

Order of Business

1. Call to Order; Pledge of Allegiance

President Alan Earnshaw 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, followed by the Pledge of Allegiance.

Board Members Present: K. Bacher, C. Ballard, L. Donches, A. Earnshaw, F. Fuller,
R. Heid, Z. Munson, S. Rhodes, III, W. Vinovskis

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

Treasurer: Debra Surdoval

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Peter McConnell, East Penn Press Reporter
Margie Peterson, Morning Call Reporter
Precious Petty, Lehigh Valley Live On line Reporter

President Earnshaw noted that this would be the last Board Meeting for Dr. Seidenberger and Miss Birdsell. Mr. Earnshaw described Miss Birdsell as the heartbeat of East Penn who has been with the East Penn School District for 40 years. She has been the Board Secretary for 38 years. Mr. Earnshaw said that the Board is deeply grateful for her service and not only for her wisdom but also for her patience, tutoring, and coaching, and he said it was an absolute joy to serve with her. As a Board, they got together to buy something to remember them by. She was presented with a silver necklace with a Green Hornet (Buzz) charm. She thanked the Board and received a standing ovation from the audience.

President Earnshaw said the District has been privileged to have Dr. Seidenberger as Superintendent for seven years. He came to East Penn from the Brick Township School District where he had to deal with a leaking roof that became a waterfall in the stairwell. Mr. Earnshaw said he did not have that experience here; however, a frozen pipe bursting in a library is a close second. Mr. Earnshaw said the district has benefited greatly from Dr. Seidenberger's guidance and he has not only been an educational leader but a fiscal leader as well. He has done an outstanding job of not only providing the educational program for the district's employees but also for the students. He has invested in the children's education and they have grown tremendously in the way they have stretched and grown their own talents. He noted there are students who have done college level and graduate work in high school and those programs have benefited from Dr. Seidenberger's leadership. He has been very careful with the public's money and an exceptional steward of those resources. The Board presented Dr. Seidenberger with golf towels and golf balls for his use. Mr. Earnshaw wished him a long happy retirement and acknowledged his wife, Patricia, in the audience. Dr. Seidenberger received a standing ovation.

2. Requests to Address the Board

Susan Arnold, President of the East Penn Education Association, said 31 years ago she walked into Dr. Leary's office and there was Ceil. She has been the glue that has held us together through so many different times and she has truly been an incredible asset to the staff and has helped the staff h in so many ways. She will be honored in August.

She talked about visiting Brick Township when he was hired and said he was "ready to come home." Mrs. Arnold presented 10 things that she felt East Penn had taught Dr. Seidenberger. They are as follows: (10) Field Hockey can be the premier sport of the EPSD; (9) Even if all of the roads are flooding out, a cowboy in a 1997 Volvo will drive through the streets to prove that you made the wrong decision; (8) One must always keep a pen at the table; (7) If you commit yourself to using yard signs whether it is "Stiff the Tiff" or "Strike Out the Stadium" it must remain in the yard for at least 6 years; (6) It is probably best to leave reading lists to parents; (5) Any historical document, including the Emancipation Proclamation, can be used to say that you were a bad Superintendent and did a bad job; (4) Crotch fruit does not grow on trees; (3) The medical community and the educational community share a term call ED and both of them are bad; (2) Three men using 83 aliases can argue for 3 days and bring down an entire Patch website; and (1) When the Board and the faculty share a common goal, the students are the ones who reap those benefits. Mrs. Arnold believes very strongly that the faculty and Board in this district share the goal. The Board has given the staff the tools to use to help students to acquire the skills they need to achieve their dreams. She thanked Dr. Seidenberger for that, noting that he had provided leadership through that. Mrs. Arnold relayed a story about a student who had told her that he wanted to open his own restaurant. She felt this student's restaurant is a symbol of what the district does well. On behalf of the faculty, she presented Dr. Seidenberger with a gift certificate for the restaurant (Corked) that the former student now owns. There was a round of applause from the audience.

