

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, M. Policano, S. Rhodes, III, J. Stolz

Board Member Absent: R. Heid

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

Treasurer: Lynn Glancy

Board Secretary: Cecilia R. Birdsell

Assistant Superintendent: Dr. Denise Torma

Press Present: Peter McConnell, East Penn Press Reporter
Margie Peterson, Morning Call Reporter
Precious Petty, Express Times Reporter

2. Requests to Address the Board-None

3. Approval of Minutes

Motion by Fuller, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve the minutes from the June 24, 2013 meeting with the following revisions:

Page 10-~~Hole~~ instead of Whole

Ms. Donches requested that a detailed account of Mr. Ballard's remarks be included in the minutes rather than the more generalized account: (Transcript of Pages 10 & 11, June 24, 2013 and the actual remarks):

Mr. Ballard talked about a course he took in propaganda, reminding the audience that it was at the time of the Cold War when the country was combating Communism. People needed to understand how the Communist takeover was going to be fueled by propaganda. He studied a whole section on propaganda and the techniques. It helped when he was on the Debate Team and received formal training. He said propaganda starts out with the usual small stuff. You want to demonize your opponent. Mr. Stolz' blog talks about the Educrats or you label Fund Balance as excess funds. Putting out the false idea that there is excess money out there that is floating around as excess for anything. Two of the strong techniques were how do you approach an opponent and get them off of their game and the strategy used in the propaganda sense was the ambush. You try to present to your opponent some new set of facts or some new thought or some new process when they have not had a chance to look at the material ahead of time and they have no idea what you are talking about and you are attempting to make them look foolish by producing this stuff at the last minute when they have no chance to analyze it, rebut it, or anything else. In this particular situation, I feel we have been ambushed. This is the last possible meeting without advertising a special meeting that we can have to approve the budget and we find out about proposed cuts to the budget factually only in this meeting despite the requests to provide rationalizations and justifications two weeks ago. We did not get them. There was only a smattering of data indicating that there would be some presentation on this data. No rationale and nothing that can be reviewed ahead of time – just bare account numbers and dollar numbers thrown out at the last possible minute. There were figures coming out on a Blog at the last possible minute – not sent to the Board, not discussed with the Board, not discussed with the administration. This was a classic propaganda ambush. In response to a protesting Mr. Stolz, Mr. Ballard asked him to keep his comments to himself. There was nothing going on about attacking a board member. We are talking about a presentation to the Board and whether he liked the comments or not Mr. Stolz was going to hear them. Mr. Ballard said there is another propaganda technique that keeps getting thrown up in front of him and he described this version of the Big Lie. This was defined in 1925 by a person that you might have heard about who wrote a book called Mein Kampf and his name was Adolph Hitler and he defined it as a lie so colossal that no one would believe that someone would have the impudence to distort the truth so famously. Mr. Ballard said what we have is the start of the presentation of the Big Lie that there are \$900,000 or a million dollars' worth of cuts in this budget and that we are depriving the taxpayers of their funds by having this excess that we could have returned to the taxpayers – This is the Big Lie. You have heard that many of the so called supposed cuts are illegal. You cannot do them. People can be fined and go to jail for making those kinds of cuts. When you have a zero-based budget it does not matter what the previous year's was you budget for what you are spending this year and you have to justify it this year and provide facts this year. It does not matter a bit what happened last year. In fact, most of the categories we talked about do not go from year to year in some kind of orderly progression. They just go to wherever they happen to be. If we have to replace certain equipment this year, it is what

we have to do this year and what is justified. You do not go on the basis of what happened in the past because as you recall from any of you who do investing there is big statement made at the bottom of the Prospectus that the historical results are no guarantee of future success. There is a reason for that. So what do we have – statements that we have historically over budgeted; no basis in fact for that other than funds were not expended. As anyone will tell you, correlation does not imply causation. You cannot say the reason why these expenditures were not up to the budget was because we historically over budgeted. There is no proof of that. Calling a reduction savings is another misuse of the terms that are out there. Why do I believe there is an ambush? Why do I believe that there is a Big Lie? Well, with all this historical data we saw a spread sheet come out that was handed out at the last meeting. I requested the spread sheet and the backup information and got nothing. Those numbers are historical and they have been going on for weeks and months. Why could we not have them so everyone had the same data to look at it and maybe there was something in there reasonable we could agree to it? No, this was an ambush attempt. I do not like to see public policy being decided by ambush. I am tired of those kinds of tactics. If the principles are so noble, then you do not need to do that kind of activity. You should be able to put your ideas out in the public forum and make the case and convince others. This is not a game; you do not score points - political or otherwise. You are dabbling in the lives of people, both the staff and the public, affecting them in their wallets, quality of education, affecting them in many ways. This is a serious business and we do not conduct ambushes. The fact is that we could not get this information ahead of time for the Board to consider and in particular for the administration to consider. Where is the consideration that we have a hard working staff that has put in hundreds of hours to get this budget straightened out. We can't have the courtesy to give them an advanced copy of our thoughts so they can come back with their thoughts and ideas – that is not discourse; that is ambush. Putting people in an untenable position with no facts behind them so your pseudo facts look better – that is an ambush. He noted that 1.7 million dollars is the amount from taxes next year subtract the \$500,000 that might be used up for debt service and then subtract \$840,000 for cuts/excess funds (The Big Lie) there is only \$160,000 left. It is putting us in a budget situation that is more untenable than before.

He talked about the alternative budget strategy being exactly the kind of thing that was presented and is sponsored by the PA School Boards Coalition/Leadership for Liberty. This particular situation of coming up with last minute pseudo cuts labeled excess funds saying this information is out there because it was not spent last year is a tactic being pushed by this group. I am sorry but if it looks like a snake, hisses like a snake, and bites like a snake then it is a snake in the grass as far as I am concerned. Mr. Ballard said he was literally incensed that the Board had to go through this kind of "crap" in a school district of the quality of East Penn. If you have an idea, then you bring it forth but to hide it under a rock and then spring it on people is an ambush. You come to the administration and say "I think we could save money by doing this," and you can argue with them and if they do not agree then you can say I argued with them and they knew about it and I am bringing it up and put it out in the public to see if it gets any more traction. That is reasonable. Springing surprises, and putting things on the last day, the last hour, and the last minute for budget approval is an ambush. Putting out a statement that there was this hidden money in the East Penn budget that the Educrats failed to give back to taxpayers is the Big Lie. This should be a collegiate group supporting and preserving public education and trying to do the best for all our constituencies, not just taxpayers. Mr. Ballard concluded that they would not want to see him in full debate mode. He requested that if the Board wants to continue in a reasonable fashion to fashion the policies and the future of this district that they do it on the basis of being open and honest and transparent.

This resolution was unanimously adopted by voice vote.

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

Dr. Denise Torma, Assistant Superintendent, was filling in for Dr. Seidenberger. Dr. Torma said the building and administrative staff has been involved in a number of interviews that are reflected in the number of recommendations. She thanked the Board for their support.

1. Personnel

Motion by Rhodes, Seconded by Stolz

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

Resignations

- Laura Groh, EHS Staff Assistant, effective June 24, 2013 (Exhibit 1)
- Susan Fretz, Remedial Assistant, effective June 21, 2013 (Exhibit 2)
- Jennifer Evans, Staff Assistant, effective June 25, 2013 (Exhibit 3)

Assistant to the Principal, Emmaus HS

Employee: Todd Breiner

Effective: August 1, 2013
Stipend: \$250/pay

Appointment of Professional Employee

Name/Address: Joseph Bigley
5006 Huckleberry Road, Orefield 18069
Education Level: B. S. Degree (2006)
M. Ed. Degree (2011)
Undergraduate School: Moravian College
Graduate School: Lehigh University
Certification: Instructional II, Elementary K-6
Assignment: Grade 5 Teacher, Willow Lane
Vacancy created by P. Helfrich retirement
Effective: August 20, 2013
Experience: 8/2006-June 2011: Catasauqua SD
Salary: \$57,698 (Year 6, Col. M)

Name/Address: Audra Krakoski
8428 Saylor Court, Breinigsville 18031
Education Level: B. S. Degree
Undergraduate School: Kutztown University
Graduate School: DeSales University
Certification: Instructional II, Elementary, K-6; Special Education;
Mid-Level Mathematics
Assignment: Emotional Support Teacher, Eyer MS
Vacancy created by T. Antonioli resignation and
Subsequent transfers
Effective: To be determined
Experience: 7/2007-Present: Carbon Lehigh IU 21
Salary: \$53,844 (Year 7, Col. PC)

Appointment of Temporary Professional Employees

Name/Address: Tiana Boyea
61 W. Laurel Street, Bethlehem 18018
Education Level: B. A. Degree (2004)
M. Ed. Degree (2013)
Undergraduate School: Texas Tech University
Graduate School: Lehigh University
Certification: Instructional I, N-12; Elementary, K-6;
Mid-Level Math 7-9/ Mid-Level English 7-9
Assignment: Emotional Support Teacher, Shoemaker School
New Position & Subsequent Transfer
Effective: August 20, 2013
Experience: None
Salary: \$55,894 (Year 1, Col. M)

Name/Address: Zachary LaBar
255 Longwood Drive, Bethlehem 18020
Education Level: B. S. Degree (2012)
Undergraduate School: Moravian College
Certification: Instructional I, Biology, 7-12
Assignment: New Position
Effective: August 20, 2013
Experience: None
Salary: \$47,344 (Year 1, Col. B)

Name/Address: Bonnie Zobel
144 Stahl Road, Southampton 18966
Education Level: B. S. Degree (2008)
M. Ed. Degree (2010)
Undergraduate School: Delaware Valley College
Graduate School: Holy Family University
Certification: Instructional I, Biology; Chemistry
Assignment: Biology Teacher, Emmaus HS
Vacancy created by S. Baier retirement

Effective:	August 20, 2013
Experience:	8/2011-Present: Maritime Academy Charter School 4/2011-6/2011: Centennial SD
Salary:	\$56,494 (Year 3, Col. M)
Name/Address:	Randy Atiyeh 1274 Midway Circle, Whitehall 18052
Education Level:	B. S. Degree (2010)
Undergraduate School:	East Stroudsburg University
Certification:	Instructional I, Health; Health/Phys. Ed.
Assignment:	Health/Phys. Ed. Teacher, Emmaus HS Vacancy created by M. Seip retirement
Effective:	August 20, 2013
Experience:	None
Salary:	\$47,344 (Year 1, Col. B)
Name/Address:	Joshua Dietz 5020 Elmhurst Drive, Schnecksville 18078
Education Level:	B. S. Degree (2013)
Undergraduate School:	Kutztown University
Certification:	Instructional I, Elementary PK-4
Assignment:	Grade 1, Jefferson School Vacancy created by P. Whitney retirement
Effective:	August 20, 2013
Experience:	None
Salary:	\$47,344 (Year 1, Col. B)
Name/Address:	Julie Zappile 425 Mountain Park Road, Allentown 18103
Education Level:	B. S. Degree (2003)
Undergraduate School:	Bloomsburg University
Certification:	Instructional I, Elementary
Assignment:	Grade 1 Teacher, Jefferson School
Effective:	August 20, 2013
Experience:	2006-2011: Montgomery County (MD) Public Schools 2004-2006: Calvary Lutheran School
Salary:	\$48,346 (Year 4, Col. B)
Name/Address:	Krista Colville 5420 Hanover Drive, Wescosville 18106
Education Level:	B. S. Degree (2010) M. S. Degree (2013)
Undergraduate School:	Penn State University
Graduate School:	Wilkes University
Certification:	Instructional I, Elementary K-6
Assignment:	Grade 2 Teacher, Shoemaker School
Effective:	August 20, 2013
Experience:	10/2010-6/2013: East Penn SD (FTS)
Salary:	\$56,895.00 (Year 4, Col. M)

Full-Time Substitute Teacher Appointments

Name/Address:	Shawn Foster 305 Fullerton Avenue, Whitehall 18052
Education Level:	B. A. Degree (2002)
Undergraduate School:	Muhlenberg College
Graduate School:	DeSales University (Certification Credits)
Certification:	Instructional I, Elementary, K-6
Assignment:	Grade 3 Teacher, Willow Lane School Opening created by N. Swatsky Gen. Leave
Effective:	August 20, 2013
Experience:	None
Salary:	\$47,344 (Year 1, Col. B)
Name/Address:	Matthew Weiman 3215 West Union Street, Allentown 18104
Education Level:	B. S. Degree (1996)

Undergraduate School: Valley Forge Christian College
 Graduate School: DeSales University (Certification Credits)
 Certification: Instructional I, Elementary K-6)
 Assignment: Grade 3 Teacher, Willow Lane School
 Opening created by K. Durigan Gen. Leave
 Effective: August 20, 2013
 Experience: 11/2011-6/2013: East Penn SD (FTS)
 Salary: \$47,944, Year 3, Col. B)

Request for General Leave, Board Policy 539

Employee: Phyllis Schwartz
 PT Food Service Assistant
 Effective: July 22, 2013-July 21, 2014

Co-Curricular Appointments

See Exhibit 4

Department Chair & Grade Leader

Lisa Wells, Health, Wellness & Fitness, Department Chair
 Jonathan Chase, Grade 2 Leader

Additions to the 2013-14 List of Per Diem Substitutes

Emily Curran, Social Studies Luceida Rivera-Woolard, Elementary,
 Special Education

Instructional/Staff Assistants:

Sallie Zahour	Alexandra Kish	Kristen Carter
Anita Gopen	Paula Dooley	Amanda Kender
Catherine Dickman		

Educational Conferences

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences listed below:

Conference Title: Lehigh County School Nurse Advisory Board: Voices of School
 Health IV, LCTI
 Date(s): August 6-7, 2013
 Attending: Victoria Stenroos, School Nurse, LMMS
 Estimated Cost: \$50.00

Conference Title: PASBO: School Operations Academy, Penn State University
 Date(s): July 25-26, 2013
 Attending: Jim Frank, Assistant Business Manager
 Estimated Cost: \$556.20

Conference Title: Train the Trainers: Intro to Restorative Practices, Bethlehem
 Date(s): June 26-28, 2013
 Attending: Matt Gale, Assistant Principal
 Estimated Cost: \$1217.63

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. School Level Plan – Emmaus HS (Exhibit 5)

Motion by Fuller, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the Emmaus HS School Level Plan for July 1, 2013 – June 30, 2014.

Mr. Earnshaw thanked the school staff and parents who had participated on the team. He said they did an excellent job identifying the issues and plan to address the issues. Mr. Earnshaw commented on the fact that there are individuals who do not

value a high school diploma. He recounted a personal story about someone who was mocked by his family for continuing his education. He said no matter what is done in providing programs and services to try to give them every opportunity to be successful there will be a subset of the population that will refuse to take advantage of the opportunities. He felt there should be a discussion about how the families can be engaged at an earlier age to understand the true value of education and support those students to stay in school. Ms. Donches wanted to know what the financial obligation of this plan. Dr. Torma responded that the administration could provide that information. Ms. Donches questioned whether the performance targets were realistic. Dr. Torma explained that the plan was brought to the Board in the Fall and approved. The changes this evening are date changes and some of the data points will not be available from PDE by July 22 (PSSA Scores). The PSSA is no longer given to Grade 11 students. It is now the Keystone Exams. The administration is waiting for direction from the state on how this plan will be affected, if at all. Dr. Torma illustrated that there are two aspects - AYP No Child Left Behind and School Performance Profile and Student Learning Objectives and PDE is not sure when that transition will take place. We still have to maintain this plan and submit it to the state but that may change. Dr. Bacher said it was his understanding that the purpose of the plan was to show growth and the targets are mandated. Dr. Torma concurred unless the state decided that this plan will no longer be in effect because of the migration to the School Performance Profile so we are still moving forward with the plan. The realistic targets may or may not be achieved but we have targets that we are proposing that we meet as well as putting the tools in place and the support for remediation for the students to achieve those targets.

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

5. Policy

-First Reading: Board Policy 116.1-Exceptions to Academic Sequence (Exhibit 6)

Dr. Torma explained that the reason for the changes in the policy is because middle and high school level students exempt courses in a variety of ways and the administration needed to know how to proceed in light of the Keystone Exams which are a requirement for graduation. It has been a policy for a number of years so it was an opportunity to address the keystones and any changes that have occurred. Dr. Bacher asked if there was a way to integrate online learning options and he noticed that there is no taking of college or university courses. Dr. Torma pointed out that on Page 2 under Exempting A Course by Examination (#4) addresses this as well as reference to the Johns Hopkins program. He thought that some of online options may not be clear as to how they align with the course curriculum and the two weeks prior may not be sufficient time to allow them to plan a course of study. He also commented that the grade for a college or university course does not play into the policy at all either from getting a minimum grade or some existing knowledge base. He asked if someone got an "A" from the Johns Hopkins course would they still have to take the mid-term and the final. Dr. Torma said the policy was brought to the Board's attention because of the need to have language for the keystones and the exempt course by tutoring or taken elsewhere. The district needs to move on this policy because there are students who are submitting the forms to exempt a course for the reasons stated in the policy. There are also forms that accompany this policy. She said that the administration can take a look at his suggestions but it will take time to do that but we need to act on this. On Page 3 (#5 top), Ms. Donches asked for clarification of the score of 80%. Dr. Torma responded that for a full-year course, the mid-term and the final examination grades will be averaged and that must be 80%; while a semester course that only has a final so the score must be 80%. These items take into consideration both scenarios. Ms. Donches asked if there were changes made to this policy would there be another first reading. Mr. Ballard said the suggested changes would be made for the second reading. The third reading is the adoption of the policy. He said if there are any further suggestions they should be submitted the administration as soon as possible.

6. Other Educational Entities

-Carbon Lehigh Intermediate Unit

Ms. Fuller reported that Ms. Kim Talipan was appointed as the Assistant to the Superintendent and when she completes the necessary course work to acquire the Assistant Superintendent certification. There are 371 East Penn who have received IU services for a variety of disabilities (deaf or hearing impaired, emotional support, multiple disabilities, life skills, autism, etc.). There was a golf tournament to raise funds for the Foundation that provides funding for the Extended School Year services at a summer camp. The golf outing raised approximately \$10,000.

-Lehigh Career & Technical Institute

Mr. Earnshaw reported that the Supervisor of Career & Technical Education position has been filled and the person will be reporting in the fall. The person will be replacing David Lapinski who is retiring. One student from LCTI who was competing at the national level in Skills USA placed first in photography; all the students who competed from LCTI finished in the top 10 of their category.

7. Legislative

C. Ballard

Mr. Ballard reported that the state budget was signed at 11:30 p.m. on June 30. The accompanying School Code bill has not been finalized as of today. The state allocation that was budgeted in the East Penn budget was in line with what was finally approved.

8. 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, and that the Treasurer be authorized to issue checks and vouchers in the amounts indicated.

Ms. Donches is abstaining because she has not received the information that she requires.

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Policano, Rhodes-----6
Abstentions: Donches, Stolz-----2
Absent: Heid-----1

2. Approve Investments

Motion by Fuller, Seconded by Bacher

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

Investment Vehicle: PLGIT CD Program-General Fund

Date Purchased: 7/2/13
Date of Maturity: 6/13/14
Term: 346 Days
Rate: 0.53%
Amount: \$248,000

Investment Vehicle: ESSA Bank CD – Memorial Fund

Date Purchased: 7/1/13
Date of Maturity: 7/30/13
Term: 30 Days
Rate: 0.20%
Amount: \$122,000

In response to questions raised by Ms. Donches, Mrs. Surdoval, Business Manager, said the first investment goes into the General Fund from the General Ledger Accounts that are not expenditures but cash accounts.

Disbursement of Funds (Exhibit 7)

RESOLVED, That the East Penn Board of School Directors authorize the expenditure of funds from the 33-2010 Series A GOB as outlined in Exhibit 6.

Authorization to participate in joint purchasing for the 2013-14 year

WHEREAS, The General Assembly of the Commonwealth of Pennsylvania has enacted an act known as the "Cooperative Purchasing Act, 62 Pa.C.S. A. 1901 et. Seq., and;

WHEREAS, 62 Pa.C.S. A. 1901 et. Seq. permits local governments to purchase materials, supplies, and equipment from purchase contracts of the Commonwealth of Pennsylvania; be it

RESOLVED, That the East Penn School District hereby requests authorization to participate in purchase contracts of the National Joint Powers Alliance (NJPA).

In answer to questions from Mr. Stolz, Dr. Torma indicated that this is a routine resolution that enables the district to purchase items at a lower cost. Mr. Ballard pointed out that this is done every year.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes, Stolz-----8
Absent: Heid-----1

9. New Business

Ms. Donches read the attached statement regarding her budget presentation. In response, Mr. Earnshaw, pointed out that the information Ms. Donches continues to request is a breakdown by budget category of every expenditure. There is no category for "diving board repair" but rather it would appear as a High School Facility Maintenance account. It would not give

information about the exact item. It is true of every budget category such as art supplies for elementary, or the PPL bill for the entire district. He said even if she had this information it would not give the minute detail she is requesting. The Board has voted on the issue and it is a closed issue yet Ms. Donches continues to wish that you have that information. The Board is not going to continue to debate the request since it is a violation of Robert's Rules. Mr. Ballard commented that the Government Finance Officers in 1903 that includes representatives from the United States and Canada recommend that any public entity have a two month reserve of undesignated fund balance to maintain its operation and in East Penn's case that would be over 20 million dollars. Dr. Bacher said Ms. Donches keeps saying that she has been denied this information by her fellow board members. He, too, pointed out that there was a public debate and when the Board talked about account codes at length it was pointed out that a part-time clerk would have to be hired. The Board debated and discussed that the information was not required by other board members and did not warrant hiring a part-time clerk. To continue to imply that the board members are denying you information is a misrepresentation. The majority of the Board did not want the information and did not feel it was necessary enough to go to the expense of hiring a part-time clerk. Along with what was discussed by Mr. Earnshaw, the account codes do not give you the information about individual expenditures and what program is being supported. He said that even Ms. Donches' budget presentation did not give the information required on a specific line item. He indicated his frustration that she continues to misrepresent this information. He agree with Mr. Earnshaw, adding that he did not care if Ms. Donches wanted to abstain on things but she should not be misrepresenting the issue. Ms. Donches said what she was hearing was that none of the board members had the information that was needed to oversee the budget. Mr. Earnshaw said when he looked at the fund accounting summary he could see the check number, the amount of the check, the vendor, the description of the purchase, and the check amount. The Board is given the information on the expenditures, not by a purchase order by purchase order. If there are number of invoices for one vendor that have been received, only one check is drawn. He cited the PPL bill for electricity as an example. This reduces the banking costs, the processing costs, the physical check, and the postage. He felt it was a rational, efficient way to handle the bill. He did not need to the breakdown by school about what is being spent. He, too, felt that she was misrepresenting the issue that she was not receiving information on what the school district is spending. He said if she wanted to manage the school budget by an invoice by invoice basis then she was living in harmony with the provisions of the School Code. If you want to go beyond the law, it is not appropriate for school board members to look at individual purchase orders to determine if it is appropriate or not. The administration cannot spend beyond any account without having the Board approve the transfer of funds. Money cannot be transferred out of the budgetary reserve without Board approval. To say we are not monitoring every purchase order is "foolish beyond belief." He concluded that Ms. Donches was misrepresenting the duties of a board member as outlined by law. Referring to Mr. Earnshaw's comment about Robert's Rules, Mr. Stolz commented said the vote on the information could be brought up but it was the President's prerogative even though he was not advocating that for this evening. Solicitor Fisher concurred that it is the prerogative of the Chair. Mr. Stolz talked about the two differing views of a board member's role. He said PSBA's recommendation is that you hire professionals and let them run the school district and the Board approves the budget and the other school of thought is to assure taxpayers get a fair deal. Mr. Earnshaw pointed out the School Code and the duty of board members is to adopt the budget and approve expenses. This is not a PSBA thing but is the School Code and it does not say that the Board review individual items. The budget book does contain information regarding the accounts and what is included (special education, charter schools). He said this indicates that the budget book was not even opened. Ms. Donches said she read the current and previous budget books. Ms. Donches said she did not understand why that information was not available because she does get it when she gives specific checks to Miss Birdsell.

Ms. Fuller interjected that she wanted to change the conversation. She felt this topic had been discussed item for item and did not think there was going to be a resolution. She thanked Mr. Rhodes for joining the Board by Skype at the last meeting and taking time from a family celebration to sit before a computer for three hours. Ms. Fuller noted that Mr. Rhodes' son was sworn into the Bar Association. She felt that deserved the Board's appreciation.

Ms. Fuller suggested that the meeting be closed; Seconded by Mr. Earnshaw. The meeting was adjourned and approved by voice vote at 8:15 p.m.

10. Announcements

Monday, July 8	7:30 p.m.-Board Meeting
Monday, August 12	7:30 p.m.-Board Meeting

Cecilia R. Birdsell, Board Secretary

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, followed by the Pledge of Allegiance.

President Ballard asked for a brief silence in memory of former East Penn Superintendent, Dr. William J. Leary, Jr., who passed away last week and was superintendent from 1983-1991.

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: Melinda Rizzo, Morning Call Freelance Reporter
Peter McConnell, East Penn Press Reporter

2. Requests to Address the Board

John Donches, 559 Minor Street, Emmaus and President of CEPTA, invited everyone to attend the CEPTA sponsored presentation by Dr. Peg Lucsik on the Common Core Standards. He announced that Representative Ryan McKenzie would also be present. The event is being held on August 20 at Fire Company #1 on Broad Street in Emmaus. He again invited the superintendent and any other administrator to discuss what East Penn is doing with the Common Core.

Carla Hess, 1889 Redwood Drive, Whitehall posed a list of questions concerning the Common Core Standards. She wanted to know what non-academic questions will be asked, will parents be able to opt out of it, and will parents be able to review the questions.

Janice Bowman, 629 E. Hamilton Street, Allentown also spoke against the Common Core. She questioned assessment testing, the validity of the testing, and the non-academic questions. She questioned the fairness of the process for the child.

3. Approval of Minutes

Motion by Stolz, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the minutes for the July 8, 2013 meeting.

This resolution was unanimously adopted by voice vote.

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

1. District Update

Dr. Seidenberger noted that the Annual Staff Day will be held on Tuesday, August 20, in the EHS Auditorium. Mr. Earnshaw will be speaking in Mr. Ballard's absence as well as Sue Arnold, President of the EPEA. Tomorrow will be the breakfast for the new staff orientation and will be held in Conference Rooms A & B. The first day of school for students will be Monday, August 26.

The work on Willow Lane is almost complete. The curb work is completed and the district is in the process of placing the signs. There will be a joint training session tomorrow for the crossing guards and the East Penn staff working on site.

Referring to the enrollment, the administration is watching Shoemaker and Macungie's fourth and fifth grades. The numbers are in the 30 range and additional teachers are not being recommended. He noted that 14 students enrolled today. The enrollment was down 68 students but he felt that would change as we get closer to the start of school. Dr. Seidenberger met with a representative from Kaye Builders and they are building 83 homes in Alburtis, coupled with the development of Gehman Road. He said he may be coming back to the Board and recommending a demographic study by an outside agency such as the PA Economy League. The district gets a monthly update from Patt-White which indicates houses are on the market 30 days less than last year. He will be coming back to the Board with a class size report. He said right now there are 5 classrooms available at Alburtis and one each at Shoemaker and Macungie.

Dr. Seidenberger highlighted the report that he had given to the Board concerning his attendance at the AASA Summer Leadership Institute held in Savannah, GA. He heard author, Rick Hess; Gene Bottoms from the Southern Regional Education Board; and Charlotte Danielson. Sasha Pudleski of AASA detailed the Democratic and Republican initiatives in education. Dr. Amy Sichel, Superintendent of Abington SD, reviewed staff development strategies for emergency situations and a district's relationship with their local police force. He concluded that people can speak about the Common Core but it is not East Penn's focus which happens to be instructional practices in the classroom. He said what East Penn is doing is what the district should be putting the emphasis on and making an investment. He indicated that he and Dr. Torma and Mrs. Campbell will be giving a presentation on the new teacher effectiveness and there may be additional information on the School Performance Profile. He shared a compliment from Gene Bottoms who indicated that LCTI is one of the best, if not the best, career technical programs in the country. He thanked the Board for supporting his attendance.

Dr. Seidenberger announced that East Penn will be updating the district web site with some updated links and enhancing our fiscal pages. He will be blogging and starting a Facebook page next year. He distributed a statistical cheat sheet for board members that can be used when approached by community members. He has reviewed almost 200 policies in the state of PA and other states on Public Participation at a Board Meeting. He will be coming back with recommendations for East Penn at the next meeting.

Referring to the Performance Objectives, Dr. Seidenberger noted that the new law requires that these objectives must be approved at a public meeting. These are the goals that Dr. Torma and Mrs. Campbell and the superintendent will be working on this year.

Addressing the Common Core concerns, Dr. Seidenberger distributed the PSBA Legislative Report (August 7), Chapter 4. Academic Standards and Assessment Draft, dated August 5, 2013, and comments from various members of the PA House Republican Caucus on revisions to the PA Common Core. He called attention to a Synopsis of the HR 338 Proposed Responses that was compiled by Carolyn Dumaresque, Assistant Deputy for Education, presented to the Education Committee last week. Dr. Seidenberger said that 85% of the state standards met the Common Core Standards. He pointed out that "Chapter 4 already expresses the Board's intention that public schools maintain absolute flexibility in designing curriculum. It is the policy of the Board that local curriculum be designed by school entities to achieve the academic standards under § 4.12." Dr. Seidenberger continued by quoting, "that the Department shall not, and the Board will not, require school entities to utilize a statewide curriculum or statewide reading lists. The Board will not include National Assessments as part of the state assessment system unless upon consultation with teachers, counselors and parents representing students who have been identified under Chapter 14, or unless the General

Assembly authorizes the use of a National Assessment.” He said that the district is now engaged in aligning the curriculum and very little change will be noticeable. He said the administration is working on what the differences will be and this information will appear on the web site. He said one of the big myths is data mining. He quoted that, “The Department shall not expand the collection of student data, and, in accordance with the FERPA (20 U.S.C. §123G shall not collect personal family data due to the implementation of PA Core Standards contained in Appendix A-2.” With all the workshops that the administrators and teachers have attended “data mining” has not been mentioned. No teachers have been given the direction to go to the state web site for curriculum and teachers will not be checked when they log in to the web site. He said if parents feel strongly about this information then they should contact their state legislators. On August 29, there will be a Senate hearing with PDE so if any citizen wants to make a comment regarding the PA Core Standards they should contact Sen. Fullman. Dr. Seidenberger concluded that the PDE has done a good job and he reminded people to go on the PDE SAS website and do the homework. In answer to a question from Ms. Donches, Dr. Seidenberger responded that it is his understanding that the standards will go to a Senate Committee and there will be a reconciliation between the Senate and the House and then it will move on to the State Board of Education and then it will be published and then the Governor has an opportunity to sign it. Dr. Seidenberger said he will wait until we get the final document. He asked people to use some common sense with this information. Mr. Stolz indicated that he appreciated the information provided. Dr. Seidenberger said Sara Pudleski from AASA said Common Core is not a national thing. This is a state issue so there is nothing going on in Washington with this.

Dr. Seidenberger said the idea for Naviance is a result of his visit and a subsequent visit by Mr. Piperato to Upper St. Clair HS, which is one of the best high schools in the country. Naviance will be a great planning tool, for parents to work with their students, more up to date information on colleges, and the ability to create online surveys for students and parents. It is going to be a great tool and he is looking forward to receiving comments from parents and students.

