

ORDER OF BUSINESS

1. Order of Business/Pledge of Allegiance

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

Board Members Present: K. Bacher, C. Ballard, L. Donches, A. Earnshaw, F. Fuller M. Policano, S. Rhodes, J. Stolz
Board Member Absent: R. Heid
Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher
Treasurer: Lynn Glancy
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Jennifer Marangos, Editor, Emmaus.Patch.com
Peter McConnell, East Penn Press Reporter
Jennifer Rodgers, Morning Call Reporter
Randy Kraft, WFMZ on line Reporter

2. Administering Oath of Office for Superintendent of Schools

Judge Douglas G. Reichley administered the Oath of Office for Superintendent of Schools to Dr. Thomas L. Seidenberger. There was a round of applause from the audience. Mr. Ballard thanked Judge Reichley.

3. Request to Address the Board

Michelle Bartolomei, 6645 Sauterne Drive, Macungie criticized the comments made by Mr. Ballard and Mr. Earnshaw regarding the safety arguments made by parents in relation to the Willow Lane busing situation.

Garrett Rhoads, 5595 Wedge Lane, Allentown expressed opposition to the administrative salaries, referring to the dire picture that was presented by the administration and board members during the budget process. He felt that modest raises for those earning less than \$45,000 per year would be appropriate. He correlated that figure with the starting salary of a beginning teacher. He said it would amount to less than \$10,000 to the taxpayers. He felt it was financially irresponsible to approve an additional \$77,000 to "line the pockets of school district bureaucrats." He said the argument is that the employees will leave for greener pastures and his response was "to let them go." He concluded that if the district did not have the \$60,000 to secure the necessary busing for Willow Lane students then how does the district magically have the \$77,000 needed for the unnecessary raises. In addition, he criticized the superintendent's salary of \$166,193.

4. Approval of Minutes

Motion by Bacher, Seconded by Donches
RESOLVED, That the East Penn Board of School Directors approve the minutes of the August 13, 2012 meeting.

Ms. Donches wanted to add to the minutes at the bottom of Page 4 dealing with the Willow Lane discussion that she was not able to interpret the map regarding the students crossing the street twice.

This resolution was unanimously adopted by voice vote.

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

1. District Update

Dr. Seidenberger reported that there had been a successful opening of school with a few glitches in transportation. The cones for the change in the traffic pattern for Willow Lane were not in place in the morning but they were in place in the afternoon. He thanked Dr. Mirabella, Dr. Moyer, and Mr. Glancy for their work and for the meeting with parents prior to the start of school.

Dr. Seidenberger indicated that the administration is watching enrollments at the Macungie School, Grades 4 and 5. If more students enroll then it may be necessary to add another class. Macungie Principal Mr. Best pointed out that many of the students come from rental properties and there may be a difference after the first of the month.

Ann Flynn from the National School Boards Association visited the district to discuss the plans for the technology site visit in April. The visitors will be staying at the Holiday Inn, Fogelsville and there will be a reception for them sponsored by NSBA from the registrations. It is proposed that sponsors be sought for a reception at the DaVinci Science Center. Other districts that are part of the site visitations are Miami/Dade County, Vancouver, and Arlington, Illinois.

The administration will be working on policy changes for web based advertising. Board members received copies of the 2012-13 district calendar. He thanked Mrs. Bloise for her efforts in finding advertisers for the hard copy of the calendar. He noted that there is now a PDF file for parents to print out their child's report card.

The PDE approved the District's application for our DILT Professional Development Program. The course is "District Instructional Leadership Team-Improving Teaching and Learning Through Instructional Rounds" and it meets the requirements of Act 45 of 2007 for continuing professional education for school and system leaders. The course was approved to provide 70 PIL hours. Dr. Seidenberger thanked Dr. Torma and Mrs. Campbell for their work. Administrators must take 180 hours to maintain their certification.

There are a few positions that have not been filled and the administration is still interviewing.

Dr. Seidenberger recognized EHS teacher Scott Didra for the award he received from Philadelphia College. Four EHS students wrote letters of recognition for him. There is the possibility that Mr. Didra will be working with the College for some distance learning design work.

