

EAST PENN SCHOOL DISTRICT

BOARD OF SCHOOL DIRECTORS

**MINUTES OF THE AUGUST 11, 2014**

**BOARD AGENDA**

1. CALL TO ORDER; PLEDGE OF ALLEGIANCE

President Earnshaw called the meeting to order at 7:32 p.m., 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 Present: Marc S. Fisher, Esq., Worth, Magee & Fisher

Treasurer, Debbie Surdoval - Absent; Asst. Business Director Present: James Frank

Board Secretary Present: Janine L. Allen

Superintendent of Schools Present: Dr. Michael Schilder

Press Present: Peter McConnell, East Penn Press  
Marge Peterson, The Morning Call

2. There were no Requests to Address the Board.

3. APPROVAL OF MINUTES

Motion by Ballard, seconded by Donches.

RESOLVED, That the East Penn Board of School Directors approve the minutes of the June 23, 2014 meeting.

This resolution was unanimously adopted by voice vote.

4. **REPORT OF THE SUPERINTENDENT OF SCHOOLS** – Dr. J. Michael Schilder

President Earnshaw welcomed Dr. Michael Schilder to his first official Board Meeting as Superintendent, and Mrs. Janine Allen as new Board Secretary and thanked them for being part of the District.

Dr. Schilder introduced Mr. Jim Frank, Assistant Business Director, who was sitting in for Debbie Surdoval.

a. Dr. Schilder reported on the following District Updates:

- Enrollment figures as of August 1<sup>st</sup> were 8003; enrollment as of August 8<sup>th</sup>, was 8028; students are still registering. Number may not hold up in terms of the final number due to student disenrollment and some students not showing up on their first day. End of year figure on June 3<sup>rd</sup> was 7975; seeing an upswing at the present time.
- Technology initiatives continue to move forward, including BYOD implementation (bring your own device). This worked well last year as a pilot program in the 5<sup>th</sup> grades across the district as well as in various instructional settings at the middle school level. He thanked Michael Mohn for his hard work. Moving the websites into the new look are near completion and the technology department will continue working on teacher websites during the course of the year; will continue to increase the

number of Google Chromebook carts in the district. Every school will have at least one cart for the 2014-15 year.

- DILT, District Instructional Leadership Team, is an initiative in which the administrative team (40 people) was provided with a wide focus of staff development. Dr. Schilder has spent a lot of time in his 6 weeks in the District reading the DILT meeting minutes; attended the July 23<sup>rd</sup> all day session with Dr. Woodland stating he was very impressed; feels the type of instruction and leadership training she is providing right now is very effective. This is a perfect time to get the administration in line with the mandates of the Dept. of Education and the federal government. Dr. Schilder feels this is not trendy research, but solid research and noted he was impressed with Dr. Woodland and he is in support of her leadership. He reported spending a lot time speaking to every administrator on a wide number of topics and reported that everyone supports DILT and benefited from it. Based on a survey, the administrative team feels confident that it is time that they start taking on more responsibility in learning new information and applying that knowledge to their everyday responsibilities. Dr. Schilder made note that he is making a recommendation to the board to renew the contract with Dr. Woodland for a smaller amount not to exceed \$7500 giving us the ability to continue to consult by phone, through e-mail and in person to implement what will be the final end of year session taking place in June. Dr. Schilder expressed he feels this program is well worth keeping to keep us moving in that direction.

He continued by stating that so many good districts forget about staff development for the administrative team; it cannot be assumed administration will learn what they need to learn. In every corporation, whether middle level management or a CEO, staff development is very important. He reiterated that he is impressed with program, thinks it is very important and would be very wise to continue. His intent is to use the consultant in a limited capacity and have administration take on more responsibility to implement. Lastly, he complimented Assistant Superintendents, Dr. Denise Torma and Ms. Kristen Campbell for orchestrating this, doing a good job keeping this going and making sure everyone is enthusiastic about this program.

- Recruitment is under way for a secondary curriculum coordinator. Ms. Susan Noack has decided to go back into the classroom, therefore moving ahead in finding a replacement. As a result, the Office of Curriculum and Instruction is down to one person. Due to the amount of students and teachers in the District, there is a need to have this department fully staffed. Recruitment continues for an Elementary Education Supervisor for Special Education.
- Transportation is currently being managed by Dr. Tom Mirabella, Director of Student Services. Dr. Schilder commended Dr. Mirabella for his dedication and hard work. Dr. Schilder reported that during his involvement in the past six (6) weeks, he is very impressed with STA, reporting they are on track and very responsive; he attended the new bus driver orientation last week and is impressed with regard to child safety and their responsiveness. He announced that one of the brand new propane buses is parked outside and anyone interested is welcome to take a tour.
- Facilities update and highlights included replacing three roofs at the high school; new security cameras installed at Macungie, Jefferson and Wescosville Elementary School's; repaving of select areas at Macungie and Shoemaker Elementary School's; design and construction of a beautiful new press box which was done by high school students under the direction of Scott Didra, installed on Memorial Field on July 30<sup>th</sup> with a dedication ceremony scheduled for the Fall. It will take another month of inspections and to secure the proper permits in order to utilize the structure.

- Next, Dr. Schilder reported that his transition has been productive and exciting; spent time reading documents in the office and on the web, listening to district administration to get a sense of strength and weaknesses of the district. As a result, it is clear that the district's strong reputation is well-deserved. EPSD has solid programs and strong personnel.
- Finally, Dr. Schilder zeroed in on areas he will be concentrating on:
  - Assist staff with managing new state federal grants and new initiatives; assist administrative team and teachers with implementing and looking at ways the District can streamline what we currently have, what is redundant and what is repetitive. He noted it is important to free up teachers to teach and administrators to lead; streamlining processes is important.
  - Examine K – 12 Curriculum & Instruction which will include organization, department, articulation, staffing, development and evaluation of the curriculum.
  - Increase lines of effective internal and external communication; communicate clearly between central office and buildings as well as between the public and the District.
  - Started e-Blast, information will not be coming out as a newsletter; used to address controversy, crises in the District and also clear up rumors; will come out periodically as the need arises. Parents can sign up to receive these messages automatically through e-mail.
  - Plan facility and staffing needs based on the findings of the demographic report and current conditions; hoping this report will be ready for public and board review at next Board meeting. Based on that presentation, Board's conversation and public input, Dr. Schilder will have a better idea of what needs to be looked at over the next few years.
  - Student achievement; look at test scores, if dips in some areas, find out why.