Referring to a statement made by Ms. Donches at the July 8 meeting, Dr. Seidenberger indicated that the sports season had started today. He said there are a lot of things going on behind the scenes such as the two Safety Committees involving district employees and overseen by Dr. Mirabella and Lynn Glancy. He said it is how we find out about work place safety. Every facility is checked thoroughly by the maintenance and athletic staff and inspections happen routinely during the seasons. He named the areas that are checked. He said the district has been a leader in head and impact testing and he is proud of that record. Wireless connections were put in the stadium in the event a fan or an athlete had a situation. Emmaus was one of the first high schools to do this. A new track was recommended because an athlete from another school was injured on the cinder track. We have not had any major injuries since we have had the all-weather track. Every year new baseball and softball helmets are purchased because they cannot be reconditioned. The football helmets are reconditioned every year and unsafe ones are discarded. La Cross helmets are sent out and reconditioned even though that is not a requirement. Emmaus HS has three athletic trainers. Under Mr. Ramella's leadership there are coaches manuals for safety and how to handle safety and the sections are customized for each sport. In addition, there is a Sports Medicine Department Policy Manual for all of the coaches and nurses. East Penn hosted the District XI diving championships since 2004 and there is a dedicated maintenance person who looks after the pool every day. The Maintenance staff has worked countless hours working on air quality and venting issues in the pool area. Last year the Board approved \$150,000 to work on HVAC operations and systems in the pool. Now everything is computerized and we can see if anything is wrong. Dr. Seidenberger said Mr. O'Connor is an excellent swimming coach; Mr. Seip supervised that pool every day with dedication and sat on the Safety Committee. Mr. Ramella was named Athletic Director of the Year and, as superintendent, Dr. Seidenberger is honored to serve with such dedicated staff members. He stated for the record “that in no way, shape or form, were those diving boards ever dangerous and they never posed a safety threat to students or athletes.” The two diving boards were sent out and were inspected. If they were dangerous, they would have been discarded. The price is \$1900 to have them

reconditioned and they are on their way back. The bolts that hold them in place will be replaced. This was all budgeted by the Athletic Department after taking input from staff. For the record and addressing Ms. Donches, Dr. Seidenberger said that her comments about putting students and athletes at risk were offensive and totally out of line. He wanted the Board and the public to know that she did not contact Mr. Ramella or the superintendent before making those July 8 comments about putting students at risk. He said there was no excuse for making that kind of statement when she was advised by some of her colleagues to call Dr. Seidenberger for information.

Referring to the CEPTA Common Core presentation, Mr. Policano introduced the following motion:

Motion by Policano, Seconded by Stolz

RESOLVED, That it is suggested that Dr. Seidenberger or one of his representatives attend the August 20 Common Core presentation sponsored by CEPTA.

Mr. Policano felt the information that Dr. Seidenberger discussed this evening should be presented to the community to help with any misunderstandings. Mr. Stolz suggested an amendment because he did not think it was the sense of the Board to strongly suggest a representative be sent. Ms. Fuller pointed out that August 20 is a busy day since it is the Staff Day and will be a full day for everyone. Mr. Ballard felt it was very bad form or policy for the Board to get involved in directing a staff member to take part in a political event and it is not a wise thing to do for the Board. Dr. Bacher pointed out that the Board is approving objectives and open communication but he did not feel it was a good policy direction. Dr. Seidenberger indicated that he was invited and he declined. He said he did not mind meeting with parent groups but he would do it on his own terms. It is a matter of professional courtesy. He said the issue is very fluid right now and the timing is not good for this.

This resolution was defeated by the following roll call vote:

Nay: Bacher, Ballard, Earnshaw, Fuller, Heid, Rhodes-----6

Aye: Donches, Policano, Stolz-----3

2. Personnel

Motion by Bacher, Seconded by Rhodes

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

Resignations

- April Snyder, Grade 3 Teacher at Shoemaker School, effective 8/1/13 (Exhibit 1)
- Susan Wagner, Instructional Assistant at Willow Lane School, effective 6/11/13 (Exhibit 2)
- Tina Collura, Instructional Assistant at Eyer MS, effective 7/10/13 (Exhibit 3)
- Vicki Kulp, Instructional Assistant at Wescosville School, effective 7/22/13 (Exhibit 4)
- Ashley Bucholz, Instructional Assistant at Emmaus HS, effective 7/22/13 (Exhibit 5)
- Donna Hall, Instructional Assistant at Eyer MS, effective 7/29/13 (Exhibit 6)
- Cindy FitzMaurice, Staff Assistant at Wescosville School, effective 8/6/13 (Exhibit 7)
- Kathy Soltysiak, Food Services Department at LMMS, effective 8/4/13 (Exhibit 8)

Leaves as Per Collective Bargaining Agreement

<u>Employee</u>	<u>Effective</u>
Caitlin Shutte	8/20/13-1/22/14

Kindergarten, Macungie School

Loribeth Knauss
Grade 5, Lincoln School

8/20/13-1/22/14

Tracy Urban
Special Education, Eyer MS

9/3/13-1/1/13

Request for General Leave – Board Policy 539

Todd Briener
Assistant to the Principal

8/1/13

Temporary Professional Employee Appointment

Name/Address: Sandra Ruch-Morrin
6639 Batman Road, Zionsville 18092
Education Level: B. S. Degree (1986)
Undergraduate School: Penn State University
Graduate School: Lafayette College (Certification credits)
Effective: August 20, 2013
Certification: Instructional I, German
Assignment: .06 German, Middle Level
Vacancy created D. Evans retirement
Experience: 4/13-5/13: East Penn SD (per diem)
5/13-6/13: Salisbury SD (per diem)
10/12-4/13: Seven Generations Charter School
Salary: \$28,406.40 (.06), Year 1; Col. B

Name/Address: Halley Ellis
620 Five Points Richmond Road, Bangor 18013
Education Level: B. S. Degree (2012)
M. S. Degree (2013)
Undergraduate School: Misericordia University
Graduate School: Misericordia University
Effective: August 20, 2013
Certification: Instructional I, Speech & Language Impaired
Assignment: New Position, Wescosville School
Experience: None
Salary: \$55,894, Year 1, Col. M

Full-Time Substitute Teacher Appointments

Name/Address: Heather Potemski
1380 West University Avenue, Bethlehem 18015
Education Level: B. S. Degree (2008)
Undergraduate School: West Chester University
Effective: August 23, 2013
Certification: Instructional I, Early Childhood, Special Education
Assignment: Learning Support, Macungie School
Opening created by M. Long leave
Experience: 11/12-6/13: East Penn SD
Salary: \$47,644 (Year 2, Col. B)

Name/Address: Jolanda Veseli
 6911 Lincoln Drive, Macungie 18062
 Education Level: B. A. Degree (1992)
 M. S. Degree (2005)
 Undergraduate School: University of Shkodra (Albania)
 Graduate School: Brooklyn College
 Effective: August 20, 2013
 Certification: Instructional I, Mathematics, Elementary, English as a
 Second Language, Mid Level Mathematics
 Assignment: Grade 6 Teacher, Eyer MS
 Opening created by L. Walker leave
 Experience: 1/2013-6/2013: East Penn SD, FTS
 9/2010-12/2012: East Penn SD, per diem
 10/2009-6/2010: East Penn SD, FTD
 9/2007-10/2009: East Penn SD, FTS
 Salary: \$47,944, Year 3, Col. B

Name/Address: John Hazel
 14 Arrowhead Avenue, Boyertown 19512
 Education Level: B. S. Degree (2012)
 Undergraduate School: Kutztown University
 Effective: August 20, 2013
 Certification: Instructional I, Elementary
 Assignment: Grade 3, Shoemaker School
 Opening created by L. Knauss leave
 Experience: None
 Salary: \$47,344, Year 1, Col. B

Name/Address: Tina Sopko
 724 West Berger Street, Emmaus
 Education Level: B. S. Degree
 Undergraduate School: West Chester University
 Effective: August 20, 2013
 Certification: Instructional I, Elementary
 Assignment: Grade 3, Lincoln School
 Opening created by C. Nawarynski leave
 Experience: 1994-2002: Easton Area SD
 Salary: \$47,344, Year 1, Col. B

Name/Address: Courtney Ridley
 938 Christ Lane, Allentown
 Education Level: B. S. Degree (1996)
 Undergraduate School: University of Connecticut
 Graduate School: Cabrini College (Reading Specialist)
 Effective: August 20, 2013
 Certification: Instructional I, Elementary
 Assignment: Grade 2, Wescosville School
 Opening created by P. Fehlinger leave
 Experience: 9/2004-Present: St. Thomas More School
 Salary: \$47,344, Year 1, Col. B

2013-14 Teacher Transfers

See Exhibit 9

Team Leader

Lori King, Eyer Pod 8 Team Leader

Change in Employment Status

Employee	From	To
Randall Cuthbert Jennifer Cudzil	M, 16+ Temporary Professional	M +12, 16+ Professional

Co-Curricular Advisors (Schedule B)

See Exhibit 10

Support Staff Transfers

See Exhibit 11

Instructional/Staff Assistant Appointments

Name/Address	Assignment	Salary
Sarah Brouse 102 S. Walnut Street Macungie 18062	Willow Lane School (Staff) D. Derr resignation	\$13.97/hr., 24.5 hrs./wk.
Qua'Niesha Grant 3459 Lurman Drive Macungie 18062	Wescosville School (Instructional)	\$13.97/hr., 29 hrs./wk.
Collette Kuhn 321 N. 41 st Street Allentown 18104	Macungie School (Instructional)	\$13.97/hrs., 29 hrs./wk.
Erin McLaughlin 1830 Pear Court Fogelsville 18051	Shoemaker School (Instructional) S. Wagner resignation	\$13.97/hr., 29 hrs./wk.
Jessica Stach 2870 Birchwood Circle Emmaus 18049	Macungie School (Instructional) K. Higley resignation	\$13.97/hr., 29 hrs./wk.
Damaris De La Rosa 3751 Notch Street Macungie 18062	Macungie School (Instructional) K. Wanninger resignation	\$13.97/hr., 29 hrs./wk.
Jodi Schwartz 1863 Latta Street Allentown 18104	Jefferson School (Instructional) Klingenberg resignation	\$13.97/hr., 29 hrs./wk.

Wendy Harnett 6650 Arboardeau Lane Macungie 18062	Willow Lane School (Instructional) E. R. Price retirement	\$13.97/hr., 17.5 hrs./wk.
Amber Neetz 114 Ridgeview Drive Alburtis 18011	Eyer M5 (Instructional) T. Collura resignation	\$13.97/hr., 29 hrs./wk.
Matthew Miller 54 West Maple Avenue Morrisville 19067	Eyer M5 (Instructional) D. Hall resignation	\$13.97/hr., 29 hrs./wk.

All appointments effective: August 26, 2013

Remedial Assistant Appointment

Barbara Borgioni 1775 Elbow Lane Allentown 18103	Willow Lane School S. Fretz retirement	\$14.00/hr., 29 hrs./wk.
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Appointment effective: September 4, 2013

Custodial Appointments

Steven Miklas 3474 Nathaniel Drive Nazareth 18064	LMMS, Second Shift S. Hoffman resignation	\$19.58/hr., 40 hrs./wk.
Jonathan Peters 1629 Hillcrest Avenue Bethlehem 18015	Willow Lane, Second Shift J. George retirement & transfers	\$19.58/hr., 20 hrs./wk.

Appointments effective August 13, 2013

Food Services Department Appointment

Karen Appleman 369 Natalie Drive Allentown 18104	Jefferson School PT Food Serv. Assistant D. Breinich retirement	\$9.00/hr., 17.5 hrs./wk.
Patricia Dieter 141 N. 10 th Street Emmaus 18049	PT Food Service Assistant B. Frey retirement	

Effective: August 23, 2013

2013-14 Mentor List

Heather Arnold
Jennifer Corona
Deborah Frey
Crystal Husser
Corinna Kramer-Hinks
Lori Merrill
Katrina Rainford
Lori Sheipe-Miller
Jeffrey Shreck, Jr.
Heather Wilson
Nicole Wukitch

2013-14 Annual Substitute Rates

See Exhibit 12

2013-14 List of Per Diem Substitutes

See Exhibit 13

Educational Conferences – Exhibit 14

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the educational conferences listed on Exhibit 14.

Resignation

-Lisa McGinty, Instructional Assistant at Wescosville School, effective 8/12/13 (Exhibit 8A)

-Brenda Kovacs, Instructional Assistant, effective 8/12/13 (Exhibit 8B)

Compensated Professional Leave – Board Policy 438.1; 24 P.S. §11-1166

Employee: Brian Parish
Social Studies, Emmaus HS
Effective: 1/22/14-6/30/14

General Leave of Absence – Board Policy 539, General Leave

Employee: Dawn McQuillen
Instructional Assistant, Willow Lane School
Effective: 8/26-13-8/25/14

Appointment of Temporary Professional Employee

Name/Address: Lisa McGinty
1062 Louise Lane, Allentown 18103
Education Level: B. A. Degree (1997)
M. Ed. Degree (2000)
Undergraduate School: Albright College
Graduate School: Lehigh University

Certification:	Instructional I, Elementary
Effective:	August 20, 2013
Assignment:	Grade 5, Willow Lane Vacancy created by A. Snyder resignation; subsequent transfers
Experience:	2004-06: Southern Lehigh SD 2002-04: Central Bucks SD 2000-02: Teaneck (NJ) SD
Salary:	\$57,296, Year 5, Col. M

Full-Time Substitute Teacher Appointments

Name/Address:	Blaire Spooner 1035 Wood Street, Bethlehem 18018
Education Level:	B. A. Degree (2008) M. S. Degree (2013)
Undergraduate School:	Millersville University
Graduate School:	East Stroudsburg University
Certification:	Instructional I, Speech and Language Impaired
Effective:	August 20, 2013
Assignment:	Speech Therapist, Eyer MS Opening created by A. Benner leave
Experience:	None
Salary:	\$55,894, Year 1, Col. M

Name/Address:	Emily Dotter 1127 North 26 Street, Allentown 18104
Education Level:	B. S. Degree (2009)
Undergraduate School:	West Chester University
Certification:	Instructional I, Elementary
Effective:	August 20, 2013
Assignment:	Kindergarten, Macungie School Opening created by C. Shutte leave
Experience:	8/2011-Present: St. Thomas More School
Salary:	\$47,344, Year 1, Col. B

Name/Address:	Patrick O'Connor 586 Charles Street, Kingston 18704
Education Level:	B. S. Degree (2007)
Undergraduate School:	King's College
Graduate School:	Misericordia College (Certification Credits)
Certification:	Instructional I, Elementary
Effective:	August 20, 2013
Assignment:	Grade 5, Wescosville School Opening created by E. Petrella leave
Experience:	None
Salary:	\$47,344, Year 1, Col. B

Name/Address:	Jennifer Stuetz 101 Empire Court, Bethlehem 18020
Education Level:	B. S. Degree (2005) M. A. Degree (2008)
Undergraduate School:	Penn State University

Graduate School: University of Phoenix
 Certification: Instructional I, Elementary, Family & Consumer Science
 Effective: August 20, 2013
 Assignment: Family & Consumer Science, Emmaus HS
 Opening created by C. Kingsbury leave
 Experience: 4/2013-6/2013: East Penn SD
 8/2012-3/2013: Parkland SD
 9/2010-6/2012: Easton Area SD
 9/2009-6/2010: Per Diem sub in various districts
 Salary: \$47,344, Year 1, Col. 3

Appointment of Food Service Assistants

Name/Address	Assignment	Salary
Thelma Schaffer P. O. Box 45, Old Zionsville	PTFS Assistant, Lincoln D. Breinich retirement	\$9.00/hr., 11.25 hrs./wk.

Effective: August 23, 2013

Appointment of Instructional Assistant & Remedial Assistant

Carla Kohler 3363 S. Second Street Whitehall 18052	Remedial Assistant, Alburtis hrs./wk. J. Karlovitz resignation	\$14.00/hr., 29
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Effective: September 4, 2013

Tama Biello 2221 Madeira Drive, Macungie	Instructional Assistant, Wescosville hrs./wk. L. McGinty resignation	\$13.97/hr., 29
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Effective: August 26, 2013

Change in Employment Status

Employee: Sarah Kinzel
 From: Mathematics Teacher, Emmaus HS
 To: Technology Integration Teacher

2013-14 Mentors

Laura Kline Heather Day
 Tanya Piasecki
 Cindy Snow
 Deborah Mathieu

Additions to the 2013-14 List of Per Diem Substitutes

Nicholas Krajcic, Elementary
 Ryan Peters, Elementary
 David Boger, Instructional Assistant

Kaitlyn Miller, Earth & Space Science
Kristen Carter, Remedial Assistant, Elementary
Leonard Reed, Social Studies, Science 4-8

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

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

3. Performance Objectives for Central Office Team (Exhibit 15)

Motion by Earnshaw, Seconded by Fuller

RESOLVED, That the East Penn Board of School Directors approve the Performance Objectives for the Central Office Team as outlined on Exhibit 15.

This is part of the new law governing Assistant Superintendents and must be posted. Dr. Seideinberger talked about increasing communications and math scores. He has had discussions with the administrators at the high school and this will become the direction of the district.

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

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

Abstention: Policano-----1

4. Approval of Naviance Contract (Exhibit 16)

Motion by Earnshaw, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the Naviance, Inc. Contract for services as listed on Exhibit at a cost not to exceed \$13,600.

Mr. Rhodes asked how students would be introduced to this service. Dr. Diane Flisser, Chair of the EHS Guidance Department, Mr. Dave Piperato, EHS Principal, and Mr. Michael Mohn, Director of Technology responded to questions asked about this new program. Dr. Flisser said they will be starting with the seniors and having information nights for parents. Following the orientation of the seniors, they will then begin with the juniors. She noted that it is a complex system and there are many aspects to learn about. Dr. Flisser said it will be more effective and efficient in processing student transcripts for college. Many colleges are using electronic transcripts and students will be able to receive receipts and teachers will be able to do recommendations as well. Parents will also be able to keep track of their students. Mr. Earnshaw asked if this is tied to the student information system. Mr. Mohn explained how the system would coordinate with the student information. In response to a question from Mr. Ballard, Dr. Flisser said students will be able to look at a college to see if they accept an electronic transcript. They estimated that last year the department spent \$3200 in just postage for transcripts. Dr. Bacher asked if parents would have direct access. Mr. Mohn clarified that parents would have direct access through the Naviance system. Dr. Flisser felt they would start with seniors and then juniors and then systematically include sophomores. Ms. Donches wanted to know what problem the software would be solving. Dr. Flisser responded that it will be more cost effective and efficient. Ms. Donches asked a series of questions that dealt with providing financial information, the number of colleges that are participants, the account codes, the number of other vendors reviewed, the level of security, and whether the information/invoice was considered legal. Ms. Donches asked about the check for Naviance on the bill list and was told it was for staff development. Dr. Mirabella indicated that there was another vendor who could produce electronic transcripts but did not provide the other services that Naviance could provide regarding surveys. The account codes and budget is in the administrative services area. Ms. Donches had more questions and Mr. Ballard suggested that she should have submitted the list so the staff would be prepared to answer her questions as well as sharing it with the

rest of the Board. Ms. Donches said she was uncomfortable with approving the services when there was no contract. Solicitor Fisher told her that the information provided was a legal document. Ms. Fuller said it appears that a great deal of staff time will be saved. The \$13,600 could be a partial payment for an administrative assistant who would be taking care of just transcripts. Dr. Flisser explained how an administrative assistant is dedicated to the process and it is hoped that this will streamline the process for everyone – students, parents, and staff. The counselors will be able to have more time to work with students. Ms. Donches said it was non-educational expense and she tended to delve into these. Mr. Earnshaw said he had gone through the process with his daughter and he failed to see how this could be categorized as a non-educational expense. He said the transcript must be provided by the high school to the college. Mr. Earnshaw concluded that he was “flabbergasted” that this would be called a non-educational expense. Mr. Stolz made the following motion:

Motion by Stolz, Seconded by Policano
RESOLVED, That the question be called.

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

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

The vote on the Naviance Contract was then taken.

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

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

5. Legislative – C. Ballard

Mr. Ballard reported that the Legislature is on recess. There are hearings taking place on such things as the special education allocation.

1. Voting Delegates for Delegate Assembly – October 15 (East Penn has 3 delegates)

Motion by Rhodes, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors appoint the following board members as voting delegates for the PSBA Delegate Assembly on Tuesday, October 15:

Charles H. Ballard Francee Fuller Alan Earnshaw

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

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

Abstention: Stolz-----1

6. Policy

1. Second Reading: Board Policy 116.1 – Exceptions to Academic Sequence (Exhibit 17)

Dr. Torma said the changes that were suggested were made and one of the sections that has a strikeout is being removed because after review it is not an exemption because we already have a process in place for students to submit a form to take a college course and receive credit and also students who choose a college course and perhaps not get credit for a course offered at the high school. She said whether or not a course is online is irrelevant because the student would have to meet the criteria based on the submission of the syllabus and the approval by the Counseling Office, the principal, and the Department Chairperson to receive credit. She felt this answered a question raised by Dr. Bacher at the July meeting.

2. First Reading: Board Policy 206 – Assignment Within District (Exhibit 18)

7. Business Operations

1. Approval of Bill List

Motion by Heid, Seconded by Earnshaw

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

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Policano, Rhodes-----7

Abstention: Donches, Stolz-----2

2. Interim Real Estate Tax Bills

Motion by Donches, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors not issue interim real estate tax bills if the additional tax revenue to be generated would be less than \$50.00.

Note: This resolution reflects the prior practice of Lehigh County not informing the school district of assessment increases of under \$5,000. Now they are informing us of all increases.

Business Manager Debra Surdoval explained how the Business Managers worked with the County and this resolution was the consensus of those discussions. They felt \$50 was a reasonable figure. In response to a question from Mr. Stolz, Mrs. Surdoval indicated that this will not cost taxpayers money.

This resolution was duly adopted by the following call vote:

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

3. Record of Investments

Motion by Earnshaw, Seconded by Stolz

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

Investment Vehicle: PLGIT CD-Program-General Fund
Date Purchased: 7/31/13
Date of Maturity: 1/31/14
Term: 184 days
Rate: 0.34%
Amount: \$992,000

Investment Vehicle: ESSA Bank CD-Memorial Fund
Date Purchased: 7/31/13
Date of Maturity: 8/29/13
Term: 30 days
Rate: 0.20%

Amount: \$122,020.05

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

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

4. Food Services Management Contract – Exhibit 19

Motion by Earnshaw, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the 2013-14 Food Service Management Contract with The Nutrition Group. The contract package and Budget are described in Exhibit 19.

Note: This is a one year contract that may be renewed each year for up to four additional years.

Mr. Earnshaw expressed his appreciation of Nutrition's services and cited the many ways they creatively bring nutrition to the students and with providing lunches that meet the requirements as well as the staples that students enjoy.

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

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

Abstention: Stolz-----1

5. Disbursement of Funds (Exhibit 20)

Motion by Stolz, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the expenses listed on Exhibit from the 32-Capital Reserve Fund and the 33-2010 Series A GOB.

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

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

8. Announcements

Monday, August 12 6:45 p.m.-Executive Session (Real Estate; Confidential Matters; Personnel Issues)

7:30 p.m.-Board Meeting

Ms. Heid asked the administration to look at the Student Dress Code, citing hoodies, pajama pants, and stretch pants as clothing to consider.

Mr. Earnshaw said that during the last Board Sharing he said he had a number of criticisms of Ms. Donches and one of them was that she had not reviewed the budget section that covered charter school students, mainstreaming etc. When he went home, he checked his budget book and found that information was not there so he apologized to Ms. Donches who accepted his apology.

Ms. Donches said she is waiting for the report on Restorative Practices. She had a question on the Discipline Code on class cuts. Dr. Torma said there are two descriptions one being that a student cuts class on his own and does not have a legitimate reason; the second is that a student misses a class but is in attendance with another teacher and misses a class to work on a project so this is a class cut with supervision. The Discipline Code will be on the August 26 agenda.

The next Board Meeting is scheduled for August 26.

9. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:20 p.m.

Cecilia R. Birdsell, Board Secretary

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, 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, East Penn Press Reporter
Precious Petty, Express Times Reporter
Margie Peterson, Morning Call Freelance Reporter

2. Requests to Address the Board

Jon Berger, Macungie, PA complimented the staff for the generally smooth opening of school at Willow Lane. He did complain that his son was 40 minutes late coming home on the bus and had to wait 20 minutes on the bus. He just wanted to make sure it did not happen again. He also noted that there are still no school zone signs with the speed limit. He asked about the parking spaces for after school activities.

3. Approval of Minutes

Motion by Fuller, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve the minutes for the August 12, 2013 meeting.

This resolution was unanimously adopted by voice vote.

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

1. Presentation: Educational Effectiveness Model & School Performance Profile

Dr. Thomas L. Seidenberger, Superintendent of Schools, explained that last week Pennsylvania was granted a NCLB waiver from the U. S. Department of Education. The includes provisions that the federal government and Pennsylvania will work on college and career readiness; AYP is being replaced by the School Performance Profile; and Pennsylvania has agreed to work on teacher effectiveness. Act 82 defines effective teaching practices and what teachers accomplish and how well students learn. Dr. Seidenberger will be including information about these changes on the district web site and he urged parents to read the overview of Pennsylvania's approved NCLB waiver. Beginning in 2013-14, the evaluation tool for classroom teachers will give consideration to classroom observations (50%) and student performance measures (50%). In addition, 15% will be given to building level data or School Performance Profile. Teacher specific data (PVASS) will also account for 15% of the evaluation and 20% is for elective data (local assessments). There will be three instructional sessions over the next month to be sure everyone is on the same page. PDE recognizes the work of Charlotte Danielson's model, Framework's for Teaching, as the supervision model. The formal observation includes a pre-observation conference, observation, and post-observation conference. Informal classroom observations provide additional data on teaching practices. Dr. Seidenberger noted that he had the opportunity to hear Charlotte Danielson in Savannah at an AASA Conference. He will be purchasing copies of her book (\$14.95) that is geared toward the Common Core Standards.

Dr. Denise Torma, Assistant Superintendent, discussed the Danielson Model and the instructional practices work that has been done in the district over the last two years. She noted the four Domains – Planning and Preparation; Classroom Environment; Instruction, and Professional Responsibilities. Referring to Domain 3, Instruction, she explained the role of the teacher and the role of the student that emphasizes the students' responsibility for their own learning. She noted that this parallels the work the district has been doing with Dr. Woodland from the University of Massachusetts. Dr. Torma referred to the types of learning that include the acquisition of knowledge and skills, understanding of conceptually big ideas, and the transfer of learning to new situations. These skills will prepare students to move into work and higher level education. Again, the work in this area parallels the district's involvement in Fundamental Instructional Practices (FIP). These were developed internally. The district had an advantage with the work that was being done with Dr. Woodland and the Amherst School District. In describing the elements of the Fundamental Instructional Practices, she pointed out that this is two years of work. She presented a chart that lists the name of the FIP, the description/attributes/elements, what affects quality, and how does it foster student learning. Both Dr. Seidenberger and Dr. Torma concluded that if there is high quality instruction taking place in classrooms every day then the test scores will take care of themselves. Dr. Seidenberger said if the information is East Penn

developed then it has more meaning to the staff. After showing the work to a group from PDE, the administration was told that they are moving in the right direction.

Mrs. Kristen Campbell, Assistant Superintendent, talked about teacher specific data. She noted that 50% of the teacher evaluation will be for observation; 15% will be based on teacher specific data. She explained that PVAAS is not a separate assessment but is a method of calculating projected growth of students. Teacher specific data will not be used until a teacher has a three year consecutive average. In addition, for special education teacher they will be looking at progress in meeting student IEP goals. She explained that teacher elective data are measures of student achievement that are locally developed and selected by the school district from a list approved by PDE. The student learning objectives are standards aligned to learning goals. AYP is no longer a measure of accountability. They are now looking at the School Performance Profile which is a score based on a 100 point scale to represent the overall academic quality of each school in Pennsylvania. The scores are based on indicators that define a high-performing school system and includes demographic data on the school and the district. She demonstrated the demo that is available on the PDE web site. This site should be available by the end of September. Mrs. Campbell pointed out that the indicators of academic achievement include the PSSA scores, Keystone Exams, SATs, and the number of AP course offerings. Dr. Seidenberger said that he will be sending out messages reminding parents of what is available. He noted that AYP went away but the state now has a system that is creating some concern. He said the administrators have not shied away from data. Dr. Seidenberger summed up the presentation adding it is another way to look at education. He complimented Dr. Torma and Mrs. Campbell for their work to get PIL certification for this process. The district received 150 hours for PIL requirements. He talked about the work with Dr. Woodland and informed the Board that they would like to retain the relationship with her. She would work with individual schools.

Mr. Earnshaw asked about the teacher evaluation process and the fact that the observation must be done by the building principal. He asked if there were any guidelines from the state about how long these pre and post conferences should take. Dr. Seidenberger said the new Assistant Principal being hired this evening from Southern Lehigh has some expertise on the process. They will be working with other colleagues on the process and there are other administrators on staff that can help principals with the observations. Dr. Seidenberger said the Assistant Principals will be able to help with observations and Dr. Torma added that there is latitude. Dr. Seidenberger explained that the categories are Distinction, Basic, and Unsatisfactory. Dr. Torma mentioned that there must be professional development as well. Mr. Earnshaw asked if the administrators knew how the state would be arriving at the overall rating. At this point, there has not been clarification from the state. Mr. Earnshaw talked about the underperforming subgroups such as special education, ELL, and economically disadvantaged students and their ability to understand the questions. Mr. Earnshaw asked which of our schools were Title I. He was told the schools are Alburtis, Jefferson, Lincoln, and Macungie. Mr. Ballard asked if there was an established procedure for challenging the figures arrived at by the state. Dr. Seidenberger said during the last two weeks the district has been clarifying the data that was submitted. However, they are nervous about what kind of formula will be used by the state.

It was noted that Dr. Harner had resigned as Secretary of Education and Dr. Carolyn Dumaresque was appointed in his place.

2. District Update

Dr. Seidenberger reported that it was a typical opening day for school. The administration planned for Willow Lane but he felt there may be things that could be done better. He took a traffic count and the highest amount of cars waiting was 30. There were some persons who were a little confused but it worked out well. He assured Mr. Berger that they would be doing everything possible to shorten the bus trips. Dr. Seidenberger thanked Mr. Moyer, Dr. Mirabella, Mr. Glancy, and Mr. Ritter for their diligence in being present at Willow Lane. He also thanked Bruce Fosselman and Ben Galiardo from Lower Macungie Township and the coordination of their staff. The calls that were received about transportation were logged in and people will be contacted. Dr. Seidenberger said he was recommending two additional teachers at Eyer MS in Language Arts and Social Studies to alleviate class sizes in Grades 7 and 8. Dr. Seidenberger said this is an example about how the district has to be prepared for emergencies in the budget, adding that he manages the budget. In the past two and a half weeks, over 75 students were registered in the district. Dr. Seidenberger thanked Community Liaison Nicole Bloise for her work with the 2013-14 school calendar. Mrs. Bloise recruited sponsors to pay for the calendar printing. He explained the Bayada Nursing Services are required for students with specific needs. This allows the district to provide nurses on field trips and in specific situations when staff members are needed for students. This is the third year for the contract. SunGard eSchoolPlus will have an updated IEP generated software program. The Special Education Department has been reviewing various packages for over three years and this one meets their needs. While there is an initial outlay of funds, the district will be saving around \$70,000 per year in subsequent years. The contract is for our student management system, state reporting system, etc. The CSIU 16 contract is for all accounting functions. It does meet the GAP requirements and stays up to date with state changes. The district looked long and hard before finding a system that met our needs. Dr. Seidenberger gave the Board a quick update on the Math curriculum and the number of students who are taking higher order maths. Of the 2500 students enrolled, 1720 are taking some kind of Algebra Class. He reminded board members of the December 2011 meeting where Dr. Delvernois indicated the changes in the math curriculum to meet state standards and the keystones. He asked the board members to review the information he distributed and urge them to go on the web site. The Pearson purchase orders are for the Algebra I textbooks because of the increased enrollments and the other purchase order is for AP Biology which the state has mandated that the most recent edition must be used. He reported on having better communication regarding critical

things going on in the district through a Timely Changes on the web site. He will be working on this with Mr. Mohn and Mrs. Bloise. He will be putting up information regarding Chapter 4 regulations and other things that might be of interest to parents.

Dr. Seidenberger was invited to be part of an educators focus group for the Lehigh Valley Economic Development Authority on September 11.

Dr. Seidenberger reported on the extensive research that he has done on the Public Participation at Board Meetings policy. He reviewed the policies for 200 school districts. He indicated that it took over 15 hours to do this research. There were 180 districts that allowed comment time prior to action items and 20 that did not. There were 119 districts that had public comment after agenda items and 80 that did not. Public making comments during the action part of the meeting, there were 196 that did not allow that interaction and only 4 were special circumstances and it is allowed at the discretion of the presiding officer. Except for North Allegheny SD, there were no examples where board members responded to citizen comments prior to the voting portion of the agenda. Referring to East Penn, Dr. Seidenberger reviewed the public comments recorded in East Penn since he has been Superintendent and found that there were a total of 113 meetings; 319 total public comments; 29 meetings where there was no public comments; 101 comments on agenda items; and 218 total comments made about non-agenda items. Referring to the policy for Upper Merion SD, he pointed out that in their policy it is stated that, "The Board session is a meeting held in public, not a public meeting." He talked about putting a guide together for the public. Ms. Fuller, Ms. Donches and Mr. Stolz thanked him for his research. He asked board members to review the information for discussion at the September 23 meeting.