2. Personnel

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

Resignations

- Janine Mathesz, Assistant Principal at Emmaus HS, effective August 20, 2012 (Exhibit 1)
- Jill Schrader, Instructional Assistant at Emmaus HS, effective August 15, 2012 (Exhibit 2)
- Debra Beitler, Administrative Assistant in the Business Office, effective December 31, 2012 (Exhibit 3)
- Debra DePue, Staff Assistant at Lincoln School, effective August 31, 2012 (Exhibit 4)
- Georgette Blyler, Administrative Assistant at Emmaus HS, effective August 28, 2012 (Exhibit 5)

Temporary Professional Employee Appointment

Name/Address: Natalie Deacon
1392 Pleasant View Road, Coopersburg 18036
Education Level: B. S. Degree (2010)
Undergraduate School: East Stroudsburg University
Certification: Instructional I, Health & Phys. Ed., Health, Safety Ed/Driver Ed
Assignment: Health/Wellness Teacher, Emmaus HS
Vacancy created by J. Bottiglieri retirement
Effective: To be Determined
Experience: 8/20/10-Present: Southern Lehigh SD
Salary: \$45,185 (Year 1, Col. B)

Appointment of Confidential Assistant, Payroll, Business Office

Employee: Debra Beitler
Administrative Assistant, Business Office
Effective: January 1, 2012
Assignment: Confidential Assistant, Payroll
Vacancy created by L. Shankweiler retirement
Salary: \$47,000, 35 hours/wk.

Administrative Assistant Appointment/Instructional Assistant Appointment

Employee: Georgette Blyler
Staff Assistant, Emmaus HS
Effective: August 28, 2012
Assignment: Administrative Assistant, Emmaus HS
Vacancy created by B. Alcaro retirement
Salary: \$25,100, 35 hrs./wk.

Employee: Amanda Kender
8285 Hensingersville Road, Albutis
Effective: August 28, 2012
Assignment: Macungie School
Vacancy created by P. Kiser resignation
Salary: \$13.38/hr., 29 hrs./wk.

Health Room Assistant Appointments

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Mary Ellen Hoffman 1135 Little Lehigh Drive South Emmaus	Willow Lane	\$18.77/hr., 29 hrs./wk.
Tiffany Chandler 6858 Sunflower Lane Macungie	Shoemaker School	\$18.77/hr., 29 hrs./wk.

2012-2012 Remedial Assistant Rates

First Year: \$13.75/hr.	Substitute up to 20 days: \$11.25/hr.
After First Year: \$16.75/hr.	Substitute 21 days or more: \$11.75/hr.

Appointment of Remedial Assistants

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Susan Traynor 5461 Reppert Lane Allentown 18106	Lincoln School Vacancy created by A. Peischl resignation	\$13.75/hr., 29 hrs./wk.
Kristen Yessen 306 Spyglass Hill Road Bath 18014	Jefferson School Vacancy created by I. Patnaude resignation	\$13.75/hr., 29 hrs./wk.
Barbara Poling 1473 Dayspring Drive	Alburtis School Vacancy created by P. LoBue	\$13.75/hr., 29 hrs./wk.
Sara Hemerly 9235 Claussville Road Fogelsville 18051	Lincoln School Vacancy created by H. Potemski	\$13.75/hr., 29 hrs./wk.

The maximum hours for the following Remedial Assistants be set to 29 hours/week:

Alburtis School:	Heather Karlovits	Michele Sovia
Jefferson School:	Christine Boty	Carol Ann Hillegass
	Linda Lopano	
Lincoln School:	Stephanie Fisher	Randi Haberbosch
	Patti Scott	
Macungie School:	Anne Mowad	Allison Lind
	Ray Ross	Susan Strong
Shoemaker School:	Rachel Berrigan	Marianne Frey
	Barb Maake	Nancy Mombourquette
Wescosville School:	Genny Baillie	Pam Cantone
	Katy Lysek	Shannon Seremula
Willow Lane School:	Jo-Anne Barrett	Sue Fretz
	Serena Roland	Jayanne Schwenk