John Donches, 559 Minor Street, Emmaus criticized Dr. Seidenberger and the Board for decisions that were made over the past few years. He mentioned what he perceived as a lack of sound contract negotiations and a \$3,000 bonus for doing his job. He cited what he termed "the bus fiasco with Willow Lane students," and the busing issue; reading lists and people called "book banners", relative to that item he also criticized Ms. Fuller for her statement about the sophistication level of the students, diving team and the budget decisions, leaky wrestling room and conditions, PLANCON money going to pensions; cutting aides to 29 hours so the district could save money; cutting busing; and the fact that the Board never votes on a contract and cedes their power to the administration. Mr. Donches claimed that practice had to stop because "the Board is 'fiduciarly' responsible and should not cede their power to anyone especially the admin." He claimed during the last two election years there was no tax increase. He went on to talk about the uncommitted Fund Balance, multi-year paid benefit packages, the Board not controlling the superintendent for paying out of the Fund Balance, legacy costs, public unions do not go away and that is a problem and maybe the Board should ask for concessions. He suggested that there be a clause in a superintendent's contract that the superintendents have to pay out of their own pockets for the search firm if they do not fulfill the entire contract. He claimed it would have saved \$6,000.

3. Approval of Minutes

Motion by Ballard, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors approve the minutes for the June 9, 2014 meeting.

This resolution was unanimously adopted by voice vote.

4. 2014-15 East Penn School District Budget

2014 Homestead and Farmstead Resolution; 2014-15 Budget - Final Adoption

Motion by Fuller, Seconded by Bacher

RESOLVED, by the Board of School Directors of East Penn School District, that homestead and farmstead exclusion real estate tax assessment reductions are authorized for the school year beginning July 1, 2014, under the provisions of the Homestead Property Exclusion Program Act (part of Act 50 of 1998) and the Taxpayer Relief Act (Act 1 of 2006), as follows:

1. Aggregate amount available for homestead and farmstead real estate tax reduction. The following amounts are available for homestead and farmstead real estate tax reduction for the school year beginning July 1, 2014:

a. Gambling tax funds. The Pennsylvania Department of Education (PDE) has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 6926.505(b), as a property tax reduction allocation funded by gambling tax funds, the amount of \$1,756,243.26.

b. Philadelphia tax credit reimbursement funds. PDE has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 6926.324(3), as reimbursement for Philadelphia tax credits claimed against the School District earned income tax by School District resident taxpayers, the amount of \$36,241.35.

c. Aggregate amount available. Adding these amounts, the aggregate amount available during the school year for real estate tax reduction is \$1,792,484.61.

2. Homestead/farmstead numbers. Pursuant to Act 50, 54 Pa. C.S. § 8584(i), and Act 1, 53 P.S. § 6926.341(g)(3), the County has provided the School District with a certified report listing approved homesteads and approved farmsteads as follows:

a. Homestead property number. The number of approved homesteads within the School District is 15,975.

b. Farmstead property number. The number of approved farmsteads within the School District is 25.

c. Homestead/farmstead combined number. Adding these numbers, the aggregate number of approved homesteads and approved farmsteads is 16,000.

3. Real estate tax reduction calculation. The school board has decided that the homestead exclusion amount and the farmstead exclusion amount shall be equal. Dividing the aggregate amount available during the school year for real estate tax reduction of \$1,792,484.61 by the aggregate number of approved homesteads and approved farmsteads of 16,000, the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$112.03.

4. Homestead exclusion calculation. Dividing the paragraph 3 maximum real estate tax reduction amount of \$112.03 by the School District real estate tax rate of 16.6649 mills (.0166649), the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead is \$6,723.00, and the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead is \$6,723.00.

5. Homestead/farmstead exclusion authorization – July 1 tax bills. The tax notice issued to the owner of each approved homestead within the School District shall reflect a homestead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the homestead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$6,723.00. The tax notice issued to the owner of each approved farmstead within the School District shall reflect an additional farmstead exclusion real estate assessed value reduction equal to the lesser of: (a) the County established assessed value of the farmstead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$6,723.00. For purposes of this Resolution, “approved homestead” and “approved farmstead” shall mean homesteads and farmsteads listed in the report referred to in paragraph 2 above and received by the School District from the County Assessment Office on or before May 1 pursuant to Act 1, 53 P.S. §6926.341(g)(3), based on homestead/farmstead applications filed with the County Assessment Office on or before March 1. This paragraph 5 will apply to tax notices issued based on the initial tax duplicate used in issuing initial real estate tax notices for the school year, which will be issued on or promptly after July 1, and will not apply to interim real estate tax bills.

