

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Charles H. Ballard called the regular meeting of the East Penn Board of School Directors to order at 7:40 p.m. in the Board Room located at 800 Pine Street, Emmaus, PA, followed by the Pledge of Allegiance.

Board Members Present: K. Bacher, C. Ballard, L. Donches, A. Earnshaw, F. Fuller, R. Heid, M. Policano,
S. Rhodes, III, J. Stolz

Solicitor: Marc S. Fisher, Esq., Worth, Magee, and 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, Reporter, East Penn Press
Katrina Wehr, Morning Call Reporter

2. Requests to Address the Board

The following parents addressed the Board concerning the Willow Lane Busing:

David Kee, 2299 Bordeaux Drive, Macungie spoke about the proposal to terminate Willow Lane busing for students within the 1.5 mile limit. He cited safety and weather conditions for students walking, as well as traffic problems with parents dropping off and picking up students.

Edward Cronin, 2415 Chablis Drive, Macungie indicated he had attended the November 27 meeting for parents concerning the Walkability Study. He was concerned about traffic safety.

Minal Nemani, 6420 Sunflower Lane, Macungie expressed concerns about busing and the 1.5 mile distance and how much time will be spent walking that distance. She is 1.3 miles from Willow Lane and it took her 1 1/2 hours to walk back and forth to the school in good weather. She said most parents will not allow their students to walk because of intersections that must be crossed. She felt it was unsafe and dangerous. She said there are ways to work with the budget, citing the 12 copies of the agenda that were made available for the public. She noted the information was on line.

Jason Campbell, 6546 Rutherford Drive, Macungie said he lived in Graymoor that is 1.3 miles from the Willow Lane. He expressed concerns about removing busing from the budget and the safety concerns. He wanted the busing to be reinstated and commented that if Willow Lane was designed to be a walking school there should have been more measures taken when it was built. He felt it was unreasonable for students walk out of the developed lot alone to the school. He did not think the issue had been fully addressed.

Richard McGinnis, 2627 Fieldview Drive, Macungie said he had three students who moved from private school to the East Penn School District because of its excellent reputation. He said it addresses a lot of the needs that even private school could not address. He commented on the \$60,000 for busing vs. \$120 million dollars in the budget. He expressed concern about safety and felt the 1.5 mile distance was too far for an elementary student to walk. He said there is no signage or cross walks in the area of the schools. He will be driving his children. He wanted the district to reconsider Willow Lane as a walking school.

Dr. Paul Knappenberger, 2347 Chablis Drive, Macungie said he moved to the area because of the schools. He said it is a great school district but there are concerns about the decision regarding Willow Lane busing. He is not comfortable with his daughter walking to school adding that a majority of students are being driven to school. He expressed concern about the traffic around the school and that the building was not designed properly as a walking school. He asked that the decision on busing be reconsidered.

Eric Gopen, 2661 Fieldview Drive, Macungie expressed his feelings about safety, noting that he is a volunteer with the Lower Macungie Fire Department, indicating that cars do not respect the emergency vehicles. He said the responsible thing to do is to have the safety measures in place and then remove the busing when you see they work. He said people are using Brookside Farms as a short cut. He criticized the Board for not "walking the walk" and that the decision is being made on money and not on safety. He concluded that their children should not be a line item in the budget.

Timothy Weiner, 6873 Radcliffe Court, Macungie said what has been shared is flawed and incomplete. He said the study did not encompass the whole area, only those houses within the 1.5 area. He added that a traffic study had not been done and that the studies on file were outdated. He said parents are willing to work together with the school district.

Jill Ahne, 6221 Wheatland Drive, Macungie expressed her concern about the termination of busing citing traffic concerns and the group pressure of students walking.

Susan Coenen, 6220 Wheatland Drive, Macungie said the district is moving too quickly to make Willow Lane a walking school. She did not want the district to sacrifice careful and safe planning for the bottom line. She did not feel that engineer used the most up to date information and cited two examples of more updated information that was completed in 2009 and had future projections up to 2018.

John Jansen, 2637 Chardonnay Drive, Macungie spoke about Willow Lane being a walking school and the safety issues and suggested that there should be a survey of parents, commenting that no parents were involved.