Following the District Update, Dr. Schilder clarified for Ms. Donches that the presentation on the demographic study will be done by the group conducting the study.

Dr. Munson and Mr. Ballard inquired as to what type of communication was done to ensure parents and teachers were made aware of the schedule change. Dr. Schilder responded that the revised schedule was placed in the newspapers, teachers received two different e-mail communications about the new time and information was posted on the website by Nicole Bloise, District's community liaison.

President Earnshaw pointed out that he noticed STA has printed the district's name on the side of the buses.

b. Presentation – Public Financial Management – Scott Shearer, Managing Director

During the presentation, Mr. Shearer reviewed key points which included looking at various refunding opportunities; interest rates in general are still very low; outstanding bond issue is now legally able to be refinanced, timing is right to be looking at this opportunity; had a successful refinancing in the Spring when the District refunded the 2009 bond, saving about \$580,000; refunding Series A of 2005 bond is a short transaction, with a bond maturity date in 2017, Producing a net savings of \$328,000; based on today's rate of 1%, down from 4%, thereby producing a net economic advantage to the

District. Mr. Shearer continued by stating that if the Board is in favor of this and there is authorization to refinance, could be back at next meeting in August with the live results of the bidding process with closing taking place in mid-December.

Next, Mr. Shearer provided an overview of the charts in the handouts indicating the bond being targeted is the GOB Series A of 2005. The GON Series of 1998, GON Series A of 2003, GON Series A of 2004 and the GON Series of 2007 are all variable rate loans and are working well for the District with less than 2% interest rates. The remaining issues beginning with the GOB Series A of 2008 through the GOB Series of 2014 may have the possibility of refinancing in the future. Specifically, GOB Series A of 2009, Series of 2010 and Series A of 2010, which will legally be eligible for refinancing next spring. Mr. Shearer emphasized that if the interest rates stay where they are, the district will have an opportunity to refinance these bonds at that time.

Mr. Shearer also reviewed what the amortization schedule would like for the refunding of GOB Series A of 2005 noting that the outstanding principal balance through the maturity date of December 2017 would be \$10,855,000 with an interest amount of \$969,675. He also pointed out that the estimated savings with this transaction achieved since 1998, over the last 16 years of total debt issued to the District, will be \$12,507,570.

**Motion** by Ballard, seconded by Munson

RESOLVED, That the East Penn Board of School Directors adopt the Resolution Authorizing General Obligation Bonds to Currently Refund its Series A of 2005 Bonds; Confirming the Financial Advisor and Bond Counsel; and Authorizing Related Actions, as per Exhibit #1.

Mr. Ballard commended the efforts of Mr. Shearer over the years of providing the Board with his great financial advice.

Mr. Shearer clarified for Ms. Fuller that this refinancing does not change the end date of the loan; it will simply be going from a higher interest rate to a lower rate. He also clarified for Ms. Donches that no money is involved in this transaction; it is simply a refinancing of the debt.

Ms. Donches asked if there was a policy as to what happens to the savings in regards to reinvesting the savings. President Earnshaw explained that the savings is determined at the end of the year if the district expended far less than what was originally budgeted, it is not like someone writing the district a check and determining where to put that money.

Ms. Donches asked if we could take the savings and put it in a debt retirement fund. She inquired if the District could possibly pay off another bond with the savings. Mr. Shearer indicated there is a host of different things you can legally do with the money which includes putting the money in capital reserve accounts, rate stabilization, capital improvement fund, as well as be used to retire debt early. He further stated that this becomes more of a Board policy of what can be done with the funds. President Earnshaw indicated this type of savings is usually put into account reserve further clarifying that late in the fiscal year when the District realizes the savings from what was actually expended that year, the Board would then propose a transfer from the budgeted debt service account into a capital reserve account.

Mr. Shearer clarified for Dr. Bacher that the average yield on the transaction is simply a result of being a short deal until maturity. Also, in response to Dr. Munson's inquiry as to the rhyme or reason for the cutoff amount of \$200,000, he explained that years ago the Board went with a policy to refinance with

a net savings of \$200,000 (2% saving level) because earlier on, the District was looking at a lot of \$10 Million transactions. Mr. Ballard also reminded the Board that in the past there were a certain amount of expenditures involved. Therefore, based on what the District had to expend, it did not make sense to refinance at that time. For example, the District spending \$150,000 and walking away with \$170,000 was not beneficial to the District. President Earnshaw clarified that \$200,000 was the net amount the Board had settled on.

Mr. Shearer clarified for Ms. Donches that the amount payable to PFM is a set fee not a percentage of the savings. The net impact of savings to the District will be net of all fees, including net of the state fees as well. The state subsidizes a portion of the debt service payments; therefore the state wants a portion of the savings as well.

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

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

c. Collective Bargaining Agreement – East Penn Education Association – Exhibit # 26

**Motion** by Ballard, seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the tentative collective bargaining agreement with the East Penn Education Association effective July 1, 2015 through June 30, 2019; subject to the solicitor's approval, and authorize the appropriate personnel to affix their signatures thereto.

Ms. Donches has an issue with this being presented as an addendum, not having enough time to review and not letting the public know. On behalf all the constituents who have brought items of concern to her attention, would like to have seen the paycheck protection and withdrawal of the union dues removed from the contract. Even though it is said that it doesn't cost the District much to do that, it is the District's and tax payer funds, expressing this does not take much to carry out that material work and recommending the collective bargaining unit handle on their own. In this day in age, a transfer into where it is accumulated and transferred to where it needs to go would be simple. Should be taken out of each person's pay and directed just like you would to a bank account for them to write a check or pay cash. Many are opposed to having the direct withdrawal from the paycheck. She is opposed not just to the contract but to so many things the District does, such as getting documentation at the last minute, Board is lucky to get the information on Thursday, not much time to deal with it. Not fair to the constituents, should have the contract ahead of time to review as part of the agenda.

Motion by Donches

Resolved, That the Board defer this item to the August 25<sup>th</sup> Board Meeting to allow time to research information.

Motion failed for to lack of a second.