6. Homestead/farmstead exclusion authorization – interim real estate tax bills. No homestead or farmstead exclusion will apply to any interim tax bill except an interim tax bill applicable to a property that includes an approved homestead or approved farmstead listed in the report received by the School District from the County Assessment Office on or before May 1, but not included in the tax assessment reflected in the July 1 tax bill for the property. In most cases, the assessment of approved homesteads and approved farmsteads will be reflected in July 1 tax bills. However, in any case when there is an approved homestead or an approved farmstead that is not included in the assessment reflected in the July 1 tax bill, and when an interim real estate tax notice is issued later based on an interim assessment including the approved homestead or approved farmstead, the interim tax notice shall reflect a homestead or farmstead exclusion real estate assessed value reduction calculated under paragraph 5, except that the paragraph 4 maximum real estate assessed value reduction will be prorated in the same manner as the real estate tax is pro-rated. Assuming the interim tax notice reflects taxation as of July 1, as will occur in most such cases, the full amount of the paragraph 4 maximum real estate assessed value reduction will apply. In the extraordinary case where the new interim tax assessment is effective after July 1, the paragraph 4 maximum real estate assessed value reduction will be prorated in the same manner as the real estate tax reflected in the interim tax bill is pro-rated; and be it further,

RESOLVED, That the East Penn Board of School Directors adopt the 2014-15 budget that was tentatively adopted on May 12, 2014, and revised; and,

Be it further

RESOLVED, That the East Penn Board of School Directors, Lehigh County, Commonwealth of PA, hereby authorize expenditures totaling \$137,021,902 as set forth therein; and,

Be it further

RESOLVED, That the East Penn Board of School Directors levy a tax of 16.6649 mills per dollar of assessed valuation on real estate, and the following taxes

be levied under Act 511:

A one-half percent (.5%) earned income tax, and,
A one percent (1%) real estate transfer tax (District only receives .5%)

Be it further

RESOLVED, That the Senior Citizen Real Estate Tax Rebate Program be continued for the 2014-15 year with the same eligibility income guidelines as the previous year's program.

Dr. Seidenberger explained that there has been no progress on the Governor's budget. A lot of time has been spent in May on the budget. Some of the changes from the proposed final budget to the final budget deal with changes in revenue that include the Real Estate Transfer Tax and Rollback Taxes, plus the \$326,380 for the donation from the developers that comes from the approval of the TIF. The Charter School Tuition has been reduced since we have seen several students withdrawn from charter schools and re-enter East Penn, and the Transportation costs have been reduced. The Appropriations were cut \$2,316,581 including the elimination of 2 administrative positions and 4.5 teaching positions through attrition and most central office departments were cut 5% below the 13-14 budget level. The Cambridge Day School lease has been increased because they requested more space and the Agreement is based on a fee per space basis. He reminded the Board that the Legislature is nowhere with the Governor's budget and our cuts have been made. The program will not be affected by the reduced number of administrative and teaching positions. He complimented administrators who had stepped up and received additional responsibility. He illustrated how if the district could be sure that the Ready To Learn Grant and the pension collars would result in a reduction to 2.8%. The Legislators know there is a problem with cyber and bricks and mortar charter schools but they continue to do nothing. He also reiterated that when the Governor removed the 30% charter school reimbursement it cost East Penn over \$900,000. Dr. Seidenberger said that charter schools should not thrive at the expense of public schools but under Governor Corbett that is what has happened. The New Wednesday Afternoon schedule did not cost a lot of money thanks to the staff that can do the right thing without being prodded. They delivered a plan that was a dramatic change from the previous ones. There have been positive bond sales and they may be able to do a bond sale in December. The bond sale is not part of the budget. He pointed out that there is a contribution to the capital reserve account in the form of the donation from the TIF transaction. Roof work is going to be taking place at the high school and the funds are coming out of Capital Reserve. We are not losing any program in this district due to budget constraints. The quality will be maintained. He said he is proud of the fact that the staff and community support our educational programs. The Special Education Department was the only department getting an increase because of the level of need. We are not using all of the eligible exceptions. Our record is clear that whenever we have had exceptions, we did not use the full amount. There is a trend that we are seeing where students are coming back from cyber charter schools. The district is receiving \$24,191 from PLANCON J.