Dr. Lee LaRussa, 1982 Winthrop Way, Macungie and a pediatric trauma doctor, expressed his concerns about safety. He suggested that the walking distance be reduced to $\frac{3}{4}$ miles rather than 1.5 miles. He spoke about research suggesting that students who lived $\frac{1}{2}$ to $\frac{3}{4}$ miles from school as being the ideal for walking. He also mentioned that parents want to partner with the district on this issue.

Mr. Matthew Mull, 6676 Rutherford Drive, Macungie said he realized that the district is in a balancing act but safety is an issue. He talked about the group dynamics with at least three students or more walking to school. He talked about parents who drive their children to the bus stop and some who drive them to school. He expressed his concern about traffic problems that exist.

Todd Salomon, 6654 Trafalgar Drive, Macungie said he did not think the proposal to cut busing has been sufficiently thought out. He commented on snow removal along the paths and felt that the cost saving analysis did not address the problems.

Mark Bartolomei, 6645 Sauterne Drive, Macungie said that since the parent meeting he has only heard about more issues. He felt there was a lack of parental and community involvement and, considering all the issues, he wondered how much would actually be saved. He also did not feel that the meeting was communicated well.

Nancy Salomon, 6654 Trafalgar Drive, Macungie said the plan was flawed. She said a survey of the families had not been conducted. She spoke about the traffic on Sauerkraut Lane and the high speeds that people are traveling. She talked about the traffic through neighborhoods. She said a state trooper at the meeting indicated that he did not feel it was safe to walk. She indicated that the residents would like to work with the district. She proposed that a citizens committee be established that would include representatives from the developments involved.

Jon Berger, 6912 Sunflower Lane, Macungie said the November 27 meeting did not go well and more questions were raised. He felt that a traffic study should be conducted, the cost of changes for implementation be analyzed, as well as considering arrival and dismissal times. He felt that there was a lack of community involvement and recommended a committee for open dialogue.

3. Teacher Presentation: Crystal Husser, Learning Support, Macungie School

"East Penn Cares Award" Highest Fundraising Team for Macungie School's participation in the Lehigh Valley Autism Walk

Ms. Husser and student representatives presented a plaque to Dr. Seidenberger and Mr. Ballard to be displayed in the Board Room. Members of the Board received a tee shirt from the walk. The group raised \$13,340.43 as a result of the Lehigh Valley Autism Walk.

4. Bond Refinancing – Scott Shearer, Managing Director, Public Financial Management
Jens Damgaard, Esq., Rhoads & Sinon

1. Resolution – Exhibit 1

Mr. Scott Shearer reviewed the bid results and debt service schedule for the bond sale that was held today. The successful bidder was Robert Baird. Mr. Shearer commented on the structure of the Series of 2007 and Series of 2008. The school district's share of savings is \$372,076.93; the state's share is \$42,097. The yield of the issue is 0.72. Again, East Penn received a Aa2 rating from Moody's investment firm. In answer to a question from Mr. Bacher, Mr. Shearer indicated that the five year period was a limiting factor. Mr. Ballard pointed out pages 10-11 in the bond sale document that commended the district for its "satisfactory financial position given its history of conservative fiscal management practices. A copy of the Bond Sale document is attached to the minutes of this meeting.

Motion by Bacher, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approved the attached resolution as stated in Exhibit 1.

Attorney Jens Damgaard reviewed the attached resolution.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Policano, Rhodes, Stolz-----9

Mr. Ballard thanked Mr. Shearer of PFM and Attorney Damgaard for their work on behalf of the district.

5. Approval of Minutes

Motion by Fuller, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the minutes for the November 12, 2012 meeting and the December 3, 2012 meeting.

This resolution was unanimously adopted by voice vote.

6. Report of the Superintendent of Schools

1. District Update

Dr. Seidenberger reported that the student enrollment has continued to grow in November. East Penn added an additional twenty (20) students in the last month. Today, we received four students in special education classes and an additional teacher may have to be hired.