3. Personnel

Motion by Earnshaw, Seconded by Stolz

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

Retirement/Resignations

- Connie Corkery, EHS Staff Assistant, effective 8/12/13 (Exhibit 1)
- Denise Miller, EHS Instructional Assistant, effective 8/12/13 (Exhibit 2)
- Maria Kelly-Lowe, Instructional Assistant at Wescosville School, effective 8/14/13 (Exhibit 3)
- Jill Natale, Health Room Assistant, effective 8/14/13 (Exhibit 4)
- Tina Sorrentino, PT Food Service Assistant, effective 8/15/13 (Exhibit 5)
- Diane Geroni, LMMS Staff Assistant, effective 8/26/13 (Exhibit 6)
- Arielle Pierog, PT Food Service Assistant, effective 8/25/13 (Exhibit 7)
- Kaitlin Mikitka, LMMS Instructional Assistant, effective 8/25/13 (Exhibit 8)
- Susan Cooperman, Instructional Assistant at Shoemaker School, effective 8/21/13 (Exhibit 9)

Income Protection Leave

Employee: Christine DeLise
Teacher, Grade 5, Willow Lane School
Effective: 9/30/13

General Leave of Absence-Board Policy 539

Employee: Cynthia Guthrie
Instructional Assistant, Wescosville School
Effective: 8/26/13-12/31/13

Full-Time Substitute Teacher Appointment

Name/Address:	Ryan Peters 2256 Woodbarn Road, Macungie 18062
Education Level:	B. S. Degree (2001)
Undergraduate School:	Bloomsburg University
Certification:	Instructional I, Elementary, Special Education
Assignment:	Grade 5, Willow Lane School Opening created by C. DeLise leave
Effective:	August 26, 2013
Experience:	2009-13-Anne Arundel County Public Schools 2002-05: Hawaii Department of Education
Salary:	\$47,344 (Year 1, Col. B)

Instructional Assistant & Health Room Assistant Appointments

Name/Address	Assignment	Salary
Maria Mesko 253 E. Hazard Street Summit Hill, PA 18250 Effective: August 27, 2013	Instructional Assist., Willow Lane L. Kelly resignation	\$13.97/hr., 27 hrs./wk.
Theresa Cole 1434 Butz Road, Breinigsville 18031 Effective: August 27, 2013	Health Room Assist., Eyer MS New Position per IEP	\$19.60/hr., 29 hrs./wk.
Alison Heffelfinger 253 Belfast Road Wind Gap 18091 Effective: August 27, 2013	Health Room Assist, Lincoln G. Stone resignation	\$19.60/hr., 29 hrs./wk.

Schedule B Appointments

See Exhibit 10

Remedial Assistant Substitute Rate

\$11.44/hr (Up to 20 days) \$11.95/hr. (21+ days)

Independent Contract Agreement – Exhibit 11

That the East Penn Board of School Directors approve the Independent Contractor Agreement with George L. Grim to provide services in accordance with applicable psychology standards as described in Exhibit 11.

Additions to the 2013-14 List of Per Diem Substitutes

See Exhibit 12

Educational Conferences – Exhibit 13

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending educational conferences listed on Exhibit 13.

Appointment of the Assistant Principal, Emmaus HS

Name/Address:	Mark Covelle 2015 Montgomery Street, Bethlehem 18017
Education Level:	B. A. Degree (2002) M. S. Degree (2007) M. Ed. Degree (2013)
Undergraduate School:	Boston University
Graduate Schools:	Wilkes University Lehigh University Drexel University (Doctoral Program)
Assignment:	Assistant Principal, Emmaus HS Vacancy created by L. Witman resignation
Effective:	To be Determined
Certification:	Administrative II, Principal, K-12 Instructional II, English Letter of Eligibility, Superintendent
Experience:	7/2008-Present: Southern Lehigh SD, Assistant Principal 8/2003-7/2008: Southern Lehigh SD, Teacher 8/2002-8/2003: Nazareth SD
Salary:	\$92,500, plus Act 93 Agreement benefits

Mr. Covelle was introduced to the Board and received a round of applause.

Appointment of Staff Assistant

Name/Address: Paula Dooley
2368 Niagra Lane, Macungie
Effective: 8/27/13
Assignment: Jefferson School
Vacancy created by C. Kennedy resignation
Salary: \$13.97/hr. 12.5 hrs./wk.

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

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

4. Revision to the Emmaus HS Discipline Code – Exhibit 14

Motion by Bacher, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the revision on Page 4; Code 205B as listed on Exhibit 14.

Note: A full copy of the EHS Discipline Code is available on the Emmaus HS web site.

American Red Cross Authorized Provider Agreement (Exhibit 15)

RESOLVED, That the East Penn Board of School Directors approve the American Red Cross Authorized Provider Agreement to permit the Red Cross certified instructors to teach the Red Cross training courses as described in Exhibit 15.

Contract for In School Nursing Services (Exhibit 16)

RESOLVED, That the East Penn Board of School Directors approve the Agreement with Bayada Home Health Care Inc., 317 South Cedar Crest Boulevard, Allentown to provide nursing services as identified for in-school nursing care as described in Exhibit 16.

Contract with the Borough of Emmaus – Use of Firearms Range (Exhibit 17)

RESOLVED, That the East Penn Board of School Directors approve the Agreement with the Borough of Emmaus for the Emmaus High School Rifle Team to use the Firearms Range located in Community Park, Emmaus, PA from November 11, 2013 to February 14, 2014 and as outlined in Exhibit 17.

Ms. Donches said she attended the Borough Council meeting and it was stated that this may be the last year the district will be using this facility. Dr. Seidenberger indicated that he had not been contacted and this is only the second year that the district is using this facility. She also suggested an editorial change.

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

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

5. Carbon Lehigh Intermediate Unit – F. Fuller

1. Special Education Services Agreement (Exhibit 18)

Motion by Fuller, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the Special Education Services Agreement with the Carbon Lehigh Intermediate Unit for the 2013-14 school year as described in Exhibit 18.

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

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

6. Policy

1. Final Adoption – Board Policy 116.1 – Exceptions to Academic Sequence (Exhibit 19)

Motion by Stolz, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve Board Policy 116.1, Exceptions to Academic Sequence, for inclusion in the Board Policy Manual.

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

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

2. Second Reading – Board Policy 206, Assignment Within District (Exhibit 20)

A recommendation for adoption will be presented at the September 9, 2013 Board Meeting.

7. Business Operations

1. Approval of Bill List

Motion by Fuller, Seconded by Stolz

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

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

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

Abstain: Donches-----1

2. SunGard K-12 Education Master Software License, Maintenance and Services Agreement (Exhibit 21)

Motion by Rhodes, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve the SunGard K-12 Education Master Software License, Maintenance and Services Agreement with SunGard Public Sector, Inc., 3 West Broad Street, Bethlehem for services as described in Exhibit 21.

Mr. Earnshaw said that having a special education student he was aware of the amount of paperwork that is required for writing IEPs. In answer to a question from Ms. Donches, it was stated that Mr. Fisher had reviewed the contract. She then questioned an item on Page 6, Improvement Fees. Mr. Mohn explained that there are modifications that can be made to the system and then there would be a cost. The system is set up for the high school transcripts to be created and the Naviance contract allows for the transcript to be sent out. Ms. Donches then asked about third party software being added. Mr. Mohn said the event of a third party being allowed to set up in the student management system was zero.

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

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

3. Retirement Plan Compliance and Administration Services Agreement (Exhibit 22)

Motion by, Seconded by

RESOLVED, That the East Penn Board of School Directors approve the Retirement Plan Compliance and Administration Services Agreement to provide compliance administration services to the Plan Sponsor's voluntary retirement programs under Sections 403(b) and/or 457(b) of the Internal Revenue Code.

Disbursement of Funds (Exhibit 23)

RESOLVED, That the East Penn Board of School Directors authorize the expenditure of funds from the 32-Capital Reserve Fund and the 33-2010 Series A General Obligation Bonds as listed on Exhibit 23.

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

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

4. Other

Ms. Donches thanked Dr. Torma for her report on the Harvard University conference. She then asked why the Board had not received a Treasurer's Report since May. Mrs. Surdoval said it has been standard procedure to not provide

the Treasurer's Report until the audit adjustments have been made; however, when that has taken place the Board will receive a Treasurer's Report for June, July, and August. Ms. Donches felt this was in violation of Board Policy 609 that required monthly reporting. It was pointed out to Ms. Donches that Board Policy 609 was specifically for Investment of Funds, not the Treasurer's Report. The Board has been receiving investment information every month since the enactment of the policy. The Treasurer's Report and the Investment of Funds are two separate reports.

Ms. Donches said the Allentown Board reports student absences at their Board Meetings. Mr. Ballard told her to put her request in writing.

Ms. Donches then read the attached statement. Dr. Seidenberger pointed out to her that just because a parent comes to the podium and makes a statement that the statement is correct. He spent a lot of time going over the safety measures that take place. Ms. Donches debated what was said. President Ballard stopped the comments indicating that the it was becoming a "he said" "she said" situation that was not productive.

8. Announcements

Monday, August 26	7:00 p.m.-Executive Session (Personnel, Real Estate, Negotiations)
	7:30 p.m.-Board Meeting
Monday, September 2	Labor Day – All Schools and Offices Closed
Monday, September 9	7:30 p.m.-Board Meeting, Board Room

9. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:10 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

Vice President Alan Earnshaw called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Board Room located at 800 Pine Street, Emmaus, PA, followed by the Pledge of Allegiance.

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

Board Member Absent: C. Ballard

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
Precious Petty, Express Times Reporter
Jacob Seibel, Morning Call Free Lance Reporter
Randy Kraft, WFMZ Online Reporter

2. Oath of Office – Mrs. Kristen Campbell, Assistant Superintendent

Judge Douglas G. Reichley administered the Oath of Office to Mrs. Kristen Campbell for her Assistant Superintendent Commission. There was a round of applause for Mrs. Campbell.

3. Requests to Address the Board

Chris Donatelli, 1695 Beech Lane, Macungie, PA complained that the EHS Rifle Team did not appear in the 2013 edition of The Tattler. He said the team was undefeated. He contacted both Dennis Ramella, Activities Director, and Andy Moxey, the advisor for The Tattler to express his dissatisfaction. He requested that a supplement be added to the yearbook.

4. Approval of Minutes

Motion by Bacher, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the minutes for the August 26, 2013 meeting.

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 on the enrollment for the beginning of the school year. He noted that the special education population increased to the extent that two additional teachers were recommended. He encouraged people to write to their local legislators to support Senator Pat Browne's legislation regarding special education funding. There was a decrease in over 70 students from the June enrollment and a withdrawal report seems to indicate that it is a combination of parents who moved out of the district so the children are attending other public schools or they are being withdrawn to attend a private school.

Dr. Moyer and his staff will welcome visitors to Willow Lane on the evening of September 19, 2013 from 5:30 p.m. to 7:00 p.m. The visit will permit Dr. Moyer to highlight the Willow Lane Silver LEED Certification status and also share information about the upcoming projects.

Bryan Svencer, a 4th grade teacher at Lincoln Elementary has been invited to appear on the Breaking Free TV Talk Show. Mr. Svencer will be interviewed about his book EDUtainment and his teaching philosophy.

Dr. Seidenberger explained that there will be three training sessions for administrators on the new teacher observation process. There will also be a group of teachers involved. There are two models to select – Peer Coaching and portfolios. The Peer Coaching model will be suspended. They will be bringing together a committee to look at the portfolio model. These new measures tie in with the work that has been done by administrators in DILT and PILS.

Enhancing communications is one of Dr. Seidenberger's goals this year so he will be having a Superintendent's page to update the community on important educational issues. It will not be an opinion page but rather a factual information section. He is anticipating having a message every week. He thanked Mr. Michael Mohn and Mrs. Nicole Bloise for their help in setting up this new communication vehicle. Currently, Mrs. Bloise is working on the Annual Report.

Dr. Seidenberger indicated that there is no new information on the Common Core. The State Board will be meeting in the next few weeks. He pointed out that Superintendents and Assistant Superintendents are commissioned officers who are obligated to comply with these regulations.

The students in Scott Didra's class completed the work on a ticket booth for Memorial Field. The booth was moved down to the field on Friday. Students design the project and Mr. Didra solicits vendors to provide materials. A new press box is probably the next project for the class.

There appears to be a drop in the number of students attending cyber schools. He noted that administrators are working on providing more blended learning. Ms. Heid asked if students who attend the EHS cyber school are counted as cyber school students. Dr. Seidenberger responded that they are included in the regular EHS enrollment. Mr. Stolz indicated his support for school choice, noting that it makes the public schools work harder and to adapt and change in the process.

Dr. Seidenberger reported on the following list of students who participated in the AP exams and their standing:

Students Who Received Scores of 3 or Higher on 3 or More AP Exams

Christina Cilento
Shannon McConnell
James Doddo
Kevin Flynn
David Gaddy
Robert Haag
Megan Jibilian
Asmita Joshi
Neil Khanna
Nicolas Krause
Nathan Luftman

Connor Maake
Jessica Cole
Jillian McGrath
Anna Overholts
Gillian Schwartz
Elyse Sellers
Gillian Sommons
Andrew Steckel
Robert Wang
Jacob Younger

Students Who Received an Average Score of 3.25 on AP Exams Taken and scores of 3 or Higher on 4 Exams

Terence Cawley
Clement DeCrop
Arielle Iacocca
Ryan Jaeger
Carly Muller
Alexander Newbegin
Gwendolyn Osterwald

Sarah Reibman
Marvin Riedl
Asim Viqar
Ester Younger
Brenna Smudde
Rui Zhang

Students Who Received an Average Score of 3.5 on all AP Exams Taken And scores of 3 or Higher on 5 Exams

Robert Bishop
Melanie Brussler
David Cohen
Thomas Fang
Ji Han
Harvey Li
Joshua Light
Christopher Neeley
Zachary Schoener
Christopher Taylor

Daniel Brndjar
Megan Cickocki
Eric Dai
Lydia Fletcher
David Larsen
Kyle Lievre
Jeremy Lin
Neil Ren
Neeraj Tatikola
Andrew Tsai

2. Personnel

Motion by Stolz, Seconded by Rhodes

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

Request for General Leave of Absence, Board Policy 539

Employee: Carol Limar
Staff Assistant, Willow Lane School
Effective: 9/12/13-9/11/14

Appointment of Health Room/Staff/Instructional Assistants

Name/Address	Assignment	Salary
Mary Ellen Hoffman 1153 Little Lehigh Drive, S. Emmaus	Health Room Assistant Jefferson/Float Vacancy created by J. Natale resignation	\$19.60/hr., 29 hrs./wk.
Effective: 9/10/13		
Melissa King 941 Orange Tip Way Breinigsville 18031	Staff Assistant Emmaus HS Vacancy created by L. Groh resignation	\$13.97/hr., 29 hrs./wk.
Effective: 9/10/13		
Tracy Merrill 2587 Columbus Drive Emmaus 18049	Instructional Assistant Emmaus HS Vacancy created by D. Miller replacement	\$13.97/hr., 29 hrs./wk.

Change in Employment Status

Employee	From	To
Abby Jung	EHS Staff Assistant, 20 hrs./wk. C. Corkery retirement	29 hrs./wk.
Kim Bosak	Eyer Staff Assistant, 16.5 hrs./wk. C. Corkery retirement	EHS Staff Assistant 20 hrs./wk.

Additions to the 2013-14 List of Per Diem Substitutes

See Exhibit 1

Co-Curricular Appointments

See Exhibit 2

Addition to the Mentor List

Sean Finnegan

Educational Conferences – Exhibit 3

That the East Penn Board of School Directors approve the estimated expenses for the educational conferences listed on Exhibit 3.

Resignation

-Erin McLaughlin, Instructional Assistant at Shoemaker School, effective September 20, 2013 (Exhibit 6)

Appointment of Temporary Professional Employee:

Name/Address: Peter Jenkins
3495 Onyx Street, Eugene, OR 97405
Education Level: B. A. Degree (2008)
M. A. Degree (2013)
Undergraduate School: Belmont University
Graduate School: University of Oregon
Certification: Instructional I, Special Education, N-12
Assignment: Special Education (Learning Support), Eyer MS
Vacancy created by E. Held retirement
Effective: September 10, 2013
Experience: None
Salary: \$55,894, Year 1, Col. M

Addition to the 2013-14 List of Per Diem Substitutes

Erin McLaughlin, Elementary

Appointment of Staff/Instructional Assistants

Name/Address	Assignment	Salary
Erin Deppe 610 Broad Street, Emmaus	Jefferson School J. Evans resignation	\$13.97/hr., 12.5 hrs./wk.
Margery Bonser 4005 Fish Hatchery Rd., Allentown 18103	Wescosville School C. Fitzmaurice resignation	\$13.97/hr., 12.5 hrs./wk.
Stephanie Jacobs 337 Broad Street, Emmaus	Wescosville School M. K. Lowe resignation	\$13.97/hr., 29 hrs./wk.

Effective: September 10, 2013

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

Aye: Bacher, Donches, Earnshaw, Fuller, Heid, Policano, Rhodes, Stolz-----8
Absent: Ballard-----1

6. Other Educational Entities

-Carbon Lehigh Intermediate Unit – F. Fuller

Ms. Fuller reported on the IU Principal Certification program. It is a hybrid model and an alternate pathway to Level I Principal Certification. All courses are delivered online and the first one, Effective School Principalship, will begin on September 18 and run until October 30. She said it is a great way for teachers who want to move on to administration in a cost effective way. The IU personnel are very excited about this program.

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

Ms. Heid reported on the thorough measures and performance data that is provided to Joint Operating Committee members. She complimented the LCTI staff on their maintenance and the brochure that is produced. Ms. Heid invited anyone who wanted to review the data to see her after the Board Meeting.

7. Policy

1. Final Adoption – Board Policy 206, Assignment Within District (Exhibit 4)

Motion by Donches, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve Board Policy 206, Assignment Within District, for inclusion in the Board Policy Manual.

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

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

Absent: Ballard-----1

8. Business Operations

1. Approval of Bill List

Motion by Fuller, Seconded by Rhodes

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.

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

Aye: Bacher, Earnshaw, Fuller, Heid, Policano, Rhodes, Stolz-----7

Abstention: Donches-----1

Absent: Ballard-----1

2. Investment of Funds

Motion by Bacher, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the following investment of funds:

Investment Vehicle:	PLGIT CD-Program-General Fund
Date Purchased:	8/28/13
Date of Maturity:	5/27/14
Term:	272 days
Rate:	0.37%
Amount:	\$744,000.00

Investment Vehicle:	ESSA Bank CD-Memorial Fund
Date Purchased:	8/30/13
Date of Maturity:	9/29/13

Term: 30 days
Rate: 0.20%
Amount: \$122,040.10

Facility Rental

RESOLVED, That the East Penn Board of School Directors grant permission for the Patricia Bostick Dance Center, 5925 Tilghman Street, Allentown to use the Lower Macungie MS Auditorium and two locker rooms for a dance rehearsal and recital on the following dates: May 20, 30, 31, 2014. This is a Group V organization and will be charged the following fees:

\$18.00 per hour, locker rooms rental
\$120.00 per hour, rehearsal fee
\$125.00 per hour, recital fee
\$41.49 per hour, custodial fee
\$41.49 per hour, stage manager fee
\$16.00 per hour, security fee

Disbursement of Funds – Exhibit 5

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the 33-2010 Series A GOB for the items listed on Exhibit 5.

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

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

Absent: Ballard-----1

9. Announcements

Monday, September 9 7:00 p.m.-Executive Session (Real Estate, Negotiations, Confidential Matters)
7:30 p.m.-Board Meeting

Monday, September 23 7:30 p.m.-Board Meeting

10. Adjourn

There being no further business to come before the Board, the meeting adjourned, upon motion, at 8:10 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Charles H. Ballard called to order the regular meeting of the East Penn Board of School Directors at 7:30 p.m. in the Board Room located at 800 Pine Street, Emmaus, followed by the Pledge of Allegiance.

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

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

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Jennifer Marangos, Edition, Emmaus.Patch.com
Peter McConnell, East Penn Press Reporter
Katrina Wehr, Morning Call Reporter
Precious Petty, Express Times Reporter
Randy Kraft, WFMZ on line Reporter

2. Requests to Address the Board

Susan Coenen, 6220 Wheatland Drive, Macungie expressed her gratitude and appreciation for the quick response regarding an unsafe condition at Willow Lane last week. She thanked Dr. Mirabella, Dr. Moyer, and Mr. Ritter for making the safety of students at Willow Lane a top priority.

3. Approval of Minutes

Motion by Rhodes, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the minutes for the September 9, 2013 meeting.

This resolution was unanimously adopted by voice vote.

4. Report of the Superintendent of Schools

1. District Update

Dr. Seidenberger displayed a thank you card that was signed by all the students at Lincoln School. They wanted the Board to know that they are thankful that you provided funds for the roof repair and the playground resurfacing.

He made some corrections to various items on the agenda regarding the Contract for Consultation Services and a workshop cost.

Dr. Seidenberger noted that the index for next year for budget purposes is 2.1%. The School Performance Profile results are being released on Friday, September 27, to the Superintendents. There is some degree of concern because of the data not being accurate. They are not sure about how the information provided is being included. He has received information from the IU regarding the criteria that is being used for the School Performance Profile calculations. He will share this with the Board. He felt East Penn would get bonus points for LCTI students' scoring and the AP scores.

He listed the following National Merit Semi-Finalists: Alan Bebout; Robert J. Bishop; Katrina Guido; Aife Ni Chochlain; and Anna C. Overholts. Dr. Seidenberger was not sure if there was going to be a reception.

Referring to his report to the Board regarding the Rifle Team picture not being in The Tattler, Dr. Seidenberger indicated that a lot of time has been spent on this issue and asked if there were any comments. He concluded that the situation was simply an oversight. He said there would be an insert. He indicated that the team has been honored in other ways by displaying their trophies in the Athletic Lobby, season trophy cases in the gym lobby, and team members will be given a commemorative plaque and team picture. Dr. Seidenberger read two demeaning emails regarding the omission of the Rifle Team in the year book. He talked about an article that alluded to the fact that the omission of the picture was a gun control issue.

He thanked First Student for working with the bus drivers on safe measures at Willow Lane. The total costs for Willow Lane improvements were \$73,477.81. We had estimated the work at \$100,000. We are pleased that we beat our estimates by \$26,522.19. This will remain in the Capital Projects account. Dr. Seidenberger thanked Paul Szewczak, Lynn Glancy, Bob Ritter, and Mark Warden for their preparation of the bid specs.

The Delaware Valley Green Building Council has asked that East Penn join with some of the Philadelphia and Bethlehem Schools in obtaining a grant to study Assessing Environmental, health and performance factors within schools for sustainability. We would receive a \$5,000 stipend to do some monitoring. It is a four-year study with researchers from Rutgers University and the University of the Sciences of Philadelphia. The Board will receive a copy of a proposal when it is available. He thanked Ms. Fuller and Ms. Donches for attending a student activity at Willow Lane that was part of the school-wide initiative to get recognition as a Green School.

He noted the write up from Mr. Piperato regarding Restorative Practices.

He noted the DILT (District Instructional Leadership Team) survey results. He said they were happy with the process and he would endorse the continuation of Dr. Woodland who would be working with individual buildings and teachers and principals. Dr. Torma, Mrs. Campbell and Dr. Seidenberger will be giving the Board a comprehensive report on the impact. This is a focus on classroom instruction. He again mentioned that the state has approved this work for PILS credit for the administrators.

He said Facebook is working well. It will be light – congratulating students – and they are happy about the positive feedback. They will be reporting on the school profiles and Dr. Seidenberger has asked Director of Technology Michael Mohn to keep a count to see if people are actually reading it.

Dr. Seidenberger announced that he and Cecilia Birdsell, Board Secretary/Executive Assistant, will be retiring. He will work with the Board on a mutually agreeable date and succession plan. Dr. Seidenberger has 43 years of service; Miss Birdsell will have 40 years of service. Mr. Ballard said he and the Board wished the Superintendent success on his impending retirement and he will be sorely missed. Mr. Earnshaw said it has been a tremendous privilege to serve with Dr. Seidenberger and Miss Birdsell in his 12 years on the Board. Mr. Ballard said Miss Birdsell gives a tremendous amount of service to the Board and will be sorely missed. He said it is a tremendous burden to replace these valued employees. Ms. Fuller said professionalism and caring are terms that describe them both. Referring to Dr. Seidenberger, Ms. Fuller said what is best for the district and the students always come first. She complimented Miss Birdsell on providing minutes that reflected what transpired at a Board Meeting. She reads many minutes from many organizations and East Penn's are the best. She concluded that they will miss them both.

Referring back to the Rifle Team and how it is recognized, Mr. Ballard said Mr. Ramella announced the team's success in the Athletic Capsule. Mr. Ramella also used the school electronic marquee, athletic website, and ETV to inform audiences of the team's success. A pennant is displayed on the gym wall listing the Rifle Team's championship. Mr. Earnshaw talked about how parents commented that the music groups have been underrepresented in the year books. He emphasized that these are student run activities and sometimes things get overlooked. He felt it was unfortunate those motives were attempted to be ascribed and that the press gave credence to those allegations. He said it is also offensive to hear about the cowardly individuals with no knowledge of the facts. Currently, the Rifle Team plays in a special league that includes Salisbury, Southern Lehigh, East Stroudsburg North, East Stroudsburg South, Stroudsburg, Berwick, and North Pocono. Whitehall, Parkland, Easton, and Nazareth do not have a Rifle Team. Mr. Earnshaw said the administration and Board has continued support for the team by providing funding for transportation, supplies, and contracts with a shooting range. Saying that the district does not support the team is absurd and offensive. There has never been a hint by the Board or administration to not provide support. Dr. Seidenberger indicated one of the emails was from William Berdine from Lynbrook, NJ and the other was from Paul Keeler which is thought to be an alias and goes by betaman520@yahoo.com.

2. Personnel

Motion by Bacher, Seconded by Fuller

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

Resignations

- Jennifer Curtis, Special Education Supervisor, effective 9/17/13 – Exhibit 1
- Theresa Cole, Health Room Assistant, effective 9/20/13 – Exhibit 2
- Tiffany Chandler, Health Room Assistant, effective 9/25/13 – Exhibit 3

Change in Leave Status

Employee:	Sharon Shankweiler Grade 6, LMMS
From:	Compensated Professional Development Leave
To:	Family & Medical Leave

Effective: 8/26/13

General Leave of Absence – Board Policy 539, General Leave

Employee: Eugenia Thompson
Instructional Assistant, Shoemaker School
Effective: 10/21/13-11/8/13

Appointment of Instructional Assistants

Name/Address	Assignment	Salary
Chelsea Reed 5836 Tova Circle, Macungie	Emmaus HS B. Kovacs resignation	\$13.97/hr./29 hrs./wk.
Allison Moxey 4766 Canterbury Drive, Emmaus	Lower Macungie MS K. Mikitka resignation	\$13.97/hr., 29 hrs./wk.
Rocco Del Priore 3506 Stonegate Drive Center Valley 18034	Lower Macungie MS D. Geroni resignation	\$13.97/hr., 29 hrs./wk.
Karen Freeman 6109 Sauterne Drive, Macungie	Shoemaker School Cooperman resignation	\$13.97/hr. 26.5 hrs./wk.
Julie Pescinski 1004 Lawrence Drive, Emmaus	Wescosville School New Position	\$13.97/hr., 29 hrs./wk.

Part-Time Food Service Assistant

Suzanne Reppert 534 North Third Street, Emmaus	LMMS K. Soltyciak retirement	\$9.00/hr., 3.75 hrs./day
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Effective: September 24, 2013

Change in Employment Status

Employee	From	To
Renee Holmes	PTFSA 4.75 hrs./day Emmaus HS	PTFSA 4.5 hrs./day Eyer MS
Darlene Rinker	Eyer Food Serv. Leader 5.95 hrs./day	Eyer Food Serv. Leader, 6.5 hrs./day
Effective: 9/16/13		
Leatrice Kelly Alburtis	Staff Assistant 12.5 hrs./wk.	Staff Assistant 17.5 hrs./wk.
Lisa Dunleavy Assistant Shoemaker	Instruct. Assistant 16.25 hrs./wk.	Instructional 17.25 hrs./wk.
Nancy Luhman Shoemaker	Staff Assistant 17.5 hrs./wk.	Staff Assistant 16.5 hrs./wk.

Co-Curricular Appointments

See Exhibit 4

Mr. Stolz raised a question about why there are several listings for a club. Dr. Seidenberger will find out and get back to him.

Additions to the 2013-14 List of Per Diem Substitutes

Lauren Brosky, Special Ed.-PK-8, Elementary PK-4

Shawn Mercer, Social Studies, English, ESL
Caitlin Hinkle, Elementary PK-4
Karrysa Schmidt, Art
Anna Galante, Food Service
Rosa Mercado, Food Service
Kristen Hoben, Instructional/Staff Assistant
James Harper, Guest Teacher

Educational Conferences – Exhibit 5

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the educational conferences listed on Exhibit 5.

Ms. Donches requested that Mr. Moyer give a report on his conference.

Assistant Principal Appointment, Emmaus HS

Name/Address: Todd Breiner
26 South Street, Tamaqua 18252
Education Level: B. S. Degree (2006)
M. E. Degree (2010)
Undergraduate School: East Stroudsburg University
Graduate School: Kutztown University
Penn State University, Principal Certification
Certification: Administrative I, Principal Certification
Instructional II, Safety Ed/Driver Ed, Health, Physical Education
And Health
Assignment: Assistant Principal, Emmaus HS (New Position)
Experience: 9/2006-Present: East Penn SD
Salary: \$80,000, Act 93 Agreement Benefits Pro-rated

Mr. Breiner was introduced to the Board and audience.

Appointment of Temporary Professional Employees

Name/Address: Scott Ketcham
412 Quail Drive, Allentown 18104
Education Level: B. A. Degree (1999)
Undergraduate School: Hampden-Sydney College
Graduate School: East Stroudsburg University, Certification Credits
Certification: Instructional I, Social Studies
Assignment: Social Studies Teacher, Eyer MS
New Position
Effective: September 24, 2013
Experience: 8/2012-Present: East Penn SD (per diem substitute)
Salary: \$47,344 (Year 1, Col. B)

Name/Address: Kristin Spirk
614 Station Square Blvd., Lansdale 19446
Education Level: B. A. Degree (2007)
Undergraduate School: West Chester University
Graduate School: Moravian College, Certification Credits
Certification: Instructional I, English
Assignment: Language Arts Teacher, Eyer MS
New Position
Effective: To be Determined
Experience: 8/2009-Present: Allentown SD
Salary: \$47,644 (Year 2, Col. B)

Name/Address: Vincent D'Agostino
4984 East Rolling Glen Drive, Pipersville 18947
Education Level: B. S. Degree (2013)
Undergraduate School: West Chester University
Graduate School: University of Pennsylvania
Certification: Instructional I, Health & Physical Education
Assignment: Physical Education Teacher, Emmaus HS

Vacancy created by T. Breiner transfer
Experience: None
Salary: \$47,344 (Year 1, Col. B)

Staff Assistant Appointment

Name/Address: Veronica Cibelli
2258 Chablis Drive, Macungie 18062
Assignment: Cafeteria, Eyer MS
Vacancy created by K. Bosak transfer
Effective: September 24, 2013
Salary: \$13.97/hr., 16.5 hrs./wk.

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

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

3. Contract for Consultation Services (Exhibit 6)

Motion by , Seconded by
RESOLVED, That the East Penn Board of School Directors approve the Contract for Consultation Services for Dr. Rebecca Woodland, University of Massachusetts, Amherst for services and activities as indicated in Exhibit 6 for a cost not to exceed \$55,440.00, plus reimbursed expenses.