Ms. Donches asked how the donation was termed for the TIF money and questioned why there was not a vote to accept it. Mr. Earnshaw responded that the developer has agreed to the amount but has not presented it as yet. Dr. Seidenberger said it will happen in December or January when the land transaction is completed. Ms. Donches asked what the difference in revenues and expenditures were since there is only one more week of spending. Mrs. Surdoval responded said it is not one more week because they have all of July and August. The auditors take things back things that were earned but not necessarily received. There are two months of expenditures left. Mr. Earnshaw said the district works on the accrual method. The tax collectors are receiving taxes and they will transmit them to us over the next few months. Mrs. Surdoval added that many of the items on the bill list for June and July will be coming out of last year's budget. It is determined by when the bids were last received. Mrs. Surdoval said when she analyzed the bills for this year it was pretty close to what was budgeted. IU Special Ed and transportation costs will not be reconciled for a month. Ms. Donches indicated that she would not support the budget. She had opposed the TIF and we agree to divert 50% of the taxes. Dr. Bacher wanted to know how that was relevant to the discussion and the topic on the floor. Mr. Earnshaw pointed out there is nothing related to the TIF except for the transfer/rollback taxes and the expected donation. Ms. Donches said the charter school increase is only \$219,906; benefits are 1.47 million; and PSERS and Workman's Compensation is 3 million. She said the Board always hears what the charters are costing but there are things that are costing more. She said the pensions are the elephant in the room. Mr. Earnshaw replied that pensions are not new. Dr. Seidenberger reminded her that he has not been able to give principals any discernible amount in their building accounts. Every year the charter school tuition goes up. It is an issue. We are paying double dip pensions for charter schools. The legislation has gone nowhere. Ms. Donches said she wanted to speak for the citizens in East Penn who have fixed incomes and the increase of \$112/\$113 in school taxes will have a huge impact for them. She cited the following areas where there could be savings – Soliciting RFP's for the auditor, solicitor, engineers, and insurance; not buying bottled water; eliminating travel and conferences; charge students for parking; two sided copying and smaller font size; lowering the quality of the paper; using more electronic correspondence; recycling at athletic events and finding companies that pay for recycling products; and Act 93 staff compensation. Dr. Munson asked if the loss of 4.5 positions will change the instruction

and class size or any other aspect of the program and will the level funding of principals' budgets impact what they can do in the schools. He asked Dr. Seidenberger what would be his #1 wish list item. Dr. Seidenberger responded that there are two extremely talented people who work along with the principals. The elementary class size will be good or better than last year. There has been a steady decline in the high school. Every year high school enrollment looks different. We believe we can handle the classes without any interruptions or drop off in quality. Dr. Seidenberger responded that when anyone had a major issue and they have the facts to back it up, the funds were found. He talked about coming back to the Board to hire special education teachers when it was warranted even when they were not in the budget. He emphasized that he was not going to put students in jeopardy because it is the culture of this community to support the educational program. He has also shared this culture with the incoming Superintendent, Dr. Schilder. His wish would be to move toward a stronger technological base for students. Mr. Ballard talked about the revenue estimates being 572 million dollars below the estimate. He cautioned about using the \$260,000 for revenue and the pension collars. He noted that the major bond rating firms are talking about downgrading the state's bond rating. He said there is absolutely no usable information to determine what the district is getting from the state. Rev. Vinovskis addressed the statements about cyber/charter schools being only \$260,000 more when in reality the actual dollars for 2013-14 is 3.6 million dollars of taxpayers' money that is going to fund charter schools in the district. The special education costs have gone from 5 million dollars to 13 million dollars in five years. Dr. Bacher commended the staff for what they have done with the budget even if the 3.34% is higher than what they would like to see. He indicated his support for the budget. Mr. Earnshaw said he could agree with some of Ms. Donches' suggestions – recycling at athletic events; two-sided copying, not necessarily smaller fonts; etc. In answer to a question from Mr. Earnshaw, Mrs. Surdoval said the average taxpayer will pay \$113 more or \$10/month for the average taxpayer. Mr. Earnshaw commended the administration, noting the process is always challenging. Dr. Munson pointed out that fiscally responsible is not always the least amount and he appreciated the stewardship. Ms. Fuller reiterated her concern about the state not voting on a budget until late in the year. She applauded the administration for coming up with a budget that will keep the district solvent.

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis-----8

Nay: Donches-----1

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

1. District Update

Dr. Seidenberger reported that Dr. Anthony Moyer, Principal of Willow Lane, has been designated as a "Friend of the Lehigh River." Dr. Moyer is being recognized at a ceremony at the Pool Wildlife Sanctuary Pavilion tonight.

Dr. Seidenberger reflected on ending his 43 years in education. He has been deeply honored to serve in this community that he characterized as an unusual place. It is a community that values education and that is what has made it so satisfying. He has seen lots of students meeting with success both athletically and academically. He said there are excellent administrators in every office in the district. They have responded and stepped up to the plate with great wisdom and passion. He concluded that he would leave East Penn knowing that East Penn has a special place in his heart and this has been unlike any place he has worked before. He thanked the Board for the opportunity to come here.