Next, Ms. Donches stated for the record, that a number of constituents said that ten (10) sick days are excessive for the ten (10) month contract, with the teachers getting many, many holidays. There are some who said that pay for extra work is not appreciated; verbiage regarding tuition reimbursement having to be related to the specific area would have been a good thing to have included in the changes as well.

Ms. Fuller thanked the negotiation team and personnel, acknowledging there were some tough times, but are sitting with an early bird contract and is personally pleased. It was her understanding the teacher’s union voted today, and noted that looking around the Lehigh Valley, there are some districts who have failed to come to amicable terms with their teachers with strife and unhappiness not reflecting well for the students in the community. She also stated she is looking forward to a great education for our students and will vote in favor of this contract and thanked the team for bringing it to fruition.

President Earnshaw also thanked the EPEA and acknowledged negotiations are difficult and that either side doesn’t always get what they want; feels it was a fair compromise that serves the teachers well, more importantly, serves our students well, as well as our taxpayers.

Ms. Donches shared that it occurred to her when she was a member of the audience, she had no idea what it meant when she heard there was an addendum. She took the liberty to read to the public the Summary of Changes of the Collective Bargaining Agreement Negotiations as written on Exhibit #26 of the Addenda:

**Summary of Changes  
Collective Bargaining Agreement Negotiations  
East Penn Education Association**

- Four-year agreement effective July 1, 2015 through June 30, 2019
- 2.5% increase in salaries per year (total salary increase, including both step movement and step increases but not including column movement).
- Pay for extra duties (Head teachers, department chairs, mentors, team leaders, schedule B, club advisors, etc.) will increase by 2.5% per year.
- At the start of the new contract, all association members will be switched from the Traditional and PBLU2 medical plans to the current PPO1 plan.
- On July 1, 2017, all association members will be switched to the PPO6 plan.
- At the start of the new contract, co-pays for prescription drugs will increase from \$0 to \$10 for generic and from \$10 to \$30 for name brand.
- Premium cost sharing for medical benefits to remain at \$100 for individual coverage and \$197 for non-individual coverage.
- A salary increase of \$1000 will be granted to each employee who obtains National Board Certification, pro-rated in the first year based on the date of obtaining the certification and for each year the status is maintained thereafter.
- At the start of the contract, NHS and NJHS Advisor positions will be moved to Schedule B and set to the same rates as the student government advisors (high school and middle school, respectively).
- The Graduation Project Coordinator position will be eliminated at the end of the 2015-2016 school year, as that is the last class that is subject to this state graduation requirement.

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

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

**5. PERSONNEL**

President Earnshaw announced that Ms. Allison Beth Flynn has withdrawn her name from consideration for the position of Instructional Assistant at Lincoln ES and this item will not be voted on.

**Motion** by Ballard, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors approve the following personnel items, as recommended by the Superintendent, including the items on the Addendum and the withdrawal of Allison Flynn.

President Earnshaw announced this is our normal flurry of activities, replacing employees who have retired or resigned, as well as filling in temporary employees who fill in for those on temporary leave. He further acknowledged he appreciates the service of those who service our district so well.

a. Voluntary Demotion (Exhibit #2)

RESOLVED, That the East Penn Board of Directors approve the request of Dr. Susan Noack to be voluntarily demoted from the position of Coordinator Middle Level Curriculum to teacher, Grade 6 at Lower Macungie Middle School, effective on the first day of the 2014-2015 school term.

b. Retirement(s)

<u>Name</u>	<u>Position</u>	<u>Building</u>	<u>Effective Date</u>	
Sharon Shankweiler	Grade 6	Lower Macungie MS	8/8/14	Exhibit #3
William Moyer	Night Foreman	Shoemaker ES	8/1/14	Exhibit #4
Karen Brynildsen	Health Room Nurse	Eyer MS	7/31/14	Exhibit #5

c. Resignation(s)

<u>Name</u>	<u>Position</u>	<u>Building</u>	<u>Effective Date</u>	
Jennifer Harding	Grade 5	Willow Lane ES	7/9/14	Exhibit #6
Karen Appleman	P.T. Food Service Assistant	Jefferson ES	6/25/14	Exhibit #7
John Schreiner	Baseball Coach	Emmaus HS	7/30/14	Exhibit #8
Lauren Fritzing	Instructional Assistant	Wescosville ES	7/30/14	Exhibit #9
Denisha Bolden	Instructional Assistant	Emmaus HS	7/28/14	Exhibit #10
Allison Moxey	Instructional Assistant	LMMS	8/5/14	Exhibit #11
John Hazel	Grade 3, Full-time Sub	Shoemaker ES	8/5/14	Exhibit #27
Roberta Flynn	Staff Assistant	Alburtis ES	8/8/14	Exhibit #28
Justin Brehm	Music	Eyer MS	8/11/14	Exhibit #29
Douglas Young	Staff Assistant	Emmaus HS	8/11/14	Exhibit #30

d. Leave of Absence(s) as Per Collective Bargaining Unit Agreement

Employee: Kathryn Davenport  
Effective: 8/19/14 – 1/21/15

Employee: Jamie Horn  
Effective: Extension to 10/31/14

e. General Leave of Absence(s)-Board Policy 539

<u>Employee</u>	<u>Position</u>	<u>Effective</u>
Cynthia Shoff	Staff Assistant – Shoemaker ES	8/21/14 – 10/31/14
Lois Vidal	Instructional Assistant – Eyer MS	8/25/14 – 8/24/15

f. Professional Employee Appointment(s)

Name/Address: Tina Sopko  
724 West Berger St., Emmaus, PA 18049  
Education Level: B.S. Degree; 1990  
Undergraduate School: West Chester University  
Assignment: Grade 4, Lincoln ES  
Opening created by M. Racek - Retirement  
Effective: August 19, 2014  
Certification: Instructional II, Elementary  
Experience: 8/2013 – 2/2014: East Penn SD, Full-time Substitute  
1994 – 2003: Easton Area SD, Elementary  
Salary: \$64,046; Year 10; Col. PC