Ms. Donches asked about the funding through Title II. Dr. Seidenberger said that a substantial portion will come from Title II; however, there are three or four other accounts that will be used. This will not be reconciled until later in the year but they are using as much of Title II as possible. Referring to Ms. Donches' question regarding substitute pay, Dr. Seidenberger said that teachers who are part of an Instructional Rounds team will require substitutes. Dr. Woodland will be working directly in the building. It depends on how many classrooms are visited and whether they could arrange for internal coverage. Ms. Donches asked if the staff trained last year were not up to a level to train others. Dr. Seidenberger explained that this initiative is much greater than just Instructional Rounds. He reminded the Board of the overview of the teacher effectiveness model. There must be a change in behaviors to meet the new evaluation system. Dr. Seidenberger talked about the instructional practices training and the fact Dr. Woodland can take this to the next level. A key component of that is the fact that we are also in the process of upgrading the observation protocols. She will be giving some advice on that practice. There are four grades – needs improvement, basic, proficient, and distinguished. She will be working with staff as we improve our teacher observation skills. East Penn is a PIL district and by including her services as a member of the University of Massachusetts staff, it helped with getting state approval. Dr. Torma said everything that the staff has been doing over the last three years is being integrated into the educator effectiveness model. It is about improving teaching and learning and increasing what we are doing in the district to a level that is conducive to academic achievement of students. It is important to have teachers involved in this process and teachers were trained on how to participate in rounds. There will be a district perspective and a school perspective. Dr. Torma felt the key was integration and speaking a common language in the district. She elaborated on the amount of work and feedback that has taken place with Dr. Woodland. She concluded that this is important work.

Referring to the survey, Ms. Donches said there was a lot of mention of collaboration and direction and questioned if that was happening in the district now. Dr. Seidenberger responded that there are Administrative Cabinet Meetings, Elementary Principal Meetings, and Secondary Principal Meetings on a monthly basis. Those meetings function at their own level. When they thought about the whole system, they felt there needed to be a galvanizing force. What you are seeing is a focus on the primary work. There is this intensive effort to improve classroom instruction. A lot of time was spent last year on effective questioning. Ms. Donches commented on the perceived high cost. Dr. Seidenberger pointed out that if each administrator would be attending a university graduate program that would cost far more than this contract. Also, there are programs being offered that would require principal attendance out of their buildings for four or five days out of the school year. Dr. Seidenberger indicated his support for the recommendation and the money that would be saved. Ms. Donches asked what would be done if this is not approved. Dr. Seidenberger said the work would be continued but it would not be of the quality that Dr. Woodland would bring. She can give the input to improve the system. Mr. Earnshaw said the challenge is seeing the price tag but not always seeing the value. PILS is a mandated program for a majority of the administrators. It is unfunded by the state. Mr. Earnshaw reiterated that the program in the district has been developed and received accreditation by the state so it an internal professional development program that is tailored to the district's needs. Dr. Seidenberger explained that there will still be outside training required. Mr. Earnshaw shared his experience with consultants in his company and the cost. He pointed out that Dr. Woodland has been working with the administrators and is not showing up with unknown experience but has demonstrated expertise. He said he would support the recommendation. In response to a question from Mr. Stolz, Dr. Seidenberger said they could have people going separate ways, citing an IU program last year. He said everything

that is being done meets the core standards. Mr. Stolz asked why they were using someone from the University of Massachusetts and Dr. Seidenberger responded that she is uniquely qualified in this area.

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Policano, Rhodes-----7

Nay: Donches, Stolz-----2

5. Legislative-C. Ballard

Mr. Ballard reported that there are three bills in Harrisburg proposing an elimination of property tax.

1. PSBA 2014 Slate of Candidates – Exhibit 7

Motion by Rhodes, Seconded by Fuller

RESOLVED, That the East Penn Board of School Directors vote for one candidate for each elected position.

According to PSBA policy, the Leadership Development Committee drew lots to determine the order in which names appear on the official slate of candidates.

- **President-Elect**
- - [William S. LaCoff](#) *
- - [Mark B. Miller](#)
- **Vice President**
- - [Larry B. Breech](#)
- - [Charles H. Ballard](#) *
- **Treasurer**
- - [Norman G. Hasbrouck](#) *
- - [Otto W. Voit III](#) *
- **At-Large Representative (East)**
- *Representing Regions 7, 8, 10, 11, 15*
- - [Maura Buri](#)
- - [Robert M. Schwartz](#) *

*** Endorsed** – *"The Leadership Development Committee may, by majority vote, choose to endorse the nomination(s) of one or more candidates for any elected position as a means of identifying those candidates that the Leadership Development Committee considers to be highly qualified." PSBA Bylaws, Article IV, Section 5.C.*

Board members received printed ballots to indicate their choice of candidates. Ms. Donches indicated that she had talked to both Mr. LaCoff and Mr. Voit. Mr. Earnshaw indicated that he had met both Mr. LaCoff and Mr. Voit. Ms. Fuller indicated that Bob Bold, Region 8 Director, suggested Mr. LaCoff, Mr. Ballard, Mr. Voit, and Mr. Schwartz. Mr. Ballard called for a brief recess (8:40 p.m.-8:45 p.m.) so the ballots could be counted by the Board Secretary and Solicitor.

Following the recess, the results of the ballot election were announced. The following individuals were elected by majority vote:

President: Willilam LaCoff (8 Ayes; 1 Abstention)
 Vice President: Charles Ballard (6 Ayes; 2 ayes for Larry Breech; 1 Abstention)
 Treasurer: Otto W. Voit, III (8 Ayes; 1 Abstention)
 At Large Representative: Robert Schwartz (5 Ayes; 3 ayes for Maura Buri; 1 Abstention)

The ballots will be attached to the permanent minutes of this meeting. The results will be registered with PSBA and the receipt attached to the minutes of this meeting.

6. Policy

1. Board Policy 903, Public Participation in Board Meetings –Exhibit 8

Ms. Donches thanked Dr. Seidenberger for his research. She said she had conversations with a few individuals who said they would like to have dialogue with the Board in a format similar to the meetings of the Lehigh County Commissioners and Lower Macungie Township Supervisors. She said she just happened to come across information that was recently discussed by the York Suburban School District. They have input from the audience during the meeting with a limit of 5 minutes. She would suggest 3 minutes. The citizen input would come before the Board vote on each item. This would allow for clarifying questions to be asked. She said that would allow for hearing everyone's point of view. She went over the York Suburban agendas/meetings and indicated there did not appear to be a lot of input. She summarized that they have citizen input in the beginning and end of the agenda as well as after each agenda item. Dr. Seidenberger suggested that any form ask if the party has followed the chain of command on an issue. In answer to a question raised by Mr. Earnshaw, Solicitor Fisher indicated that any resident or taxpayer must be allowed to comment on official action or deliberation prior to the Board taking official action. The Board has the option to accept all public comment either at the beginning of the meeting (agenda items) and at the end (non-agenda items). Mr. Earnshaw felt the current policy embraces the spirit of the law and has worked out well. He was concerned about controlling dialog and the timing. He did not see any reason to change. Mr. Stolz spoke in support of Ms. Donches' changes to make the board meeting more in the format of a Borough Council, Lehigh County Commissioners and Lower Macungie Township Supervisors meetings. He said the section on placards and banners has been upheld and should also be changed. Mr. Ballard commented on his observations with the York Suburban policy, pointing out it does not indicate a dialogue nor does it talk about external presentations. He said although a board meeting is public it is a meeting held in the public and there is a distinction. This is not a forum for providing for public speeches and dialogue. He said if anyone wants to have a dialogue with him his number is in the phone book and there is an email account through the district. He has had conversations with people in the community at other venues. He said the Board needs the time in the meeting to do its work. He also questioned how many 3 minute time periods would be allowable in the course of a meeting. Dr. Bacher said he had attended Lehigh County Commissioners' meetings and it appeared that one item on the agenda took two to three hours by allowing public comment. He understood that people would want a dialogue and commented on trying to get work done at the meeting as well. Ms. Heid said she had attended an Upper Milford Supervisors Meeting and she was concerned this process could get out of hand. The Board does not have immediate answers and time is needed for research. She indicated she was on the fence. Mr. Stolz commented that his shortcomings with his academic career did not prevent him from being able to write policy. Mr. Ballard pointed out that the protocol for policy is to direct the administration to present a draft for a first reading. Mr. Fisher and Dr. Seidenberger discussed what the original direction had been to the administration at a previous meeting. (Secretary's note: June 10, 2013 minutes: 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)

Ms. Donches suggested an informal Policy Committee could look at the policy. She reiterated that other municipalities had her suggested practice and everyone was respectful. She again recounted her experience at Emmaus Borough Council. She commented on not having committees and not allowing dialogue. She noted that Susan Coenen had her hand raised to speak and was told that there is no interaction with the audience. Dr. Bacher commented on allowing a person to speak in accordance with the current policy. She then presented the following motion to suspend the rules:

Motion by Donches, Seconded by Stolz
 RESOLVED, That the Board suspend the rules to allow a person from the audience to make a comment.

This resolution was defeated by the following roll call vote:

Nay: Bacher, Ballard, Earnshaw, Fuller, Heid, Rhodes-----6
 Aye: Donches, Policano, Stolz-----3

Mr. Earnshaw pointed out that the Board cannot have an informal policy committee. The committee meeting must be advertised, allow citizen input, have minutes that are then adopted at a future meeting, and all

procedural motions. Writing policies takes a certain kind of style and discipline and they are usually written by the legal and policy staff of PSBA. He said he would rather see a policy that had already passed muster. Mr. Ballard indicated that ideas for policy can be submitted to PSBA to formulate a policy since East Penn is a member of the Policy Services division. There was a consensus to submit their various policy statements to the Board Secretary by October 23 to be incorporated into a policy by PSBA. Ms. Donches then questioned the protocol for reviewing the policy. She said the policy should be included on the agenda. It was pointed out that the process is to have a first and second reading of the policy with adoption taking place the third time the policy appears on the agenda. This has been the East Penn practice so comments can be considered. Ms. Donches asked if it was okay to copy everyone else. Solicitor Fisher interjected that board interaction through email could be a violation of the Sunshine Law. Dr. Seidenberger reported that he did call the Superintendent in York Suburban but had not heard back from her. He said he looked at their agendas and he was not sure they were going to do what they said they would. When reviewing their agendas, it was clear that people talk in the beginning and at the end. He doubted you would find dialogue in any school board in Pennsylvania, adding that the governmental bodies cited by Ms. Donches are municipal governments and their roles and functions are much different from that of a school district. He will also contact North Allegheny. He pointed out that he spent a lot of time this summer on this issue and he not only looked at districts' policies but also their agendas and minutes. Dr. Bacher commented on the policy intent for input. Ms. Donches concluded that she thought it would be great to be a leader in the policy and have dialogue.

7. 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, including the addenda, and that the Treasurer be authorized to issue checks and vouchers in the amounts indicated.

Ms. Donches continued to abstain since she did not have the information she needed.

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

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

Abstention: Donches-----1

2. Parent/Guardian Transportation Contract

Motion by Stolz, Seconded by Donches

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

Parent/Guardian: Robin & Jeffrey Urenko
7204 Stack Road, Macungie
Effective: 2013-14 School Year
Reimbursement: 5 miles/ \$.565/mile

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

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

8. Announcements

Monday, September 23	6:45 p.m.-Executive Session (Personnel, Real Estate, Confidential Matters, Negotiations)
	7:30 p.m.-Board Meeting
Monday, October 14	No school for students
	7:30 p.m.-Board Meeting

Mr. Ballard announced that there would be an Executive Session for personnel immediately following the adjournment of this meeting.

9. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:30 p.m.

Cecilia R. Birdsell, Board Secretary

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: Jennifer Marangos, Editor, Emmaus.patch.com
Peter McConnell, Reporter, East Penn Press
Randy Kraft, Online Reporter, WFMZ
Meghan Packer, WFMZ Reporter
Precious Petty, Express Times, Reporter
Katrina Wehr, Morning Call Reporter

2. Requests to Address the Board

Jessica Hughes, Macungie, PA expressed her concern about Board Member Julian Stolz' inappropriate relationships with teens on Teenspot.com as well as dating Emmaus High School female students while a seated board member. She read excerpts from the blog, "The Stolz Report." She asked that Mr. Stolz resign immediately.

Hillary Smith, Macungie, PA called for Mr. Stolz to resign from the Board and or the Board to vote to remove him. She asked that a full investigation be conducted.

Justin Burkhardt, Bethlehem, PA expressed his outrage with Mr. Stolz and his inappropriate relationships with teens as well as dating Emmaus High School female students while a seated board member. He said he wanted him gone. He also mentioned another profile that Mr. Stolz had that was terminated because of improper behavior. He was disgusted with Mr. Stolz' behavior. He commented on Mr. Stolz' reaction to the book controversy last year. He asked if he was here to support education or to meet underage "chicks." He hoped the police would look into it. He called for Mr. Stolz to resign.

Kevin Kelly, Emmaus, PA said he was saddened and disturbed to read about Mr. Stolz. Mr. Kelly has been following what has been happening at board meetings with the political disagreements. He said this is to another level by involving high school students and a teen dating web site. He said board members should be role models and an example for the community. He agreed with the previous comments. He hoped that Mr. Stolz would resign.

3. Approval of Minutes

Motion by Fuller, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors approve the minutes of the September 23, 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 on the Lehigh University Study Council Trip to Boston University. Dr. Torma and Mrs. Campbell also attended. He said the trip was outstanding and he spoke about the positive interaction with their fellow school colleagues to talk about a variety of issues. He said they came away with a great admiration for the Department of Education in MA as a Race to the Top State. They are about 18 months ahead of Pennsylvania in school improvement and teacher evaluations. They heard two representatives from the Department of Education and the support given to the schools in MA is better than what is here in Pennsylvania. They also heard Dr. Montero who has been appointed by the Governor to oversee Lawrence, MA that is failing on 6 levels. They heard from a researcher on the staff of Boston University for almost 40 years and her doctoral student who reviewed statistics on how to evaluate systems. The Chief Attorney for the Superintendents in MA talked about navigating the new laws for school evaluations. They also heard from two school districts that are developing measures for student growth. They had a visit to Cambridge Rindge & Latin School facilities. He

noted that about 300 students ride their bicycles to school every day. The philosophy is for controlled choice meaning every school should be balanced with economic groups. The high school has an impressive physical facility, school bank, a special area for media, and a library that looked like a church. The Superintendent talked about how they connect with the city of Cambridge and they spend \$27,000/student. The guides were top shelf and passionate about the school. One of the community connections was Whole Foods which we may have had a chance to work with in the Lehigh Valley. He thanked the Board for supporting their attendance.

This is the third year in a row that Willow Lane has been nominated by Delaware Valley Green Building Council in the Lehigh Valley Sustainability Award for Public Projects. Mr. Ritter will be attending the award ceremony.

He thanked Representative Simmons for his communication on HB 618 regarding cyber and charter schools. East Penn may save \$117,000.

There will be a reception for the National Merit Semi-Finalists at 6:00 p.m. on October 28. Dr. Seidenberger indicated the following Commended students who have been named: Grace Bova; Andrew Chen; Peter Conway; Eric Dai; Nancy Dordal; Joanna Hawkins; Mark Hewertson; Gillian Schwartz; and Robert Wang.

Dr. Seidenberger announced the Veterans' Day Program on November 11 at Lower Macungie MS. The Annual Thanksgiving Dinner will be held at three buildings on November 14.

He commended Sue Butz Stavin for her 800th Girls Field Hockey Win. The Emmaus High School Girls Hockey Team is undefeated so far this season. EHS student Grant Schumaker won the District 11 title in Golf; Kelsey Patterson won the girls title; Emmaus also won the District 11 Class AAA Team Title. He congratulated Golf Coach Michael Mihalik. He also thanked Brookside Country Club for hosting the team members.

Michael Mohn, Technology Director, and Dr. Seidenberger illustrated how to navigate the School Performance Profile on the PDE website. The site includes information on each school in the district, academic performance, and links to the school safety report, special education data, and the state audit. The PVAAS information has been withheld until the district can be assured that it is accurate. Dr. Seidenberger also indicated the information regarding the School Performance Profile that is on the East Penn website.

2. Personnel

Motion by Donches, Seconded by Rhodes

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

Resignations

-Lori Freyman, LMMS PTFSA, effective October 16, 2013 (Exhibit 1)

-Melissa Freyman, Instructional Assistant, Shoemaker School, effective October 18, 2013 (Exhibit 2)

Leaves as Per Collective Bargaining Agreement

Employee	Assignment	Time Period
Jennifer Thomas	Grade 4 Teacher, Macungie	1/22/14, extension
Kristen Bruckner	Grade 1 Teacher, Macungie	1/22/14, extension
Samanatha Moyer	Grade 3 Teacher, Wescosville	10/14/13-12/6/13
Jayne Espenshade	Business Ed Teacher, EHS	10/18/13-4/1/14
Karin Kao	Grade 3 Teacher, Jefferson	1/22/14, extension

General Leaves of Absence-Board Policy 539

Jennifer Halcisak	Staff Assistant, Lincoln	10/1/13-9/30/14
Tiffany Reed	Food Services Dept.	11/8/13-11/7/14
Joanne Freeman	Library Aide, EHS	10/15/13-1/2/14

Health Room Assistants/Instructional Assistant

Name/Address	Assignment	Salary
Sherri Voight 4907 Limeport Pike	Health Room, Eyer MS Vacancy created by T. Cole resignation	\$19.60/hr., 29 hrs./wk.

Zionsville 18092

Constance Ash Health Room, Shoemaker \$19.60/hr., 29 hrs./wk.
336 N. 8th Street Health Room, Shoemaker \$19.60/hr., 29 hrs./wk.
Allentown 18102 Vacancy created by T. Chandler resignation

Laura Wieder Instructional Assistant \$13.97/hr., 29 hrs./wk.
2365 Red Maple Dr. Shoemaker School
Coplay 18037 Vacancy created by E. McLaughlin resignation

Change in Employment Status

Employee: Kristen Esser, Instructional Assistant at Eyer MS
From: 22.5 hrs./wk.
To: 29 hrs./wk.

Emmaus HS Security Staff - \$14.50/hr.

Abby Jung	Lisa Kammerer	Cheryl Labar
Debi McConnell	Maria Molchan	Olimpia Pellegrino
Michelle Schupp	Susan Spadt	Donna Waterman
Gail Wetherhold	Michelle Yesenofski	

Co-Curricular Appointments

See Exhibit 3

Additions to the 2013-14 List of Per Diem Substitutes

Rebekah Aston, Mathematics	Victoria Monk, English
Samantha Ward, Biology	Suzanne Bachrach, Special Ed.
Sarah Gordon, Elementary	Kelsey O'Connell, Music
Helen Lavin, Elementary	Kyle Lavigne, English

Melissa Grochowski, Instructional/Staff Assistant
Elizabeth Rusin, Instructional/Staff Assistant
Marci Stappung, Instructional/Staff Assistant
Cathy Wimble, Instructional/Staff Assistant
Sabah Morcos, Instructional/Staff Assistant
Elizabeth Mireles, Instructional/Staff Assistant
Tina Shelton, Health Room Assistant
Martha Bond, Remedial Assistant
Michelle Norton, Instructional/Staff Assistant

Mentors – New Teacher Induction Program

David Budinas Sean Boyle

Educational Conferences – Exhibit 4

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

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

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

5. Other Educational Entities

-Carbon Lehigh Intermediate Unit-F. Fuller

Ms. Fuller reported that PDE has granted the IU *Initial Program Approval* for a Post-Baccalaureate Secondary Mathematics Certification Program. The program is designed specifically to meet the Pennsylvania requirements for certification. The IU in partnership with PDE has been tasked with assembling a work group to create a STEM Endorsement Framework Guideline. As an add-on to a teaching certificate, a STEM Endorsement will document a teacher's knowledge in new and emerging areas. The IU is launching a new PILS course this

October entitled, "Engaging the Community for Student Achievement." This course will empower school leaders through evaluation of best practices based on a variety of case studies and successful programs. The IU Curriculum Office/Educational Technologies Department announced a series of free after school professional development courses with the award of 18 hours for new teachers.

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

Ms. Heid reported that LCTI has put in its own quality system for continuous improvement, document control and customer satisfaction. She reported that their School Improvement Plan has been put in place and shared the three objectives: (1) Build leadership capacity through the development of professional learning community that is committed to working together in a continuous improvement process to enhance student achievement.

(2) Become knowledgeable in the process to analyze multiple forms of data through action research to collaboratively examine educational practices for the purposes of improving teaching and learning.

(3) Engage students as active participants in the teaching/learning process through the development of an individual learning plan based on performance related data. They watched a Martin Guitar video on local manufacturing that 8th grade students are taking part in as part of a video competition.

6. Legislative – C. Ballard

Mr. Ballard reported on HB 1189, the Optional Property Tax Elimination Act, that would allow districts to levy an earned income tax and net profits tax, mercantile tax, or business privilege tax to generate revenue. HB 76 is an attempt to amend HB 1189. These bills are only tax shifting bills at the lower level. One of the problems is that the numbers do not add up and there will be a shortfall. The number of taxes under HB 76 will fall short of what is required. He noted HB 618 that addresses some of the flaws with charter and cyber charter school funding. Representative Simmons indicated that East Penn could save as much as \$117,281.41. It does not discuss the cost structure of cyber charter schools vs. brick and mortar charter schools.

7. Business Operations

1. Approval of Bill List

Motion by Rhodes, Seconded by Stolz

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 abstaining because she is not receiving the account codes that she requires.

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

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

Abstention: Donches-----1

2. Treasurer's Report

Motion by Rhodes, Seconded by Fuller

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

Investment of Funds

RESOLVED, That the East Penn Board of School Directors approve the investment of funds as listed below:

<u>INVESTMENT</u> <u>VEHICLE</u>	<u>DATE</u> <u>PURCHASED</u>	<u>DATE OF</u> <u>MATURITY</u>	<u>TERM</u>	<u>RATE</u>	<u>AMOUNT</u>
ESSA Bank CD-Mem. Fund	09/29/13	10/28/13	30 days	.20%	\$122,060.16

Facility Rentals

RESOLVED, That the East Penn Board of School Directors approve the following facility rentals for Group V organizations:

Coral's Academy of Dance - 1107 South Tenth Street, Emmaus

Facility - Eyer MS, Auditorium
Dates: December 14, 2013 & June 7, 2014
Purpose: Dance Recital
Rental Fees: \$47.04/hr. Custodial Fee
\$16.00/hr. Security Fee
\$47.04/hr. Equipment/Technicians
\$125.00/hr. Rental Fee

College Planning Center – 1301 Glasgow Street, Pottstown 19464

Facility: Café 2, Emmaus HS
Date: December 3, 2013
Purpose: Fall educational workshop for parents of college bound students
Rental Fees: \$45.00/hr. Rental Fee, Café 2

Budget Transfers – Post-Audit – Exhibit 5

RESOLVED, That the East Penn Board of School Directors approve the post-audit transfers for June 30, 2013 as listed on Exhibit 5.

In answer to a question by Ms. Donches, Dr. Seidenberger indicated that it is a reconciliation of the two years and some items may be charged against the 2013-14 school year.

Disbursement of Funds – Exhibit 6

RESOLVED, That the East Penn Board of School Directors authorize the disbursement of funds from the 32-Capital Reserve Fund and the 33-2010 Series A GOB as listed on Exhibit 6.

Personnel Search Services

RESOLVED, That the East Penn Board of School Directors engage the Pennsylvania School Boards Association to conduct personnel search services in an amount not to exceed \$6,000.

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

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

Mr. Stolz read a statement apologizing to the Board as well as responding to criticism of him and his relationship with a 15 year old student who is now 20 and his Teenspot.com involvement. He chronicled the events, closing with his profession of love for this young woman and his refusal to resign from his Board position.

8. Announcements

Monday, October 14	6:30 p.m.-Executive Session (Real Estate, Personnel, Negotiations)
	7:30 p.m.-Board Meeting
Monday, October 28	7:30 p.m.-Board Meeting

9. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:18 p.m.

Cecilia R. Birdsell, Board Secretary

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, followed by the Pledge of Allegiance.

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

Board Member Absent: R. Heid

Resigning Board Member Absent: 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: Patrick Lester, Morning Call Reporter
Peter McConnell, East Penn Press Reporter
Jennifer Marangos, Editor, Emmaus.Patch.com
Precious Petty, Express Times Reporter
Randy Kraft, on line reporter for WFMZ

2. Student Recognition: Merit Semi-Finalists

Alan Bebout
Robert J. Bishop
Katrina Guido
Aife Ni Chochlain
Anna C. Overholts

Dr. Seidenberger and Mr. Ballard distributed Certificates of Recognition to the students who have been named as National Merit Semi-Finalists. The students and their parents were recognized at a reception sponsored by the EPEA prior to the meeting. Students received a round of applause from the audience.

3. Requests to Address the Board

John Donches, 559 Minor Street, Emmaus spoke about the TIF (Tax Increment Financing) for Hamilton Crossings and Developer Tim Harrison. He criticized the developers and claimed they could not pay the taxes because they are too high and questioned the financial stability of their company. He recounted the information previously stated and provided his analysis of the funds that are being requested from other sources and the motives behind the TIF.

4. Emmaus HS SGA Report: Logan McHale, Vice President Catherine Garrity, Secretary

Logan McHale and Catherine Garrity reported on various high school activities that included the Homecoming Week events, an upcoming Blood Drive, various fund raisers for cancer awareness, the Drama Department's presentation of "Pride & Prejudice," and a book sale where students will receive a voucher for books returned from the Summer Reading List. They also mentioned former student Zach Miller who was in a serious car accident last summer and is in a coma. A fund raiser taking place at Texas Road House to defer medical costs is scheduled.

5. Approval of Minutes

Motion by Earnshaw, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the minutes for the October 14, 2013 meeting.

This resolution was unanimously adopted by voice vote.

6. Resignation of Board Member (Exhibit 1)

Mr. Ballard said that Solicitor Marc Fisher had reviewed the motion and it complies with state law.

Motion by Fuller, Seconded by Bacher
RESOLVED, That the East Penn Board of School Directors accept the resignation of Julian Stolz effective October 15, 2013.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes-----7
Absent: Heid-----1

Mr. Ballard explained the process to fill the vacancy and the timeline that would be required. Solicitor Fisher said that under the law the Board has the exclusive right to fill the vacancy within 30 days of the resignation. The clock started on October 15 and the 30 day deadline would be November 14. The next scheduled meeting is November 11 within the 30 day limit. There will be a public interview of the candidates at 6:00 p.m. on November 11 with an appointment at that meeting where the candidate will take the Oath of Office and be seated. Mr. Ballard called for a motion.

Motion by Earnshaw, Seconded by Fuller
RESOLVED, That the East Penn Board of School Directors approve the following time line for interviews and appointment to the board vacancy:

Tuesday, October 29	Advertising on District Web Site; Submitting advertisement to the Morning Call
Thursday, November 7	4:00 p.m.-Deadline for Applications
Monday, November 11	6:00 p.m.-Special Board Meeting to hold Public Interview of Candidates and selection
	7:30 p.m.-Appointee is administered the Oath of Office and is seated.

Ms. Fuller shared her experience with going through this process, adding that it gives a good indication of who the candidates are. She had been impressed with the process. At that time, Mr. Rhodes had been appointed to the vacancy.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes-----7
Absent: Heid-----1

In response to comments by Mr. Earnshaw about the questions from previous interviews, board members were encouraged to send in one or two questions to the Board Secretary Cecilia Birdsell to compile. Solicitor Fisher said the successful appointee will hold the office until December 2015.

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

1. District Update

Dr. Seidenberger called attention to the 2012-13 Annual Report and thanked Community Liaison Nicole Bloise for her work on the publication. He noted that a total amount of \$6,029,844 million dollars was awarded in scholarships by Colleges/Universities. The total amount of athletic scholarship money earned by the graduating class was 1.5 million dollars. The total amount of local scholarship money earned by the graduating class was \$54,125. There was a joint meeting of IU 20 and 21 superintendents on Friday, October 25, where they had a chance to interact with local legislators. There was a good dialog dealing with special education issues such as ACCESS funds, and charter and cyber school funding. Today, Massie Ritsch, the U. S. Department of Education's acting assistant secretary of communication and outreach, met with school officials from around the Lehigh Valley at a two-hour roundtable discussion hosted by the Bethlehem Area School District. Dr. Seidenberger and Mr. Ballard attended this discussion. Again, special education was front and center in the discussion.

In other matters, Scott Shearer from PFM will be here in December to discuss some options with bonds. Dr. Seidenberger said that Susan Baker from the PA Economy League contacted him and he asked that they submit a proposal for a demographic study. They would not be able to schedule a study before January with a final report coming in April or May.

Dr. Seidenberger complimented Activities Directors Dennis Ramella and Shaun Murray on their "End of Year Recap" for 2012-13.

The Annual Thanksgiving Dinner for Gold Card members is scheduled for November 14. The dinner is held in three locations and the district hosts over 1,000 Gold Card members. Students serve and provide entertainment for the participants.

In answer to questions raised by Ms. Donches about ACCESS funds, Dr. Seidenberger explained that the PA ACCESS funds were audited by the federal government and there was a concern about the things that school

districts were being reimbursed for with these funds. The district lost about 20% of the ACCESS funds after this audit. The reimbursement was used for medical services for special education students with medical issues (speech therapy, 504 plans, nursing services). The vendor was changed and they are slow with reimbursing the districts.

2. Personnel

Motion by Donches, Seconded by Bacher

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

Resignations

-Christina Kennedy, Instructional Assistant at Shoemaker School, effective October 25, 2013 (Exhibit 2)

Leaves as Per Collective Bargaining Agreement

Employee	Assignment	Time Period
Shannon Petrunak	English, Emmaus HS	11/25/13-1/22/14
Christine McCorristin	Grade 2, Macungie	11/26/13-1/13/14

Full-Time Substitute Teacher Appointment

Name/Address:	Erin Yanus 2312 Colfish Road, Perkiomenville 18074
Education Level:	B. S. Degree (2012)
Undergraduate School:	Temple University
Certification:	Instructional I, Business/Computer/Info. Tech. Mid-Level Mathematics
Assignment:	EHS-Computer and Business Applications Opening created by J. Espenshade leave
Effective:	October 29, 2013
Experience:	3/2013-5/2013: Pennridge SD 9/2012-3/2013: East Penn, Upper Perkiomen, Boyertown
Salary:	\$47,344, Year 1 Col. B

Awarding of Tenure

That, in accordance with Section 1121 of the PA School Code, the following temporary professional employees based upon satisfactory service be awarded tenure:

Temporary Professional Employee	Assignment
Katie Anderson Mast	Lincoln, Grade 1
Danielle Cooper	Emmaus HS, Special Ed.
Erin Haddigan	Emmaus HS, Special Ed.
Kelly Harckom	Wescosville
Cynthia Hynes	Jefferson, Grade 4
Ashley Landis	Speech
James Meehl	Eyer MS, Wellness/Fitness
Amanda Miller	Lincoln
Holly Pethick	Lincoln, Grade 5
Katie Rodrigues	Jefferson, Grade 5
Katelyn Scharl	Eyer MS

Request for General Leave – Board Policy 539

Employee:	Suzanne Ferrel
Assignment:	Instructional Assistant, Shoemaker
Time Period:	10/23/13-10/22/14

Appointment of Staff Assistant

Name/Address: Gina Huczko
2001 Strathmore Drive, Macungie 18062
Assignment: Staff Assistant, Wescosville School
New Position
Effective: October 29, 2013
Salary: \$13.97/hr., 12.5 hrs./wk.

2013-14 School Dentists

Dr. Michael Conrad 770 Feters Lane Wescosville	Dr. Allen Crawford 530 East Main Street Macungie
Dr. Jason Pellegrino 5920 Hamilton Boulevard Suite 101 Wescosville	Dr. Donald Rother 3261 Route 100 Macungie
Dr. Timothy Wright 242 Main Street Emmaus	Dr. Robert Yoder 5181 Gary Drive Emmaus

Reimbursement is \$2.50/exam.