2. Personnel

Motion by Rhodes, Seconded by Bacher

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

Retirement/Resignations

-Tiana Boyea, Special Education Teacher, Shoemaker School, effective 6/17/14
(Exhibit 1)

-Linda Lopano, Remedial Assistant, retirement effective 8/30/14 (Exhibit 2)

-Barbara Phillips, Administrative Assistant, resignation effective 6/27/14 (Exhibit 3)

-Dianne Kehs, Staff Assistant at Wescosville School, retirement effective 6/16/14 (Exhibit 4)

-Jackie Lukity, Instructional Assistant at Emmaus HS, retirement effective 6/18/14
(Exhibit 5)

-Leslie Heffron, School Nurse at Albutris School, retirement effective 8/15/14 (Exhibit 6)

-Lynn Glancy, revised retirement date, effective 10/8/14 (Exhibit 7)

-Julie Pescinski, Instructional Assistant at Wescosville, resignation effective 7/31/14 (Exhibit 8)

-Stephanie Fisher, Remedial Assistant, resignation effective 6/16/14 (Exhibit 9)

Requests for General Leaves of Absence – Board Policy 534

<u>Employee</u>	<u>Time Period</u>
Jane Kressley Instructional Assistant, Willow Lane	7/1/14-6/30/15
Megan Dolan Instructional Assistant, Willow Lane	7/1/14-6/30/15
Stephanie Mills Grade 1 Teacher, Shoemaker School	7/1/14-6/30/15

Leaves as Per Collective Bargaining Agreement

Kelly Faisetty Grade 2 Teacher, Shoemaker School	6/18/14-10/22/14
Julieanne Ream French/Spanish Teacher, LMMS	6/18/14-1/21/15

Compensated Professional Development Leave

Tracy Dreher Biology Teacher, Emmaus HS Purpose: Pursue Graduate Studies	1/21/15-6/30/15
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Approval of Act 93 Compensation/Non-Bargaining Unit Salaries - Exhibit 10

RESOLVED, That the East Penn Board of School Directors approve the 2014-15 Act 93 salaries; and, that the salaries and fringe benefits for the non-bargaining unit employees be approved, effective July 1, 2014.

ESY Drivers & 2014-15 Partial List of STA Bus Drivers – See Exhibit 11

Summer Learning Academy

Stuart Speicher, Substitute Teacher
Julia Witmer, Science Teacher
Samantha Ward, Science Teacher
Vincent D'Agostino, Substitute Teacher
Michael Rudy, Mathematics Teacher
John Barr, Mathematics Teacher
Susan Robiloto, Substitute Teacher
Eric Bednar, Substitute Teacher

ESY Program

Bonnie Dommel, Instructional Assistant
Denise Miller, Instructional Assistant, Substitute
Tina Shelton, HRN, Substitute
Mary Gudonis, Instructional Assistant, Substitute
Alexandra Kish, Substitute Teacher

Appointment of Temporary Professional Employee

Name/Address: Matthew Weimann

Education Level: 3215 West Union Street, Allentown 18104
B. S. Degree (1996)
M. Ed. Degree (2013)
Certification Credits (2010)
Undergraduate School: Valley Forge Christian Academy
Graduate School: DeSales University
Assignment: Grade 3, Willow Lane
A. Killingsworth retirement & subsequent transfers
Effective: August 19, 2014
Certification: Instructional I, Elementary K-6
Experience: 11/11-6/2014: East Penn SD
Salary: \$60,456 (Year 4, Col. M)

Appointment of Full-Time Substitute Teacher

Name/Address: John Hazel
14 Arrowhead Avenue, Boyertown 19512
Education Level: B. S. Degree (2012)
Undergraduate School: Kutztown University
Assignment: Grade 3, Shoemaker School
Opening created by L. Knauss leave
Effective: August 19, 2014
Certification: Instructional I, Elementary K-6
Experience: 8/2013-6/2014
Salary: \$50,929 (Year 2, Col. B)

Appointment of Facilities Director

Name/Address: Steven Onushco
2218 Red Maple Drive, Coplay 18037
Effective: On or about August 4, 2014
Opening created by R. Ritter resignation.
Salary: \$105,000 pro-rated, Act 93 Compensation Benefits

Change in Job Title

Employee: Mark Warden
From: Assistant Maintenance Supervisor
To: Assistant Facilities Director

Extra Compensation

Employee: Mark Warden, Acting Facilities Director
Compensation: July 1-August 4, 2014
\$250/pay

Appointment of Staff Accountant

Name/Address: Ellen Price
963 Juniper Road, Hellertown 18055
Effective: July 1, 2014
Opening created by L. Glancy retirement & subsequent adjustments
Salary: \$50,000 annualized

Appointment of Staff Assistant

Name/Address: Jennifer Bannon

4427 Elm Drive, Allentown 18103
 Effective: August 25, 2014
 Assignment: Staff Assistant, Albutis School
 Vacancy created by M. Wieder retirement
 Salary: \$14.22/hr., 29 hrs./wk.