Name/Address: Wendy Arner  
4351 Lenmar Drive, Coplay, PA 18037  
Education Level: B.S. Degree; 2004  
Undergraduate School: East Stroudsburg University  
Graduate School: East Stroudsburg University  
Assignment: Certified School Nurse, Alburtis ES  
Opening created by L. Heffron - Retirement  
Effective: August 19, 2014  
Certification: Ed Specialist; School Nurse K-12  
Experience: 8/2012 – 4/2013: Allentown SD, Certified School Nurse  
2/2011 – 6/2012: Pocono Mountain SD, Certified School Nurse  
Salary: \$55,713; Year 3; Col. PC

g. Temporary Professional Employee Appointment(s)

Name/Address: Nicole Haller  
1060 B Cold Stream Circle, Emmaus, PA 18049  
Education Level: B.S. Ed Degree; 2012  
Undergraduate School: Kutztown University  
Assignment: Grade 7, Communications, Lower Macungie MS  
Opening created by Ava Killingsworth - Retirement & subsequent transfer  
Effective: August 19, 2014  
Certification: Instructional I, Elementary K-6; Mid-Level English 7-9  
Experience: 8/2013 – 6/2014: East Penn SD; Full-time Substitute, Gr. 6  
8/2012 – 6/2013: Allentown, East Penn & Parkland SD; Per Diem  
Substitute  
Salary: \$50,929; Year 2; Col. B

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Name/Address: August Matrisch  
316 Chestnut Lane, Jeannette, PA 15644  
Education Level: B.S. Degree; 2012  
Undergraduate School: Indiana University of Pennsylvania  
Assignment: Music Teacher – Eyer MS  
Opening created by Justin Brehm - Resignation

Effective: August 19, 2014  
Certification: Instructional I, Music K-12  
Experience: 8/2013 – 11/2013: South Fayette SD; Long-term Substitute,  
9/2012 – 6/2013: Penn-Trafford, Hempfield Area, Greenburg Salem &  
Norwin SD; Per Diem Substitute  
Salary: \$50,521; Year 1; Col. B

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Name/Address: Jennifer Stuetz  
101 Empire Court, Bethlehem, PA 18020  
Education Level: B.S. Degree; 2005  
M.A. Degree; 2008  
Undergraduate School: The Pennsylvania State University  
Graduate School: University of Phoenix  
Assignment: Family Consumer Science – Lower Macungie MS  
Opening created by Martha Teed - Retirement  
Effective: August 19, 2014  
Certification: Instructional I, Elementary K – 6, Family – Consumer Science K-12  
Experience: 8/2013 – 1/2014: East Penn SD; Full-time Substitute, FCS  
9/2012 – 3/2013: Parkland SD; Long-term Substitute, FCS  
9/2010 – 6/2012: Easton Area SD; Long-term Substitute, FCS  
9/2009 – 6/2010: Council Rock and Easton Area SD's; Per Diem Substitute  
Salary: \$59,639; Year 2; M

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Name/Address: Andrea Nuschke  
2106 Harpers Crossing, Langhorne, PA 19047  
Education Level: B.S. Degree; 2009  
M. Ed. Degree; 2012  
Educational Specialist; 2014  
Undergraduate School: Pennsylvania State University  
Graduate School: Lehigh University  
Assignment: School Psychologist – Wescosville ES  
New Position  
Effective: August 19, 2014  
Certification: Instructional I, Educational Specialist – School Psychologist PK-12  
Experience: None  
Salary: \$62,362; Year 1; M+24

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Name/Address: Ryan Peters  
2256 Woodbard Road, Macungie, PA 18062  
Education Level: B.S. Degree; 2001  
Undergraduate School: Bloomsburg University  
Assignment: Grade 5 – Willow Lane ES  
Opening created by J. Harding - Resignation  
Effective: August 19, 2014

Certification: Instructional I, Elementary K-6, Special Ed. N-12  
Experience: 8/2013 – 6/2014: East Penn SD.; Full-time Substitute  
8/2009 – 6/2013: Ann Arundel SD (Maryland); Elementary Teacher  
2002 - 2005: Hawaii Dept. of Ed.; Elementary Teacher  
Salary: \$52,165; Year 5; B

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Name/Address: Heather Potemski  
1380 West University Ave., Bethlehem, PA 18105  
Education Level: B.S. Degree; 2008  
Undergraduate School: West Chester University  
Assignment: Special Education, Learning Support – Macungie ES  
Opening created by M. Roberts - Retirement & subsequent transfers  
Effective: August 19, 2014  
Certification: Instructional I; Early Childhood N-3; Special Education N-12  
Experience: 8/2013 – 6/2014: East Penn SD; Full-time Substitute  
8/2012 – 6/2013: East Penn SD; Full-time Substitute  
Salary: \$51,338; Year 3; B

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Name/Address: Sarah Oswald  
2214 West Allen Street, Allentown, PA 18104  
Education Level: B.S. Degree; 2011  
Undergraduate School: West Chester University  
Assignment: .5 Health, Wellness, Fitness – Macungie & Shoemaker ES  
Opening created by Randy Atiyeh - Resignation & subsequent transfers  
Effective: August 19, 2014  
Certification: Instructional I, Health & Physical Ed. K-12  
Experience: 9/2013 – 6/2014: Saucon Valley SD; Health/Phys. Ed. Teacher  
Salary: \$25,464.50; Year 2; Col. B

h. Full-Time Substitute Teacher Appointment(s)

Name/Address: Jolanda Veseli  
6911 Lincoln Drive, Macungie, PA 18062  
Education Level: B.A. Degree; 1992  
M.S. Degree; 2005  
Undergraduate School: University of Shkodra, Albania  
Graduate School: Brooklyn College  
Assignment: Grade 6, Language Arts/Science – Eyer MS  
Opening created by Susan Bauer - General Leave  
Effective: August 19, 2014  
Certification: Instructional I, Mathematics 7–12, Mid-Level Mathematics 7–9,  
Elementary K-6, Program Specialist, ESL K-12  
Experience: 8/2013 – 6/2014: East Penn SD; Full-time Substitute, Gr. 6  
1/2013 – 6/2013: East Penn SD; Full-time Substitute, Gr. 6  
9/2010 – 12/2012: East Penn SD; Per Diem Substitute  
10/2009 – 6/2010: East Penn SD; Full-time Substitute, Grade 1

Salary: 9/2007 – 10/2009: East Penn SD; Per Diem Substitute  
\$51,747; Year 4; B

