

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 7:30 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 & Fisher

Treasurer: Lynn Glancy

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Peter McConnell, Reporter, East Penn Press

2. Request to Address the Board

John Donches, 559 Minor Street, Emmaus and President of CEPTA, invited Dr. Seidenberger to attend a CEPTA panel discussion with Peg Luksik on Tuesday, August 20, to discuss Common Core standards. Invitation attached.

Ann Thompson, 7250 Heather Road, Macungie read the attached letter dealing with misinformation regarding allegations that there was something illegal regarding professional services and financial matters in the district.

3. Approval of Minutes

Motion by Bacher, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve the minutes of the May 13, 2013 meeting.

This resolution was unanimously adopted by voice vote.

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

1. District Update

Dr. Seidenberger reported that the Emmaus High School graduation went well and commended EHS Principal David Piperato, the staff, the students, and the parents. He commented on Viet Nam vet Tom Van Duren being awarded his EHS diploma. Mr. Piperato recognized students who would be entering the military following graduation as well as any veteran in the audience. Dr. Seidenberger noted the musical composition that was commissioned in remembrance of EHS student Ben Albro who would have graduated with the Class of 2013. The students exemplified everything that is good about East Penn.

Dr. Seidenberger noted that the enrollment dropped from 8,046 students to 8,017 students. There was a small growth in elementary and middle schools and a drop in the high school enrollment. Tuesday, June 11, is the last official day of school. He indicated that he is working with parent groups and they put together a survey that is on the web page and he had also made an Edulink call. They will be discussing topics of interest for parents. He shared information that he had received on the Lehigh University Study Council trip to Fox Chapel. They have a similar group and he had a list of topics that were covered.

There have been 410 parents who have responded to the Will Call survey on the district web site. The administration will be reviewing the data over the summer. This Will Call survey will also be done for Willow Lane parents. Parents have been notified regarding the .75 distance. There is also an appeal process in place if a parent has a question. The Willow Lane parent group had their second meeting. They came up with some things to work on and they will come back in September. He thanked Dr. Mirabella, Mr. Glancy, Dr. Moyer, and Mr. Szewczak for their work. Lower Macungie Township will be advertising for crossing guards and the Township supervisors have approved the work that needs to take place. They anticipated finishing the projects by early August. Referring to the Transportation Report, Dr. Seidenberger reported that the district would not be able to combine busing for St. Ann's and Seven Generations because their starting times are too different. He also noted that Seven Generations has students from approximately 15-17 school districts.

Dr. Seidenberger has notified the two Macungie parents who spoke at recent board meetings that the administration will continue to monitor enrollments. An additional teacher for Grade 1 is being recommended. He explained that students will be pulled out for various programs which should alleviate some problems in class size.

He noted a report on budget issues has been published by the PA Association of School Business Officials and he distributed a copy to the board members.

Director of Operations Lynn Glancy distributed copies of the 2013-14 Capital Projects Schedule to begin in July for a total of \$735,000. He pointed out that there will be a lot of roof repairs needed in future years. He also noted that the Capital Reserve account now has \$2,982,673. Mr. Ballard ascertained that there was no action on tonight's agenda for transfers from the Capital

Reserve Account. Ms. Fuller said the repairs are due to the age of the roofs. Mr. Glancy said another phase is to upgrade insulation as the roofs are completed. There is a detailed plan for the roofs, boilers, and air conditioner condensers that is projected for another 20 years. Ms. Fuller pointed out that this is preventive maintenance. In response to a question from Dr. Bacher, Mr. Glancy explained that priority 1 jobs would be for this year and priority 2 for next year; however, there is concern about the amount of cost for priority 2. Right now there will be a half million dollars left in Capital Reserve.

Dr. Seidenberger said the Board will be voting on the budget at the next meeting and indicated that there will be a \$75,000 change for an additional elementary special education teacher.

