and the focus will be on student achievement and accountability. They will be compiling information on the number of students who are employed in their chosen field or went on to post secondary education or military careers. They will be also surveying employers to see how well LCTI students are doing in the work place. There will also be a focus on giving students more options for college credits. He said one of the challenges is the image that the school has as a vocational institution. The administration will be building profiles on successful students so that they can see how students have progressed with their education.

10. Legislative C. Ballard

Mr. Ballard reported the statewide health care plan appears to be dead at this time. The Senate has called for a study of the proposal. There is discussion about increasing the fines for Sunshine Law violations. Mr. Ballard received a letter from Representative Reichley that indicates this will probably not be considered at this time. The General Assembly approved an assessment bill that the Governor will probably veto. Anti-idling legislation has been passed for diesel power. He reported that HB 120 would require principals to conduct exit interviews for all students who withdraw from a public or charter school or who are illegally absent for ten days or more. School districts would be authorized to impose a civil penalty in accordance with truancy laws if the parent or guardian does not complete the interview. PDE and the State Board of Education have approved the consolidation of two schools districts in Beaver County - Center and Monaca School Districts. The board adopted revised state academic standards in Reading, Writing, Speaking & Listening and Mathematics. The revisions now will be published in the *Pennsylvania Bulletin* and sent to the Education Committees and IRRC for final approval. Meanwhile, work is continuing to review and revise the other academic standards in the areas of science and technology; environment and ecology; history, civics and government; economics; and geography. The Board also continues to try to develop a state graduation competency exam despite the fact that both Houses of the State Legislature have told them to drop the issue and to not spend the funds. IRRC has approved the Chapter 16 changes and regulations for Special Education for the Gifted. Mr. Ballard shared a description of a school building (Battle Creek Center High School) from 1909 and the building he graduated from in 1964.

11. Business Operations

1. Approval of Bill List

Motion by Ballard, Seconded by Gannon  
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.

Approval of Investments (Exhibit 10)

RESOLVED, That the East Penn Board of School Directors approve the attached record of investments.

Facility Rental

RESOLVED, That the East Penn Board of School Directors grant permission for Coral's Academy of Dance, 1107 South Tenth Street, Emmaus, PA to use the Eyer MS Auditorium on Saturday December 13, for two free Nutcracker performances in conjunction with Macungie Holidays. This is a Group V organization and will be charged the following rental fees:

\$35.70/hour custodial fee
\$35.70/hour stage equipment/technicians

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Prinzing, Richwine, Stolz-----7
Absent: Jones, Kowalchuk-----2

2. Fund Disbursements - Exhibit 11

Motion by Earnshaw, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors authorize the expenditures from the Capital Reserve Fund and 2007 EGA Issue.

Retirement Plan Compliance and Administration Services Agreement - Exhibit 12

RESOLVED, That the East Penn Board of School Directors approve a Retirement Plan Compliance and Administration Services Agreement with TSA Consulting Group, Inc., including the EPARS Subscription Agreement as presented.

Note: Agreement has been reviewed by Solicitor Fisher.

GASB 45 Valuation and Related Services Agreement - Exhibit 13

RESOLVED, That the East Penn Board of School Directors approve a GASB 45 Valuation and Related Services Agreement with Conrad Siegel Actuaries.

Note: Agreement has been reviewed by Solicitor Fisher.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Prinzing, Richwine, Stolz-----7
Absent: Jones, Kowalchuk-----2

3. Capital Reserve Fund Transfer

Motion by Earnshaw, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the transfer of \$176,021 into the Capital Reserve Fund. This transfer represents the savings associated with the bond refinancing approved on July 14, 2008.

In answer to a question raised by Mr. Prinzing, Mr. Reigal explained that in July proposals were received to refinance several bond issues. The \$176,021 saved is currently in the General Fund budget as Debt Service. The resolution would allow the transfer to the Capital Reserve Fund which is a fund that may only be used for improvements/projects; however, it would restrict this for a one time project. Mr. Prinzing asked how much is the Debt Service. For the ongoing bond issues, the Debt Service is 15 million dollars for the year. Mr. Prinzing said he would like to see the money go toward paying off some of the current debt. Mr. Richwine said if you compare it to a regular mortgage the funds would come out at the back end. It does not reduce the payments. It does not save the district any money but it allows us to put it into Capital Reserve for small projects. He referred to some of the fund disbursements listed in tonight's agenda. If the funds were not in Capital Reserve then the funds would have to come from the General Fund budget. Mr. Stolz asked if this is the best way to spend this money to offset future tax increases. Mr. Reigal said every time we spend money from the Capital Reserve these are funds that would have had to come from the operating budget. Putting money in the Capital Reserve account can definitely alleviate having tax increases in the future. Mr. Earnshaw said the money saved is money we borrowed for capital projects. When we are able to save money, it makes more sense to budget into Capital Reserve. This is a prudent way to handle those projects when they come up and this gives the district some long term flexibility.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Richwine-----5  
Nay: Prinzing, Stolz-----2  
Absent: Jones, Kowalchuk-----2

12. Announcements

Monday, October 13            6:30 p.m.-CLEAR Session (Personnel; Negotiations)  
   7:30 p.m.-Board Meeting

Monday, October 27            7:30 p.m.-Board Meeting

13. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:28 p.m.

Cecilia R. Birdsell, Board Secretary