Addition to the 2013-14 List of Physicians

In agreement with Dr. Robert Barnes, Chief School Physician, the following physician practice, with associated physicians, be appointed:

East Penn Medical
723 Chestnut Street, Emmaus

Reimbursement is \$65.00/hr. for school physicals

Authorization of Attendance Officers

In accordance with Modifications 5.29, the East Penn Board of School Directors authorizes the following individuals to act in the capacity of attendance officers to write truancy citations:

Emmaus HS

David Piperato, Principal
Mark Covelle, Assistant Principal
Mark Caccavo, Assistant Principal
Matthew Gale, Assistant Principal
Sally Hanzlik, Assistant Principal
Andrea Edmonds, Assistant Principal
Todd Breiner, Assistant Principal

Elementary Principals

Dr. Jacqueline Attinello, Lincoln
Tara Desiderio, Wescosville
Dr. Ron Renaldi, Alburtis
Cheryl Wetzel Scalzo, Jefferson
Anthony Moyer, Willow Lane
James Best, Macungie
Lynn Brinckman, Shoemaker

Lower Macungie MS

Suzanne Vincent, Principal
Greg Annoni, Assistant Principal
Rodd Luckenbill, Assistant Principal

Eyer MS

Michael Kelly, Principal
Travis Bloom, Assistant Principal

Student Services

Dr. Thomas Mirabella Dr. Linda Pekarik Meredith Frantz

Co-Curricular Advisors

Please see Exhibit 3

Additions to the 2013-14 List of Per Diem Substitutes

Jennifer Ames, General Science
Sheri Wagner, Elementary
Laeqa Zahid, Elementary

Ryan Gallagher, Elementary
Suzanne Borovies, Elementary

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, with the exception of Elementary ELA Common Core Networking Group, Carbon Lehigh Intermediate Unit.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes-----7

Absent: Heid-----1

Motion by Rhodes, Seconded by Earnshaw

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

Conference Title:	Elementary ELA Common Core Networking Group, Carbon Lehigh Intermediate Unit
Date(s):	October 29, 2013
Attending:	Brandi Blose, Grade 5 Teacher, Lincoln School
Estimated Cost:	\$32.43, plus per diem substitute

Ms. Donches did not want to approve the expenses because of the status of Common Core. Dr. Seidenberger explained that the Chapter IV changes have been approved by the State Board of Education and are being examined by the IRRS and a recommendation should be coming back. The standards will then be sent to the Governor for his signature. Dr. Seidenberger explained that this is not a conference but networking groups that meet with other teachers from districts in the IU. Teachers from high schools, middle schools, and elementary schools are involved in these networking groups. He said it helps with strategies for districts within the IU.

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Rhodes-----5

Nay: Donches, Policano-----2

Absent: Heid-----1

3. School Nurse/Staffing Services Agreements

Motion by Fuller, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the following Agreements for substitute nursing personnel as listed below:

Delta Group Behavioral Health Referral Agency (Exhibit 5)
950 Haverford Road, Bryn Mawr, PA 19010

Loving Care Agency (Exhibit 6)
611 Route 46 West, Hasbrouck Heights, NJ 07604

Supplemental Health Care (Exhibit 7)
321 Norristown Road, Ambler, PA 19002

Around the Clock Nursing (Exhibit 8)
3136 Hamilton Boulevard, Allentown

Invo Health Care Associates (Exhibit 9)
1780 Kendarbren Drive, Jamison, PA 18929

Note: All Agreements have been reviewed by the solicitor.

Ms. Donches raised several questions regarding these agreements dealing with what type of services were being offered, the certification of the personnel, etc. Dr. Thomas Mirabella, Director of Student Services, explained that the personnel being provided are on an as-needed basis for Registered Nurses licensed in the State of Pennsylvania, thus meeting all the requirements. These five groups have not been used prior to Board approval. He received the names from other Directors of Student Services since the current approved organization was not able to fill the district's needs. Having a number of groups to select from would enable the district to provide

services on an as-needed basis for short-range needs. Ms. Donches cited other sections of the various contracts dealing with travel expenses and billing rates. Again, it was noted that these are part of a pool of nursing services for short-range student needs. There is the possibility that some of these groups may not be used. Dr. Mirabella again explained how these nursing services would be used on an as-needed basis and the administration would be monitoring whether they used the group and whether they would be used again. Mr. Ballard reiterated that the district is not guaranteeing use of all these groups and it is up to the administration whether or not the contracts would be renewed. This is strictly per diem, as needed.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes-----7

Absent: Heid-----1

4. Performance PLUS Tracker Agreement – Exhibit 10

Motion by Fuller, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the Performance PLUS Tracker Agreement effective October 1, 2013 to September 30, 2014 for a total cost of \$18,603.52.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes-----7

Absent: Heid-----1

8. Business Operations

1. Approval of Bill List

Motion by Rhodes, Seconded by Earnshaw

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 indicated she would be abstaining because she is not receiving the information she requested.

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Policano, Rhodes-----6

Abstain: Donches-----1

Absent: Heid-----1

2. Treasurer's Report

Motion by Earnshaw, Seconded by Donches

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

Parent/Guardian Transportation Contract

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

Parent/Guardian: Tina Landis
5828 Memorial Road, Trexlertown
Effective: August 26, 2013-October 9, 2013
Reimbursement: .565/mile, 16 miles/day

Disbursement of Funds – Exhibit 11

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from 33-2010 Series A, GOB, as described in Exhibit 11.

Disbursement of Funds – Exhibit 12

RESOLVED, That the East Penn Board of School Directors authorize the disbursement of funds from 33-2010 Series A, GOB, as described in Exhibit 12.

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

Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Policano, Rhodes-----7

Mr. Ballard announced that he would be taking over additional responsibilities and that he would be relinquishing his role as Chairperson for Legislative, PSBA liaison, and Assistant Region 8 Director. He said the next President of the Board would decide on an appointment. He outlined some of the responsibilities with legislative advocacy and the organization of the Lehigh County Legislative Breakfast.

Ms. Donches said she had corresponded with Dr. Seidenberger if she could schedule time with the Business Office staff to more fully understand the accounting system used and the process for producing the reports. Dr. Seidenberger denied the request, citing security as one of the reasons. Ms. Donches was surprised by the response, saying she could not imagine anyone in business denying a Board member access to this information. Mr. Ballard said if she wanted to appeal to the Board then she should present a resolution at the next Board Meeting. He said the Board is the only body that can direct a Superintendent. Ms. Donches said she had notice a couple of typographical errors in the Description of Purchase field and thought that was odd. She claimed to be only wanting to do her fiduciary responsibility and proposed the following motion:

RESOLVED, That the Superintendent or one of his staff spend time with her to explain the process of the check accounting so she can understand the accounting process and how it is put together.

Mr. Ballard said she could put that on the next agenda.

9. Announcements

Monday, October 28	6:45 p.m.-Executive Session (Personnel) and there will be an Executive Session after the meeting to discuss personnel.
	7:30 p.m.-Board Meeting
Monday, November 11	7:30 p.m.-Board Meeting
Thursday, November 14	Annual Thanksgiving Luncheon for Golden Age Card Holders

10. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:30 p.m.

Cecilia R. Birdsell, Board Secretary

EAST PENN SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
SPECIAL BOARD MEETING

NOVEMBER 11, 2013

6:00 p.m.

Order of Business

1. Call to Order; Pledge of Allegiance

Vice President Alan Earnshaw called the Special Board Meeting to order at 6:00 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 (via Skype from Washington, D. C.), L. Donches,
A. Earnshaw, F. Fuller, R. Heid, M. Policano, S. Rhodes, III
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, East Penn Press Reporter
Jennifer Marangos, Editor, Emmaus.Patch.com
Margie Peterson, Morning Call Reporter
Precious Petty, Express Times Reporter
Lou Gombocz, Jr., WFMZ.com On Line Reporter

There were no requests to address the Board.

Mr. Earnshaw announced that the Board would be interviewing Paul Champagne, Christopher Donatelli, George Doughty, Scott Forbes, Anthony Guerrero, Jamie Hughes, Amy Miller, John Reynard, Terry Richwine, Katherine Sarver, Trevor Schneck, Michael Siegel, Ann Thompson, and Rev. Waldemar (Wally) Vinovskis.

Mr. Earnshaw explained the process of asking four or five questions, as time allowed, and rotating the order so each candidate has an opportunity to go first and to answer last. Each candidate had up to two minutes for opening remarks that reflected on their individual backgrounds and experiences.

The following questions were asked and each candidate responded:

1. There are many strengths that a person can bring to the school board, for example, communication skills, budgeting experience, volunteer activities, or educational experience, what strengths do you bring to the East Penn School Board?
2. As a potential school board director, what do you feel that PSBA should do to take care of the underfunding of the PSERS?
3. If appointed, will you run in the next election – May 2015?
4. What is your position on charter schools, especially in light of studies that indicate charter schools do not out perform traditional public schools?

Following the questions, Mr. Earnshaw explained the balloting process wherein the candidate receiving the majority of votes, in this case five, would be selected. Candidates who do not receive any votes will be eliminated. If a candidate does not receive five votes, then another ballot will be distributed. Ballots were distributed to board members to vote for a particular candidate. The ballot results are listed below:

Ballot #1

#of Votes	Candidate	Board Member's Signature
3	Rev. Vinovskis	Charles Ballard, Alan Earnshaw, Francee Fuller
2	Paul Champagne	Ken Bacher, Rebecca Heid

2
1

Christopher Donatelli
Amy Miller

Lynn Donches, Michael Policano
Samuel F. Rhodes, III

Ballot #2

#of Votes	Candidate	Board Member's Signature
3	Rev. Vinovskis	Charles Ballard, Alan Earnshaw, Francee Fuller
2	Paul Champagne	Ken Bacher, Rebecca Heid
2	Christopher Donatelli	Lynn Donches, Michael Policano
1	Amy Miller	Samuel F. Rhodes, III

Ballot #3

#of Votes	Candidate	Board Member's Signature
4	Rev. Vinovskis	Charles Ballard, Alan Earnshaw, Francee Fuller, Samuel F. Rhodes, III
2	Paul Champagne	Ken Bacher, Rebecca Heid
2	Christopher Donatelli	Lynn Donches, Michael Policano

Ballot #4

#of Votes	Candidate	Board Member's Signature
5	Rev. Vinovskis	Ken Bacher, Charles Ballard, Alan Earnshaw, Francee Fuller, Samuel F. Rhodes, III
2	Christopher Donatelli	Lynn Donches, Michael Policano
1	Paul Champagne	Rebecca Heid

Rev. Wally Vinovskis was elected to fill the vacancy created by Julian Stolz' resignation. The original signed ballots and applications will be attached to the permanent minutes of this meeting.

The Special Board Meeting was adjourned, upon motion, at 7:40 p.m.

Cecilia R. Birdsell
Board Secretary

EAST PENN SCHOOL DISTRICT

BOARD OF SCHOOL DIRECTORS

SPECIAL BOARD MEETING

NOVEMBER 11, 2013

6:00 p.m.

Order of Business

1. Call to Order; Pledge of Allegiance

Vice President Alan Earnshaw called the Special Board Meeting to order at 6:00 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 (via Skype from Washington, D. C.), L. Donches,
A. Earnshaw, F. Fuller, R. Heid, M. Policano, S. Rhodes, III

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, East Penn Press Reporter
Jennifer Marangos, Editor, Emmaus.Patch.com
Margie Peterson, Morning Call Reporter
Precious Petty, Express Times Reporter
Lou Gombocz, Jr., WFMZ.com On Line Reporter

There were no requests to address the Board.

Mr. Earnshaw announced that the Board would be interviewing Paul Champagne, Christopher Donatelli, George Doughty, Scott Forbes, Anthony Guerrero, Jamie Hughes, Amy Miller, John Reynard, Terry Richwine, Katherine Sarver, Trevor Schneck, Michael Siegel, Ann Thompson, and Rev. Waldemar (Wally) Vinovskis.

Mr. Earnshaw explained the process of asking four or five questions, as time allowed, and rotating the order so each candidate has an opportunity to go first and to answer last. Each candidate had up to two minutes for opening remarks that reflected on their individual backgrounds and experiences.

The following questions were asked and each candidate responded:

1. There are many strengths that a person can bring to the school board, for example, communication skills, budgeting experience, volunteer activities, or educational experience, what strengths do you bring to the East Penn School Board?
2. As a potential school board director, what do you feel that PSBA should do to take care of the underfunding of the PSERS?
3. If appointed, will you run in the next election – May 2015?
4. What is your position on charter schools, especially in light of studies that indicate charter schools do not out perform traditional public schools?

Following the questions, Mr. Earnshaw explained the balloting process wherein the candidate receiving the majority of votes, in this case five, would be selected. Candidates who do not receive any votes will be eliminated. If a candidate does not receive five votes, then another ballot will be distributed. Ballots were distributed to board members to vote for a particular candidate. The ballot results are listed below:

Ballot #1

#of Votes	Candidate	Board Member's Signature
3	Rev. Vinovskis	Charles Ballard, Alan Earnshaw, Francee Fuller
2	Paul Champagne	Ken Bacher, Rebecca Heid

2
1

Christopher Donatelli
Amy Miller

Lynn Donches, Michael Policano
Samuel F. Rhodes, III

Ballot #2

#of Votes	Candidate	Board Member's Signature
3	Rev. Vinovskis	Charles Ballard, Alan Earnshaw, Francee Fuller
2	Paul Champagne	Ken Bacher, Rebecca Heid
2	Christopher Donatelli	Lynn Donches, Michael Policano
1	Amy Miller	Samuel F. Rhodes, III

Ballot #3

#of Votes	Candidate	Board Member's Signature
4	Rev. Vinovskis	Charles Ballard, Alan Earnshaw, Francee Fuller, Samuel F. Rhodes, III
2	Paul Champagne	Ken Bacher, Rebecca Heid
2	Christopher Donatelli	Lynn Donches, Michael Policano

Ballot #4

#of Votes	Candidate	Board Member's Signature
5	Rev. Vinovskis	Ken Bacher, Charles Ballard, Alan Earnshaw, Francee Fuller, Samuel F. Rhodes, III
2	Christopher Donatelli	Lynn Donches, Michael Policano
1	Paul Champagne	Rebecca Heid

Rev. Wally Vinovskis was elected to fill the vacancy created by Julian Stolz' resignation. The original signed ballots and applications will be attached to the permanent minutes of this meeting.

The Special Board Meeting was adjourned, upon motion, at 7:40 p.m.

Cecilia R. Birdsell
Board Secretary

EAST PENN SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
REORGANIZATION MEETING

December 3, 2013

Order of Business

1. Call to Order; Pledge of Allegiance

Board Secretary Cecilia R. Birdsell called the Reorganization Meeting 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, Z. Munson,
S. Rhodes, III, W. Vinovskis
Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher, P. C.
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas L. Seidenberger

2. Requests to Address the Board-None

3. Election of President Pro Tempore

Miss Birdsell called for nominations for President Pro Tempore. The following nomination and motion was introduced:

Motion by Bacher, Seconded by Ballard
RESOLVED, That Mr. Sandy Rhodes be nominated as President Pro Tempore.

This resolution was unanimously adopted by voice vote.

4. Oath of Office

President Pro Tempore Mr. Rhodes administered the Oath of Office to the recently elected board members. Following the Oath of Office, board members took their seats at the board table. The elected board members are as follows:

-Alan Earnshaw
-Francee Fuller
-Rebecca Heid
-Ziad Munson

Secretary's Note: The Certificates of Election for each of the newly elected members are on file and are part of the permanent minutes of this meeting.

5. Election of Board President

President Pro Tempore Mr. Rhodes called for nominations for President. The following nomination and motion was introduced:

Motion by Fuller, Seconded by Bacher
RESOLVED, That Alan Earnshaw be elected as President.

Hearing no further nominations, this resolution was duly adopted by the following roll call vote:
Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis-----8
Nay: Donches-----1

Ms. Fuller complimented and thanked Mr. Ballard for his service as Board President, noting that he will be assuming the Vice President role on the PSBA Executive Board which will require a greater amount of responsibility and time. Mr. Rhodes concurred with Ms. Fuller's compliments.

6. Election of Board Vice President

President Earnshaw called for nominations for Vice President. The following nomination was introduced:

Motion by Rhodes, Seconded by Ballard
RESOLVED, That Dr. Ken Bacher be elected as Vice President.

Hearing no further nominations, this resolution was duly adopted by the following roll call vote:
Aye: Bacher, Ballard, Donches, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis-----9

7. Setting Time & Place of Board Meetings

Motion by Ballard, Seconded by Donches
RESOLVED, That the East Penn Board of School Directors shall meet in regular session in the Board Room located in the Administrative Offices Building, 800 Pine Street, Emmaus, PA at 7:30 p.m. on the second and fourth Monday of each month in 2014 unless advertised otherwise:

January 13, 27
February 10, 24
March 10, 24
April 28
May 12
June 9, 23
July 14
August 11, 25
September 8, 22
October 13, 27
November 10
December 2 (Reorganization), 8

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

8. Designation of Newspapers of General Circulation for Advertising Purposes

Motion by Rhodes, Seconded by Ballard
RESOLVED, That the East Penn Board of School Directors designate the following newspapers for advertising purposes during the 2014 calendar year:

Morning Call (Daily, General Circulation)
Express Times (Daily, General Circulation)
East Penn Press (Weekly, Secondary Circulation)

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

9. Announcements

Monday, December 9 7:30 p.m. – Board Meeting

10. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 7:37 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Alan Earnshaw called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Board Room located at 800 Pine Street, Emmaus, followed by the Pledge of Allegiance.

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

Solicitor: Robert Magee, Esq., Worth, Magee & Fisher (Filling in for Solicitor Marc S. Fisher)

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Peter McConnell, East Penn Press Reporter
Margie Peterson, Morning Call Reporter
Randy Kraft, On Line Reporter, WFMZ

2. Requests to Address the Board-None

3. Approval of Minutes

Motion by Ballard, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the minutes for the following meetings:

November 11, 2013-Special Board Meeting
November 11, 2013-Regular Board Meeting
December 3, 2013-Reorganization Meeting

This resolution was unanimously adopted by voice vote.

4. Public Financial Management – Refinancing Forecast – Scott Shearer, Managing Director (Cancelled until January)

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

1. District Update

Dr. Seidenberger reported on the following activities:

-January 13 Board Meeting: Presentation by Dr. Torma and Mrs. Campbell who are going to give an update on DILT (District Instructional Leadership Team). There will also be an update on this year's budget and the plans for next year. Dr. Seidenberger said he asked certain departments to look at unanticipated expenses and, at this point, the district has approximately \$840,000 in unanticipated expenditures in special education. The district is also \$100,000 short in cyber charter school tuition.

-January 27-Mrs. Noack, Mrs. James, and Mr. Caccavo will talk about what is happening in curriculum projects at the elementary, middle schools, and the high school.

-February 10-Technology Director Michael Mohn will be giving an overview of technology.

-Mr. Glancy will give an update on maintenance projects for next year at a future meeting.

-The IRRC voted 3-2 to approve the revisions to Chapter 4. We will be moving on with finalizing district plans for Chapter 4 revisions.

-Transportation RFP: Nine companies were represented at the mandatory pre-proposal meeting. He reminded the Board that the district is not obligated to accept the lowest bidder.

-He noted information about funding and revenue streams at a variety of districts in PA.

-Demographic Study: Dr. Seidenberger said the PA Economy League will start the study in January and present a report in April or May.

-Enrollment and Class Size information was mentioned. Dr. Seidenberger said that open enrollment for parents may not be granted next year, especially at the middle school level.

-Listed below are the Administrative Priorities:

-Chapter 4/PA Core Curriculum Issues (curriculum alignment; assessments; pacing guides; and Keystone exams). This is not standardized testing.

-DILT (Instructional Rounds; fundamental Instructional Practices; and school level work)

- Math (alignment; student test scores; course selections; educational opportunities; technology)
- Teacher Effectiveness Model (principal observations; alternative evaluation methods; student and teacher data/SPP; SLOs; Sharing/Practices). Dr. Seidenberger emphasized that this is taking an incredible amount of time for teacher observations, i.e. 5 hours/teacher. They worked with the teachers' association on one model and will be looking at another model. It is critical that teachers have good student data in hand. He said this is a new system for both teachers and principals.
- Special Education (staffing; program needs/individual student needs; ACCESS funding; and future planning). He talked about the challenges that Dr. Pekarik and Dr. Mirabella face in this department. He noted that Dr. Pekarik has lost 2 supervisors as well.
- Budget-Many issues dealing with enrollment, benefits, and revenues.
- Technology (blended courses; BYOD; refresh schedules)
- State Auditors are coming on December 12.
- Lobbying/Legislation; Municipality Relations
- Community Connections
- School Boundary and Capacity Issues (Look at plans in case enrollments increase, especially Wescosville and Macungie).
- Purchase Order Flow Chart so board members can see what happens with purchase orders.

Ms. Donches asked about the budget. Dr. Seidenberger indicated that special education accounts have not been expended fully; however, this year has been unlike previous years. Revenues look solid in some areas; real estate transfer tax and EIT look very good. He will be doing things internally to address the shortages. He commented on students enrolling in cyber high schools, noting the EHS cyber school has 30 students. The budget is not in the red.

2. Personnel

Motion by Ballard, Seconded by Fuller

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

Resignations

- Shannon Seremula, Remedial Assistant at Wescosville School, effective December 3, 2013 (Exhibit 1)
- Jeanne Kean, Instructional Assistant at Wescosville School, effective November 13, 2013 (Exhibit 2)
- Margaret Ritter, Staff Assistant at Lincoln School, effective November 15, 2013 (Exhibit 3)
- Alison Heffelfinger, Health Room Assistant, effective November 15, 2013 (Exhibit 4)

Full-Time Substitute Teacher Appointment

Name/Address:	Meaghan Buck 657 Walker Drive, Northampton 18067
Education Level:	B. A. Degree (2003)
Undergraduate School:	Muhlenberg College
Graduate School:	Moravian College (teaching credits)
Certification:	Instructional II-Elementary, K-6; Mid-Level English 7-9; Family-Consumer Science K-12; Mid-Level Mathematics 7-9
Assignment:	Grade 6 Teacher-Eyer MS Opening created by S. Bauer Leave
Effective:	December 10, 2013
Experience:	1/2013-Present: Parkland; Northampton SD (per diem) 10/2009-6/2010: Allentown SD (FTS) 8/2010-1/2013: Parkland SD (FTS)
Salary:	\$47,344 (pro-rated), Year 1, Col. B

Health Room Assistant & Staff Assistant

Name/Address	Assignment	Salary
Theresa Cole	Health Room Assistant (Float)	\$19.60/hr., 29 hrs./wk.

1434 Butz Road
Breinigsville 18031

LMMS (new position)
Effective: 12/10/13

Douglas Young
755 Yorkshire Road
Allentown 18103

Staff Assistant, Emmaus HS \$13.97/hr., 20 hrs./wk.
Vacancy created by K. Bosak resig.
Effective: 12/10/13

Income Protection Leave

Employee: Robert Jones, Custodian
Effective: January 3, 2014

Leaves as Per Collective Bargaining Agreement

<u>Employee</u>	<u>Effective</u>
Caroline Campbell Music, Lincoln/Jefferson Schools	April 1, 2014, extension
Ashley Benner Speech, Eyer/Wescosville Schools	June 30, 2014, extension

Co-Curricular Appointments

See Exhibit 5

Change in Assignment

<u>Employee</u>	<u>From</u>	<u>To</u>
Sherri Voght	Eyer Health Room Assist.	Lincoln Health Room Assist.
Nancy Connor Staff Assistant, Lincoln	21.5 hrs./wk.	26.5 hrs./wk.
Penny Palencar	PTFSA, Willow Lane 3.75 hrs./day	PTFSA, LMMS 4.75 hrs./day
Tara Weider	PTFSA, Wescosville/Alburtis 3.75 & 1.0	Wescosville 5 hrs./day

Additions to the 2013-14 List of Per Diem Substitutes

See Exhibit 6

Spring 2014 Community Education Instructors

See Exhibit 7

Co-Curricular Appointment

Name: Peter Chromiak
Position: Rifle Coach, Emmaus HS
Amount: \$1,833.82 (pro-rated)

Mentor for New Teacher Induction

Eleni Assise

Educational Conferences – Exhibit 8

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the educational conferences listed on Exhibit 8.

Ms. Donches requested reports from Mr. Glancy and the PASBO Conference and administrators attending the PA Technology Expo & Conference. Dr. Seidenberger noted that the two assistant

principals are not the only staff members who will be attending that conference. Ms. Donches submitted two other districts' conferences that list the expenses individually. It was noted that is included in the total provided.

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

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

3. 2014-15 Emmaus HS Program of Studies – Exhibit 9

Motion by Rhodes, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the 2014-15 Emmaus HS Program of Studies.

Mr. Dave Piperato, Emmaus High School Principal, responded to questions from board members and clarified that social studies will now require a summer reading assignment for all students. None of the changes in the program of studies will require staffing increases. If the current staffing does not support the change/additions, they will not be implemented. Referring to Advanced Placement Physics, Mr. Piperato noted that it should read "85% or better in AP Physics or a 90% or better in Physics 1 CP. In response to a question from Rev. Vinovskis, Mr. Piperato said the Math change in sequence was a result of the PA core standards. Dr. Munson noted that in three different departments the 9th grade was being struck. Mr. Piperato explained that this is more an issue of the upper classmen getting the course. Freshmen will have an opportunity to take the courses later in their academic career. Teachers feel that students did not have the maturity level needed for some of these courses. Ms. Fuller asked about the changes in the Advanced Placement courses. Mr. Piperato said it is the result of the College Board changing the titles of some of the courses and the content of the courses. He further clarified that some of our honors courses were aggressive enough to move to AP. In response to a question from Dr. Bacher, Mr. Piperato explained that the physics track will be AP Physics 1, AP Physics 2, then Physics APC. Ms. Fuller concluded there were some marvelous programs for students to take.

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

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

6. Other Educational Entities

-Carbon Lehigh Intermediate Unit – F. Fuller

Ms. Fuller reported that the IU Board had reviewed the General Operating Budget. She noted that medical/prescription benefits have increased 22%; dental increased 5%; PSERS increased 25%; and salary increased 2%. The General Operating Budget enables the IU to operate; however, there are multiple budgets for a variety of programs. The sponsoring districts' contribution is \$823,241. East Penn's share amounts to \$136,703 which represents a change of \$394 from the previous year. This total is based on the market value aid ratio and the preliminary weighted average daily membership. Ms. Fuller said the IU has done a very thorough job of maintaining costs. The IU Board will vote on the budget in December and then the budget will be moved on to the sponsoring school districts. It must be adopted and sent to PDE by May 1. The Board also viewed an 8 minute video tape made by students at the Carbon Technical School that represented their version of Romeo and Juliet. She said that these are the moments that put in perspective why board members are part of the educational system.

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

Mr. Earnshaw reported that there had not been a regular meeting in November. The JOC met as a Committee of the Whole to hear the audit report and they got their first look at the budget. LCTI did receive another clean audit. He explained that the district will be receiving a rebate on unspent funds. Whenever there is a fund balance at LCTI, 25% is held back for the school and 75% is sent back to sponsoring school districts on a pro-rated basis. They are working on the budget and will have more details at their December meeting.

7. Business Operations

1. Approval of Bill List

Motion by Ballard, Seconded by Munson

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

Ms. Donches said she would be abstaining because she is not receiving the information on accounts that she needs.

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

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

Abstention: Donches-----1

2. Disbursement of Funds – Exhibit 10

Motion by Donches, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors authorize the disbursement of funds from the 32-Capital Reserve Fund and 33-2010 Series A as listed.

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

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

3. Contract for Professional Services-PA School Boards Association – Exhibit 11

Motion by Bacher, Seconded by Fuller

RESOLVED, That the East Penn Board of School Directors approve the Contract for Professional Services with the PA School Boards Association at a cost not to exceed \$6,000 and as described in Exhibit 11.

Mr. Ballard asked Attorney Magee if there would be a conflict of interest since Mr. Ballard had been elected as Vice President of the PSBA Board and would be assuming that position as of January 1, 2014. Attorney Magee responded that he did not see a conflict. Board members commented on the reasonable cost for PSBA's search services.

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

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

4. PA Economy League Proposal – Exhibit 12

Motion by Heid, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the PA Economy League Proposal to undertake a comprehensive analysis of demographics and community growth patterns and generate projections of public school enrollments in the East Penn School District at a cost not to exceed \$16,000 and as described in Exhibit 12.

Mr. Ballard said the PEL has produced quality research reports and he was pleased to see they would be doing the analysis of the demographics. Dr. Munson said he felt this, too, was a reasonable cost and he asked if a GIS analysis would be part of the report. Dr. Seidenberger said he would check and get back to the Board. Ms. Donches wanted an example of third party services according to the proposal. Dr. Seidenberger said he did not believe they would need to rely on a third party based on the information that PEL was requesting. Ms. Donches questioned the deadline for the report. Mr. Earnshaw explained that if the Board does not accept it in 60 days then PEL has the right to withdraw it.

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

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

Mr. Ballard reported that SB 1085 regarding charter schools has been moved to January. He urged board members to contact state senators because there are a number of amendments that are detrimental to school districts.

8. Announcements

-Monday, December 9	7:00 p.m.-Executive Session (Confidential Matters, negotiations, attorney matters, real estate, and employee issues)
	7:30 p.m.-Board Meeting
-December 13	11:00 a.m.-Dismissal of Middle Schools
-December 20	11:00 a.m.-Dismissal of Middle Schools & Emmaus HS
-December 23-January 2	Winter Break - Schools and Offices Closed
-January 13	7:30 p.m.-Board Meeting

Mr. Earnshaw noted that there are a number of concerts coming up in the school district at various schools. The EHS Band Concert is on Friday; the EHS Choral Concert is Tuesday evening. He wished everyone a Merry Christmas and Happy Holidays!

9. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:31 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Alan C. Earnshaw called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Board Room located at 800 Pine Street, Emmaus, followed by the Pledge of Allegiance.

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

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, East Penn Press Reporter
Jennifer Marangos, Editor, Emmaus. Patch.com
Precious Petty, Express Times Reporter
Randy Kraft, WFMZ, On line Reporter
Margi Peterson, Morning Call Reporter

2. Requests to Address the Board-None

3. Approval of Minutes

Motion by Ballard, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the minutes for the December 9, 2013 Board Meeting.

This resolution was unanimously adopted by voice vote

4. Public Financial Management – Scott Shearer, Managing Director

Mr. Scott Shearer, Managing Director of Public Financial Management, reviewed the refunding opportunities that are available for the Series of 2009 and the Series A of 2005 bond issues and the Debt Refinancing Analysis that is attached to the minutes of this meeting. The plan consists of the Board authorizing PFM to proceed for the advance refunding of the Series of 2009 with a bond sale in February or March 2014 and bond closing in March/April 2014. In October 2014, PFM would update the Board on the Series A of 2005 bond issue and the bond closing would be in December 2014.

Referring to the Series of 2009, Mr. Shearer said he would not recommend a sale with a savings of \$150,000. The callable date is November 15, 2014. He said the closer to the callable date the more efficient the transaction. Mr. Ballard asked what the approximate date would be when he would know the savings. Mr. Shearer estimated that it would be February 24, the day of the Board Meeting and the competitive sale date. Mr. Shearer reviewed the savings that could occur with this transaction and projected the school district's share would be \$152,471.26. In response to a question from Ms. Donches, Mr. Shearer said there would be no new money and the ending date remains the same. The only difference would be a reduction in the interest rate. In response to Dr. Bacher, Mr. Shearer said that the savings in the motion indicates \$200,000 savings; however, if it appears that the savings will fall below, then they would not proceed and they can pull the bond from the market the morning of the sale. At this time, all the indications were above \$200,000. He explained that if the savings is only slightly below the target (\$190,000), they would still come back to the Board. He said the rating agencies are usually very good with their projections. Mr. Earnshaw pointed out that if the Board would not go through with the transaction there may be some costs involved. Mr. Shearer felt there was a period of time that may be honored but, if it would go beyond six months, the costs would probably have to be paid.

It was noted that over the last 16 years the savings to the district for refunding bonds is \$11,596,677. Ms. Donches asked Mr. Shearer what documents does he use for a valid fund balance.. Mr. Shearer explained that he looks at the current year's budget and prior year's audits. Bond Counsel Attorney Jens Damgaard explained the advertising process and the official statement that must be made available as well as compliance with the various federal and state laws. He concluded that a lot of work must go into the process.

1. Resolution:

Motion by Ballard, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors authorize General Obligation Bonds for Refunding Purposes; Confirming the Appointment of the Financial Advisor and Bond Counsel; and Authorizing Related Actions as described in Exhibit 1.