Addressing some of the questions regarding the 1:30 p.m. Wednesday Afternoon Dismissal for elementary, Dr. Seidenberger said this practice has been in effect for 40 years. The Board received a copy of the last report on the topic as well as the survey results from parents and teachers. He said he would not mind looking at it again but wanted Board direction. He said he would come back with a plan if the Board wishes him to pursue this topic. Mr. Ballard said the issue is usually money. Mr. Earnshaw added that the situation was more complicated and involved shortening the time and having a 9:15 a.m. start and parents protested. He said two hours of specialist time would have to be added and that increased the cost to over \$700,000. He said neither one of them were acceptable solutions. Ms. Heid asked how the practice started 39 years ago. It was noted that 39 years ago it was the result of contract negotiations and creating prep time for elementary teachers. Mr. Ballard said that the previous two times this has come up he suggested going for a referendum so there could be community input for the additional tax revenue needed. There appeared to be consensus among the board members for Dr. Seidenberger to give the Board an update in September.

Dr. Seidenberger thanked Dr. Torma and Mrs. Campbell with their work to gain 82 hours of PIL credit. This has probably saved the district approximately \$70,000 in professional development costs for administrators. There will be an update of the School Performance Profile changes at a Board Meeting in August. Dr. Torma, Mrs. Campbell, and Dr. Seidenberger will be attending a seminar in Harrisburg regarding the teacher and principal effectiveness process. The summative tool is to be released between now and June 30. We may be able to submit an alternative process to PDE.

Dr. Seidenberger and Dr. Bacher will be attending the Lehigh County Commissioners meeting on June 12 for the vote on the TIF recommendation. The Lower Macungie Township Supervisors have responded to the Lehigh Valley Planning Commission's report.

Commenting on the EHS Graduation, Mr. Earnshaw said it was top notch and the behavior of the students and audience was fantastic. It was a great touch to recognize students who were entering the military. Two students were actually leaving for Parris Island for boot camp immediately after graduation. Mr. Earnshaw also said that the composition for Ben Albro was moving. The graduation ceremony from start to finish was 1 hour and 35 minutes. It was amazing that over 580 students were recognized. Mr. Ballard thanked Dennis Ramella for the organization that was well done. He also commended the musical composition that was paid for by donations and hoped people would have an opportunity to hear it at future band concerts.

In answer to a question raised by Dr. Bacher regarding the decrease in high school enrollment, Dr. Seidenberger indicated that next year they will be doing exit interviews to find out why students are leaving. Dr. Seidenberger said that next year there are more 8th graders entering high school than 12th graders leaving. He also indicated that Mrs. Susan Noack will be shifting to the middle school level as curriculum coordinator.

2. Personnel

Motion by Earnshaw, Seconded by Stolz

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

Resignation

-Kim Wanninger, Instructional Assistant at Macungie School, effective May 15, 2013
(Exhibit 1)

-Donna Derr, Instructional Assistant at Willow Lane School, effective June 10, 2013 (Exhibit 2)

Appointment of Principal, Eyer MS

Michael Kelly \$108,000, effective July 1, 2013

Appointment of Professional Employee

Name/Address:	Steven Neikam 209 Lone Lane, Allentown 18104
Education Level:	B. A. Degree (1989)
Undergraduate School:	Moravian College
Graduate School:	Kutztown University (certification credits)
Certification:	Instructional II, Elementary
Effective:	August 20, 2013

Assignment: Elementary Gifted, New Position
 Experience: 10/20/2010-Present: East Penn SD
 12/2008-6/2009: East Penn
 2002-2006: Salisbury SD
 1993-2002: Allentown SD
 Salary: \$76,020 (Year 17, PC)

Name/Address: Peter Verile
 2940 Woods Hollow Lane, Allentown 18103

Education Level: B. A. Degree (2006)
 M. S. Degree (2010)

Undergraduate School: Moravian College
 Graduate School: Wilkes University

Certification: Instructional II, Elementary
 Effective: August 20, 2013
 Assignment: Elementary, New Position
 Experience: 8/2012-Present: East Penn SD
 6/2007-7/2012: Easton Area SD
 Salary: \$58,099 (Year 7, Col. M)