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Name/Address: Meaghan Buck  
657 Walker Drive, Northampton, PA 18067  
Education Level: B.A. Degree; 2003  
Teaching Certificate  
Undergraduate School: Muhlenberg College  
Graduate School: Moravian College  
Assignment: Grade 7, Language Arts – Lower Macungie MS  
Opening created by Kelly Weaver - General Leave  
Effective: August 19, 2014  
Certification: Instructional II, Elementary K-6, Mid-Level Mathematics 7–9, Mid-Level  
English 7-9, Family-Consumer Science K-12  
Experience: 12/2013 – 6/2014: East Penn SD; Full-time Substitute, Gr. 6  
1/2013 – 12/2013: Parkland and Northampton SD’s; Per Diem Substitute  
8/2012 – 1/2013: Parkland SD; Full-time Substitute, Gr. 2  
3/2011 – 6/2012: Parkland SD; Full-time Substitute, Gr. 6  
8/2010 – 3/2011: Parkland SD; Full-time Substitute, Gr. 7, Language Arts.  
10/2004 – 6/2010: Allentown SD; Full-time Substitute - Gr. 4  
Salary: \$50,929; Year 2; B

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Name/Address: Shawn Foster  
305 Fullerton Avenue, Whitehall, PA 18052  
Education Level: B.A. Degree; 2002  
Teaching Certificate; 2013  
Undergraduate School: Muhlenberg College  
Graduate School: DeSales University  
Assignment: Grade 4 – Willow Lane ES  
Opening created by N. Swatsky – Leave of Absence  
Effective: August 19, 2014  
Certification: Instructional I, Elementary K-6  
Experience: 8/2013 – 6/2014: East Penn SD; Full-time Substitute  
Salary: \$50,929; Year 2; B

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Name/Address: Courtney Ridley  
938 Chris Lane, Allentown, PA 18103  
Education Level: B.S. Degree; 1996  
Reading Specialist  
Undergraduate School: University of Connecticut  
Graduate School: Cabrini College  
Assignment: Gr. 2 – Macungie ES  
Opening created by Jennifer Thomas - Leave of Absence  
Effective: August 19, 2014  
Certification: Instructional II; Elementary K-6  
Experience: 8/2013 – 6/2014: East Penn SD.; Full-time Substitute  
9/2004 – 8/2013: St. Thomas Moore; Elem. Teacher/Curriculum Coord.

Salary: \$50,929; Year 2; B

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Name/Address: Erin McLaughlin  
1830 Pear Court, Fogelsville, PA 18051  
Education Level: B.S. Degree; 2012  
Undergraduate School: Pennsylvania State University  
Assignment: Gr. 1 – Shoemaker ES  
Opening created by S. Mills - General Leave of Absence  
Effective: August 19, 2014  
Certification: Instructional I; Elementary K-6  
Experience: None  
Salary: \$50,521; Year 1; B

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Name/Address: Jocelyn Suttie  
3506 Gun Club Road, Nazareth, PA 18064  
Education Level: B.A. Degree; 2003  
M.S. Degree; 2005  
Undergraduate School: Pennsylvania State University  
Graduate School: Millersville University  
Assignment: School Psychologist, Emmaus HS  
Opening created by Kathryn Davenport - Leave of Absence  
Effective: August 19, 2014  
Certification: Ed Specialist; School Psychologist  
Experience: 8/2013 – 5/2014: Upper Perkiomen SD; Part-time School Psychologist  
8/2006 – 3/2013: Douglas County SD (Colorado); School Psychologist  
Salary: \$59,230 (pro-rated); Year 1; M

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Name/Address: Alyssa Baranovich  
17 Ealer Hill Rd., Kintnersville, PA 18930  
Education Level: B.A. Degree; 2013  
Undergraduate School: Moravian College  
Assignment: Gr. 3 – Shoemaker ES  
Opening created by L. Knauss - General Leave  
Effective: August 19, 2014  
Certification: Instructional I, Elementary K-6  
Experience: None  
Salary: \$50,521; Year 1; Col. B

i. Co-Curricular Appointment(s)

<u>Name</u>	<u>Assignment</u>	
David Bosse	Team Leader - Lower Macungie MS, Grade 8	
Kristen Arnold	Emmaus HS - Field Hockey Assistant Coach	\$1,677.50
Laree Beans	Emmaus HS - Field Hockey Assistant Coach	\$3,355
Jacob Hildebrand	Emmaus HS – Football Volunteer Assistant	\$-0-
Greg Scholl	Lower Macungie MS – Gr. 6 Intramural Volleyball	\$30/hr.

<u>Name</u>	<u>Assignment</u>	
Susan Clarke	Emmaus HS – Girls Soccer Volunteer Assistant	\$-0-

2014-15 Schedule B (Exhibit #12)

j. Summer Maintenance Program (Exhibit #13)

k. Food Services Department Staff Appointment(s)

<u>Name/Address:</u>	<u>Assignment</u>	<u>Salary</u>
Nissa Geist 5621 N. Walnut Street, Macungie, PA 18062 Effective: August 21, 2014	Part-time Food Service, Jefferson ES Karen Appleman - Resignation	\$9.25/hr. 17.50 hrs./wk.
Leshamarie Kershner 62 S. Buttonwood Street, Macungie, PA 18062 Effective: August 21, 2014	Part-time Food Service, Emmaus HS New Position	\$9.25/hr. 20 hrs./wk.
Linda DeFanti 7356 F. Sauerkraut Lane, Macungie, PA 18062 Effective: August 21, 2014	Part-time Food Service, Alburtis ES New Position/Transfer of Angie Aleszczyk to EHS	\$9.25/hr. 15 hrs./wk.
Claudia Johnson 3431 McKeever Road, Macungie, PA 18062 Effective: August 21, 2014	Part-time Food Service, Eyer MS Barbara Hoffman - Transfer	\$9.25/hr. 20 hrs./wk.

l. Support Staff Appointment(s)

<u>Name/Address:</u>	<u>Assignment</u>	<u>Salary</u>
Allison Ludy 1584 Virmay Drive, Gilbertsville, PA 19525 Effective: August 25, 2014	Health Room Nurse - Float Karen Brynildsen - Resignation	\$20.00/hr. 29 hrs./wk.
<del>Allison Beth Flynn 547 North 2<sup>nd</sup> Street, Emmaus, PA 18049 Effective: August 25, 2014</del>	<del>Instructional Assistant Lincoln ES Cynthia Bogert - Transfer</del>	<del>\$14.22/hr. 29 hrs./wk.</del>
<b>WITHDREW NAME FROM CONSIDERATION</b>		
Lisa Kermitz 4755 Waterfall Drive, Macungie, PA 18062 Effective: August 25, 2014	Staff Assistant Macungie ES Employee Retirement	\$14.22/hr. 18 hrs./wk.
Christina Kennedy 1037 Jefferson Avenue, Allentown, PA 18103 Effective: August 25, 2014	Staff Assistant Emmaus HS Felicity Deholl - Resignation	\$14.22/hr. 14 hrs./wk.