Additions to the 2012-13 List of Per Diem Substitutes

See Exhibit 6

2012-13 Co-Curricular Advisors

See Exhibit 7

Fall 2012 Community Education Instructors

See Exhibit 8

Change in Assignments

<u>Employee</u>	<u>From</u>	<u>To</u>
Kimberly Exaros (FTS) Krista Colville (FTS)	Grade 1, Alburdis Alburdis	Grade 4, Shoemaker School Kindergarten, Shoemaker, effective 11/11/12-6/30/13
Matthew Krempasky Melody Arndt	LMMS, Social Studies Instructional Assistant Wescosville	Eyer, Social Studies (Correction) Instructional Assistant Eyer MS
Tina Collura	Instructional Assistant Wescosville	Instructional Assistant Eyer MS
Brenda Kovacs	Instructional Assistant Wescosville	Instructional Assistant Emmaus HS

2012-13 New Teacher Induction Mentors

Kimberly Adams	Heather Arnold	Cheryl Borysowski
Rita Cortez	John Dietrick	Diane Flisser
Jennifer Glendenmeyer	Drew Hinkel	Ann Johnson
Tracy Maley	Regina Oster	

Resignation

-Christine McNeil, Administrative Assistant at Wescosville School, effective August 23, 2012

Appointment of Temporary Professional Employee

Name/Address:	Julia Kling 842 Welsh Road, Schwenksville 19473
Education Level:	B. S. Degree (2011)
Undergraduate School:	Kutztown University
Certification:	Instructional I, Elementary
Assignment:	Grade 1, Willow Lane School New Position
Effective:	August 28, 2012
Experience:	None
Salary:	\$45,185 (Year 1, Col. B)
Name/Address:	Karla Matamoros 629 North 30 Street, Allentown 18104
Education Level:	B. S. Degree (1996) M. of Social Work (1999)
Undergraduate School:	New York University
Graduate School:	New York University
Certification:	Educational Specialist I, Home and School Visitor
Assignment:	Home and School Visitor Vacancy created by S. Riffey resignation
Effective:	August 28, 2012
Experience:	3/2007-6/2012: Easton Area SD 9/2001-6/2004: Union City (NJ) Schools 9/99-6/2001: New York City Public Schools
Salary:	\$53,898 (Year 2, Col. M)

Appointment of Full-Time Substitute Teachers

Name/Address:	Peter Verile 215 Valley Park South, Bethlehem 18018
Education Level:	B. A. Degree (2006) M. S. Degree (2010)
Undergraduate School:	Moravian College
Graduate School:	Wilkes University
Certification:	Instructional II, Elementary
Assignment:	Grade 5, Lincoln School Opening created by L. Knauss leave.
Effective:	August 28, 2012
Experience:	6-2007-6-2012: Easton School District

Salary: \$45,185 (Year 1, Col. B)

Name/Address: Justin Phillips
203 Hunter Street, Easton 18045

Education Level: B. A. Degree
M. Ed. Degree

Undergraduate School: University of Pittsburgh

Graduate School: Cedar Crest College

Certification: Instructional I, Elementary

Assignment: Grade 1, Alburtis School
Opening created by K. Bergman leave.

Effective: August 28, 2012

Experience: 3/2011-6/2012: Phillipsburg (NJ) School District

Salary: \$45,185 (Year 1, Col. B)

Addition to the 2012-13 School Year Per Diem Substitute List

Jodi Schwartz, Instructional/Staff Assistant

Appointment of Staff Assistants

Name/Address	Assignment	Salary
Christina Kennedy 1037 Jefferson Avenue, Allentown	Jefferson School Vacancy created by D. Gaumer resignation	\$13.38/hr., 12.5 hrs./wk.
Jennifer Evans 5531 East Texas Road, East Texas 18046	Jefferson School Vacancy created by A. Eisenhard resignation	\$13.38/hr., 12.5 hrs./wk.