Appointment of Full Time Substitute Teacher

Name/Address: Katie L. Roberts
 208 Holiday House Road, Sellersville 18960

Education Level: B. S. Degree
 Undergraduate Schools: Lock Haven University
 University of PA
 West Chester University

Certification: Instructional I, Health & Phys. Education
 Effective: August 20, 2013
 Assignment: Health & Fitness, LMMS
 Opening created by M. Webb leave

Experience: 1/2010-6/2010: East Penn SD
 8/2008-1/2009: North Penn SD
 Salary: \$47,644 (Year 2, Col. B)

Appointment of Elementary Curriculum Coordinator

Name/Address: Michele James
 3511 Princeton Road, Macungie

Education Level: B. S. Degree (1988)
 M. S. Degree (2009)

Undergraduate School: Lehigh University
 Graduate Schools: East Stroudsburg University (certification credits)
 Edinboro University of PA (Master of Education Degree)

Effective: July 8, 2013
 Experience: 9/94-Present: East Penn SD
 1/93-6/93: Nazareth SD
 9/92-1/93: Wyomissing SD
 Salary: \$88,000 (prorated), All benefits included in the Act 93 Agreement

Appointment of Web Master Publications Specialist

Name/Address: Orly Marriaga
 40 E. Washington Street, Tipton 19562

Education Level: A. A. Degree (2009)
 B. F. A. Degree (2011)

Undergraduate Schools: Northampton Community College
 Kutztown University

Effective: To be determined
 Assignment: Vacancy created by J. Stabinger resignation
 Salary: \$46,000

Appointment of Administrative Assistant

Name/Address: Donna Derr
 8371 Mertztown Road, Alburdis

Assignment: Administrative Assistant, Willow Lane
 Vacancy created by S. Frederick retirement
 Effective: June 11, 2013
 Salary: \$25,100, 35 hrs./wk.

Requests for General Leave – Board Policy 539

Employee: Kathleen Durante
 EHS, FT Food Service Assistant
 Effective: June 4, 2013-June 3, 2014

Employee: Susan Breidinger
 Health Room Assistant, Wescosville School
 Effective: June 14, 2013-June 13, 2014

Leave as per Collective Bargaining Agreement

Employees	Assignment	Effective
Karin Kao	Grade 3, Jefferson	8/20/13-11/1/13
Carrie Nawarynski	Grade 3, Lincoln	8/20/13-6/30/14

Change in Assignments

Employee	From	To
Beth Fair Bonne South	Technology Integration .8 Librarian, Elementary	Elementary ESL 1.0 Librarian, Elementary

Extended School Year Appointments

See Exhibit 3

2013-14 Co-Curricular Advisor

Samantha Wootsick Eyer MS Field Hockey Coach \$3,257

Summer Book Repair Program

Mary Visintainer \$8.75/hr.
 Diane Kehm \$8.75/hr.
 Margaret Ritter \$8.75/hr.
 Deb Moyer \$8.75/hr.
 Noelle DeRienzo \$8.75/hr.

Summer Technology Employees

New	Returning
Gavin Warren Tyler Brown Elliot Laubach Christian Urrutia	Devon Reinert Patrick Hughes Matthew Struble Adam Hersh Andrew Grippon

Salary: New Hires-\$7.55/hr.
 Returning-\$8.30/hr.

Educational Conferences – Exhibit 4

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the educational conferences listed on Exhibit 4.

Ms. Donches requested a report from Dr. Torma regarding her Future of Learning Conference at Harvard University this summer.

2012-13 Modification to School Calendar

RESOLVED, That the East Penn Board of School Directors approve a request to the Pennsylvania Department of Education for an Act 80 exception which will provide that the 2012-13 school calendar days of October 8, 2012 and March 1, 2013 are considered Act 80 days for the PM Kindergarten programs within the East Penn School District.