<u>Name/Address:</u>	<u>Assignment</u>	<u>Salary</u>
Linda Slimm 3622 Clauss Drive, Macungie, PA 18062 Effective: August 25, 2014	Staff Assistant Macungie ES Transfer of staff assistant to instructional assistant	\$14.22/hr. 16.5 hrs./wk.
Victoria Lyn Bennett 2915 Alton Avenue, Allentown, PA 18103 Effective: August 25, 2014	Instructional Assistant Eyer MS New student requiring support	\$14.22/hr. 29 hrs./wk.
Teresa McGrath 5525 Holiday Drive, Allentown, PA 18104 Effective: August 25, 2014	Instructional Assistant Lincoln ES AM Kindergarten Student IEP	\$14.22/hr. 16 hrs./wk.
Jacqueline M. Ortiz 718 S. Woodward Street, Allentown, PA 18103 Effective: August 25, 2014	Staff Assistant (Lunch/Recess) Lincoln ES New Wednesday schedule	\$14.22/hr. 12.5 hrs./wk.
LyneDee DiPietro 5071 Bridlepath Drive, Macungie, PA 18062 Effective: August 25, 2014	Instructional Assistant Shoemaker ES New 29 hour position	\$14.22/hr. 29 hrs./wk.

m. Change in Employment Status

Employee: Deb Diefenderfer  
From: Technology Assistant  
To: Administrative Assistant  
Effective: TBD

n. Support Staff Transfers (Exhibit #14)

o. 2014-15 List of Per Diem Substitutes (Exhibit #15)  
Including the following:

Siobhan Boudignon	IA/SA Assistant
Joshua Inman	Math
Donna Price	IA/SA Assistant
Careen Steele	IA/SA Assistant
Cynthia Williams	IA/SA Assistant
Elizabeth Verile	Elementary, English

p. Fall 2014 Community Education Instructors (Exhibit #16)

q. Correction to Summer Book Repair Program Rate - \$8.85/hr.

r. Extended School Year (ESY) Staff Additions:

<u>Health Room Nurse(s)</u>	<u>Certified School Nurse(s)</u>
Mary Ellen Hoffman	Leslie Heffron
Deb Petke	Pam Reichert
Cindy Turner	Tory Stenroos

Health Room Nurse(s)

Kay Wetzel

- s. Physicians for the 2014-2015 School Year (Exhibit #17)
- t. STA of Pennsylvania, Inc. - Transportation Personnel - Retroactive Approvals to July 1, 2014 for Extended School Year
  - Driver: Cindy Essington
  - Driver: Anabel Grollon
  - Manager: Jose Velez
  - Sub: Kelly Wood
  - Sub: Andrew Krahulik
- u. STA of Pennsylvania, Inc. - Transportation Personnel List for 2014-2015 (Exhibit #18)

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

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

## 6. BUSINESS OPERATIONS

- a. Approval of Bill List

**Motion** by Ballard, Seconded by Vinovskis

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, as per (Exhibit #19).

Ms. Donches indicated she will continue to abstain from this motion regarding the Bill List and would prefer the description be more exacting to what the purchase is for, similar to what we do with the GOB, see what it is and exactly what it is being used for including the account code so that one can tell what it is being charged to. Dr. Munson pointed out that he received a 90 pg. print out as part of the board packet material which included account codes in a comprehensible way that he could possibly imagine and cannot imagine the district administration providing any more information about the bills and account numbers than they already have. Mr. Ballard also expressed his concern of a board member requesting this large volume of information which involves 2.5 hours of extra time for our staff to produce this information, costing our taxpayers money. Dr. Schilder clarified that the time involved, in addition to what Mr. Ballard and Dr. Munson mentioned, was more like four hours. He further stated this is becoming a problem and putting stress on the staff to produce this information.

Ms. Donches asked if it would be easier to produce a report that has this information in it; a computer would do it, there would be no manual report at all. President Earnshaw mentioned that as stated previously the board has very clearly stated it likes the level of detail it is getting now, feels it is useful to see what we are paying at the level of detail we are getting and easier to review rather than getting many, many more pages with broken down costs and killing more trees when printing these reports. He continued by stating that software as it currently stands, does not produce this kind of report; we would have to pay a vendor to create a customized report or hire IT expertise to generate this report. He further stated that either way there is additional cost involved that the Board is not willing to support.

Ms. Donches is sorry that the Board won't support this, and continued to share her concern of the transparency to the taxpayers who are curious where the money is going. She asked, with the \$137

Million budget, where does the money go? President Earnshaw clarified that this check summary shows exactly where the money is going every month, not sure what Ms. Donches thinks is not being reported out of the \$137 Million.