Request for General Leave – Board Policy 539, General Leave

Employee: Raymond Ross
Remedial Assistant, Macungie School

Effective: 9/5/12-11/4/12

Educational Conference

That the East Penn Board of School Directors approve the estimated expenses for the individual attending an educational conference as listed below:

Conference Title: Learning Forward: Linking PA Common Core to Effective Teaching Practices, Harrisburg

Date: October 24, 2012

Attending: Laura Leiby, Interim Secondary Coordinator

Estimated Cost: \$218.82

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes, Stolz-----8

Absent: Heid-----1

5.3 Approval of Act 93 Compensation/Non-Bargaining Unit Salaries - Exhibit 9

Motion by Earnshaw, Seconded by Fuller
RESOLVED, That the East Penn Board of School Directors approve the 2012-2013 Act 93 salaries; and, that the salaries and fringe benefits for the non-bargaining unit employees be approved, effective July 1, 2012.

Ms. Donches introduced the following motion:

Motion by Donches, Seconded by Stolz
RESOLVED, That the approval of the Act 93/Non-Bargaining Unit Salaries only be awarded to those people making equal to or less than \$45,000.

Mr. Earnshaw said it would be interesting to know why Ms. Donches would support this motion because local companies have been awarding increases and bonuses throughout the recession. He said these are professional employees and he did not

understand why this group of employees should be exceptions. Mr. Ballard pointed out that this year there are only partial increases on the remainder of the support staff contracts and the teachers' contract only has step increases and 1% at the top of the scale. Ms. Donches said that in the bond refinancing document stated that the trend for per capita income for the East Penn School District according to the 2010 census is \$34,297 and that is less than the proposal she was making for the \$45,000. Ms. Fuller pointed out that per capita is the amount that is spread over the entire population and includes non-working children and she did not think that it was appropriate to believe that the average income is over \$34,000. Mr. Earnshaw asked if the per capita figure was earned income or personal income (investments, royalties, etc.) noting that per capita also includes senior citizens but does not include social security and probably not pensions. The 2000 census indicated that the district had in the neighborhood of about 20% of the population as senior citizens. Mr. Ballard said there were demographic studies done for Act 1 and Act 51 and when those studies were done the median income was \$75,000. He felt the \$34,297 was being used incredulously. In addition, Mr. Ballard stated that salaries in the marketplace are not determined by what the incomes are in any given area. The education and the skill levels determine what are needed for any given job and pointed out the salaries for some of the warehouse managers on I-78 are as high or higher than the Superintendent is being paid and those positions do not require the education level or certifications needed for a Superintendent. He said using average income figures and playing on the sympathies of people is very disingenuous. The administrative employees have shown time and again their dedication to the system and they have shown admirable constraints in their requests for consideration. He said there has to be a fair wage paid or you will lose people. When the last superintendent search was conducted, there were not that many people who were getting into that role because why should they deal with these issues and public comment when they can get a job in another field and not have to put up with any of this. Mr. Ballard continued that he found it less than candid for people to come out and try to establish public employees' salaries on some basis other than evaluation but to limit salaries because they are public employees is something he felt was tremendously offensive. He further stated that the school district is a business and telling employees to quit or leave if you don't like the salaries is extremely taxing upon the principles of fairness and the market determines what people are paid. Mr. Bacher added that the increases are less than the Cost of Living or inflation rate for the last year. He did not believe that the salary increases are out of line. Ms. Donches said she felt the wages being paid were fair and competitive and she wished she would have time between the meetings for her thorough analysis of salaries for other districts. She said someone accepts a position at a certain salary that is acceptable to them and, as board members, they are to see from the taxpayers' perspective that they are cutting costs and maintaining costs. These are already reasonable salaries and, if the district is so strapped with the budget, this also affects pensions in the future. She asked what are the criteria for determining the salaries when they range from 7.9% to 1.4%. She said in business you may get the same salary for years and years and not just get an increase to get an increase. She would have loved to have a description of what constituted an increase such as extra schooling or something above the normal day. She said it would have been nice to have a comparison with other school districts. She concluded that these were nice, competitive salaries. Mr. Ballard said in his 15-16 years on the Board the district has not espoused an across-the-board pay increase. The district has instituted merit increases to allow variation in the raises based on the evaluation by the Superintendent. The evaluations are not subject to Right to Know or disclosure to the Board or public. The Superintendent is in charge of that function and it is the responsibility of the Board to evaluate the Superintendent. Ms. Donches asked when the Superintendent will be evaluated. Mr. Ballard said Mr. Earnshaw is in charge of the evaluation and it will be done some time in the fall. Mr. Policano indicated he would be abstaining from the vote. Ms. Donches said she had comments that the Superintendent's salary was too high. Mr. Bacher indicated that his company's CO has a considerably higher salary than the Superintendent and does not have the education level and only deals with a private board. He questioned the rationale that you heard someone say the salary was too high with no backup. Mr. Stolz indicated that he would be supporting the motion made by Ms. Donches. He said he will have much to say if the Board votes against this motion. He took issue with raising the salary for other administrators. He said he has voted against salary increases for the Superintendent since he was on the Board and he had that as part of his election information. He concluded that he is someone who stands by what they say they will do when they run for office. He criticized fiscal conservatives who raise taxes on a yearly basis. Ms. Fuller asked Mr. Ballard to restate the motion:

Motion by Donches, Seconded by Stolz
 RESOLVED, That the approval of the Act 93/Non-Bargaining Unit Salaries only be awarded to those people making equal to or less than \$45,000.

This resolution was defeated by the following roll call vote:
 Nay: Bacher, Ballard, Earnshaw, Fuller, Rhodes-----5
 Aye: Donches, Stolz-----2
 Abstention: Policano-----1
 Absent: Heid-----1

Mr. Ballard restated the original motion:

Motion by Earnshaw, Seconded by Fuller
 RESOLVED, That the East Penn Board of School Directors approve the 2012-2013 Act 93 salaries; and, that the salaries and fringe benefits for the non-bargaining unit employees be approved, effective July 1, 2012.

Mr. Stolz asked the amount for the salary increases. Dr. Seidenberger responded that the increase came to about \$74,000, less than 2%. This was in the budget. Mr. Stolz questioned the idea that money was budgeted for salary increases and not for Willow Lane busing. He also questioned why permission was needed to give salary raises and not for busing. Mr. Ballard explained that state law requires the Board to approve salaries. Mr. Stolz then proceeded to question the Superintendent about his authority to reinstate busing when a majority of the Board agreed with the recommendation to terminate the busing. Dr.

Seidenberger pointed out that as Superintendent of Schools, he is responsible for transportation costs. He does not come back to the Board every time an additional bus is needed as with special education students. He said the new Arts Academy Charter School required two bus runs for the 20 students attending from East Penn. The category is budgeted and, if a transfer is necessary, then it is done after October. Mr. Stolz claimed that at the June 25 meeting Dr. Seidenberger said that if it was the will of the Board then a safety plan would be developed. Mr. Stolz said it was stated that the impact was \$2.08 for every taxpayer for 325 students. Mr. Stolz said the \$74,000 could be used to hire a new teacher for the children and then questioned how the Superintendent in good conscience could recommend a salary increase for administrators with rising class sizes. Addressing Mr. Stolz, Dr. Seidenberger said he would appreciate if his politicking would stop. Dr. Seidenberger pointed out that administrators took a wage freeze last year and no one has worked harder than the administrative staff. He further stated that every employee in the school district is getting a salary increase and the district had to be fair on behalf of the people who work for the students. At the last Board Meeting, he informed the Board that an additional teacher was needed at Willow Lane and that is being done. Dr. Seidenberger said that his record speaks for itself. Last year two additional special education teachers had to be added. He concluded that he would not jeopardize any special education or regular education student. He pointed out to Mr. Stolz that earlier in the meeting he indicated that they were watching the Macungie School enrollments and may have to add a teacher at that school. He said if the district is getting in trouble with the budget he will simply freeze spending which was done last year and generated one million dollars. Mr. Stolz retorted that he had no problem voting for Dr. Seidenberger because he thought Dr. Seidenberger has done a good job. However, he did not expect to see a salary increase two weeks later. Mr. Stolz then accused the administration of hiding the salaries in the list of personnel items and, if it was not for Ms. Donches separating it out, there would be no public debate. He said he did not see any mention in the media that there would be a salary increase two weeks later. He said it showed a lack of respect. He then suggested the following motion:

Motion by Stolz, Seconded by Donches
 RESOLVED, That the approval of the Act 93 Compensation/Non-Bargaining Unit Salaries be tabled.