Child Abuse Recognition and Reporting Tracking Software Contract (Exhibit 5)

RESOLVED, That the East Penn Board of School Directors approve the Child Abuse Recognition and Reporting Tracking Software Contract with the Carbon Lehigh Intermediate Unit as described in Exhibit 5.

An editorial change was noted to Paragraph 6. Mr. Earnshaw noted that this is the result of another unfunded mandate.

Agreement for 2014 Edition of Emmaus HS Alumni Directory (Exhibit 6)

RESOLVED, That the East Penn Board of School Directors approve the contract with Harris Connect, 1511 Route 22, Brewster, NY to produce the 2014 Edition of the Emmaus HS Alumni Directory as stated in Exhibit 5 at no cost to the district.

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

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

Michael Kelly, new Principal of Eyer MS, and Michele James, new Elementary Curriculum Coordinator, were introduced to the Board.

3. Grant Acceptance

Motion by Fuller, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors accept the Safe Schools Grant for \$4,869.75 for the purchase of two-way radios for each of the school buildings.

Ms. Donches asked if this covers the whole cost of the radios or was there a matching grant. Dr. Mirabella responded that it covers 18 radios, and 3 batteries. Ms. Donches indicated she would abstain because of her personal philosophy about taking government grants.

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

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

Abstention: Donches-----1

7. Informational: Letter from Secretary of Education Ronald J. Tomalis (Exhibit 7)

Dr. Seidenberger called attention to the letter from Secretary of Education Ronald J. Tomalis commending the staff for another successful audit.

5. Other Educational Entities

-Carbon Lehigh Intermediate Unit F. Fuller

Ms. Fuller said the Board had an opportunity to meet A. J. Moncman, Grade 2 student from Southern Lehigh, who has been receiving educational opportunities through the IU since he was six months old and he is legally blind. There was a Phillies contest that he entered for teacher recognition and his teacher, Bethann Molinari, was selected as the winner. In addition, Phillies player Ryan Howard wore the bracelet that A. J. had given him for good luck. A. J. is also entered in a national Braille contest and he is one of 12 in his grade to compete at the national level. She concluded that wonderful things are happening at the IU every day. Referring to Dr. Seidenberger's update, Ms. Fuller also noted that the IU is the first in the State to offer OverDrive for libraries where staff and students will have access to electronic material. They can now check out titles using their ID/password and download books and print material to an Ipad, eReader or other electronic device.

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

Mr. Rhodes reported that at the May 22 JOC Meeting, the following Emmaus High School students were recognized:

Bennicoff	Amanda	FCCLA	Bronze	Baking
Bennicoff	Kaitlyn	SkillsUSA		Elmer Gates Award
Bennicoff	Kaitlyn	FCCLA	Gold	Culinary Arts
Lenig	Rebekah	DECA	Gold	Written & Role Play Financial Services Team Decision Making
O'Gara	Kaitlyn	FCCLA	Silver	Culinary Arts
Petrohoy	Joshua	DECA	Gold	Written - Material Handling/Logistics
Petrohoy	Joshua	DECA	Third	Material Handling/Logistics
Schwoyer	Jamie	DECA	Gold	Written & Role Play – Food Marketing
Ziegler	Zachary		First	Keystone Cutting Competition
O'Brien	Brandy			Emmaus Rotary Scholarship
O'Brien	Brandy	SkillsUSA	Second	Nurse Assisting
Scott	Ben	Computer Fair	Second	Logo Design

Mr. Rhodes noted that the Benicoff twins want to open their own bakery. The courses that they took at LCTI will help them realize that goal. They were also the student speakers at Graduation. Mr. Rhodes said he is always impressed with the quality of these students. Camp LCTI for Grades 5-6 is again being offered. Information regarding the program can be found on the LCTI web site. He noted that Zachary Ziegler went to one of these camps and that led him into his position of welding. He has a job outside of school when he graduates. LCTI is offering customized workshops for B. Braun, LV International Airport, Motor Sports, and Reynolds & Reynolds Electronics. They also talked about a female engineers group. They have 26 female students who have signed up. Mr. Frank Frankenfield was appointed Treasurer. Mr. Rhodes noted that the IU is offering a Principal Certification Program. Mr. Earnshaw said Zach Ziegler went to LCTI as a 9th grader and the program he wanted was not offered until 10th grade so he went into welding. He was one of the outstanding Co-op students of the year. He will never have a problem getting a job. He will have all kinds of opportunities to ply his trade in a lot of various settings. He hoped that more students take advantage of the programs. In many cases, there are opportunities that do not require a college degree.