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

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

5. Update on DILT (District Instructional Leadership Team) Report is attached to the minutes of this meeting.

-Dr. Denise Torma, Assistant Superintendent

-Mrs. Kristen Campbell, Assistant Superintendent

Dr. Torma indicated that the work for DILT began in July 2011. She explained that a Planning Team was established and now includes building level and Central Office Administrators and teachers. Mrs. Campbell reviewed the goals that include defining a common language, information and data about best instructional practices, and observing and collecting base line data. The second year the team focused on actually defining instructional practices and developed a framework. In year three, the work was expanded to the building level and focused on questioning. All the DILT work has been in collaboration with Dr. Woodland from the University of Massachusetts at Amherst. Dr. Torma and Mrs. Campbell described the Fundamental Instructional Practices (FIP) that include the elements for description/attributes, what affects quality, how does it foster student learning and resources. Mrs. Campbell explained that the purpose of Instructional Rounds is to improve our schools and student performance and to do that by focusing on the instructional core. She explained the instructional core consists of the student, teacher, and content. The framework continuum of Tasks deals with discreet exercises, academic prompts, and performance and problem solving. A Rounds Team visits a school and members go into various classrooms and make non-judgmental observations of teachers and students on task. The classroom numbers are the only thing that the team receives. The raw data is then discussed and through a collaborative analysis they make recommendations to the school. When the Rounds Teams leave the school there is a wealth of information for the school.

Dr. Torma explained how SILT (School Instructional Leadership Team) is an extension of DILT. She said the impact can only happen by professional development and the impact that teachers have with students on a daily basis. She said the professional development that is conducted has been very focused on the Fundamental Instructional Practices. Dr. Woodland will be returning on January 30 and will be conducting a two-hour after school session on differentiation. The team meets monthly and on Saturday twice a year. During the summer months, there is an entire day dedicated to professional development for the Instructional Team. The way that they structure the classes they believe should model the instructional practices that we expect. There is a clear agenda, posted minutes and a video available to members of DILT. Last month they started off with educational effectiveness. The next portion of work focused on video analysis. The district is now collecting videos of East Penn teachers in action. The Instructional Team observes brief segments of the videos, compares observation data, and brainstorms and gives feedback.

Dr. Torma informed the Board that in 2012-13, the district was approved for 70 hours of professional development credit and, for 2013-14, 82 hours are being requested for credit approval. She explained how she and Mrs. Campbell will write the course for DILT and have lesson plans, outcomes, and assessments and get input from Dr. Woodland. All this information will be submitted to the Department of Education. Dr. Torma noted that throughout the process Dr. Woodland serves as a consultant and a facilitator. On January 29, Dr. Woodland will be working with the Macungie faculty. There is a close relationship with Amherst (MA) Regional School District and the Simsbury (CT) School District. There is a network of school districts that are doing this work. There will be two central office administrators join them on the visit to Jefferson as well as a professor from Muhlenberg College.

Ms. Fuller asked how students react to the teams in the classroom. Dr. Torma responded that the principal sets the schedule and has a broad cross section of the school from art rooms to learning support to major content areas. Teachers do nothing special. She noted that everything that is identifiable goes into a shred box. Dr. Munson wanted to know what work was done to have teachers buy into the process. Mrs. Campbell felt that it was the involvement of the teachers right from the beginning. The teachers are selected by a lottery and teachers can nominate themselves or be nominated by a colleague. The team is split – half teachers and half administrators. Dr. Bacher asked how buildings are selected and Dr. Torma answered that it is a District Instructional Leadership Team decision (DILT). Rev. Vinovskis asked if there was a time line and assessment for DILT as well as the scope of the use. Dr. Torma described the evaluation process that is used every year. The courses are evaluated then that drives the next year's activities. Dr. Seidenberger said the results were shared with the Board. Mr. Earnshaw thanked them for a very informative presentation.

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

1. District Update

Earlier, Dr. Seidenberger had welcomed a Boy Scout who is working on his Merit Badge and is an Emmaus HS student.

Dr. Seidenberger reported that the monthly AASA magazine, The School Administrator, has dedicated the January edition to Instructional Rounds. East Penn compares very favorably to the districts mentioned in the article. We will have representatives from North Penn and Muhlenberg College which is the goal to share our expertise. He felt the whole process unifies the administrators.

The Green Hornets' Academic Team won the conference championship with a victory over Liberty High on Dec. 16. The Junior Varsity took second place in the Western Division of the LVC. On Saturday, February 15, the Steel Hornets will be hosting 30 teams for the FTC Tournament at EHS. This event will be held for teams to qualify for the State Championship Event, held later in the year. The Varsity Competitive Cheerleading Squad qualified for the PIAA Championships at Hershey.

Dr. Denise A. Torma, a graduate of Moravian College, received the 2013 Benigna Education Award for her outstanding work in the field of education. Dr. Seidenberger attended the awards ceremony along with Dr. Torma's family members.

It was announced that Susan Bauer, a science teacher in the East Penn School District, has received the nation's highest honor for math and science teachers. She has been named a recipient of the Presidential Award for Excellence and Science

Teaching. She was one of 102 teachers in the country to receive the honor, which is awarded annually to outstanding science and math teachers. She was one of only two Pennsylvania teachers to receive the honor. The winners are chosen by a panel of scientists, mathematicians and educators following a selection process at the state level. Winners receive a \$10,000 award from the National Science Foundation to be used at their discretion and are invited to Washington, D.C. for an awards ceremony. The audience applauded this accomplishment.

Dr. Seidenberger announced that February 14 and April 17 are make up days. We will work with parents who have plans over those holiday weekends.

Dr. Seidenberger distributed copies of the 2014-15 Budget Timeline and Budget Primer, along with the Five Year Budget Worksheets. He said administrators are waiting for Governor Corbett's Budget message on February 4. Acting Secretary of Education Carolyn Dumaesque will be presenting the Education Budget for the PASA Legislative Committee members on February 7. Dr. Seidenberger noted that each year is a different year. Special Education costs have increased significantly and East Penn is adding staff for Alburtis School. Federal ACCESS funds are reduced. There has been an increase in cyber and charter schools. We will be renewing our efforts to educate parents especially those enrolled in cyber charter schools and the quality of education. There are some revenues that are strong while some are not, i.e. interim real estate taxes. He said the Washington people have started to rally around a budget agreement. Sequestration may not be as severe as expected. The district will introduce a Preliminary Budget on January 27. Dr. Seidenberger also indicated that the administration will be asking the Board to seek exceptions. He pointed out that the district when granted exceptions in the past did not exceed the amount with the budget. He said everyone in the community understands the increases in PSERS and the fact that it is not a local decision. We are in the process of evaluating the transportation contracts. Dr. Seidenberger said there is a new business moving into the old Daytimers building which is good news. Business Manager Debbie Surdoval clarified the budget timeline noting that at the February 10 Board Meeting the Board will need to adopt the proposed preliminary budget which subsequently must be submitted to PDE if exceeding the index.

Mr. Earnshaw asked how Susan Bauer was nominated for the Presidential Award for Excellence. Dr. Torma indicated that she was nominated by a professor at Lehigh University and individuals were asked to write letters of recommendation based on her STEM work at Eyer. Dr. Torma wrote a recommendation, noting that what Mrs. Bauer was doing was very cutting edge. Dr. Seidenberger mentioned that they were doing a longitudinal study of the girls that had been in her class as to what they were doing three, four, five years out. Dr. Torma said she was also integrating lab studies with her students where they actually went to Lehigh and utilized its equipment for their studies.

2. Personnel

Motion by Ballard, Seconded by Fuller

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

Retirements/Resignations

- Dr. Thomas L. Seidenberger, Superintendent of Schools, effective July 1, 2014 (Exhibit 2)
- Cecilia R. Birdsell, Board Secretary/Executive Assistant to the Superintendent, effective June 30, 2014 (Exhibit 3)
- Carol Firth, Confidential Assistant in Personnel, effective March 10, 2014 (Exhibit 4)
- Ann Miller, Administrative Assistant, Jefferson School, effective March 10, 2014 (Exhibit 5)
- Tamah Biello, Instructional Assistant, Wescosville School, effective December 20, 2013 (Exhibit 6)
- Anita Wible, Food Services Department, effective January 20, 2014 (Exhibit 7)
- Grace Hochella, Health Room Assistant, effective January 30, 2014 (Exhibit 8)

Ms. Fuller said she found both Dr. Seidenberger's and Miss Birdsell's letters very moving, very thorough and they both spoke about their commitment to education. She said she would like to vote :no" but they richly deserved their retirements and she wished them well. She thanked them for staying until the end of the school term. Mr. Earnshaw said there will be time to tell all the embarrassing stories.

Appointment of Full-Time Substitute Teacher

Name/Address:	Kelly Riccio 710 Emerald Road, Gilbertsville 19525
Education Level:	B. S. Degree (2009)
Undergraduate School:	Kutztown University
Certification:	Instructional I, Music
Assignment:	Music, Lincoln & Jefferson Schools Opening created by C. Campbell Leave
Effective:	January 14, 2014
Experience:	10/2013-Present: East Penn SD 9/2009-6/2011: Allentown SD
Salary:	\$47,344, Year 1, Col. B

Leaves as Per Collective Bargaining Agreement

Employee	Effective
Marybeth Long Special Education, Macungie	6/30/14, Extension
Alison Horner Special Education, Emmaus HS	1/14/14-3/4/14
Loribeth Knauss Grade 5, Lincoln	6/30/14, Extension
Jennifer Thomas Grade 4, Macungie	6/30/14, Extension
Kristin Bruckner Grade 1, Macungie	4/1/14, Extension
Christine McCorristin Grade 2, Macungie	1/22/14, Extension

General Leave of Absence – Board Policy 539, General Leave

Employee	Effective
Dorothy Grois Staff Assistant, Emmaus HS	3/24/14-4/9/14

Mentors for New Teacher Induction Program

David Flannery Allison Shimon

Additional Stipend-Supervisor of Special Education

Meredith Frantz \$250.00/pay, effective December 16, 2013

Appointment of Part-Time Food Service Assistants

Name/Address	Assignment	Salary
Jessica Celone 5244 Spring Ridge E, Macungie	PT Food Serv. Assist. Willow Lane (Vacancy created by L. Freyman resign.)	\$9.00/hr., 18.75 hrs./wk.
Rosa Mercado 6690 Hauser Road, Macungie	PT Food Serv. Assist. Wescosville (Vacancy created by L. Sult resign.)	\$9.00/hr., 18.75 hrs./wk.

Co-Curricular Advisors

See Exhibit 9

Additions to the 2013-14 List of Per Diem Substitutes

Courtney Atkinson, Food Service Sean Fisher, English

Educational Conferences – Exhibit 10

That the East Penn Board of School Directors approve the estimated expenses for individuals attending educational conferences as listed on Exhibit 10.

Ms. Donches said she had submitted other districts' conference approvals that showed more information (breakdown of each of the expense areas) than the total estimated cost of the conference. She asked if there were other board members who would also like that level of detail.

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

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

3. Informational

The following dates are make-up days for the weather-related absences that occurred recently:

February 14 (January 2)

April 17 (January 7)

All additional days will be added to the end of the school year (June 10, 11, 12).

7. Other Educational Entities

-Carbon Lehigh Intermediate Unit – F. Fuller

Ms. Fuller reported that the IU has received the audit from the Commonwealth of Pennsylvania for the period of February 22, 2011 through June 18, 2013. The IU complied "in all significant respects, with relevant requirements." The IU did implement the recommendations from the previous state audit regarding not updating the Memo of Understanding with a local law enforcement agency. The MOU had been updated and appropriate policies put in place. The IU General Operating Budget was approved in December. East Penn's contribution is \$136,703 which is change of \$394 over last year's budget. The IU will be distributing the budget to sponsoring districts for action.

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

Ms. Heid reported on the progress of the LCTI Budget and talked about the challenges in PSERS and health benefits that are occurring at LCTI. The current General Fund expenditures are \$24,375,500, an increase of 3.29%. There is a shortfall of \$2900 but they are trying to find ways to reduce funds. She said health benefits are at 18% but may stabilize at 15%. They are considering furloughing one teaching position and analyzing energy costs, instructional equipment, health benefits, and a replacement delay with some technology equipment. She noted that Allentown has the highest attendance at LCTI, followed by Parkland, East Penn, and Whitehall-Coplay. East Penn's projected share is \$159,346 for a total increase of 2%. East Penn has a credit coming in the amount of \$19,605. The Academic Center has a decrease of 2.73% because less students are attending. The total cost for East Penn is \$89,720. The surplus in the Academic Center is \$8,494. Ms. Heid pointed out that overall technical schools have a 90.4% graduation rate. She said that LCTI also has opportunities for adults as well.

8. Legislative – C. Ballard

Mr. Ballard reported on HB-1741 that would require school boards to provide at least 48 hours public notice before voting on collective bargaining agreements or professional educator employment contracts for a professional educator who is not a member of an employee organization. The notice must be published on the district's website and a newspaper of general circulation. This bill adds additional costs to taxpayers. Mr. Ballard urged everyone to contact the legislators to oppose this bill. Mr. Ballard reported that the State Board of Education recommends against creating new mandates for dating violence curriculum. He said this would require, school districts to provide dating violence education, to provide training to school staff on dating violence issues, and to adopt policy to address incidents of dating violence involving students at school.

Charter Reform is on the agenda for the second half of the legislative calendar. Legislators are looking for a compromise between HB 618 and SB 1085. Mr. Ballard elaborated on the many issues that surround the Charter Schools from performance to compensation. They are not subject to the Open Records Laws and he feels that they should be since taxpayers fund the schools. He urged board members to contact state senators because there are a number of amendments that are detrimental to school districts. Dr. Seidenberger said he would also be sending the Board a Temple University study about the performance of charter schools.

. Facilities

1. Required Site Modifications for Willow Lane School – Exhibit 11

Motion by Ballard, Seconded by Fuller

RESOLVED, That the East Penn Board of School Directors authorize the Civil/Site Engineering Proposal for Willow Lane Elementary School with Liberty Engineering, Inc., 7535 Windsor Drive, Allentown as outlined in Exhibit 11.

Dr. Seidenberger said this is needed to complete the PLANCON process. In response to a question from Ms. Donches, it was noted that the sprinklers are for the exterior of the building.

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

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

10. Business Operations

1. Bill List Approval

Motion by Ballard, Seconded by Rhodes

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 indicated she would be abstaining because she does not receive the information she needs.

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

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

Abstain: Donches-----1

2. Treasurer's Report

Motion by Rhodes, Seconded by Ballard

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

Ms. Donches said that the information regarding investments only complies with about two-thirds of the policy. She indicated that she would vote for the report this evening but, in the future, would not unless she could see that the policy was being followed.

Disbursement of Funds – Exhibit 12

RESOLVED, That the East Penn Board of School Directors authorize the disbursement of funds from the 33-2010 Series A GOB as outlined on Exhibit 12.

Budget Transfers – Exhibit 13

RESOLVED, That the East Penn Board of School Directors approve the list of budget transfers as outlined on Exhibit 13.

2013-14 Salary Roster

RESOLVED, That the East Penn Board of School Directors include the 2013-14 Salary Roster in the permanent minutes of this meeting.

Facility Rental Request

RESOLVED, That the East Penn Board of School Directors grant permission for Anita's School of Dance 3315 Mauch Chunk Road, Coplay to rent the Lower Macungie MS auditorium, locker room, and classroom for a dance recital rehearsal and show on June 4 and June 7, 2014. This is a Group V organization and will be charged the following rental fees:

\$120.00/hr. Rehearsal Fee
\$125.00/hr. Recital Fee
\$18.00/hr. Classroom/Locker Room Fee
\$41.49/hr. Stage Manager Fee
\$16.00/hr. Security Fee
\$41.49/hr. Custodial Fee

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

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

3. Other

Ms. Donches asked Solicitor Fisher if he could tell her what statute prevents a board member from receiving information and what statute allows the majority of the board to decide what information an individual board member can have. Over the past few months she has asked for an Excel version of the line budget, all the account codes for all checks, a Master Teacher Schedule and the Board has either voted against it or she has been told she cannot have the information in the format requested. She feels she needs these items and makes the requests to fulfill her fiduciary responsibilities. Solicitor Fisher said he did not know the exact statute. She asked for the support of the Board to have the Solicitor research the statute. She wanted to know what is driving the Board to not give information to board members Mr. Earnshaw stated that the Board has discussed these issues on several occasions and the Board did not see the need to waste staff time to prepare the information in the format that she requested and that has been the answer all along. She said she requested the line item budget in Excel and receives a PDF. Mr. Earnshaw said that information comes from the County system. She continued to ask the Solicitor if there were statutes and not just internal controls that prevent her from receiving information. Dr. Bacher said it was his understanding that one person on the Board cannot expend district resources. She would have to convince four other board members. Dr. Bacher further commented that Ms. Donches keeps saying that she is being denied information and she has not made the case about why she requires information in a particular format to do her job. He said there are some very smart and experienced people on the Board who do not feel that the information requested is needed to do the job of a board member. In his mind, she has failed to make the case. Mr. Ballard said he had to deal with this disingenuous issue for some time. He said no individual board member has any more right to information than the public. If a Right to Know request would be filed, it would be rejected because it is not available in the format

that she is requesting. It is not required to customize a format that does not exist for district information. He said if there is a compelling case made about why this information is needed and relevant to the entire Board that would be adequate consideration. He pointed out that in their packets each board member received a memo addressed to Ms. Donches listing the checks and account numbers that she had questions on and she still voted to abstain claiming she did not have enough information. Over the course of the time she has been requesting this information it has cost taxpayers hundreds if not thousands of dollars in staff time to produce these memos. She has received the information and has done nothing with it and then claims she has not received information. He said there is a reason she does not receive the information. He talked about the information being state account numbers that do not tell you anything. He said the conduct is disingenuous. He felt there should be an accounting of how much this information costs. Ms. Donches claimed that she only asks about checks that are high dollar amounts. She again asked the Solicitor if there is some statute preventing her from receiving the information. She further stated that the information could be shared with the entire Board and, if the rest of the Board does not want it, then she still wanted it. She wanted to analyze the data such as the Master Schedule which is tax dollars so she could review the class sizes. Solicitor Fisher responded by clarifying that Section 508 states what a Board can expend funds on. He said as far as a request for formatting, it does not matter if it is a board member or a member of the public, the law does not require the district to put the information into a customized format.

11. Announcements

Monday, January 6	The Board met in Executive Session regarding personnel.
Monday, January 13	6:30 p.m.-Executive Session (Negotiations, Real Estate, Personnel Matters)
	7:30 p.m.-Board Meeting, Board Room
Monday, January 20	Martin Luther King, Jr. Day (Schools & Offices Closed)
Monday, January 27	7:30 p.m. – Board Meeting, Board Room

12. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:30 p.m.

Cecilia R. Birdsell, Board Secretary

Order of Business

1. Call to Order; Pledge of Allegiance

Board President Alan Earnshaw called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Board Room, followed by the Pledge of Allegiance.

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

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, East Penn Press Reporter
Jennifer Marangos, Editor, Emmaus.Patch.com
Margi Peterson, Morning Call Reporter
Precious Petty, Express Times Reporter

2. Requests to Address the Board

Chris Donatelli, 1695 Beech Lane, Macungie talked about a board member's request for information and was given the reason that the information cannot be downloaded. He felt the administrative software should be as advanced as the technology in the classroom. As a comparison, he commented on how quickly he was able to download his personal credit card account information.

3. Approval of Minutes

Motion by Bacher, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the minutes for the January 13, 2014 meeting.

This resolution was unanimously adopted by voice vote.

4. Office of Curriculum & Instruction Presentation

Mrs. Noack, Middle Level Coordinator, indicated that they would be covering the changes with the Chapter 4 regulations and giving an overview of the curriculum review process and cycle. They planned to update everyone on each level and talk about the projects that are being worked on. Mrs. Michele James, Elementary Level Coordinator, started with ELA (English/Language Arts) that starting next year will combine reading and writing. She indicated that the PA Core Standards are balancing the informational text and the literary text. Each grade level will step up their text completely and promote academic focus across the content areas (science and technology and history and social studies). Mrs. Noack explained the curriculum review cycle, indicating that year 1 is for research & curriculum revision; year 2 is for selection of resources/pre-implementation; year 3 is the actual implementation; and years 4-7 are for evaluation and adjustments. Curriculum materials are brought before the Board before there is the actual implementation. Teachers do receive Professional Development before implementing the curriculum materials. A copy of the process is attached to the minutes of this meeting. Mr. Caccavo, Assistant Principal for Curriculum & Instruction, reviewed the Chapter 4 Keystone Assessments, the Chapter 4 Keystone Protocol, and the curriculum revision process. Referring to the Keystone protocol, Mr. Caccavo explained that all non-proficient students must receive remediation prior to their next attempt. However, after two attempts without reading proficiency, students may elect a project-based assessment. He noted that AP Physics must be updated to comply with the new AP regulations. The high school updates include assessment alignment for Algebra I final assessment for middle schools; Chemistry sequencing; Algebra I & II sequencing, and world language assessments and benchmarks. The East Penn Cyber Learning Program has 36 students and the district is looking at expanding the program to include LCTI and DCO programs. The administration and staff are looking at creating and offering a family and consumer science online course for the summer. This would also allow students more time during the academic year to fit other courses into their schedules. Addressing the middle level students, Mrs. Noack explained that they are incorporating the PA Core Standards. This involved writing rubrics for revision for each content area; integrating ELA with content areas; and ongoing professional development to address the instructional shifts. Each content area will have vocabulary instruction integrated into ELA content. Teachers will be using data to support student needs. She noted that no new materials are needed in 2014-15. Mrs. Noack was enthusiastic about the Middle Level STEM initiative that involves exploring, applying, and creating technology. They will be exploring grant opportunities for 3D printers. Some of the projects include robotics, building and launching rockets, Legos, engineering design processes and project design. Dr. David Smith from the DaVinci Science Center is also a resource in this area. The K-12 English ESL Program (English as a Second Language Program) involves approximately 146 students who speak over 24 languages. Students may exit the process as they become more fluent so the number does fluctuate throughout the school year. Mrs. Noack shared that the district has seen a 36% increase in the number of students. Mrs. James explained that this year students had access to HSP (Harcourt School Publishers) ebooks, stressing that this is not the district's curriculum. Teachers are also creating interactive pacing guides. She said the Assessments Committee has created quarterly common math assessments in Grades 1-5. These are aligned to the PA Core Standards. As further support for teachers next year, they would like to purchase copies of Teaching Student-Centered Mathematics for each teacher. Currently there is one copy per grade level. It provides teachers with activities across the grade levels. They will also continue to provide professional development. For English/Language

Arts, non-fiction cross texts for Title I schools have been funded with Title I funds. The texts are for different readability levels and allow the students to synthesize information to prepare text on the same subject and to write with evidence using a variety of different books. For 2014-15, they will be looking at the purchase of these ebooks for non-title schools such as Willow Lane and Shoemaker Schools. The current Elementary STEM Projects include building a pinball machine, dream homes (from design to real estate), Robotics (Grade 4), and an environmentally friendly people mover. To increase student literacy, they are going for balanced literacy.

Rev. Vinovskis complimented the presenters and asked how this information is integrated at the middle and elementary schools. Mrs. Noack responded that there is a department chair and grade configuration at the middle level and integration takes place through the teaming approach. Mrs. James noted that at the elementary level it is accomplished by grade level teachers coming together across all buildings. Dr. Bacher also thanked them for their presentation and asked how do external changes fit into the process. Mrs. Noack explained that any time there is a change in a state mandate or some other information from the state the cycle then becomes subject to the change. The administration works with the IU and works with the deadlines that the state has mandated. Ms. Donches asked how are we able to measure against what we have already done when everything seems to be new. Mrs. Noack explained that we will continue with the PSSA and other standardized tests and common assessments are ongoing. The district is not starting from scratch and there will be a historical record. Mr. Earnshaw commented on what parents receive regarding their child's PSSAs. Dr. Munson wondered if there were any numbers on how many students had accessed the HSP ebooks. Mrs. James said she did not have numbers but they could conduct a survey and receive feedback on how this resource is being used. Dr. Munson asked what the project-based assessments entail for students who do not reach proficiency with the keystones. Mr. Caccavo explained that students will be given a year-long project and work with the teachers and go through each step. There is significant instructional time required for this process. Mr. Caccavo is working with the committee on whom to work it in. Dr. Munson then asked what was different with the PA Core Standards compared to what is being done. Mrs. James indicated that in many ways the district is ahead of the game. She talked about the basil fiction and literature and looking at other ways to bring in non-fiction. Mr. Earnshaw asked about the non-fiction cross text and the inclusion of the Odyssey. In answer to a question regarding the pacing guides from Mr. Earnshaw, Mrs. James explained that they continue to try to update and populate the cell with the Google form.

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

1. District Update

- He announced that he had a new grandson as of yesterday. The audience applauded.
- He will be recommending that the district apply for exceptions as part of the budget process.
- Director of Technology Michael Mohn will have a presentation at the February 10 meeting.
- The Eyer Rock-a-Thon collected over \$21,000; 360 students participated..
- Eyer Science Teacher Joe DiRado was named PA Student Assistance Program Distinguished Educator for 2014.
- The PA Economy League was in the district last week meeting with representatives of local municipalities. They then met with Dr. Seidenberger, Dr. Torma, and Mrs. Campbell about the major events in the district during the last 10-15 years.
- The district will be adding June 10 & 11 as make up days. He talked about the process he uses from about 4:15 a.m., emphasizing that school closings/late starts are taken seriously and neighboring districts work together. The students' safety is first and foremost "since you can make up a day in June but not a life."
- The Instructional Rounds Team had an excellent visit to Albutis School two weeks ago and Thursday they will be going to Jefferson.
- Mrs. Surdoval will be presenting a draft of the preliminary budget. He reminded everyone that this is "preliminary" and is a long way from being the final budget.

2. Personnel

Motion by Munson, Seconded by Fuller

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

Resignations

-Constance Ash, Health Room Assistant for Shoemaker School, effective 1/13/14 (Exhibit 1)

Appointment of Instructional Assistants

Name/Address:	Assignment	Salary
Tyler Smith 1065 Hertford Drive Hatfield 19440	Wescosville, Instructional Assist. (Vac. created by T. Biello resign.)	\$13.97/hr., 29 hrs./wk.
Ann Popule 1573 Promise Lane Wescosville 18106	Wescosville, Instructional Assist. ((Vac. created by J. Kean resign.)	\$13.97/hr., 29 hrs./wk.

Effective: January 28, 2014

Addition to the 2013-14 List of Per Diem Substitutes

Nicholas Pirrossco, Health/Phys. Ed.

Educational Conferences – Exhibit 2

That the East Penn Board of School Directors approve the estimated costs for the individuals attending the educational conferences listed on Exhibit 2.

Appointment of Full-Time Substitute Teacher

Name/Address:	Erin Sior 190 South View Road, Fleetwood 19522
Education Level:	B. S. Degree (2012)
Undergraduate School:	Kutztown University
Certification:	Instructional I, Social Studies
Assignment:	Social Studies, Emmaus HS Opening created by B. Parish leave
Effective:	January 29, 2014
Experience:	6/13-Present: Conrad Weiser SD (per diem) 5/13-6/13: Conrad Weiser SD (FTS) 4/13-5/13: Schuylkill Valley SD (per diem)
Salary:	\$47,344 (pro-rated), Year 1, Col. B

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

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

6. Business Operations

1. 2014-15 Budget – Debra Surdoval, Business Manager

Dr. Seidenberger said there seems to be more discussion about the Governor's budget this year and the Governor will be making his presentation on February 4. PASBO will be offering seminars; PSBA is offering a webinar; and Dr. Seidenberger is going to Harrisburg on February 7 for a briefing from Acting Secretary of Education Dumaesque. Dr. Seidenberger talked about the difficulty in budgeting and the lack of stable basic subsidy funding.

Mrs. Surdoval said the proposed preliminary budget was on the web site and available for inspection on January 17. On February 10 the proposed preliminary budget must be adopted. Today is the deadline for making the proposed preliminary budget available or having a resolution to stay within the index. This year the administration will be recommending that the Board authorize applying for exceptions. The first draft of the proposed final budget notebooks will be distributed to the Board on March 24. On May 12 the Board will vote on the proposed final budget and on June 23 final budget adoption is scheduled. Mrs. Surdoval reviewed the increases vs. Act 1 index from 2009-10 until 2013-14. She also reviewed the dollar value of exceptions. A copy of the presentation is attached to the minutes of this meeting. Looking at the 2014-15 budget, she talked about the state/federal funding being unknown; the number of assessment court appeals; change in the EIT and the high tax collections; employee contracts: the 26.4% retirement rate increase; and employee medical benefit cost increases. The biggest positive factors in 12-13 are debt service where we spent \$1,827,073 less in 12-13 than budgeted and local revenues in total were only 0.9% higher than budgeted; and salary were 1.0% less than budgeted and benefits in total were 2.7% less than budgeted. While we thought charter school tuition costs were leveling off, there was an increase this year. Mrs. Surdoval said they will be monitoring new home construction increases, special education students increases, transportation contract, charter school enrollments and large unanticipated costs in the current fiscal year. She noted there are fewer retirements this year. She summarized that the tax rate last year was not increased, the ending fund balance was significantly higher than budgeted last year; and the 13-14 budget was cut back in many areas that were not spent the previous year.

Mrs. Surdoval said the administration will continue to examine line items and revenues and make adjustments that will be reflected in the March 24 budget draft presentation. Dr. Seidenberger said he will be looking at department budgets and working with local municipalities. At this time, we do not have any Kindergarten enrollment information. Dr. Seidenberger distributed the attached press release. Ms. Donches requested that a column be added to Page III-1 to reflect actual to budget for 12-13.

2. Approval of Bill List

Motion by Fuller, Seconded by Rhodes

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.

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

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

Nay: Donches-----1

3. Treasurer's Report

Motion by Rhodes, Seconded by Donches

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

Ms. Donches thanked Mr. Glancy and Mrs. Surdoval for complying with the policy.

Disbursement of Funds – Exhibit 3

RESOLVED, That the East Penn Board of School Directors authorize the disbursement of funds from 33-2010 Series A and 32-Capital Reserve Fund in the amounts indicated on Exhibit 3.

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

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

4. Other

Ms. Donches asked that the following two resolutions be placed on the February 10 Board Agenda:

RESOLVED, That the East Penn School District Board of School Directors rescind the May 13, 2013 vote to support the Tax Incentive Financing (TIF) for Hamilton Crossings.

RESOLVED, That the East Penn School Board of Directors, in negotiations between the East Penn School District and any employee bargaining units (including meet and discuss units) shall remove the East Penn School District as the dues collection agent for any third-party membership organizations.

This motion shall be effective for all contracts not yet being negotiated as of January 27, 2014.

Mr. Earnshaw pointed out that Ms. Donches could not present a motion regarding the TIF since she was not on the prevailing side. She thought since it was a new Board that it made a difference and was told that did not matter. Solicitor Fisher will review these motions.

7. Announcements

Monday, January 27 6:30 p.m.-Executive Session (Real Estate, Confidential Matters)

7:30 p.m.-Board Meeting

February 10

7:30 p.m.-Board Meeting

February 14

SNOW MAKE UP DAY-All schools and offices are open

8. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion at 8:45 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Alan Earnshaw called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Board Room located at 800 Pine Street, Emmaus, PA, followed by the Pledge of Allegiance.

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

Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher
Treasurer: Lynn Glancy
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Peter McConnell, East Penn Press Reporter
Margie Peterson, Morning Call Reporter
Precious Petty, Express Times

2. Requests to Address the Board

Chris Donatelli, 1695 Beech Lane, Macungie asked that the Board second the motion regarding the TIF, adding that the public is entitled to know the information regarding this issue.

3. Approval of Minutes

Motion by Bacher, Seconded by Ballard
RESOLVED, That the East Penn Board of School Directors approve the minutes for the January 27, 2014 meeting.

This resolution was unanimously adopted by voice vote.

4. Technology Update

Director of Technology Michael Mohn reviewed the technology office projects that are categorized as educational technology, enterprise system, and information technology. For three years, the department has been working on virtualizing the data center and now it is complete. Another project is managing the migration of the student information system (eSchool Plus) from the servers in Bethlehem to the new data center in the high school. There is more control of security, updates when the district needs to do them, and an IEP writing system for the student information system was added. The district was saved over \$70,000 from year 2 to beyond by adding the IEP writing system. Any funds that are saved in enterprise are shifted over to educational technology. He reviewed the applications such as Moodle, Mahara, Google Docs and the portfolio system. He pointed out that practically all the documents are collaborative and do fit into the district Mission Statement regarding collaborators and critical thinkers. The department also created Data Exportation Guidelines. Students can take all of their digital files and put them into their Google drive and when they graduate they can export that data into their own digital portfolio to take to the university or whatever path they may be on.