This motion was defeated by the following roll call vote:

Aye: Donches, Policano, Stolz-----3
 Nay: Bacher, Ballard, Earnshaw, Fuller, Rhodes-----5
 Absent: Heid-----1

Mr. Earnshaw pointed out that these salaries have always been in the personnel section of the agenda and it has not been a separate item. The Board Meeting Agenda, including the exhibits, was posted on the web site on August 24 at 10:26 a.m. so no one is hiding anything. There have been many discussions in Executive Session which is perfectly acceptable to discuss in these sessions, including Act 93. He further pointed out that Mr. Stolz was in all those sessions and did not raise the issue that this was outrageous. At this point, Solicitor Fisher cautioned Mr. Earnshaw about discussing Executive Session items. Mr. Earnshaw indicated that Mr. Stolz has brought up several issues together and made some interesting allegations about the motives behind this Board, adding that Mr. Stolz was the only one, to the best of his knowledge, who is interested in a political career. Mr. Earnshaw said the salaries are fair and reasonable and he called the question.

Motion by Earnshaw, Seconded by Fuller
 RESOLVED, That the Board end debate.

This resolution failed by the following roll call vote:

Aye: Bacher, Earnshaw, Fuller, Rhodes-----4
 Nay: Ballard, Donches, Policano, Stolz-----4
 Absent: Heid-----1

Ms. Donches said because of discussions in Executive Session she was surprised to see this motion come to fruition. Mr. Bacher suggested that a salary study be performed to better focus on the various levels of employment. Mr. Ballard said he found it tremendously offensive to define motive when the person has zero facts behind it. He talked about "attacking the man and not the issue." Mr. Ballard suggested attacking the facts and not the people involved in the issue. He pointed out that there are no facts involved about what salaries should be. Referring to Mr. Bacher's suggestion, Mr. Ballard said that no amount of information will allay the facts being put forth, and, in fact, it may be found that the district is underpaying certain employees. He noted that there is a superintendent and HR people involved in recruiting employees so they know the job market and, in some cases, people have turned down an offer of employment and there are some people who were turned down for interviews because East Penn cannot match their salaries. He said a superintendent is hired to run the district and the Board does not get into the minutiae of individual employees. The Board sets the parameters and he has operated within those parameters and now some board members are trying to show that they did not object to those parameters and are now trying in public to make a display of disassociating themselves from those discussions and he found it contemptible. Ms. Donches said she did resist in Executive Session. Again, Solicitor Fisher instructed the Board to keep in Executive Session what was discussed there. Ms. Donches supported Mr. Bacher's suggestion for a salary survey and, if it shows the district is overpaying or underpaying certain individuals, then the Board can deal with it.

Again, Mr. Ballard restated the original motion:

Motion by Earnshaw, Seconded by Fuller
 RESOLVED, That the East Penn Board of School Directors approve the 2012-2013 Act 93 salaries; and, that the salaries and fringe benefits for the non-bargaining unit employees be approved, effective July 1, 2012. (Exhibit 9)

This resolution was approved by the following roll call vote:
 Aye: Bacher, Ballard, Earnshaw, Fuller, Rhodes-----5
 Nay: Donches, Stolz-----2
 Abstention: Policano-----1
 Absent: Heid-----1

6. Legislative C. Ballard

Mr. Ballard reported that the Legislature is going to take on school issues before the end of the session. The two issues involved charter school authorizations and charter and cyber school funding. Personally, he felt there should be more oversight on funding as well as all schools take the same test. He talked about the Arts Academy and the Medical Arts Charter Schools. He urged the board members to contact their local legislators on these issues. There is a Tax Reform Committee being formed and discussion about all the proposals is already being considered and they are discussing any alternatives. He indicated that most of the proposals do not come up with the 13 billion needed. Mr. Stolz said four Special Sessions have been scheduled two on November 15 and 16. He talked to a few Legislators and did not get a straight answer concerning property tax reform but the one consistent answer was that they plan to address the defined contribution vs. defined benefit pension fund.