6. Legislative – C. Ballard

Mr. Ballard reported that there is a fairly good consensus that pension reform and privatization of the liquor stores are off the table. There is still no definitive budget from the Governor and it is now June 10. School districts are required to adopt a budget by June 30. Mr. Ballard talked about HB 126, that requires school districts to make facilities available at no charge to the Pennsylvania Game Commission (PGC), for the purpose of allowing the PGC to request to conduct hunter education classes. Classes would be taught by instructors who are certified by the PGC and would be available at no charge to the public. Classes could be held during the school day, after school or weekends. Mr. Ballard maintained that this is another unfunded mandate.

7. Business Operations

1. Bid Opening Report – Informational-Roof Replacement at Lincoln Elementary School (Exhibit 8)
2. Bid Awards – Roof Replacement; General School Supplies; Computer Supplies

Motion by Rhodes, Seconded by Fuller
RESOLVED, That the East Penn Board of School Directors award the contracts for the following items:

Lincoln School Roof Replacement

The award to Spotts Brothers, Inc. for the following amounts:

Base bid: Spotts Brothers, Inc. Schuylkill Haven, PA	\$358,800.00
Alternate No. 1: SBS Modified:	Not Accepted
Alternate No. 2: Add Masonry Restoration:	\$5,000.00
Alternate No. 3: Add Metal Coping:	\$7,000.00

Total Project Cost: \$370,800

General School Supplies – See Exhibit 9

Computer Supplies – See Exhibit 10

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

3. Bill List Approval

Motion by Earnshaw, Seconded by Bacher
RESOLVED, That the East Penn Board of School Directors approved the bill list, including the addenda,
and that the Treasurer be authorized to issue checks and vouchers in the amounts
indicated.

Ms. Donches said she would continue to abstain because she did not receive the information she requires.

This resolution was duly adopted by the following roll call vote:
Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Policano, Rhodes-----7
Abstentions: Donches, Stolz-----2

4. Parent/Guardian Transportation Contract

Motion by Earnshaw, Seconded by Donches
RESOLVED, That the East Penn Board of School Directors approve the following Parent/Guardian
Transportation Contract:

Parent/Guardian: Laura Gallagher
5608 Stonecroft Lane, Wescosville
Effective: April 22-June 20, 2013
Reimbursement: 24 miles round trip; \$.566/mile (to and from LCTI)

Budget Transfers (Exhibit 11)

RESOLVED, That the East Penn Board of School Directors approve the attached list of
budget transfers.

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

6. Approval of District Insurance Policies

Motion by Bacher, Seconded by Stolz
RESOLVED, That the East Penn Board of School Directors award the following
insurance policies as stated:

PACKAGE POLICY

RESOLVED, That the East Penn Board of School Directors accept the recommendation of the Insurance
Advisory Council and award the contract for the package policy including EDP coverage, boiler
coverage and automobile, to ACE USA (PSBA Insurance Trust Program) through USI Insurance Services at the
quotation price of \$262,265.

Note: Last year this policy was awarded to ACE USA for a total
premium of \$258,494.

UMBRELLA COVERAGE

RESOLVED, That the East Penn Board of School Directors accept the Recommendation of the Insurance
Advisory Council and award the contract for \$15 million umbrella coverage to Old Republic Insurance
Company (PSBA Insurance Trust Program) at a quotation price of \$25,916 through USI Insurance Services.

Note: Last year this policy was awarded to Old Republic Insurance
Company for a total premium of \$23,560.