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

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

Abstention: Donches-----1

\*\*\*\*\*

Motion by Ballard, Seconded by Rhodes

Resolved, That the East Penn Board of School Directors approve the following items 6. b. through f., including the addendum:

b. Disbursement of Funds

RESOLVED, That the East Penn Board of School Directors authorize the expenditure of funds from the Capital Reserve Fund and 33-2010 GOB Series A, as per (Exhibit #20)

c. Correction to the Maximum Real Estate Tax Reduction Amount

RESOLVED, That the East Penn Board of School Directors revise the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead, as set forth in the 2014 Homestead and Farmstead Resolution approved June 23, 2014, from \$112.03 to \$112.04.

d. GASB 45 Valuation and Related Services Agreement

RESOLVED, That the East Penn Board of School Directors approve the GASB 45 Valuation and Related Services Agreement with Pennsylvania Trust, Lewisburg, PA, as per Exhibit #21

e. PDE Electronic Signature Privilege - eGrants Resolution

RESOLVED, That the East Penn Board of School Directors authorizes the Superintendent, Dr. Michael Schilder, to sign any and all contracts, agreements, grants and/or licenses with the Pennsylvania Department of Education; consenting to the use of electronic signatures by the Superintendent, as per Exhibit #22.

f. Student Services/Special Education Services Contracts

RESOLVED, That the East Penn Board of School Directors approve the following Student Services Contracts, as per Exhibit #23:

<u>Vendor</u>	<u>Type of Agreement</u>	<u>Amount</u>
American Sign Language	2014-2015 Tutoring Service Contract	\$2,520
BAYADA Home Health Care, Inc.	2014-2015 Nursing Services Agreement (Student)	\$19,000
BAYADA Home Health Care, Inc. & Delta-T Group, Inc.	2014-2015 Nursing Services Agreements (District)	\$21,800
Camphill Special School	ESY 2014 Enrollment Contract	\$7,914
Camphill Special School	2014-2015 Enrollment Contract	\$74,501
Carbon Lehigh Intermediate Unit #21	2014-2015 Special Education Services Agreement	\$3,764,341
Melmark	ESY 2014 & 2014-2015 Educational Services Agreement	\$92,108
PA School for the Deaf (PSD)	2014-2015 Services Agreement	\$9,460
Therapy Bridges	2014-2015 Occupational Therapy Services Agreement	\$5,000

<u>Vendor</u>	<u>Type of Agreement</u>	<u>Amount</u>
ValleyForge Educational Services	ESY 2014 Services Agreement	\$7,360
ValleyForge Educational Services	2014-2015 Enrollment Contractual Agreement	\$49,115
PA School for the Deaf (PSD)	2014-2015 1 on 1 Personal Care Assistance Fee	\$35,595

Regarding the e-signature resolution, Ms. Donches posed one question asking if the Board will be seeing contracts before the superintendent signs them and what is an example of these contracts.

Mr. Frank indicated an example would be state or federal grants and that by the Board approving this resolution, they are giving the superintendent the authorization and direction to sign any and all contracts, agreement, grants and/or licenses with the PDE.

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

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

g. Other Contracts

**Motion** by Ballard, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors approve the following contracts, as per Exhibit #24:

<u>Vendor</u>	<u>Type of Agreement</u>	<u>Amount</u>
Carbon Lehigh Intermediate Unit	2014-15 OverDrive Consortium Agreement	\$2,000
Carbon Lehigh Intermediate Unit	2014-15 Technology Counsel Consultation Agreement	\$600 - \$900
Dr. Rebecca Woodland	Consultation Services Agreement	\$7,500 (Title II Funds)

In regards to the agreement with Dr. Rebecca Woodland, Ms. Donches inquired as to why we are bringing an outside person in and inquired what skills does she have that our own staff does not have. Dr. Schilder responded stating that Dr. Woodland is very valuable; an international caliber presenter. Even though the District has a very good administration, Dr. Woodland brings to the table all the initiatives and solid research. We don't often have the research at our fingertips; don't spend our time reviewing documents and writing papers. Dr. Woodland has that piece; her skills just as a presenter are outstanding; bringing in someone with that caliber who has that knowledge, it is respected and it sticks in the district.

Ms. Donches acknowledged viewing her website of Dr. Woodland and noted that she does a lot of research and asked if she is profiting from that research. Dr. Schilder responded that he is not aware of her doing any research with children, however is most likely profiting from the experience at EPSD and possibly writing an article on it. Dr. Schilder was unsure at this point if something like this will be done internally next year.

Ms. Donches is in a situation where she supports the CLIU agreements but does not support the agreement of Dr. Woodland.

Motion by Ms. Donches to amend the motion to remove the Dr. Woodland contract from consideration.

Motion failed for lack of a second.

Ms. Donches stated for the record that she supports CLIU and will abstain from the other contract.  
 This resolution was duly adopted by the following roll call vote:  
 Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis -----8  
 Abstention: Donches-----1

**7. CURRICULUM**

a. Educational Conferences

**Motion** by Munson, Seconded by Bacher  
 RESOLVED, That the East Penn Board of School Directors approves the estimated expenses for the individual(s) attending educational conference(s):

Attending: Jenny Barr, Gr. K-5/Counselor – Willow Lane ES  
 Conference Title: “The Elephant in the Room: Assessment & Management of Suicide Risk”  
 Location: Malvern, PA  
 Date(s): August 21, 2014  
 Cost: \$175.00 – Title II Funds

\* \* \* \* \*

Attending: Susan Noack, Gr. 6 – Lower Macungie MS  
 Conference Title: Mobile Learning & Teaching Summit  
 Location: Lehigh University  
 Date(s): October 18, 2014  
 Cost: \$59.00 – Title II Funds

\* \* \* \* \*

Attending: Jennifer Sarro, Elementary Band – Lincoln, Wescosville & Willow Lane ES  
 Conference Title: New Material/Curriculum/Repertoire Review  
 Location: J. W. Pepper, Exton, PA  
 Date(s): August 11, 2014  
 Cost: \$-0-

\* \* \* \* \*

Attending: Mark Neth, Psychologist – Wescosville ES  
 Conference Title: Intermediate & Advanced Programs for Students w/Autism  
 Location: PaTTAN King of Prussia  
 Date(s): July 28, 2014 – July 29, 2014  
 Cost: \$131.76 – Title II Funds

\* \* \* \* \*

Attending: Michael Scheiry, Plumber - District  
 Conference Title: Backflow Device Re-certification  
 Location: NEWWA – York, PA  
 Date(s): September 8, 2014  
 Cost: \$361.72

\* \* \* \* \*

Attending: Rita Cortez, Choral - Emmaus HS  
Conference Title: New Material/Curriculum/Repertoire Review  
Location: J. W. Pepper, Exton, PA  
Date(s): August 11, 2014  
Cost: \$-0-

\* \* \* \* \*

Attending: Ryan Williams, Elementary Orchestra – Shoemaker, Lincoln, Macungie,  
Wescosville, Willow Lane ES  
Conference Title: New Material/Curriculum/Repertoire Review  
Location: J. W. Pepper, Exton, PA  
Date(s): August 11, 2014  
Cost: \$-0-

\* \* \* \* \*

Attending: Lori Cooke, Elementary Band & Orchestra – Shoemaker, Macungie,  
Jefferson, Alburtis ES  
Conference Title: New Material/Curriculum/Repertoire Review  
Location: J. W. Pepper, Exton, PA  
Date(s): August 11, 2014  
Cost: \$-0-

\* \* \* \* \*

**AMENDED**

Attending: Laurie A. Furry, 11/12 AP European History – Emmaus HS  
Conference Title: AP Annual Conference  
Location: Philadelphia, PA Convention Center  
Date(s): July 11 – July 12, 2014  
Cost: \$585.22 – Title II Funds **(added lodging expense of \$225.22)**

This resolution was duly adopted by the following roll call vote:  
Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis -----9

**8. POLICY**

- a. Second Reading – New Board Policy No. 214 – Graduation Requirements  
NOTE: This policy referenced No. 217 at First Reading in error.