Stipend for Chapter Coordinator and Remedial Coordinator- 2013-14

Dr. Tricia Gutman Chapter Coordinator - \$2,000
 Remedial Coordinator \$1,500

Teacher Transfer Assignments – See Exhibit 12

2014-15 Annual Sub Rates – See Exhibit 13

2014-15 Annual Academic Positions – See Exhibit 14

Change in Employment Status

Employee	From	To
Angie Aleszczyk Effective: 8/1/14	PTFSA Albutis, 5.25 hrs./day	EHS, 5.25 hrs./day
Victoria Rothbort Effective: 8/1/14	PTFSA EHS 5.95 hrs./day	EHS Coordinator, 7.75 hrs./day
Diann Hammel Effective: 8/1/14	FTFSA Willow Lane 5.95 hrs./day	Willow Lane Leader 6.5 hrs./day
Karen Haldeman Effective: 8/1/14	FTFSA Willow Lane 5.95 hrs./day	Willow Lane Leader 6.5 hrs./day
Jonathan Peters Effective: 6/18/14	LMMS Custodian, 2 nd Shift	EHS Custodian, 2 nd Shift

Educational Conferences – Exhibit 15

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the educational conferences listed on Exhibit 15.

Resignation

-Ross Cooper, LMMS Communications Teacher, effective July 31, 2014-Exhibit 9A

Appointment of Temporary Professional Employee

Name/Address: Katie Gustafson
 995 Kressler Road, Allentown 18103
 Education Level: B. S. Degree (2010)
 BFA Degree (2010)
 Undergraduate School: Kutztown University
 Assignment: Art Teacher, Emmaus HS
 Vacancy created by V. Coleman retirement
 Effective: August 19, 2014
 Certification: Instructional I, Art K-12
 Experience: 1/2011-5/2014-East Penn SD (FTS, Per Diem Sub.)
 Salary: \$50,929 (Year 2, Col. B)

Name/Address: Blair Blaufarb
1035 Wood Street, Bethlehem 18018

Education Level: B. A. Degree (2008)
M. S. Degree (2013)

Undergraduate School: Millersville University

Graduate School: East Stroudsburg University

Assignment: Speech Therapist, Eyer MS
Vacancy created by A. Benner resignation

Effective: August 19, 2014

Certification: Instructional I, Speech and Language Impaired, N-12

Experience: 8/2013-6/2014: East Penn SD (FTS)

Salary: \$59,639 (Year 2, Col. M)

Full-Time Substitute Teacher Appointment

Name/Address: Brandon Cassel
2725 South Pike Avenue, Allentown 18103

Education Level: B. S. Degree (2012)

Undergraduate School: Millersville University

Assignment: Mathematics Teacher, Grade 7, LMMS
Opening created by A. Stevens leave and subsequent transfers

Effective: August 19, 2014

Certification: Instructional I, Mathematics 7-12

Experience: 9/2013-6/2014: East Penn/Parkland SD (Per Diem)

Salary: \$50,521 (Year 1, Col. B)

Corrections to Act 93 Compensation/Non-Bargaining Unit Salaries

Meredith Frantz	\$92,595
Mark Warden	\$82,193
Deb Diefenderfer	\$32,881

Appointment of Open Records Officer

That Janine Allen, Board Secretary/Executive Assistant to the Superintendent, be appointed as the Open Records Officer, effective July 1, 2014.