ERRORS & OMMISIONS POLICY

RESOLVED, That the East Penn Board of School Directors accept the recommendation of the Insurance
Advisory Council and award the contract for School Leaders Errors & Omissions, including an enhanced
employment liability endorsement, to The Pennsylvania School Boards Insurance Trust and Old Republic
Insurance Company at a quotation rate of \$47,036 through the Miers Insurance Agency.

Note: Last year this policy was awarded to the Pennsylvania School Boards Insurance Trust and Old Republic Insurance Company for a total premium of \$42,765.

WORKERS' COMPENSATION POLICY

RESOLVED, That the East Penn Board of School Directors accept the recommendation of the Insurance Advisory Council and award the contract for Workers' Compensation Insurance to Highmark Insurance at the quotation price of \$436,974 through USI Insurance Services.

Note: Last year this policy was awarded to PMA Insurance for a total premium of \$395,494. PMA's renewal quote was \$472,296.

STUDENT/ACCIDENT INSURANCE

RESOLVED, That the East Penn Board of School Directors award the contract for Student/Accident Insurance to ACE American Insurance Company for the Interscholastic all-sports Package AAA, which includes junior and senior high school football, junior and senior high school interscholastic and intramural sports, gym classes, band, cheerleaders and majorettes, loss of use, and expanded sports/medicine, and school trip and activities rider and \$1,000,000 catastrophic accident medical benefit for the total annual premium of \$40,530 for primary excess over \$100.00 plan, as made available through Purdy Insurance Agency, Inc.

And be it further

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

Note: Last year this policy was awarded to ACE American Insurance Company at a total premium of \$33,864.

Ms. Donches asked if the insurance coverage was the same as last year. Mr. Glancy responded that the Worker's Compensation is the same as last year with a different company. There have been several very costly workers' comp injuries. Ms. Donches questioned how much were the claims. Mr. Glancy said there were claims of \$30,000 to \$192,000 and there were around 100 claims. She wanted to know if the Insurance Advisory Council members had changed from last year and she was told that they did not. Any time there is a claim the district goes back to the agent for information and sometimes we would be interacting with other insurance companies. He said there is a workplace safety committee that is trained every year and meets every month to find the areas where the claims occur and the district receives a 5% discount. She wanted to know if the Insurance Advisory Council meets and are the meetings open to the public. Mr. Glancy said they meet but the meetings are not open. She thought it would be interesting to have a presentation to the Board. Mr. Earnshaw said he did not see the need for a presentation. They go out on bid and solicit insurance companies then the bids are submitted and reviewed to make sure the coverage is what we have asked for and the lowest possible bid meeting specifications is awarded. He was not in favor of a presentation to simply repeat the process. Ms. Donches said she thought it would be interesting to know about the market and claimed Board Policy 812 said there should be a presentation to the Board. It was noted the policy said a "recommendation" not a presentation.

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

8. Proposed Policies

-Board Policy 903 – Public Participation in Board Meetings (Exhibit 12)

Referring to Board Policy 903, Ms. Donches shared her belief that there should be more dialog with the individuals who come to address the Board. She cited two municipal government bodies, Lehigh County and Lower Macungie Township, as an example of this free exchange. She said she had looked at other public school policies that matched what she had in mind. In short, citizens who wanted to address the Board on non-agenda items could do so but, in addition, they would be allowed to address each agenda item after the Board had discussion and following the citizen input on the agenda item, the Board could have more deliberation before taking the final vote. There would be an opportunity for citizens to speak at the end of the meeting as well. Mr. Ballard then asked for a motion that was introduced by Ms. Donches:

Motion by Donches, Seconded by Stolz
RESOLVED, That the East Penn Board of School Directors consider revising Board Policy 903 as presented.