**Motion** by Ballard, Seconded by Fuller  
RESOLVED, That the East Penn Board of School Directors approve Board Policy No. 214 – Graduation,  
as per Exhibit #25.

This resolution was duly adopted by the following roll call vote:  
Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis -----9

**9. OTHER EDUCATIONAL ENTITIES – UPDATES/REPORTS**

- a. Carbon Lehigh Intermediate Unit - Board Member, Ms. Fuller

Ms. Fuller reported they met on July 21<sup>st</sup>. In addition to the regular agenda, they had

a few presentations: 1) Medals4Mettle Program which is a national recognition program, but CLIU participates in locally. Athletes who have won medals in running races donate medals to the program. The program re-ribbons them and medals are presented to youngsters struggling with some kind of adversity. We saw some photos of the presentation, 20 medals presented to IU students in recent years, students must be nominated. This celebrates courage to support each other. 2) CLIU Graduation and Project Search, a program where seniors and plus seniors learn soft job related skills at Cedar Brook and Good Shepherd. These students have autism and other disabilities and they learn soft skills needed in the job market. For example, learn how to be on time, how to relate to others, how to interact. They met a number of students who went through the program and now are employed; one is from EPSD, one had worked at Good Shepherd and has since been hired by Nex Food Service. Student is working on a part time basis; father indicated how this program made a difference in the life of the child and family, staff has made everything possible.

Ms. Fuller continued by stating these programs are very helpful for us to know about. She expressed it's really the students that it's all about; integral to the success of these students and programs, further expressing it would be great if CLIU could bring that program here for all to see.

- b. Lehigh Career & Technical Institute – JOC Members: President Earnshaw; Ms. Fuller; Ms. Heid; Mr. Rhodes

Ms. Fuller reported that the PR committee is updating their website to make more user friendly to help sell the program. There are several kinds of audiences, student and parent audience and the adult returning student who also train at LCTI. LV Business Weekly did terrific article on the adult training program at LCTI. We had the Ironman Presentation which solutes teachers who do not take a sick day. Some teachers have never taken a sick day in 5 or 10- years. They receive a small enumeration in terms of what it's worth to thank them for their service and the savings to the school; don't have to bring in substitutes.

President Earnshaw reported that the small stipends start at \$250, which is enough money to make a significant difference. Things are slowing down for the summer and will be picking up again soon. Ms. Fuller added that the summer camp was in process while they were there.

Dr. Schilder added that he spent three hours at the technical institute this morning on a very extensive tour and was very impressed with their equipment, programs, front end loaders, excavating equipment, bull dozers and auto lab. Also equally impressed with the intermediate unit he had visited the other week.

## 10. LEGISLATIVE – C. Ballard

- a. Voting Delegates for PSBA Delegate Assembly – October 21, 2014

President Earnshaw asked if any board member would be interested in taking the day to represent the Board at the PSBA Delegate Assembly reminding the Board that Mr. Ballard is the VP of PSBA and will not be a voting member; he will be chairing.

Rev. Vinovskis asked for a little more information of what it entails. Mr. Ballard indicated this year is especially important for the District. The outcome of the proposals recommended by the PSBA will be based on the majority of voters present. You will be considering proposals that are recommended by the PSBA Platform Committee and see how it impacts state legislative issues. President Earnshaw clarified by stating that the legislative platform is presented and votes are taken on each section of the

platform. The platform is adopted by majority voters present; 500 school districts are part of the PSBA. He also reported that in years past, he has seen no more than 280 people there, three from our District; IU and technical schools are also entitled to send representatives. Some schools are entitled only one or two, believes Philadelphia and Pittsburg can send five (5). Not only does it involve legislative platforms, but you would also vote on bylaw changes for the organization; have the ability to change the minds of our state legislators; receive reports from the executive level administration as well as vote on the officers for next year as well.

Rev. Vinovskis offered that he has stated publically many times that this information falls on deaf ears in Harrisburg. To the need of the tax payers, if he can contribute something to that conversation in Harrisburg he will be willing to go and represent the school board.

President Earnshaw noted that he has been there the past eight or nine years.

**Motion** by Ballard, Seconded by Heid

RESOLVED, That the East Penn Board of School Directors appoint the following board members as voting delegates for the PSBA Delegate Assembly:

Lynn Donches  
Francee Fuller  
Wally Vinovskis

Mr. Ballard reported there will be no legislative meeting until September. Philadelphia School District is in a real bind; legislators failed to approve the cigarette tax; items proposed are just dropped and no one knows why. The governor offered to advance money to Philadelphia but that does not solve the budget problem. Philadelphia School District has to lay off thousands of people before the start of the school year. Legislators did not address pension reform of any kind, as far as a legislative standpoint we are at a dead stop.

President Earnshaw read a thank you card received by Ms. Ceil Birdsell. Next, he reminded the members of the Board and the audience that a propane powered bus is waiting outside for them to take a tour.

## 11. ANNOUNCEMENTS

Executive Session                      Monday, August 11, 2014 - 7:00 p.m. (Negotiations)

Next Board Meeting:                      Monday, August 25, 2014 - 7:30 p.m.

The board agreed that business casual attire will continue for the next meeting.

## 12. ADJOURN

There being no further business to come before the board, Motion to adjourn was made by Ballard, Seconded by Bacher at 8:44 p.m.

Respectfully submitted,



Board Secretary  
East Penn School District