Educational Conferences

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the following educational conference:

Conference Title:	2014 Lehigh University School Study Tour University at Albany, State University of New York
Dates:	September 23-26, 2014
Attending:	Dr. Denise Torma, Assistant Superintendent Mrs. Kristen Campbell, Assistant Superintendent
Cost:	\$1950.00

Ms. Donches said she appreciated the work of Dr. Torma, Dr. Pekarik, Dr. Mirabella, and Mrs. Campbell but she felt the high salaries and benefits were unsustainable (15 days vacation, medical benefits, tuition reimbursement, etc.). Ms. Donches commented that sometimes you stay at a place because you love your work and it is okay to take less. She said she could not get across to the Board that the district is terribly generous. Dr. Bacher said the Board is aware of the fact that there are three positions that cannot be filled. When you look at the qualifications and the skills that they bring to the table, these are not onerous salaries. Mr. Earnshaw said he works with a number of people with Doctorates and Masters and a tuition reimbursement program is offered for the work force. He congratulated the employees for taking advantage of those programs. He felt the employees were fairly compensated and work hard. He thanked them for their service. Mr. Ballard said

that there are people who do not understand these professional positions and the work they provide. He worked for a company that provided all of the same benefits. The salary structure and things that the employees get are certainly in reason with anything in private industry. They are not out of line. He concluded that the hard data does not support the claims. Dr. Seidenberger said there are at least five people in the organization who took cuts in their salaries to come to East Penn.

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis-----8

Nay: Donches-----1

Mr. Steve Onushco, the new Facilities Director, was introduced to the Board. He comes to East Penn from Lehigh Valley Hospital. Mr. Onushco is an Emmaus HS graduate and grew up in East Penn. He thanked the Board for the opportunity. He is hoping he can bring some of the recycling ideas they use at the hospital to the district.

3. Amended 2014-15 Student/Teacher Calendar – Exhibit 16

Motion by Ballard, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the Amended 2014-15 Student/Teacher Calendar.

Note: This calendar includes four elementary early dismissal days.

Acceptance of Funds

RESOLVED, That, in accordance with Board Policy 702, Gifts, Grants, and Funds, the Board accept a \$3,000 donation from an anonymous donor.

Mr. Earnshaw thanked the donor.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis--9

5. 2014-15 Ticket Pricing for Sports – Exhibit 17

Motion by Rhodes, Seconded by Vinovskis

RESOLVED, That the East Penn Board of School Directors approve the 2014-2015 Ticket Pricing for Sports as outlined on Exhibit 17.

Ms. Donches said the employees should pay for their own entrance to sporting events. There are over 1,000 employees who are eligible and this would be a way to save money in the budget. She said children and families are asked to pay and she did not think it was fair to have employees enter free of charge. She claimed it should be considered taxable income because it is over and above income. She presented the following motion:

Motion by Donches

RESOLVED, That all employees pay the full price of admission to all sporting events.

The motion failed for lack of a second.

Mr. Earnshaw talked about the positive effects of having employees available at events. He commented that he doubted 1,000 employees ever took advantage of the process. He would usually see 2 Assistant Principals and maybe 20 other people.

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis-----8

Nay: Donches-----1

6. Curriculum - Textbook Adoption

Motion by Rhodes, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors approve the following textbooks for use in the district:

Course Title: AP United States History
School(s) Grades: Emmaus HS; Grades 10-12
Textbook Title: America's History, for the AP Course
Publisher: Bedford/St. Martin
Estimated Cost: \$3,360.00 (Class set 32 copies)

Course Title: AP Physics 1 and 2
School(s) Grades: Emmaus HS; Grades 11-12
Textbook Title: Physics
Publisher: Wiley & Sons
Estimated Cost: \$12,155.00 (\$121.55)

Course Title: AP Physics C
School(s) Grades: Emmaus HS; Grades 11-12
Textbook Title: Physics for Scientists and Engineers with online access
Publisher: Cengage Learning
Estimated Cost: \$5,068.75 (\$202.75)

Course Title: Applied Physics
School(s) Grades: Emmaus HS; Grades 10-12
Textbook Title: Active Physics
Publisher: It's About Time Publishing
Estimated Cost: \$5,657.13 (\$100.89)

Course Title: College Prep Physics I
School(s) Grades: Emmaus HS; Grades 10-12
Textbook Title: Holt McDougal Physics
Publisher: Houghton Mifflin Harcourt Publishing Company
Estimated Cost: \$13,252.50 (\$88.35)

Course Title: CP & Honors Biology
School(s) Grades: Emmaus HS; Grades 9-11
Textbook Title: Biology with 6 year online
Publisher: Pearson
Estimated Cost: \$50,383.20 (\$89.97)

Course Title: Applied Biology
School(s) Grades: Emmaus HS; Grades 9-11
Textbook Title: Biology: Pearson Foundations Edition with 6 year Online
Publisher: Pearson
Estimated Cost: \$11,696.10 (\$89.97)