The Rodale Foundation will be making the last payment on the promised donation of \$400,000 to help pay for the all-weather track at the EHS Stadium. Dr. Seidenberger said that the district greatly appreciated the funds and the spirit of cooperation we received from the Foundation and a special thank you to Mr. Bud Coates for his involvement in this wonderful business community/school district partnership.

It has been determined that East Penn will accept the Silver LEED Award designation for Willow Lane. We did not meet the design requirements to reach this Gold level. Reaching the Gold level would not have increased the LEED reimbursement figure.

Special Education evaluators from PDE were in the district last week. Dr. Seidenberger said that East Penn did quite well in the audit. He complimented Dr. Linda Pekarik and the special education teachers who maintain students' IEPs and parents who gave willingly of their time.

Board members received a copy of the NSBA brochure for their Education Technology Site Visits. East Penn is listed as one of the sites for April 28-30. This brochure will go out to educators across the United States. Dr. Seidenberger is working with representatives of the DaVinci Center for the reception. He emphasized that the reception will be alcohol free. Mrs. Bloise and Dr. Seidenberger are meeting with local vendors for financial assistance with the visit.

Dr. Seidenberger said the administration will be discussing the thoughts that were expressed by parents this evening regarding the Willow Lane busing. He will be continuing conversations with Mr. Fosselman in Lower Macungie Township. Mr. Glancy reviewed the attached Transportation Study Outline. Mr. Rhodes asked if this study was being prepared in house. Dr. Seidenberger responded affirmatively. The administration will also be looking at the number of students who are transported for which we do not receive reimbursement. The transportation company purchased VersaTran last year and this will help with the study. Dr. Seidenberger is anticipating visiting the First Student Corporate Offices as part of a personal trip to Cincinnati. He will be discussing the bus contract. Ms. Donches asked if it would be possible to cost out an estimate within the ¾ mile distance. Dr. Seidenberger said they could take a look at that scenario. Ms. Heid commented on parents dropping off and picking up students and buses going to the high school that are half filled. Dr. Seidenberger indicated that there is a high number of parents who transport their own children. In conversations with Township Manager Bruce Fosselman, Dr. Seidenberger indicated that there is \$85,000 in the LMT budget for signage. Willow Lane needs to have similar signage as other Lower Macungie Township schools. Mr. Earnshaw cautioned that it is not the district's responsibility to put up traffic signs but rather the Township's responsibility. Ms. Heid asked if private school students still ride the public school bus and then transfer to another bus at a central location. Mr. Glancy and Dr. Seidenberger indicated that there is still a little of that happening with LCTI. They will be running potential runs for combining some of the private and charter schools. Mr. Ballard pointed out that the state does not reimburse for students bused within the 1.5 mile distance. If we provide busing, then we have to provide busing for all students who would be riding the bus. We cannot ask parents to sign off on busing. He said he had been approached by a lobbyist who suggested a single bus stop for a development.

Dr. Seidenberger said that he and the Business Office staff have spent a great deal of time working on the 2013-14 budget and announced that he would not be seeking exceptions. Mr. Ballard asked Mrs. Surdoval to check the board meetings in the event a special meeting would be needed. The maximum budget will be within the index and the goal is to maintain all the programs. Mr. Stolz asked that busing for Willow Lane be reconsidered in light of the savings tonight on the bond refinancing. Dr. Seidenberger will be pursuing legislation with Senator Pat Browne for increasing special education funding.

2. Personnel

Motion by Fuller, Seconded by Bacher

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

Retirement/Resignations

- N. Phil Gehman, Utility Custodian, effective January 31, 2013 (Exhibit 2)
- Cathleen O'Connor, School Nurse, effective March 15, 2013 (Exhibit 3)
- Joan Guth, Emmaus HS Night Foreman, effective December 31, 2012 (Exhibit 4)
- Susan Dorney, Food Service Coordinator, effective January 7, 2013 (Exhibit 5)
- Deborah Miller, Instructional Assistant at Eyer MS, effective December 21, 2012 (Exhibit 6)
- Barbara Kendall, Instructional Assistant at Macungie School, effective November 28, 2012 (Exhibit 7)
- Linda Hoosier, Staff Assistant at Macungie School, effective November 27, 2012 (Exhibit 8)