Ms. Heid said she was on the fence about the information and would like to get more information on her own. She said she was all for public input and would be willing to put in time coming a half hour before the meeting. She was uncomfortable about having input on every agenda item. She had not run into that on other Boards. She said her biggest concern was about not

having a cut off. Mr. Stolz said he may not agree with every item on here. He attended Emmaus Borough Council meetings as well as Lower Macungie Township and Lehigh County meetings. He said he preferred some change to the format that we now have. Mr. Earnshaw said if the Board acted on every suggestion brought before it the budget would be considerably higher, citing the issue of class size and hiring more teachers. He said his bigger concern was the item under Code of Conduct because it seems to be constraining a person's First Amendment rights and the termination of someone's statement could make the Board dictatorial. We cannot limit the content of the comments. He said within the Board itself there are people with different philosophies. He concluded that as public officials the Board must accept criticism. Ms. Fuller said she wanted to know how many weeks would be devoted to one meeting with these kinds of rules. She noted her husband's personal experience as a Lehigh County Commissioner where their meetings lasted until 4:00 a.m. This occurred because members of the Board and public liked to hear themselves talk. She pointed out that because East Penn does not have a dialog the Board hears what is being said and suggestions have been integrated such as in Willow Lane. Addressing the perception that if a citizen wants to ask a question, Ms. Fuller said the answer may not be at the ready and need to be addressed later. She did not see a problem with the current format. Dr. Bacher said he has made himself available after Board Meetings. He does have some concerns about the Rules of Conduct. While he is open to changing things, he suggested trying some things before the policy is changed. Mr. Policano said that having been to Lower Macungie Township and Lehigh County meetings, they have the suggested format and actually operate very efficiently.

Dr. Seidenberger distributed information from NSBA about the proper way to develop policy. He asked Ms. Donches what school districts she had contacted because he had researched over 60 districts and except for 3, he did not find any with her language. He said one thing the Board must be clear on is First Amendment Rights. Before anything is done the Board should look at sample policies from PA School Boards Association. He asked her if one of the districts was North Allegheny near Pittsburgh. There are several that have variations. In some of the districts, there was an inclination to have two opportunities for public input, before agenda items and after the meeting for non-agenda items. He pointed out that the Willow Lane parents would have been angry if they had to wait until the end of the meeting because Willow Lane was not on the agenda. He said it is important to contact districts to find out what their experience actually is with their format. Mr. Ballard expressed his concern about the process and part of the process is that we subscribe to the PSBA Policy Services that have sample policies that have been reviewed by their Legal Department as well as legislative citations. The policy should also go through the administration. He is also concerned with developing dialog and having arguments about Board actions. He talked about ambush politics and wedge issues, the right to petition, and the process to follow. He said he was concerned about the issues restricting comments by the public and board members. He talked about responding to public issues being brought up by public officials. Mr. Stolz again advocated for more citizen input. He said it was a matter of respect to the public. Again, Ms. Donches recounted the experience with municipal Boards, noting that everything is very respectful because people know information may not be at everyone's finger tips. She asked for the Board's support to review the policy. Mr. Ballard commented on the former Policy Committee. Mr. Earnshaw said that would mean an extra meeting and the cost of advertising and minutes. It is not a free option. Mr. Earnshaw said he was opposed to having two items for public input because in the past it was used to disenfranchise people and meetings went on to 1:00-2:00 a.m. He supports having the ability of the public to address any issue in the beginning of the meeting. He did not support using Ms. Donches' policy as the starting point but use the current model policies from PSBA because the policies have been reviewed by legal counsel. He said their policies are a good basis to start. Mr. Policano said there is a need for a change. He believed that at the beginning of the meeting there should be a 3 minute comment time on non-agenda items. He still believes that there should be an opportunity for residents to make comments on each agenda item. Dr. Bacher disagreed with Mr. Stolz that the Board does not pay attention or listen to the public. He reiterated that he would be in favor of evaluating changes before developing a new Board Policy. He thought the Board could instruct the administration to come up with a policy. Ms. Donches said she appreciated everyone's input.

The following is an amended resolution:

Motion by Donches, Seconded by Stolz
 RESOLVED, That the Board Policy 903, Public Participation in Board Meetings, be considered for revision by the administration with a recommendation to be made to the Board.