7. Other Educational Entities:

-Carbon Lehigh Intermediate Unit F. Fuller

Ms. Fuller reported that there was a presentation on the camps that run for the special needs students. This is largely paid for by the CLIU Foundation. They had a presentation on the IU getting into social networking and 21st century technology. They are empowering teachers to take videos of classes to help the public at large understand the programs and what they do.

-Lehigh Career & Technical Institute R. Heid
 F. Fuller
 A. Earnshaw
 S. Rhodes

Mr. Rhodes said the JOC said good bye to retiring recording secretary and Executive Assistant to the IU Executive Director Jane Vanim. LCTI is ready to accept new students and had their orientation. They will be working to make all students feel welcome whether they start before or after Labor Day. Mr. Earnshaw talked about the energy savings that the school hopes to realize by replacing the windowed ceiling and side windows in one of the corridors. They have saved over one million dollars in electricity costs over an approximate four year period.

8. Business Operations

1. Approval of Bill List

Motion by Earnshaw, Seconded by Stolz
 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.

Disbursement of Funds – Exhibit 10

RESOLVED, That the East Penn Board of School authorize the payment of funds from the 33-2010 Series A General Obligation Bonds for the items listed on Exhibit 10.

Parent/Guardian Transportation Contracts

RESOLVED, That the East Penn Board of School Directors approve the following transportation contracts:

Parent/Guardian: Dr. Laura Payea
 5435 Princeton Road, Macungie
 Effective: July 1-August 31, 2012
 Reimbursement: 1.58 miles-Wescosville
 329 S. 22nd Street, Allentown
 .555/mile
 Parent/Guardian: Robin & Jeffrey Urenko

7204 Stack Road, Macungie
 Effective: July 1, 2012-June 30, 2013
 Reimbursement: 2.5 miles to Eyer MS
 .555/mile

In answer to a question by Ms. Donches on the bill list, Mr. Glancy indicated the bill was a premium for the student accident insurance.

These resolutions were duly adopted by the following roll call vote:
 Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes, Stolz-----8
 Absent: Heid-----1

2. Rejection of Bids

Motion by Earnshaw, Seconded by Stolz
 RESOLVED, That the East Penn Board of School Directors reject the following bids:

- Storage Sheds
- District-Wide Asphalt Paving Work
- District-Wide Concrete Work

Ms. Donches wanted to know at what point would the Board see the plans for the storage sheds. She wanted to know if the Board approves the plan before it goes out to bid. She wanted to know why the bid was being rejected when she did not see the plan. Solicitor Fisher explained that the bid materials can be inspected but copies would not be made. Ms. Donches asked if the Board would see plans for a school before it went out for bid. Mr. Ballard said it depends on the size and scope of the project. A school building would fall under the PLANCON process but smaller projects that go out for general bid and under a certain amount are taken as part of the budget process. Mr. Ballard gave a few examples of the capital reserve plan projects. He said the sheds were bid out by the Maintenance Department, the information goes out to the contractors, and then at the time when final bids are received the Board will either accept or reject the bids. Dr. Seidenberger illustrated by using the extensive boiler work and roofing that was done a few years ago. The specifications are drawn up by an architect/engineer and if they are above the budgeted amount then the bids could be rejected. He cited the baseball fields at Wescosville as an example of a bid rejection. Ms. Donches asked if the sheds could be built by EHS students or LCTI students. Dr. Seidenberger said all the necessary approvals for the playhouse had to be obtained from Emmaus and Mr. Glancy said it must be part of the curriculum. The district would have to be careful to make sure it is within the state limits and contractual limits. The Board does not refurbish or build playgrounds. Right now Lehigh University architectural department is looking at a playground but it will have to be reviewed by the engineers. Mr. Earnshaw said the Board does not review detailed plans (engineering, architectural), engineers, architects, contractors, etc. are hired to do that work. The Board will have presentations about the projects. There have been times when there was a sketch plan and the administration has discussed the project and then they decide to go to bid and when the bids come in they can reject or accept bids. She asked if there were professional engineers on staff. Mr. Ballard said there is a firm that is used and the rates are determined through contract. Dr. Seidenberger indicated that every project is different and may require professional experience.