Income Protection Leave

Employee: Nicole Wukitch
 Gifted Education
 Wescosville/Macungie Schools
 Effective: December 11, 2012

Leaves as Per Collective Bargaining Agreement

Employee	Assignment	Effective
Melissa Saylor	Grade 1, Macungie School	Extension 4/5/13
Rebecca Olver	Kindergarten, Shoemaker School	1/2/13-6/30/13
Adriane Ulicny	Special Education, Shoemaker School	1/2/13-4/5/13
Amy Kaunitz	Social Studies, Eyer MS	1/8/13-2/20/13
Allison Shimon	Spanish, LMMS	12/17/12-4/5/13

General Leave of Absence – Board Policy 539

Heather Karolovits Remedial Assistant 11/28/12-11/27/13
 Alburts School

Appointment of Staff/Instructional Assistants

Name/Address	Assignment	Salary
Abby Jung 506 Keystone Avenue Emmaus	Staff Assistant, Emmaus HS Vacancy created by N. Lahovski resign.	\$13.38/hr., 20 hrs./wk.
Beata Ogradnik 1852 South Second Street Allentown 18103	Instruct. Assistant, Lincoln School New Position	\$13.38/hr., 29 hrs./wk.
Diane DiRado 722 Seventh Avenue Bethlehem 18018	Instruct. Assistant, Eyer MS Vacancy created by D. Miller, resignation	\$13.38/hr., 29 hrs./wk.

Additions to the 2012-2013 List of Per Diem Substitutes

See Exhibit 9

Co-Curricular Appointments

See Exhibit 10

Educational Conferences – Exhibit 11

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the educational conferences listed on Exhibit 11.

Retirement

-Jan Landgraf, English Teacher at Emmaus HS, effective December 7, 2012 (Exhibit 8A)

Appointment of Staff Assistant

Name/Address: Corin Dries
 2447 River Rock Drive, Macungie

Assignment: Emmaus HS
Vacancy created by resignation of D. Barebo
Effective December 11, 2012
Salary: \$13.38/hr., 29 hrs./wk.

Change in Assignment

Employee	From	To
Heather West	Elementary Art, Lincoln/Jefferson School	Macungie/Alburtis School
Effective:	January 2, 2013	
Alexis Erdosy	FTS Art, Emmaus HS	FTS Art, Lincoln/Jefferson
Effective:	January 2, 2013	

These resolutions were duly adopted by the following roll call vote:
Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Policano, Rhodes, Stolz-----9

3. Amendment to 2012-13 School Calendar

Motion by Stolz, Seconded by Bacher
RESOLVED, That the East Penn Board of School Directors approve the following amendment to the 2012-13 School Calendar:

February 14 – Full School Day
February 15 – 11:00 a.m. Dismissal for the Middle and High Schools

March 28 – Full School Day

In response to Ms. Donches, Dr. Seidenberger said the students and staff will work together on their schedules. Mr. Earnshaw indicated that it is the students' responsibility to complete their work.

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

4. 2013-14 Emmaus HS Program of Studies Changes – Exhibit 12

Motion by Earnshaw, Seconded by Rhodes
RESOLVED, That the East Penn Board of School Directors approve the 2013-14 Emmaus HS Program of Studies Changes as indicated on Exhibit 12.

Emmaus High School Principal Dave Piperato highlighted the changes that were made to clarify and simplify some of the course descriptions while others were changed because of the Keystone Exams and state testing requirements. He noted that this week is Computer Science Education Week. A copy of the Program of Studies Changes is attached to the minutes of this meeting. Mr. Ballard suggested that the courses required as a result of the Keystone Exams which are required for graduation be emphasized in the Program of Studies. Assistant Principal Andrea Edmonds pointed out that in the actual Program of Studies there is a section in the beginning that points out the Keystone Exams but they could still make revisions to emphasize it further. Following the presentation, Ms. Donches asked if there were any budget implications. Mr. Piperato responded that they work with the current staff and courses are reviewed after student sign up period. There are no budgetary implications.