The next project that Technology is working on is the migration of data on the district web site by moving to WordPress. Mr. Mohn said the advantage is that WordPress is free and easy to use. There are many other aspects that can also be added to WordPress as well. He showed a sample web site page noting there is the addition of a Student Life section and a parent section, new colors and new design, as well as many of the other postings. Mr. Mohn explained the digital eBooks for the library system. They have created social media guidelines that include a list of the dos and don'ts of social media. They are developing virtual courses such as the Family and Consumer Science Course mentioned in the presentation by the Curriculum office at the last board meeting. They are in the process of expanding SMART TOOLS. If a teacher creates a lesson, it can be sent to other teachers and the notebook files can be shared. He talked about taking apart the wireless network and dividing it into segments so now there is a teacher wireless network, an elementary student wireless network, secondary student network, a guest network, and now a BYOD network. This allows for more control over what is broadcast or sent and there is more access for students. They have expanded the use of Google Chromebooks which are a lightweight lap top and are built for wireless. He talked about the next project being the reduction of student to PC ratio which is the enrollment in the building vs. the number of devices available in a building. He talked about the needs assessment that determines what can be done in the future. He illustrated the new website by clicking on the Technology model link. He talked about the BYOD pre-pilot in select classrooms where students may bring in their own devices from Grade 4 to Grade 12. He explained what has been done, adding that the Technology Department is also monitoring for security. There is a comprehensive BYOD site for parents where they can check what device is being brought in by students. He talked about the projects that are listed by students using their

own BYOD. They are continuing to work on this aspect of the technology. Future projects include a site that would provide transportation information, boundaries for a school or the school district and open a YouTube channel. He concluded that a lot of the projects are a partnership with the Office of Curriculum and Instruction.

Rev. Vinovskis asked if there would be workshops for parents to alleviate some of the fears and answer questions about BYOD and the use of these different tools. Mr. Mohn shared that they are talking about having a Technology Fair in May or June for K-12 to show a lot of the projects. There will be a night on the use of BYOD. Mr. Mohn indicated that the teachers using BYOD also update the parents on Parents Night. Right now the parents seem very well adapted to it. Rev. Vinovskis said that often times the technology moves faster and asked if there are policies and rules and regulations and are there updates to guard against misuse. Mr. Earnshaw pointed out the Acceptable Use Policy is written in general enough terms to cover some of the issues. Dr. Seidenberger said each district in Lehigh County is part of a Technology Consortium and a local law firm addresses specific situations and what to do about them. Rev. Vinovskis asked if there was any opportunity for students to "see under the hood." Mr. Mohn said they do work with the Computer Club at Emmaus HS. He said the Technology Leaders are students taking charge of the classroom helping other students. Mr. Ballard asked if we utilize a Student Help Desk like Parkland. Mr. Mohn said there had been a Help Desk but when they put on the online work order system and changed some processes, the use diminished. Mr. Ballard asked if there was an ongoing surveillance of WordPress sites. Mr. Mohn explained that the WordPress site that is under construction now is behind the firewall for our servers. The Web Master is developing the new security. Mr. Ballard asked if the district had the capability for a homework portal so teachers can place assignments on it for students. Mr. Mohn indicated that this has been available for a couple of years in East Penn and explained how it works. Ms. Fuller asked if the Dashboard would still be available on the web site. Mr. Mohn said the Dashboard system is going to be an add on to the site. He said the conversion of the web site will take at least two years. Dr. Bacher asked about the BYOD and the time line. Mr. Mohn indicated that it is a pre-pilot and explained that the district is going very slowly to pilot a few classrooms. They are also gathering metrics for wireless access. Referring to policy changes, Mr. Mohn talked about having gmail accounts for students during the school year that would then be purged during the summer. Dr. Munson asked about equity issues with BYOD. Mr. Mohn said just because there is a BYOD device at home does not mean that device is coming to school. They are not sure whether students would be allowed to bring in devices (lap top) from home. He said it is really about what is available in the classroom at a specific time. Dr. Munson asked about professional development for teachers. Mr. Mohn explained the use of YouTube by teachers. He said that process has now been shortcut. There has been professional development for years on the new technology development (Moodle, Google Docs, etc.). The sessions are geared to the local learning environment. Ms. Donches asked if one of the purposes of having BYOD was so the district would not have to provide them and reduce the cost of devices and asked if that was part of the goal. Mr. Mohn replied that the goal is not to buy less technology for students and make them bring their own devices. It is not part of this project. Ms. Heid complimented the presentation and explained how she uses technology with her classes. Mr. Earnshaw said this was a great overview and thanked Mr. Mohn. Dr. Seidenberger concluded that this was the second presentation on how education is being supported in the district. At a later date, there will be a brief presentation by Mr. Glancy and Mr. Ritter in terms of physical plant needs. He will also be asking Dr. Mirabella and Dr. Pekarik to update the Board on student support services. He said that by having these presentations he hoped the Board would have a clear understanding on what is being done in the district on a daily basis.

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

1. District Update

Dr. Seidenberger reported on the following items:

-The Rife Team won the League Championship and they now move on to regional competition. He wished them luck on the next competition.

-The district's cyber program has an enrollment of 37 students.

-Dr. Seidenberger reported on the upcoming snow storm that is being measured in feet, not inches. Graduation is set for June 8 and students will now go until June 13. We may have to bump into the following week. He will be meeting with the Administrative Team tomorrow.

-PSSAs will be moved back from March 28 to April 4; Makeup days will be April 4-7. PSSA science will not change from April 28-May 9; Keystones will not change and are scheduled from May 12-23.

-Dr. Seidenberger reported on the meeting with Acting Secretary of Education Carolyn Dumaresque. The overall increase in the education budget is 3.2%; pension costs are proposed to be lowered by 2%. There is no specific increase in the basic education subsidy. The increases in the Governor's budget in PreCounts is 10 million dollars; Early Intervention is \$841,000; PA assessments is 4.6 million dollars; School Food Services is up \$467,000; Payment

to Pensions up 105 million dollars; special education is recommending a 2% increase. There are decreases that include career and technical equipment grants; pupil transportation; social security payments; and PA Department of Education personnel. The mobile science and math education program is eliminated; and community colleges, higher education institutions, career and technical schools, teacher professional development, and non-public transportation are all being level funded. Some of the Governor's initiatives are Ready to Succeed (25 million dollars); Hybrid Learning Initiative (10 million dollars), Governor's School of Academic Excellence (\$350,000); Ready to Learn Grants (240 million dollars). Dr. Seidenberger explained the moral and ethical problems with the Ready to Learn grants. He talked about the increase in special education and the categories of money spent on individual students. Dr. Seidenberger used a three year range, for the following categories: \$25,000 to \$50,000- East Penn's numbers are 19 students; 47 students; and 55 students. In the \$50,000-\$75,000 category, East Penn's numbers are 32 students; 3 students; and 20 students. In the \$75,000 plus category-East Penn's numbers are 16 students; 14 students; and 18 students. Dr. Seidenberger talked about how there appeared to be legislative support that something must be done.

Referring to what would directly affect East Penn, Dr. Seidenberger said the district would receive \$650,000 for Pensions; East Penn's Performance Profile Number will be given later in the week and we may be in the top tier of the formula. Referring to Tier 4, there should be a lot of flexibility and confidence in the staff that we are doing the right things and we would have no difficulty in justifying using funds from that grant. This could amount to \$764,000. The additional funds for pensions and special education increases could amount to 1.4 million dollars. Dr. Seidenberger pointed out that the preliminary proposed budget would be dramatically different if the Governor's proposals take shape. The superintendents feel that the increase in funding should be going to the basic education subsidy and there are concerns about the sustainability and will the grant be here next year. He pointed out that the Commonwealth will reap the benefits of not paying the double dip for cyber and charter schools, not public schools. There is no relief for the overpayments for cyber charter schools. The PLANCON payments are not forthcoming; however, lease payments for charter schools are coming out of the PLANCON funds. It is questionable that lowering the collars for pension will happen. The superintendents will continue to look at data and continue to publish tuition payments to charter and cyber schools and they will keep their eye on the budget hearings. In response to questions raised by Rev. Vinovskis regarding the formula for special education, Dr. Seidenberger said they were told that the 20 million dollars is new money and will go into the three tier process. He noted that special education funding is level funded. The school district must serve the special education students with IEPs. Mr. Ballard said the new special education money would be allocated in the new formula; the old special education funds remains level funded.

-Dr. Seidenberger thanked Dr. Mirabella for his work with Morning Call reporter Patrick Lester regarding the Medical Access article in the Morning Call.

2. Personnel

Motion by Ballard, Seconded by Vinovskis

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

Resignations/Retirements

-Beata Ogrodnik, Instructional Assistant at Lincoln School, effective 2/12/14
(Exhibit 1)

-Erin Yanus, Business Ed FTS Teacher at Emmaus HS, effective 2/1/14
(Exhibit 2)

-Kathy Weitner, Administrative Assistant in the Business Office, effective 2/7/14 (Exhibit 3)

Appointment of Special Education Supervisor – Middle Level

Name/Address:	Kristin Holst 1216 Cleveland Avenue, Wyomissing 19610
Education Level:	B. S. Degree (1996) M. Ed. Degree (1998)
Undergraduate School:	University of Pittsburgh
Graduate Schools:	Lehigh University

Certification: College of William & Mary (Principal Certification)
Instructional I, Ment and/or Phys Handicapped
Assignment: Administrative II, Principal K-12
Special Education Supervisor-Middle Level
Effective: Vacancy created by K. Fairclough resignation
Experience: To be determined
7/2008-Present: Ephrata Area SD (Assistant Principal)
7/2004-7/2008: VA Department of Education
7/2001-2/2004: York County (VA) School Division
Salary: \$86,000 (Act 93 Agreement Benefits)

Appointment of Staff Assistant

Name/Address: Jennifer Elston
446 North Third Street, Emmaus 18049
Assignment: Staff Assistant, Lincoln School
Effective: 2/11/14
Salary: \$13.97/hr., 12.5 hrs./wk.

Leave as per Collective Bargaining Agreement

Employee: Amanda Schneck
Elementary Teacher, Shoemaker School
Effective: 2/27/14-4/9/14

Co-Curricular Appointments

Please see Exhibit 4

Change in Employment Status

Employee	From	To
Charles Zellner	EHS, 2nd shift Custodian	Tue-Sat EHS 2 nd Shift Custodian
Jonathan Peters	Willow Lane, PT Custodian	EHS 2 nd Shift, Tue-Sat
Mary Ellen Hoffman	Health Room Assistant Wescosville School	Health Room Assistant Alburtis School
Elizabeth Inman	Health Room Assistant Alburtis School	Health Room Assistant Wescosville School

Additions to the 2013-14 List of Per Diem Substitutes

Marion Dolan, Food Service
Donna Smith, Food Service
Cory Kocher, Social Studies

Educational Conferences – Exhibit 5

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the educational conferences listed on Exhibit 5.

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

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

6. Other Educational Entities

-Carbon Lehigh Intermediate Unit – F. Fuller

Ms. Fuller reported that the CLIU students provided a video thanking them for their service. The CLIU is one of three educational entities in the state that will be participating in the PA Safe Schools/Healthy Students Partnership. The funds are from the federal government regarding substance abuse and mental health. This is a four year grant in the amount of \$500,000 per year to develop a model for broad based support of youth and partnering with parents, school districts, faith communities, law enforcement agencies, and social agencies for safe students to help with mental health issues. This is in the early phases of development but the IU is confident that it will be replicated by other agencies.

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

Ms. Heid reported on the six students who competed in Skills USA from Emmaus HS: Anthony Granato, Automotive Service Specialty; Timothy Freeman, Electronics Technology; Keenan McGinnis, Restaurant Service; Kane Morrison, Automated Manufacturing Technology; Kenneth Pavlick, Graphic Communications; and Levi McCord, Welding.

7. Legislative – C. Ballard

Mr. Ballard reported that the Legislature was on recess until March 10. He noted that over the past two weeks he has been involved at the state and federal level with PSBA. He spoke to the Education and Appropriations staff on the issues of ACCESS funding. They also headed off a bill that would change the Oath of Office for School Directors. The proposal was to say that a school director's primary responsibility would be to the children of the district. There were arguments that money was not being allocated for adults' use but for students' use. There were legal and political ramifications with this bill. Mr. Ballard met with Representative Charles Dent and was able to talk with him regarding the re-authorization of ESEA Act (NCLB) and he got some indication that there was some hope for the bill. Mr. Ballard also talked to him about federal mandates. At the state level, the main focus right now is the Governor's budget. He emphasized that there is no increase in basic education subsidy. There is no money coming from the state for the PSERS collar. Referring to special education funding, Mr. Ballard said the new money would be allocated from the formula and old money stays the same. There has not been an increase in special education funds for six years. Mr. Ballard talked about the charter school funding and the fact that there is no money for PLANCON in the budget. The proposed grants are dependent on some of the pension reforms. He said it is a sad state of affairs to deal with something that is not really going to address the issues. There is some talk going around that the 180 day requirement might have some legislative relief.

The Governor signed a bill that will allow audio taping on school vehicles; JROTC Instruction –Senate Bill 437 now Act 10 of 2014, allows an individual holding a military science certificate to teach military science courses (JROTC) without meeting any further requirements of the PA Department of Education (PDE) for teacher certification. The Senate has approved a resolution dealing with Consolidated School Employee Health Plans -- Senate Resolution 250 directs the Legislative Budget and Finance Committee to conduct a study relating to the feasibility and cost-effectiveness of merging public school district health care plans. Also being considered are the following bills: Awareness Policies and Training -- The Senate passed House Bill 1559 which requires schools to address youth suicide awareness and prevention. PSBA successfully negotiated an amendment that addressed local control concerns and implementation. School entities must adopt a youth suicide awareness and prevention policy by 2015-16 that is established in conjunction with a youth suicide prevention organization. Schools must incorporate age-appropriate education into the curriculum that is based on the local policy. Schools also must provide four hours of professional development training every five years for teachers in buildings with students in grades 6-12. The PDE must maintain on its website a list of approved resources, training materials, and age-appropriate education that schools may use. Online Learning –The House passed House Bill 1718 regarding the establishment of online courses by the 2015-16 school year, and gives public schools the option to offer online courses to students. Ms. Donches asked if Prevailing Wage bills (HB 1538 or SB 499) were being considered. The bills allow entities to opt out of prevailing wage. Mr. Ballard said that they were still in committee and nothing is happening. She wanted to know if the Board could submit a resolution encouraging action on the bills. Mr. Ballard said the Board could submit a resolution but there is no action being considered at this time. Mr. Ballard said there is a PSBA resolution that could be used. Dr. Bacher said the Board acted on it two years ago.

8. Business Operations

1. Bill List Approval

Motion by Munson, Seconded by Vinovskis

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

Ms. Donches said she would be abstaining still hoping that she could have the account codes listed.

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

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

2. Disbursement of Funds – Exhibit 6

Motion by Ballard, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors authorize the disbursement of funds from the 32 Capital Reserve Fund as listed on Exhibit 6.

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

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

3. Adoption of the Proposed Preliminary 2014-15 Budget

Motion by Ballard, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors adopt the proposed preliminary 2014-2015 budget in the amount of \$133,761,466 with the following tax levies:

16.8633 mills on the assessed valuation of real estate

0.5% (.005) Act 511 Earned Income Tax

1.0% Act 511 Real Estate Transfer Tax (0.5% is District's share)

And be it further resolved that the District be authorized to apply for exceptions.

Ms. Donches said she knows that the Superintendent and staff will work hard to bring the increase down but she would not support the resolution.

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

Aye: Bacher, Ballard, Earnshaw, Fuller, Munson, Rhodes, Vinovskis-----7

Nay: Donches, Heid-----2

9. Other

Resolution presented by Lynn Donches at the January 27, 2013 Board Meeting concerning previous action by the Board regarding the Hamilton Crossings Project.

1. **Original Motion and Vote for Hamilton Crossings Project (TIF) – Adopted May 13, 2013**

A Resolution of the East Penn Board of School Directors Providing for the Participation by the East Penn School District in a Tax Increment District for Hamilton Crossings, and For the Taking of all Related Actions

Motion by Bacher, Seconded by Policano

WHEREAS, the Tax Increment Financing Act, 53 P.S. §6930.1 et seq., ("TIF Act"), grants powers to industrial and commercial development authorities and redevelopment authorities to address conditions of blight and inadequate planning and development of urban communities; and

WHEREAS, the TIF Act also provides authority for local taxing bodies to cooperate in providing financing for redevelopment of areas in their jurisdictions which will generate new development and improve the tax base; and

WHEREAS, pursuant to the TIF Act, the Lehigh County Industrial Development Authority ("LCIDA") has prepared and presented a plan for the creation of a tax increment district in Lower Macungie Township, within the East Penn School District ("School District"), for the area known as Hamilton Crossings, more particularly described in Exhibit "A" attached hereto ("Hamilton Crossings TIF District"); and

WHEREAS, in accordance with the TIF Act, the Board of Directors of the School District designated Dr. Thomas Seidenberger and Dr. Kenneth Bacher as the representatives for the School District ("School District Representatives") to meet with LCIDA to discuss the Hamilton Crossings TIF District and the plans for the redevelopment thereof and the tax increment financing therefore; and

WHEREAS, as required by the TIF Act, the LCIDA and the School District representatives have met and discussed the creation of the Hamilton Crossings TIF District, the boundaries, the plan for redevelopment and financing thereof, and other matters set forth in Section 5 of the TIF Act, 53 P.S. §6903.5; and

WHEREAS, after such discussions, and after formal presentation on May 13, 2013, the Board of Directors of the School District have determined to participate in the Hamilton Crossings TIF District and to allocate 50% of the positive tax increment of the School District to the financing of the redevelopment of the Hamilton Crossings TIF District; and

WHEREAS, the School District desires, by this Resolution, to participate in the Hamilton Crossings TIF District as hereinabove set forth and to authorize such actions as are necessary and appropriate to effectuate the purposes thereof.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the East Penn School District as follows:

1. The aforementioned recitals are incorporated herein as full as though the same were set forth at length.
2. The School District agrees to participate in the Hamilton Crossings TIF District and to allocate 50% of the School District's tax increment as defined in the TIF Act, to finance the redevelopment thereof.
3. Notwithstanding anything contained herein to the contrary, the School District's election to participate in the Hamilton Crossings TIF District shall not, in any way, be deemed a pledge of the credit or taxing power of the School District, nor shall such participation obligate or make the School District liable for the payment of principal of, or interest on, any bonds issued by the LCIDA in connection with the tax increment financing.
4. The proper School District officials are authorized on behalf of the School District to take such actions and to execute and deliver such documents as may be necessary or appropriate for the implementation of the Hamilton Crossing TIF District consistent with this Resolution, including, but not by way of limitation, a Cooperation Agreement among the LCIDA, Lehigh County, Lower Macungie Township, and the School District, in form and substance consistent herewith and satisfactory to the School District Representatives with the advice of counsel.
5. The Secretary of the Board of Directors of the East Penn School District is hereby authorized and directed to cause a copy of this Resolution to be delivered to the Board of Commissioners of Lower Macungie Township promptly after adoption hereof, but in no event later than the date on which said Board of Commissioners holds the public hearing on the Hamilton Crossings TIF District as required by the TIF Act.
6. All resolutions or parts thereof inconsistent herewith are hereby repealed to the extent of any such inconsistency.
7. This Resolution shall become effective immediately upon adoption this 13th day of May, 2013.

PROJECT BOUNDARY – TAX INCREMENT DISTRICT-Exhibit A

The Hamilton Crossings Tax Incremental Tax Financing Project area is located in its entirety within Lower Macungie Township, Lehigh County, Pennsylvania. The project area consists of approximately 63.21 acres. The Hamilton Crossings Tax Incremental Financing Project area is generally bounded as follows:

Consists of five (5) tax parcels located in Lower Macungie Township, Lehigh County, Pennsylvania. The TIF District is generally located to the east and west of Krocks Road, between Hamilton Boulevard and the Route 222 Bypass. Containing approximately 63.21 acres.

The original motion was approved by the following roll call vote:

Aye: Bacher, Ballard, Earnshaw, Fuller, Heid, Rhodes-----	6
Nay: Donches, Stolz-----	2
Abstention: Policano-----	1

Motion proposed by Lynn Donches at the January 27, 2014 Board Meeting:

RESOLVED, That the East Penn School District Board of Directors rescind the May 13, 2013 vote to support the Tax Increment Financing (TIF) for Hamilton Crossings.

Motion proposed by Solicitor Marc Fisher after review.

Motion by Donches,

RESOLVED, That the East Penn Board of School Directors rescind its motion of May 13, 2013 providing for the participation by the East Penn School District in a Tax

Increment District for Hamilton Crossings and for the taking of all related action.

This motion failed for lack of a second.

Ms. Donches stated that she would not be moving the motion forward. She would like to make a motion that would ask that the East Penn Board of School Directors would support HB 1507 and SB 704. She will submit language to the Board Secretary for the next meeting.

Second motion proposed by Lynn Donches at the January 27, 2014 Board Meeting

Payroll Payment Procedures

RESOLVED, That the East Penn School Board of Directors, in negotiations between the East Penn School District and any employee bargaining units (including meet and discuss units) shall remove the East Penn School District as the dues collection agent for any third-party membership organizations.

This motion shall be effective for all contracts not yet being negotiated as of January 27, 2014.

Ms. Donches wanted to ask questions about the Tax Increment Financing project. Board President Alan Earnshaw told her that came up on the agenda and the motion did not receive a second so there is no debate.

10. Announcements

Monday, February 10	6:45 p.m.-Executive Session (Personnel, Negotiations, Real Estate) 7:30 p.m.-Board Meeting
Wednesday, February 12	7:00 p.m.-Community Meeting to Meet Superintendent Candidate, Board Room Attendees will have the opportunity to complete comment sheets for the Board of School Directors to review.
Friday, February 14	Snow Make Up Day – All schools and offices are open
Monday, February 17	Presidents' Holiday – All schools and offices are closed.
Thursday, February 20	7:00 p.m.-Community Meeting to Meet Superintendent Candidate, Board Room Attendees will have the opportunity to complete comment sheets for the Board of School Directors to review.
Monday, February 24	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 9:00 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Alan Earnshaw called the 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, Z. Munson, S. Rhodes, W. Vinovskis

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, East Penn Press Reporter
Precious Petty, Express Times Reporter
Melinda Rizzo, Morning Call Reporter

2. Requests to Address the Board

John Donches, 559 Minor Street, Emmaus continued to voice his opposition to the TIF project, Hamilton Crossings. He criticized Lehigh County Executive Tom Muller, who was in the audience, and his newspaper comments about "side deals." Mr. Donches continued to criticize the developers, their investment in the project, as well as the funds that they have received from grants and other funding sources. He claimed that the project has been steeped in secrecy, noting that the TIF was defeated by a vote of the Lehigh County Commissioners. He felt that everyone was giving the developers so much to make this project work. He disputed the type of jobs that would be generated by the project such as retail stores. He claimed Target on Cedar Crest Boulevard would probably go for a re-assessment because all the money would be going to the Hamilton Crossings Target. Referring to his personal building experience, he said no one gave him money up front to construct his place. Again, he criticized Lehigh County Executive Tom Muller and questioned outside funding of his campaign. He insinuated that this project was union driven because they knew they would get Prevailing Wage.

Becca Kahle, 1131 Pennsylvania Avenue, Emmaus spoke about the snow make up days. She asked if March 7 could be considered as a makeup day or lengthening the school day.

3. Bond Refinancing – Zack Williard, Public Financial Management & John Cox, Esq., Rhoads & Sinon

Mr. Williard reviewed the Bid Results and Debt Service Schedule for the refinancing. He noted that the Moody's Investor Service has assigned an Aa2 rating and they expect "that the district will maintain a satisfactory financial position given its history of conservative fiscal management practices." Mr. Williard noted that it was a very active bidding process with 12 bidders and over 150 bids. This was close to a record for that many bids. The successful bidder was FTN Financial. The rates range from 2.5% to 4.37%; it is for the same time period; and it has a five year call provision. The net savings for the district is \$589,992.86. A copy of the document is attached to the minutes of this meeting. Mr. Ballard asked about the statement from Moody's statement under "What Could Make the Rating Go UP" that indicated "substantial improvement in the district's financial reserves." Mr. William said there are a variety of indicators that go into this rating. The current rating is very good and there are only a few that are higher. In response to questions raised from Rev. Vinovskis, Mr. Williard explained that the savings are structured to be most effective during the first three years; however, it would not matter how it is structured the savings come out the same.

Mr. Cox reviewed the Post-Issuance Compliance Procedures Resolution. The IRS has strongly recommended this policy to insure that there is accountability and monitoring of bond issues and to insure there are proper records maintained. In response to a question raised by Dr. Munson, Solicitor Fisher indicated that that he had been involved in the preparation of the resolution.

1. Resolutions for Bond Refinancing & Post-Issuance Compliance Procedures Resolution (Exhibits 1 & 2)

Motion by Bacher, Seconded by Donches
RESOLVED, That the East Penn Board of School Directors adopt the resolutions for bond refinancing and post-issuance compliance procedures as described in Exhibits 1 and 2.

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

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

Mr. Earnshaw thanked Mr. Williard and Mr. Cox for their services.

4. Approval of Minutes

Motion by Bacher, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors approve the minutes for the February 10, 2014 Board Meeting.

This resolution was unanimously adopted by voice vote.

5. Emmaus HS SGA Representatives - Katie Croy and Nina Rowan

Ms. Croy and Ms. Rowan reported on the following activities:

- Success of the FBLA Club at the recent competition at LCCC; They will move on to the regional competition.
- The Snow Ball raised \$500 and students collected 240 cans of tuna.
- Beauty & the Beast produced by the Drama Department will run from March 19-22.
- The Mr. Emmaus Contest was another success with Drew Switzer being elected.
- EHS Academic Team won the Conference Championship with a victory of over Liberty HS.

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

1. District Update

Referring to snow make up days, Dr. Seidenberger reported that whatever is recommended will be met by some negativity. He noted that the Board members received a tentative calendar for 2014-15. He pointed out that make up days are listed on the calendar and it has consistently been said that after exhausting those days, make up days will be added to the end of the school year. His strongest recommendation is to maintain the Staff Professional Day on March 7. The PSSA testing window has been extended so there is the same number of instructional days. He cannot do anything about the Keystones and PSSA Science. The recommendation is to change Monday, April 21, as an instructional day and June 17 is currently the final day. Responding to the citizen suggestion of adding time to the school day, he said that has a lot of complexities and it will not happen in Lehigh County. He explained how the superintendents review the calendar and most are adding days to the end of the year. The Acting Secretary of Education has said that districts must use every available day before requesting any waiver. Again, he said principals are to treat parent requests with sensitivity and staff will be treated on a case-by-case basis. All of the buildings are air conditioned and in great shape. He concluded that this year has been a very difficult weather year. The timing of these storms has been difficult as well. He explained how the superintendents communicate with each other from approximately 4:00 a.m. The March 7 professional day has a comprehensive schedule for the day and he does not want to dilute those efforts.

The Board has received information regarding a recommended PSBA resolution regarding a fair funding formula. He felt it could be discussed at a later date. He noted that John Bradley scheduled the cancelled Robotics event this past weekend. He congratulated Denise Reaman and the Stinger reporters who won 12 Student Keystone Press Awards from the PA Newspaper Association for Outstanding Journalism. He noted that this is another form of student expression. Rev. Vinovskis discussed his difficulty in finding out when the Robotics competition was rescheduled. He indicated he could not find it on the web site. Dr. Bacher said he thought that it was on the web site. Ms. Donches commented on the PSBA resolution and on the actual bill regarding reimbursement for travel for the members of the commission and the difference between "may" and "shall" and how the reimbursement could get out of line.

2. Personnel

Motion by Rhodes, Seconded by Munson

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

Request for General Leave of Absence – Board Policy 539

Employee: Ellen Peters
Staff Assistant, Macungie School
Effective: March 4, 2014-March 3, 2015

Income Protection Leaves

Employee: Andrew Krause, Custodian, Third Shift, Emmaus HS

Effective: March 12, 2014

Employee: Warren Buss, Head Custodian, LMMS

Effective: March 24, 2014

Appointment of Health Room Assistant

Name/Address: Tina Shelton

5245 Dartmouth Drive, Macungie 18062

Assignment: Jefferson School, Health Room Assistant

Vacancy created by G. Hochella resignation

Effective: February 25, 2014

Salary: \$19.60/hr., 29 hrs./wk.

Co-Curricular Appointments

See Exhibit 3

Additions to the 2013-14 List of Per Diem Substitutes

Mabel Rodriguez-Marte, Food Service

Kayla Bringenberg, Social Studies, ML Math

Jennifer Lamar, Art

Elizabeth Pruitt, Art

Kelly Nichols, English

Samantha Solomon, Elementary, PK-4

Educational Conferences – Exhibit 4

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

Ms. Donches asked if there could be a running account of how much is being spent for the PA Core Standards. Mr. Earnshaw explained the complexity of keeping an accurate record of all the expenses. Ms. Donches indicated she would be interested in the cost of textbooks and conferences. The recent purchase of textbooks for the AP courses had nothing to do with the PA Core Standards. There is a shelf life for AP textbooks that are used and it is the same across the nation. The textbooks are approved by the Board when they are adopted.

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

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

3. Change in 2013-14 School Calendar

Motion by Ballard, Seconded by Fuller

RESOLVED, That the East Penn Board of School Directors amend the 2013-14 Calendar to include the following:

Monday, April 21

Instructional Day – All schools & offices will be open.

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

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

7. Legislative

1. Prevailing Wage Reform Resolution – Submitted by L. Donches – Exhibit 5

Motion by Donches, Seconded by Ballard

RESOLVED, That the East Penn Board of School Director approve the attached Prevailing Wage Reform Resolution (Exhibit 5).

Solicitor Fisher indicated some editorial changes. Mr. Ballard added HB 796 to the listing and clarified the legislation for Dr. Bacher. Ms. Donches felt this was important legislation, suggesting that if the TIF would be built as much as 18% would be added to the labor costs because of Prevailing Wage. It was noted that a similar resolution was passed two years ago.

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

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

8. Business Operations

1. Approval of Bill List

Motion by Ballard, Seconded by Rhodes

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.

Dr. Munson read the following opinion from the Single Audit Report (Page 10) prepared by Gorman and Associates, Certified Public Accountants for the fiscal year ended June 30, 2013:

"In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, each major fund, the aggregate remaining fund information, and the general fund budgetary comparison statement of the East Penn School District, as of June 30, 2013, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America."

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

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

Abstention: Donches-----1

2. Treasurer's Report

Motion by Donches, Seconded by Vinovskis

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

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

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

3. LCCC Candidate for the At-Large Seat on the Board of Trustees

Ms. Fuller recommended former East Penn, IU, LCTI board member Terry Richwine as a candidate for this vacancy. She indicated that she had not talked to him about this position but she thought he would be an excellent candidate to replace Mr. Torbert because Mr. Richwine also has a financial background. Rev. Vinovskis affirmed that Mr. Richwine would be an excellent candidate and has maintained an active interest in the district. Mr. Earnshaw will speak to Mr. Richwine about the nomination.

4. Audit Report

Ms. Donches indicated there were a few policies mentioned in the report. Dr. Seidenberger said the staff was developing them internally and they would be brought to the Board at a later date.

5. HB 1507 & SB 1034 – Support Public Workers Paycheck Protection

Ms. Donches distributed copies of a resolution that would support these two legislative bills. She requested that it be included in the next agenda.

9. Announcements

Mr. Earnshaw announced that there was an Executive Session held on February 12 and 20 dealing with personnel items.

Monday, February 24 6:00 p.m.-Executive Session (Personnel & Real Estate Items; an Executive Session is scheduled following the Board Meeting for personnel items.)
7:30 p.m.-Board Meeting

Monday, March 10 7:30 p.m.- Board Meeting

10. Adjourn

There being no further items to come before the Board, the meeting was adjourned, upon motion at 8:30 p.m.