This resolution was duly adopted by the following roll call vote:
 Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes, Stolz-----8
 Absent: Heid-----1

9. Announcements

Monday, August 27 7:00 p.m.-Executive Session (No Executive Session was held.)
 7:30 p.m.-Board Meeting
 Monday, September 3 Labor Day – All Schools and Offices are closed.
 Monday, September 10 7:30 p.m.-Board Meeting

Ms. Donches said she noticed that there was a resignation for an Assistant Principal at the high school. She made the following motion:

Motion by Donches, Seconded by Stolz
 RESOLVED, That the East Penn Board of School Directors not replace the assistant principal at Emmaus HS and that it be consolidated into the other four assistant principal positions.

Mr. Ballard pointed out that a recommendation of that seriousness should have been forwarded to the Board before the meeting so they had equal time to consider it. Mr. Ballard made a motion to table but it failed for the lack of a second. Ms. Fuller said that a high school of 2700 students needs every assistant principal. Dr. Seidenberger reminded the Board that he reduced the administrative staff by one assistant principal two years ago. Ms. Donches said that people on the street have said to her why do we have so many assistant principals and that the district is top heavy on administration. She feels that when someone vacates a position then you have to evaluate the position and if it can be consolidated. Mr. Ballard said this is classic micromanagement by a board member, noting that the Board hires a superintendent to run the district. He cited the PSBA in service training programs that emphasize that boards do not get into individual policy decisions. A decision of that magnitude should have been shared with board

members and it is unfair to spring multiple motions on fellow board members. Again, he concluded that it was micromanagement of the worst sort – trying to make personnel decisions at the Board level. He commented on the studies that have been conducted that show East Penn has a low administrative cost and to make a position that we have not cut enough based on no more than the district would save money and not thinking of the implications is disreputable. Dr. Seidenberger has said that whenever someone leaves a position the position is evaluated to see if it should be filled or reallocated to another area. He concluded that he has confidence in the Superintendent to make those decisions. Mr. Earnshaw further stated that to just make motions out of left field is inappropriate for a board member, unprofessional, and extremely discourteous to anyone sitting around the table. Mr. Stolz said he does not agree with the PSBA position on board members and that he and Ms. Donches are criticized for not making suggestions for cuts and now they are being criticized for suggesting a cut. He said looking at the economic times they have to make cuts that are painful. He said eliminating one assistant principal is workable. Mr. Policano indicated he would abstain on this motion since there is not enough information about the current work load. Addressing Ms. Donches, Mr. Bacher said the rationale “was someone asked me and I did not know what these people did” and you are proposing to eliminate a position. He felt something this serious should have been discussed with the administration so they could provide more background instead of proposing it the last five minutes of the meeting.

Motion by Donches, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors not replace the assistant principal at Emmaus HS and that it be consolidated into the other four assistant principal positions.

This resolution was defeated by the following roll call vote:

Nay: Bacher, Ballard, Earnshaw, Fuller, Rhodes-----	5
Aye: Donches, Stolz-----	2
Abstention: Policano-----	1
Absent: Heid-----	1

Mr. Stolz stated that there have been comments in the public domain that he takes his marching orders from Otto Slozer. Occasionally there have been statements that he is just a Republican hack. He said he takes his orders from no one but takes suggestions from anyone. He said his ideas are his own. He has been attending board meetings since he was 16. The reason he is on the Board and in politics is that he sees so much that is broken. He has seen it in the looks that certain members of the Board give to the people in the audience and the comments made by certain staff people that they are genuinely annoyed when people voice their consternation. He said he bases his vote on common sense and on an ideological conviction - less government, less taxes, and limited spending. He just wanted to make that statement because the last couple of meetings he has gotten emotional and is the one who is attacked for being against the children and public education when he tries to look out for the children and voice the views of the parents. He tries to be a representative of the public but stay true to his own convictions.

10. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:35 p.m.

Cecilia R. Birdsell, Board Secretary