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

5. Emmaus High School Comprehensive Plan-Exhibit 13

Motion by Earnshaw, Donches, Seconded by
RESOLVED, That the East Penn Board of School Directors formally approve the school improvement plan for Emmaus High School and that the plan be submitted to the Secretary of Education and PDE to grant formal approval.

Note: This plan has been reviewed and approved by a Quality Review Team and the Executive Director of the Carbon Lehigh Intermediate Unit.

Emmaus High School is required to complete this plan because the school did not meet AYP in the following areas:

Concern #1:

A graduation rate of 67.44% in our Latino/Hispanic subgroup in 11-12

Concern #2:

A graduation rate of 82.05% in our Economically Disadvantaged subgroup in 11-12

Concern #3:

Failure to meet our performance target of 78% in Mathematics with only 65.6% of all students scoring Proficient or Advanced in 11-12.

Concern #4:

Failure to meet our performance target of 81% in our Economically Disadvantaged subgroup in Reading with only 64.8% of that subgroup scoring Proficient or Advanced in 11-12.

This is a requirement of No Child Left Behind. Mr. Piperato said they will be analyzing the data and study how this can be improved as the targets keep moving up. Ms. Donches asked if there would be budgetary implications, citing the purchase of a program called Study Island. Dr. Seidenberger responded that this program has been used extensively with the elementary level and has been effective. It will be purchased from this year's budget. Mr. Stolz expressed his dismay with NCLB and how it categorizes the student groups. Mr. Earnshaw said that some of the expectations are unrealistic and unachievable in the area of special education. Mr. Earnshaw and Mr. Ballard talked about the need for legislative relief.

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

6. Update on Book Challenge – Mr. David Piperato, Principal, Emmaus HS

Mr. Piperato reported the results of the challenge to two books in the high school. The following decisions constitute the resolution of this challenge:

- The book Electric Kool-Aid Acid Test will be cycled off all of the summer reading lists for the 2013 spring season.
- The book Prep will be moved to the 12th grade reading list and placed in the AP reading BOOK BAG, an alternative reading list for this group of AP seniors.
- The EHS principal will communicate to parents via electronic means, a warning that some books contain adult themes and sexual content.
- The lists themselves will have a printed warning included in the list, so that all parents and students are alerted to the content of the lists.
- Books will be rotated through the cycle of suggested reading materials each season.

Mr. Stolz presented a motion to accept the recommendation that was seconded by Ms. Donches. Mr. Earnshaw called for a point of order noting that according to the policy there was no need for the Board to take action and it would be a violation of policy and the guidelines. Mr. Ballard, in consultation with Solicitor Fisher, indicated that the only reason the Board would vote on this issue is if the controversy was not resolved and he ruled the motion improper. In response to a question from Ms. Fuller, Dr. Seidenberger confirmed that both books will remain in the library. Ms. Donches wanted to know if the couple who spoke at the Board Meeting would be contacted. It was pointed out that the Ms. Wittman did not submit a formal complaint but he would write to her since she addressed the Board. Mr. Bacher indicated that the information has been handled as proscribed by the policy.

7. American Red Cross Provider Agreement – Exhibit 14

Motion by Donches, Seconded by Stolz
RESOLVED, That the East Penn Board of School Directors approve the American Red Cross Provider Agreement to permit the American Red Cross certified instructors to teach Red Cross training courses specified in Exhibit 14.

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

7. Legislative C. Ballard

Mr. Ballard reported that the Keystone Exams have not been approved by the federal government even though they are being taken by students. Also, the AYP calculation for charter schools was rejected by the federal government. Mr. Bacher asked if there are any recommendations on special education funding. Mr. Ballard said there is nothing being done at this time. Mr. Stolz asked if anything changed after the election. Mr. Ballard responded that not much had changed as a result of the election.

8. Other Educational Entities

-Carbon Lehigh Intermediate Unit F. Fuller

The Board took a preliminary look at the 2013-14 Operating Budget for the IU. There is a 1% increase (\$411) for East Penn. They are trying to contain costs and are working with superintendents and business managers.