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis-----9

7. Policy

1. New Board Policy First Reading – Graduation Requirements, Board Policy 217 (Exhibit 18)

8. Legislative – C. Ballard

Mr. Ballard reported that there is no budget and probably will not have one approved before June 30. He cited HB 1424 that encourages school districts to offer instruction on the Holocaust, genocide and human rights violations to students in

any grade. He saw this as an unfunded mandate because there are curriculum materials that would to be purchased. HB 1559 Suicide Awareness/Child Exploitation Policy and Education requires districts to adopt youth suicide awareness and prevention policies, and provide ongoing professional development for teachers in grades 6-12. They have done nothing on pensions and they are struggling to get votes. There is only one bill out there that has the first \$50,000 earned as part of a defined plan and then any funds in excess of \$50,000 would be part of a 401K type of plan. The talk has been about the collars and the impact on the state's bond rating.

9. Business Operations

1. Requests for Proposals Opening Report – Exhibit 19

Liquid Propane Gas Commodity, Storage & Delivery Services

2. Approval of Bill List

Motion by Vinovskis, Seconded by Ballard

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

Ms. Donches is abstaining because she does not receive the information she needs.

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis-----8
 Abstention: Donches-----1

3. Treasurer's Report

Motion by Bacher, Seconded by Rhodes

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

Cambridge Day School Rent Schedule

RESOLVED, That the East Penn Board of School Directors approve the modified Rent Schedule for the Cambridge Day School as listed below:

<u>YEAR</u>	<u>ANNUAL RENT for 6,713 sq. ft.</u>		<u>MONTHLY RENT</u>
July 1, 2014	June 30, 2015	\$44,010.43	\$3,667.54
July 1, 2015	June 30, 2016	\$45,330.74	\$3,777.53

Parent/Guardian Transportation Contract

RESOLVED, That the East Penn Board of School Directors approve the following Guardian/Transportation Contract:

Parent/Guardian: Lisa Lee Druckenmiller
 1617 Seidersville Road, Bethlehem
 Effective: 8/26/13-4/10/14
 Reimbursement: \$.56/mile, 24.74 miles/day

Disbursement of Funds – Exhibit 20

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the 33-2010 Series A GOB as outlined on Exhibit 20.

RFP Award for Liquid Propane Gas (LPG) Commodity, Storage & Delivery Services

RESOLVED, That the East Penn School District award the contract for Liquid Propane Gas (LPG) Commodity, Storage & Delivery Services to the following vendor:

Sharp Energy, 7205 Kernsville Road, Orefield, PA 18069

Amount of Bid: \$1.485/gallon fixed for 2014-2015 and 2015-2016. Fixed pricing for propane in 2016-17 will be determined as the propane futures price for Q4/Q1 at Mont Belvieu, TX for 2016/2017 plus transportation from Mont Belvieu, TX to Sharp's storage facility in Orefield, PA, plus Sharp's differential, which will not exceed \$0.20 per gallon.

In response to a question by Ms. Donches, Dr. Mirabella said the estimate is 200,000 gallons/year.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis-----9

4. Workers Compensation & Student Accident Insurance

Motion by Ballard, Seconded by Fuller

RESOLVED, That the East Penn Board of School Directors accept the recommendation of the Insurance Advisory Council and award the contract for Workers' Compensation Insurance to Highmark Insurance at the quotation price of \$452,814 through USI Insurance Services.

Note: Last year this policy was awarded to Highmark Insurance for a total premium of \$436,974.

STUDENT/ACCIDENT INSURANCE

RESOLVED, That the East Penn Board of School Directors award the contract for Student/Accident Insurance to American Management Advisors for the Interscholastic all-sports Package AAA, which includes junior and senior high school football, junior and senior high school interscholastic and intramural sports, gym classes, band, cheerleaders and majorettes, loss of use, and expanded sports/medicine, and school trip and activities rider and \$1,000,000 catastrophic accident medical benefit for the total annual premium of \$60,436 for primary excess over \$100.00 plan, as made available through First National Insurance Agency, LLC.

And be it further

RESOLVED, That the East Penn Board of School Directors make available the voluntary enrollment primary excess over \$100 student insurance plan AA with a maximum benefit of \$1,000,000, which is offered to parents on a voluntary basis through American Management Advisors for \$30 for school-time coverage and \$116 for 24 hour coverage, through First National Insurance Agency, LLC.

Note: Last year this policy was awarded to ACE American Insurance Company at a total premium of \$40,530.

In answer to a question from Ms. Donches, Mrs. Surdoval said the cost for Workers