This resolution was adopted by the following roll call vote:
 Aye: Bacher, Donches, Earnshaw, Heid, Policano, Rhodes, Stolz-----7
 Nay: Ballard, Fuller-----2

-New Policy: Engagement of Professional Services (Exhibit 13)

Ms. Donches said that she wanted the attached as a policy for inclusion in the Board Policy Manual.

Motion by Donches, Seconded by Stolz
 RESOLVED, That a policy for the Engagement of Professional Services be entertained for inclusion into the Board Policy Manual.

Ms. Donches said this policy would answer questions about a timely review of professional services and she found these policies that had the verbiage she wanted. Mr. Earnshaw said the policy language was deeply flawed and unacceptable. Mr. Earnshaw said professional services are engaged in a number of different areas. Referring to the auditor, he said the district receives a Letter of Engagement from the auditor and that is acted on. The Board approves every single contract no matter what the cost. He cited the fact that the district does not have an architect of record. When an architect's services are needed, it is for a project and a number of projects have lasted more than three years. It would not be prudent to change architects in the middle of

a project. He pointed out the construction services that are bid out and they were engaged in a project by project basis. Referring to legal services, he talked about the confusion of changing a solicitor with ongoing legislation that can last longer than three years. He did not think it would promote efficiency. He talked about the annual appointment of the Chief School Physician. He concluded that he did not see the need for this policy, adding the amount of overhead for advertising and reviewing RFPs. He talked about comments made about board members taking kick-backs which is a lie. Dr. Bacher said he had done some research on some companies who have had the same auditor for several years – Walmart, Costco, Apple. He said every time this has come up the administration has exercised the correct diligence. He felt the policy would add a lot of bureaucracy. Dr. Seidenberger said he could not say that he has ever had a policy for professional services. He said he did not feel any time line was justified. There are 85 professional services that could be affected. He said the 60 districts he looked at did not have any policy similar to this one. Mr. Ballard said he checked with PSBA and there is no district that has this kind of policy. He talked about the total cost of acquisition and preparing the specifications, developing a Request for Proposal, advertising, having a pre-bid hearing, having the people respond to the pre-bid, and then having someone analyze the bids. These are all an expense for the services and the question is whether the percentage of the additional cost you are adding to the process is worth it for the amount. He said this is an attempt to micromanage because \$5,000 is actually a small amount and is not practical. The state requires a limit of \$18,500. This amount could be spent in staff time. He questioned the financial basis for this proposal. He pointed out that the insurance companies have their own lawyers who will work on cases. He questioned who would choose a lawyer, doctor or engineer as the low bidder. He said there must be a trusting relationship with purveyors of professional services. He said putting this list out to save money is short sighted and flies in the face of real experience. Mr. Ballard will not support this motion and cannot see it being the basis of any policy. Ms. Fuller said hourly rate and total cost are two different things. She spoke about the costs involved between someone with the institutional memory as opposed to a new company. Ms. Donches felt the lowest rate was covered in the policy. Ms. Donches said at what point can the district find out if there are other companies/services that might want to work for the district. She said she would appreciate their consideration. Mr. Earnshaw said every Board and municipal government is audited and there is nothing stopping another firm from submitting a letter. He said if a professional is doing substandard work then the district could change. He concluded that he did not feel the district needed a policy.

The motion was defeated by the following roll call vote:
 Nay: Bacher, Ballard, Earnshaw, Fuller, Heid, Rhodes-----6
 Aye: Donches, Stolz-----2
 Abstention: Policano-----1

9. Announcements

Ms. Donches distributed copies of her Budget Reduction Suggestions for the 2013-14 school year. She indicated that she wanted to do a presentation at the next meeting. Mr. Ballard told her she could ask her questions at the next meeting.

Monday, June 10 6:30 p.m.-Executive Session (Personnel, Negotiations, Confidential Matters)
 7:30 p.m.-Board Meeting
 Tuesday, June 11 Last Day of School
 Monday, June 24 Board Meeting

10. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 10:05 p.m.

Cecilia R. Birdsell, Board Secretary