-Lehigh Career & Technical School R. Heid
A. Earnshaw
F. Fuller
S. Rhodes, III

Ms. Heid reported on LCTI's Performance Measures & Goals format that will allow administrators to indicate what areas they want to concentrate on, along with a timeline. Ms. Heid also noted the improvements on the LCTI web site. Ms. Fuller announced that Secretary of Education Tomalis will be visiting LCTI in January.

9. Business Operations

1. Approval of Bill List

Motion by Earnshaw, Seconded by Fuller

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

Ms. Donches said she was too busy to call in and questioned the check for \$7500 for Premiere Agendas and \$356.40 for Deer Park Water. The Premier Agendas check is for the 3,000 student planners at the high school; Deer Park Water is bottled water for classrooms throughout the district.

Budget Transfers

RESOLVED, That the East Penn Board of School Directors approve the budget transfers listed on Exhibit 16.

Disbursement of Funds – Exhibit 17

RESOLVED, That the East the East Penn Board of School Directors authorize the disbursement of funds from the 33-2010 Series A GOB as stated on Exhibit 17.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Policano, Rhodes, Stolz-----9

2. Approval of East Penn School District 403(b) Amended Plan – Exhibit 15

Motion by Earnshaw, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the East Penn School District 403(b) Amended Plan as attached in Exhibit 15.

Mr. Glancy reported that the changes are required by the IRS. Ms. Donches questioned the January 1, 2012 date and Solicitor Fisher responded that the date was correct.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Policano, Rhodes, Stolz-----9

3. PLANCON PART K- PROJECT REFINANCING – Exhibit 18

Informational-This document and appended materials are to be entered into the minutes of this Board meeting.

Mr. Earnshaw complimented the Emmaus High School Band for their excellent concert on Friday night.

Ms. Donches expressed her disappointment that the board members had not being notified of the November 27 Willow Lane Walkability Study Meeting as well as the lack of communication to the parents. She indicated that she would have attended to hear all sides. She said obviously there are still questions. Ms. Donches would like to hear a report about how the walking is going this year. She was encouraged by Dr. Seidenberger's proposal for the study. She thanked Mr. James (Assistant Business Manager Jim Frank) for his response about the two voided checks. She wanted to know the procedure for voiding checks, etc. Ms. Donches asked how board members can introduce items on the agenda. Mr. Ballard had responded to her on Friday and she proceeded to

read the email, noting that the email was sent to all board members. She asked if this was a violation of the Sunshine Law. Mr. Ballard said it was not a violation of the Sunshine Law nor should there be an attempt to make it one. She said she just wanted to understand the policy on how to get something on the agenda. Mr. Ballard and Ms. Donches debated the issue of how to get items on the agenda and public notification on the issue. She asked how far in advance a motion had to be submitted. Mr. Ballard said the motion could be submitted on Wednesday evening; Mr. Earnshaw felt that was too late because the agenda is prepared on Wednesday morning. Dr. Seidenberger said the Central Office staff meets on Tuesday afternoon to discuss the agenda. Mr. Ballard consistently explained that substantive motions should be on the agenda in advance. Ms. Donches said that motions could be presented and then postponed to another meeting. Mr. Fisher pointed out that action presupposes a motion being tabled. They continued the discussion when Mr. Bacher said, as a board member, he would appreciate seeing a motion in advance. They continued to debate the email situation and whether an email is informational or asking for deliberation. Ms. Donches asked if research articles could be shared and was told that they could. Mr. Earnshaw said when a board member has a question it should be submitted to the Board Secretary rather than individual employees. In the progression of the back and forth discourse, Mr. Stolz said Ms. Donches had been accused of priming the debate. Mr. Ballard said he had observed that prior to a board meeting, certain people had been encouraged to attend the meeting on a particular issue.

10. Announcements

Monday, December 10	-7:00 p.m.-Executive Session (Real Estate, Personnel, Litigation, Confidential, Negotiations)
December 24-January 1	-7:30 p.m.-Board Meeting
Monday, January 14	All schools and offices closed
	-7:30 p.m.-Board Meeting

11. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 10:10 p.m.

Cecilia R. Birdsell
Board Secretary