Cecilia R. Birdsell, Board Secretary

Order of Business

1. Call to Order; Pledge of Allegiance

President Alan Earnshaw called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Board Room located in the Administration Building, 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, Z. Munson, S. Rhoads, W. Vinovskis

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, East Penn Press Reporter
Margie Peterson, Morning Call Reporter

2. Requests to Address the Board

John Donches, 559 Minor Street, Emmaus again reiterated his displeasure with the Hamilton Crossings project. He commented on an article in the newspaper that the project would be built without the TIF funding and what he referred to as County Executive Tom Muller's "side deals." Again, he said that the Lehigh County Commissioners by majority vote did not approve the TIF. He felt the 14 million dollars could be better used for education funding and concluded that the 7 million dollars that it would cost the district to grant the TIF was just "pay off" money. He concluded that it was not the role of the Board to say what businesses will exist and the Board should not be allowed to vote on it. He said it was a private concern not a government concern. He claimed the Board voted on the TIF without even knowing all the facts and figures about it.

3. Approval of Minutes

Motion by Vinovskis, Seconded by Munson

RESOLVED, That the East Penn Board of School Directors approve the minutes for the February 24, 2014 meeting.

This resolution was unanimously adopted by voice vote.

4. Review Transportation RFP's – Mr. Lynn Glancy, Director of Operations

Dr. Seidenberger said Requests for Proposals were sought in the fall and provided information to the Board regarding the bidders. He said this would give the Board time to look at the information and get back to him with questions. Mr. Glancy asked that the questions be sent to him directly and he will answer the questions and send it back to the Board. They are intending to have it on the next Board agenda. It was noted that there were only three proposals from all the companies involved.

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

1. District Update

Dr. Seidenberger reported that the Rifle Team finished third in the state. He shared that John Cramsey the new owner of the Shimerville Recreation Center will be allowing the team to use his facilities. The students are very welcome and there will be banners and league titles announcing their achievements. There will be a banner stating the range is "The proud home of the Emmaus Hornets Rifle Team."

The current enrollment is holding steady at 7,976. This week the annual Kindergarten registration is taking place. Referring to cyber/charter school rates, Dr. Seidenberger noted that they receive \$9,134 for a regular ed student; \$18,801.39 for a special education student. This is costing the district 3.6 million dollars this year. The district is currently running a deficit of \$213,000. He thanked board members for sending information about what other districts are doing and East Penn will be developing information that indicates how well the district is performing over the cyber/charters schools. A student going through the EHS cyber program receives an Emmaus HS diploma and takes part in extracurricular activities such as the proms and graduation. The Emmaus HS scored 92.5 while a charter school performed in the low 30s. Ms. Donches asked if the district gets a separate School Performance Profile for our cyber high school. Dr. Seidenberger responded that there is not a separate profile but they reviewed their scores and they are performing beyond what we expected. The students had great success in the program. If they leave, the feedback is that it is too hard.

Dr. Seidenberger talked about a press release by the various education associations urging the Legislature to adopt a consistent funding formula. He noted that PASBO sent a letter regarding ACCESS funds not being forthcoming. Hopefully, superintendents will send the information outlining the amount not being reimbursed and the districts will not be receiving these funds for another cycle.

Dr. Seidenberger said Governor Corbett and President Obama have been talking about early childhood education. East Penn's demographics have been changing and there are more families eligible for free and reduced lunches particularly in the Lincoln and Jefferson attendance areas. We were approached by Head Start of the Lehigh Valley to see if we would be willing to house a program for 3 or 4 year

olds in the district. There is some space available at Jefferson for 20 students to attend 4.5 hrs./day. East Penn would provide a small bus for transportation. Dr. Seidenberger noted that the buses must have some type of restraints (seat belts). It would cost \$15,000-\$18,000 to transport. There would be a certified teacher and all expenses would be paid by Head Start. The Agreement has been forwarded to Solicitor Fisher to review. Dr. Seidenberger felt it was a tremendous opportunity for the district.

He reported that the SAT will be changing in 2016 and distributed a copy of a side by side comparison.

Referring to the company that is supposed to be providing ACCESS funds, Mr. Ballard said the company is blaming school districts not understanding the new rules. Dr. Seidenberger responded that everything in the district is documented and the staff is following the guidelines. Dr. Mirabella concurred that there were no rejected claims.

2. Personnel

Motion by Ballard, Seconded by Vinovskis

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

Retirements/Resignations

-Martha Teed, Family Consumer Science Teacher, at LMMS, effective June 17, 2014
(Exhibit 1)

-Melissa King, Staff Assistant at Emmaus HS, effective March 11, 2014 (Exhibit 2)

-Phyllis Hersh, Food Service Coordinator at Emmaus HS, effective July 1, 2014
(Exhibit 3)

Requests for General Leaves of Absence – Board Policy 539

Employee	Effective
Pam McCarthy, Staff Assist., Willow Lane	3/3/14-3/2/15
Ardith Yorgey, Instruct. Assist., Jefferson	2/23/14-2/22/15

Income Protection Leave

Sharon Shankweiler Effective: March 25, 2014
Grade 6 Teacher, LMMS

Leave as Per Collective Bargaining Agreement

Kristin Bruckner Grade 1, Macungie School Extension to June 30, 2014

Instructional Assistant Appointments

Name/Address	Assignment	Salary
Meghan Rau 1167 Wabasso Avenue Danielsville 18038	Instruct. Assist., Alburtis School New Position	\$13.97/hr., up to 29 hrs./wk.
Alana Lynch 4881 S. Hedgerow Drive Allentown 18103	Instruct. Assist., Alburtis School New Position	\$13.97/hr., 25 hrs./wk.

Effective: March 11, 2014

Additions to the 2013-14 List of Per Diem Substitutes

Monica Henrich, Food Service

Change in Assignments

Employee	From	To
Cindy Bogert	Lincoln IA/SA, 29 hrs./wk.	Lincoln IA, 29hr./wk.

Custodians – Effective March 10, 2014

Scott Schoenly	2 nd Shift Cust., Shoemaker	LMMS Maintenance B 12-8:30
Charles Zellner	LMMS Day Café	Shoemaker, 2 nd Shift
Andrew Marsteller	LMMS 2 nd Shift	Shoemaker, 2 nd Shift
Danny Bachert	Maintenance B, 12-8:30 p.m.	LMMS Day Café
	LMMS	
Richard Bernecker	EHS 2 nd Shift, Tues-Sat.	EHS 2 nd Shift

Co-Curricular Advisors

See Exhibit 4

Educational Conferences – Exhibit 5

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the educational conferences listed on Exhibit 5.

Resignation

-Robert Ritter, Facilities Manager, effective March 7, 2014 (Exhibit 3A)

Temporary Professional Employee Appointment

Name/Address:	Pam Reichert 2512 Bethlehem Fields Way Bethlehem 18015
Education Level:	B. S. N. Degree (2010)
Undergraduate School:	Gwynned Mercy College
Graduate School:	Alvernia University Certified School Nurse Credits
Effective:	To be determined
Certification:	Educational Specialist I
Assignment:	School Nurse, Wescosville School Vacancy created by J. Harrington resignation
Experience:	10/12-Present: Lower Merion SD 3/11-10/12-Boyertown Area SD 5/2008-1/2012: Lehigh Valley Hospital & Health Network
Salary:	\$47,344, Year 1, Col. B

Appointment of Interim Facilities Manager

Name/Address:	Robert Kovalchick 3030! Woodlane Avenue Orefield 18069
Assignment:	Interim Facilities Manager Vacancy created by R. Ritter resignation
Effective:	March 11, 2014
Salary:	\$43.00/hr., up to 40 hrs./wk.

Change of Assignment

Employee	From	To
Christine White	Administrative Assistant Emmaus HS, Principal's Office	Confidential Assistant Personnel Department Vacancy created by C. Firth retirement
Effective:	March 24, 2014	
Salary:	\$30,000/year	

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

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

3. 2014-15 East Penn School District Calendar – Exhibit 6

Motion by Ballard, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the 2014-15 East Penn School District Calendar.

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

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

4. Approval of Contract with the Northeastern Educational Intermediate Unit (Exhibit 7)

Motion by Fuller, Seconded by Heid

RESOLVED, That the East Penn Board of School Directors approve the attached contract with NEIU, 1200 Line Street, Archibald, PA for provision of special education programs and services as specified therein are hereby approved for the 2014-15 school year and thereafter until expiration in accordance with the terms thereof.

Solicitor Fisher indicated a change in Paragraph 26, Item f.

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

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

5. Gift in Accordance with Board Policy 702 – Exhibit 8

Motion by Ballard, Seconded by Heid

RESOLVED, That the East Penn Board of School Directors accept the attached list of equipment and accessories for media equipment from Mr. Scott Stoneback, The Media People, Inc., in accordance with Board Policy 702, Gifts, Grants, Funds.

Ms. Fuller indicated that she was abstaining and had completed the Conflict of Interest Abstention Form since her husband is Scott Stoneback. She provided background on how Mr. Stoneback has worked with students and Teacher Scott Didra on video productions over the years and felt the equipment would be useful at the high school. Mr. Ballard noted that the value amount for the equipment was Mr. Stoneback's quotes. Mr. Earnshaw thanked Mr. Stoneback for his generosity.

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

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

Abstention: Fuller-----1

6. Other Educational Entities

-Carbon Lehigh Intermediate Unit – F. Fuller

1. 2014-15 General Operating Budget

Motion by Fuller, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the 2014-15 General Operating Budget for the fiscal year July 1, 2014 to June 30, 2015.

Ms. Fuller indicated that the total operating budget is \$823,241 which is the same as the previous year. There have been alterations within the funding and East Penn's portion increased \$394, based on market value aid ratio paid 2013-14 with the average daily membership.

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

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

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

1. 2014-15 General Fund Budget & Academic Center Budget

Motion by Heid, Seconded by Rhodes

RESOLVED, That the East Penn Board of School Directors hereby authorize the expenditures of the Lehigh Career & Technical Institute for the General Fund Budget in the amount of \$24,298,100 and for the Academic Center Budget in the amount of \$1,454,800 for the period of July 1, 2014 through June 30, 2015.

Ms. Donches said she was supportive of LCTI but was concerned that under new equipment/replacement of equipment that there was a reduction because of the increase in PSERS payments. She felt that this was an illustration of why people should be fighting hard for pension reform. She also commented on the 10% increase in the insurance premium. Ms. Heid reported that there is a projected 245 students

from East Penn and that Allentown, Parkland, and East Penn are the three top sending districts. Mr. Earnshaw noted that the LCTI budget was recommended by the Joint Operating Committee to the districts for action and in order to approve the budget it must be adopted by a majority of the sending districts and explained the process. He acknowledged that it was a difficult budget session and the commitment of the staff was to keep it within the index. He explained how the capital and operating budget is derived from the five year average of students and the assessed value of property. There was additional cutting to the budget to make it less difficult for the Allentown School District to absorb the costs. Ms. Heid said the school is doing a lot to conserve electricity. She noted Emmaus won an award for their video, "What's so Great About Manufacturing." The videos are on the web site. The videos were produced by the students at various manufacturers.

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

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

-Lehigh Carbon Community College

1. Nomination of Candidate At-Large Seat on the Board of Trustees

Motion by Ballard, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors nominate Terry Richwine, 1463 Country Club Road, Wescosville as a candidate for an At-Large Seat on the Board of Trustees of Lehigh Carbon Community College from July 1, 2014 to June 30, 2020.

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

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

Nay: Donches-----1

7. Legislative – C. Ballard

Mr. Ballard indicated that budget discussions are taking place but there is no information. The basic education subsidy is being flat funded. There are tax relief bills that are bottled up in committees but nothing is forthcoming. He noted SB 76 that is proposing property tax elimination within the Commonwealth of Pennsylvania. No one has been able to certify that the taxes proposed will equal what can be collected in property tax. HB 1013 is a new bill regarding home education specifying that they want to remove the requirements that home education programs document their progress to the local superintendent. There would be an independent evaluator that could not be a member of or agent of PDE or the school district. It would have to be someone who is neutral. He said that bill will be considered on March 17. Mr. Ballard urged the board members to contact local legislators since this is a bad bill. Ms. Donches asked what was the impetus for this bill and Mr. Ballard responded it is being put together by a Berks County legislator and he had no idea why.

1. Resolution for New Funding Formula for Basic Education – PSBA

Motion by Ballard, Seconded by Munson

WHEREAS, Pennsylvania's more than 1.8 million public school students deserve the highest quality education; and,

WHEREAS, the state's contribution in funding public education as a percentage of basic instructional expenses has declined from over 50% during the mid 1970's, to less than 35% today; and, on average, other states contribute 44% of total education funding; and Pennsylvania ranks 47th among the 50 states in the amount of state subsidies allocated to support elementary and secondary education, and ranks 8th in reliance on local taxes; and,

WHEREAS, as the state's share of K-12 education funding decreases while the number of state and federal mandates for public schools steadily increases each year, additional burden is placed on local taxpayers to make up the difference to ensure that our students' education is not jeopardized; and,

WHEREAS, in recent years, basic education funding has been distributed without the benefit of a funding formula, with the lack of a reliable, fair and transparent funding formula resulting in great disparities in how state education funds are distributed to school districts; and,

WHEREAS, these inequities effectively harm the ability of school districts to adequately and fairly provide the resources for the different needs of their students, especially those in poverty, those with disabilities, English language learners and other students; and,

WHEREAS, the East Penn School District supports the development of a system of public school financing that addresses the needs of school districts and students, and establishes a school funding formula that is equitable, adequate, comprehensive and consistent.

NOW, THEREFORE, BE IT RESOLVED that the East Penn School District urges the General Assembly to reinvest its interest in the support of public schools by taking legislative action to establish a formula that is predictable and addresses adequacy and equity for all school districts; and

BE IT FURTHER RESOLVED that the East Penn School District will encourage others, including parents, students and district taxpayers, to contact the Pennsylvania General Assembly to convey the importance of establishing a fair and equitable public school funding formula; and

BE IT FURTHER RESOLVED that a copy of this resolution be submitted to the elected senators and representatives of the East Penn School District in the General Assembly, and to the Governor of Pennsylvania.

Ms. Donches said she was in favor of the resolution but she did want to reiterate her concerns about the actual law that allows for reimbursement for expenses for the 11 people on the Commission. Mr. Earnshaw pointed out that the resolution does not address those details. She continued with her analysis of the bill and then presented an amendment to the motion to include support for SB 76 to get rid of property taxes. Mr. Earnshaw asked her to confine her remarks to the resolution on the table since there was nothing in the resolution about property tax elimination or any specific bill and the Board was not debating the legislation. She asked if Mr. Ballard would agree to a friendly amendment to support SB 76. Her motion for the amendment failed because of the lack of a second.

Dr. Munson said he was shocked about the absence of a reliable formula to support public education. Rev. Vinovskis affirmed the intent of the original motion, adding that people need to do more than urge or encourage legislators to do something about working toward this formula. Ms. Donches added that she would join him on it. Mr. Earnshaw provided some background about the evolution of the funding formula since the 1970s.

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

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

2. Paycheck Protection Resolution – Submitted by Lynn Donches

Motion by Donches, Seconded by

WHEREAS, public sector employee unions engage in and spend money on political and partisan activity, including direct campaign contributions to candidates for local, state and national office, get out the vote efforts, issue advocacy, contributions to third-party political and partisan organizations, endorsements of candidates, as well as fundraising for campaign contributions to union political action committees (PAC), and,

WHEREAS, public sector employee unions—and only public sector employee unions—are permitted to collectively bargain to use taxpayer-funded payroll services to automatically deduct union fees, dues and campaign contributions from employees' paychecks, and,

WHEREAS, taxpayer resources are spent when union fees, dues and campaign contributions are automatically withheld from employees' paychecks, bundled together, and remitted to public sector employee unions, and,

WHEREAS, the automatic deduction of union dues violates the accountability between an organization and its members by eliminating the ability of members to withhold dues, and,

WHEREAS, it is not an undue burden on public sector employee unions to collect their own union fees, dues and campaign contributions directly from members without taxpayer subsidies, and,

WHEREAS, this Board of Directors believes it is a conflict of interest for school board members to permit the use public resources to collect any monies that are used for political or partisan purposes, and,

WHEREAS, eliminating the use of public resources for political and partisan purposes, without exception, promotes a consistent position of government neutrality by giving favor for no one, and,

WHEREAS, ending the taxpayer-funded collection, bundling and remittance of union fees, dues and campaign contributions will not otherwise alter or hinder the relationship between public employees and their unions or the abilities and rights of unions to participate in political and partisan activities, and,

WHEREAS, House Bill 1507 and Senate Bill 1034 support Public Workers Paycheck Protection,

NOW THEREFORE, BE IT RESOLVED AND IT IS HEREBY RESOLVED, the Board of Directors of the East Penn School District in Emmaus, Pennsylvania encourages the Governor and General Assembly of the Commonwealth of Pennsylvania to

support House Bill 1507 and SB 1034 or any other legislation to prohibit the collection of public sector employee union fees, membership dues and campaign contributions by government as a matter for collective bargaining with public sector employee unions.

BE IT FURTHER RESOLVED, that a copy of this resolution be posted on the school district's website and submitted to the elected state senators and representatives of the school district in the General Assembly, to the Governor of Pennsylvania, and to the Pennsylvania School Boards Association.

Duly adopted at a regular meeting of the Board of Directors of the East Penn School District held on this 10th day of March, 2014.

This resolution failed for lack of a second.

8. Business Operations

1. Bill List Approval

Motion by Ballard, Seconded by Bacher

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

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

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

Abstention: Donches-----1

2. Disbursement of Funds – Exhibit 9

Motion by, Seconded by

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the 32-Capital Reserve Funds and the 33-2010 Series A GOB as outlined in Exhibit 9.

Facility Rental Request

RESOLVED, That the East Penn Board of School Directors grant permission for the Kaplan Test Prep to rent a classroom in Emmaus High School on March 15, 17, 24, 29, 31; April 7, 12, 14, 26, 28, 2014 for SAT preparation classes. This is a Group V organization and will be charged the following rental fee: \$18.00 per hour, rental fee.

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

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

9. Announcements

-Monday, March 10

6:30 p.m.-Executive Session (Personnel, Litigation, Legal Matters)

7:30 p.m.-Board Meeting

-March 19-22

EHS Drama Department – “Beauty and the Beast” – EHS Auditorium

Tickets are still available for the Wed., March 19, and Thurs., March 20, performances. Mr. Earnshaw encouraged the community to attend these productions since they are outstanding.

-March 24

7:30 p.m.-Board Meeting

Dr. Seidenberger noted that the Board would be honoring Sue Bauer for her Presidential Award for Excellence in Science and Mathematics. There will be a presentation on Student Services by Dr. Linda Pekarik and Dr. Thomas Mirabella.

10. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:35 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

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

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

Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher
Treasurer: Lynn Glancy
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Peter McConnell, East Penn Press Reporter
Margie Peterson, Morning Call Reporter
Randy Kraft, On Line Reporter for WFMZ

2. Staff Recognition:

Susan Bauer, a teacher at Eyer MS, was recognized for being selected as the recipient of the Presidential Award of Excellence for Science & Mathematics. Mr. Earnshaw, Dr. Seidenberger, and Mr. Kelly, Principal of Eyer MS, presented her with an East Penn Award. Dr. Seidenberger noted that Ms. Bauer had received citations from Senator Robert Casey, Senator Pat Toomey, and Representative Charles Dent. Ms. Nancy Wilt, Administrative Assistant to Senator Lisa Boscola, read a Proclamation from Senator Boscola. Ms. Wilt is also a former student at Eyer MS. Ms. Bauer shared her experience in Washington, D. C. and her meeting with President Obama and many other dignitaries and fellow teachers. She will be participating in a NOA expedition research team. Ms. Bauer received a round of applause from the audience. Mr. Earnshaw commented on his children's experience as being very positive when they were in Ms. Bauer's classroom.

3. Requests to Address the Board

Mr. Randy Williams, Area General Manager for First Student and a resident of the East Penn School District (4171 Newport Drive, Emmaus), read the attached letter regarding the resolution to engage STA as the bus transporter for East Penn.

4. Approval of Minutes

Motion by Ballard, Seconded by Donches
RESOLVED, That the East Penn Board of School Directors approve the minutes for the March 10, 2014 meeting.

This resolution was unanimously adopted by voice vote.

5. Appointment of Superintendent of Schools-Exhibit 1

Motion by Ballard, Seconded by Rhodes
RESOLVED, That the East Penn Board of School Directors approve a contract for employment with Dr. J. Michael Schilder.

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

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

Dr. Schilder was present and shook hands with board members and officers. Dr. Schilder said he was impressed with the level of enthusiasm expressed by everyone he came in contact with, adding that East Penn is a great system and that he is looking at maintaining the quality and improving where needed. He thanked the Board and indicated he was looking forward to working with them. Mr. Earnshaw said the process was extensive and at times grueling and looked forward to Dr. Schilder's leadership. Mr. Earnshaw added that he did not want to discount the leadership that Dr. Seidenberger has given the district.

6. Lehigh Carbon Community College Budget

Motion by Fuller, Seconded by Rhodes
RESOLVED, That the East Penn Board of School Directors approve the 2014-15 Operating, Debt Service, and Capital Budgets for Lehigh Carbon Community College.

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

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

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

1. District Update

Dr. Seidenberger reported that LMMS student Kayla Kisthardt was a winner in the Lehigh Valley BPW bookmark contest. The Emmaus High School Art Department has a record breaking three Silver and one Gold National Medalist in the Scholastic Art & Writing Awards of 2014. The winners are Heather Koehler, National Gold; Shannon McGowan, Mara Ruzicka-Butz, and Nick Capri, National Silver Winners. The national celebration is at Carnegie Hall on June 6, 2014. The National Gold Medalist winner's work will be on display at Parsons the New School for Design's art gallery. He noted that the Head Start contract had been changed to reflect the questions that were raised. Dr. Seidenberger explained the law requiring restraints in a bus carrying these students. School Districts received a survey from Acting Secretary of Education Carolyn Dumesque regarding an extension for the Keystone Exams. We have forwarded that we would be extending the Keystone Exam date by one week. A response is expected in the near future. This district has not received a reply regarding our request for exceptions. There was a letter received asking for additional information. Dr. Seidenberger said he continues to work on the budget every day and they are spending time on reviewing revenues. He felt the district was in a much better position since there are several warehouses being built. He spoke about the increase in special education costs. They are looking at retirement differentials and tuition reimbursement rates. The medical benefits account has dropped by approximately 1%. The budget book will be distributed before the next Board Meeting.

2. Personnel

Motion by Ballard, Seconded by Vinovskis

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

Resignation

-Santiago Baracarte, Instructional Assistant at Emmaus HS, effective 3/21/14 (Exhibit 2)

Approval of General Leaves of Absence – Board Policy 539

Employee: Audrey Stevens
Tech Ed Teacher, LMMS
Effective: 7/1/14-6/30/15

Employee: Michele Sovia
Remedial Assistant
Effective: 3/17/14-3/16/15

Income Protection

Employee: Jamie Horn
Grade 3 Teacher, Alburtis School
Effective: April 10, 2014

Leave as Per Collective Bargaining Agreement

Employee: Erin Dry
Music Teacher, Willow Lane School
Effective: 4/ 10-5/21/14

Administrative Assistant Appointment & Health Room Assistant Appointment

Name/Address: Nancy Roberts
478 Chestnut Circle W., Alburtis 18011
Assignment: Administrative Assistant, Jefferson School
Vacancy created by A. Miller retirement
Effective: March 25, 2014
Salary: \$25,400, 35 hrs./wk.

Name/Address: Jenna Chromiak
3468 Franklin Street, Slatington 18080
Effective: March 25, 2014
Assignment: Shoemaker School
Vacancy created by resignation.
Salary: \$19.60/hr., 29 hrs./wk.

Co-Curricular Appointment

Ryan Harrington EHS Drama, Spring Assistant Director \$1,448

Additions to the 2013-14 List of Per Diem Substitutes

See Exhibit 3

Change in Employment Status – Effective March 17, 2014

Employee	From	To
Robert Haberstump	EHS 3 rd Shift, Night Foreman	EHS 2 nd Shift, Tues-Sat. Custodian
Jonathan Peters	EHS 2 nd Shift, Tues-Sat Custodian	LMMS 2 nd Shift Custodian

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.

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

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

3. Approval of Head Start Collaborative Agreement – Exhibit 5

Motion by Rhodes, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors approve the Head Start Collaborative Agreement as outlined in Exhibit 5.

Note: Agreement has been reviewed by solicitor.

At this time we do not know how many students would require transportation, if any. In answer to a question from Rev. Vinovskis, Dr. Seidenberger clarified that the employees are not East Penn employees. The maximum number of students would be 20. Dr. Seidenberger concluded that we hope to develop a positive relationship.

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

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

7. Presentation – Student Services

Dr. Linda Pekarik, Director of Special Education, reviewed the Special Education Comprehensive Plan that is on the district web site until April 7. This plan must be developed every three years. Dr. Pekarik explained the private school placements and the least restrictive environment facilities for students who need autistic support, deaf and hard of hearing instruction, and emotional support. East Penn support services include 145 paraprofessionals at all three levels, 6 school psychologists, 3 special education supervisors, and 1 special education director. East Penn also employs 1 home & school visitor, 21 guidance counselors, 9 school nurses, and 18 health room assistants. We do contract out for occupational therapy, physical therapy, and orientation and mobility. Dr. Pekarik noted that there are also psychological and other services that are provided by outside agencies when needed. The district uses the Child Find System to locate, identify and evaluate children. There are numerous public awareness activities that are used to notify residents about procedures for evaluation of children for special education services. The criteria for identifying students includes an IQ and achievement discrepancy model and RtII (Response to Instruction and Intervention) SLD in reading. East Penn was the first district in Lehigh County to submit an application. This year there are 85 students that they will be evaluating for school age programs for the 2014-15 school year. Dr. Pekarik noted that the numbers keep increasing and some classes are capped at 8 students. Behavior support relating to special education services and programs are supported by Board Policy 249. Referring to personnel development, paraprofessionals need a required 20 hours of training in CPI, CPR/First Aid/AED. Next year there will also be a parent training online course on the district web site. Again, East Penn is the first in Lehigh County to present this aspect in our special education program. As part of the Plan Requirements, the school district must affirm that funds received through participation in ACCESS will be used to enhance or expand the current level of services or programs provided to students with disabilities. The Special Education Plan must be received by the Bureau of Special Education by May 1, 2014.

Eyer MS teacher Krystel Scheller and Parent Robin Urenko presented a series of slides on what takes place in a classroom setting from taking care of their furry friends to washing and putting away dishes. Mrs. Jennifer Pammer, a parent with 2 children with special needs and a third child in Kindergarten, shared her experiences in East Penn. She felt that the difference was a well-trained staff. It was noted that teachers communicate with parents every day and students tell teachers about their weekends by filling out a Weekend Report.

A complete copy of this presentation is attached to the permanent minutes of this meeting.

Dr. Thomas Mirabella, Director of Student Services, reviewed the areas that fall under his supervision. This year (2013-14) East Penn has 30 students who qualify as homeless; last year (2012-13) East Penn had 22 students classified as homeless. To be classified as homeless, it means a student who lacks a fixed, regular and adequate night time residence, under a series of conditions such as sharing housing of other persons due to loss of housing, living in motels, hotels, trailer parks, etc. Homeless student must be provided services comparable to those offered to other students including, transportation, vocational-technical programs, ELL, and school nutrition programs. Referring to medical access students, Dr. Mirabella reported that in 2014 there are 283 eligible students and in 2013 there were 163 eligible students. Dr. Mirabella reviewed the nursing services that are provided through personal insurance plans and students who receive full day nursing services. Also highlighted were the alternative placements for regular education students. Dr. Mirabella is also responsible for the Safe Schools Steering Committees that consist of representatives from the Central Office Administrators, elementary and secondary principals, Emmaus Police Department, the East Penn Education Association, the teaching staff, school nurse, and a school psychologist. The coordination of the severe weather drill, the yearly safe schools state reporting, the maintenance of the Crisis Assistance Guides, and updating and maintaining the Memorandum of Understanding with local police agencies all fall under Dr. Mirabella's aegis. Other areas that were highlighted were homebound instruction, the Student Assistance Program, Guidance, Child Abuse Recognition, 504 Service Plans, 1302, 1305, and 1306 students, and migrant students.

A complete copy of this presentation is attached to the permanent minutes of this meeting.

Ms. Fuller thanked the administrators for the presentation, adding that she was astounded by the number of homeless students in a district that is thought to be so wealthy. She clarified that there are over 1,127 special education students in a population of 8,000 students. In response to the question if this included the gifted program, Dr. Pekarik indicated that it did not. She explained that every 6 years, each school district must develop and implement a gifted education plan. The gifted education plan must be made available for public inspection and comment for 28 days, and then it can be approved by the school entity's governing board. Our gifted education plan is due on September 30, 2014. Mr. Ballard said every year he hears from taxpayers that there are too many administrators and what struck him with the presentation was the level of complexity of the programs that are administered by staff and the effort that is needed to comply with federal and state mandates. Mr. Ballard concluded that every one of these administrators earn their pay and he thanked them for their service. Dr. Munson thanked them for the presentation. Dr. Pekarik responded to his question about why evaluative criteria is more advantageous than previous criteria. Rev. Vinovskis thanked them for the presentation. He said every budget is a statement of values and that he was grateful that the School Board values those students who have those needs. He asked who provides the equipment for a student in an outside program. Dr. Pekarik responded that the district is responsible for the children no matter where they are placed. Dr. Munson suggested that the Special Education Comprehensive Plan be kept on the web site indefinitely. Dr. Pekarik indicated that there is a comment section in the plan that must be closed after 28 days. However, the plan could be kept on the web site without the comment section. Dr. Munson asked Dr. Mirabella how many students are serviced in the SAP Program. Dr. Mirabella indicated that it runs in the range of 100-200 students in middle school and the high school.

8. Policy

-First Reading: Board Policy 618: Special Purpose Funds (Exhibit 6)

9. Business Operations

1. Bill List Approval

Motion by Ballard, Seconded by Bacher

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.

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

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

Abstain: Donches-----1

2. Treasurer's Report

Motion by Donches, Seconded by Vinovskis

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

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

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

3. Transportation Contract

Motion by Ballard, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors accept the proposal of STA of Pennsylvania, Inc. to provide transportation services from July 1, 2014 to June 30, 2019 contingent upon the execution of a contract and other appropriate documentation satisfactory to the Solicitor.

In response to Ms. Donches, Solicitor Fisher clarified that the Board was accepting the proposal as recommended by the administration; however, it is conditional upon the contract being prepared and signed by both parties. The actual contract will not come back to the Board. She then questioned having the contract for a shorter period than five years, perhaps for two years. Mr. Glancy explained that the bidders could take issue with a shortened time and the price would go up substantially. The quote is based on a five year contract. Mr. Earnshaw said the Board cannot unilaterally change the RFP.

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

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

10. Announcements

-Thursday, March 13 Executive Session (Personnel)

-Monday, March 24 6:45 p.m.-Executive Session (Real Estate; Legal);

Following the Board Meeting there will be an Executive Session (Personnel).

7:30 p.m.-Board Meeting

Board members commented on the outstanding production of Beauty and the Beast that was presented by the Emmaus HS Drama Department. The performances by the students, the sets, and the costuming were tremendous.

Ms. Donches commented positively about the Fitness Club competition that she attended. In response to a question about the capital projects for next year, Dr. Seidenberger indicated that it would be part of the budget presentation.

-April 3, 4, 5 7:00 p.m.-Shrek the Musical, LMMS Auditorium

April 5 2:00 p.m.-Matinee

April 28 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 9:25 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Alan Earnshaw called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Board Room located at 800 Pine Street, Emmaus, followed by the Pledge of Allegiance.

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

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

Treasurer: Debra Surdoyal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Peter McConnell, East Penn Press Reporter
Margie Peterson, Morning Call Reporter
Randy Kraft, WFMZ On line Reporter

2. Student Recognition:

Mr. Earnshaw and Dr. Seidenberger presented Awards of Excellence to the students who won silver and gold medals in the Scholastic Art and Writing Awards of 2014. The national celebration is at Carnegie Hall and the national gold medalist's work will be on display at the Parsons New School for Design's art gallery.

National Gold Medalist – Heather Koehler

National Silver Medalist – Nick Capri

National Silver Medalist-Shannonn McGowan

National Silver Medalist-Mara Ruzicka-Butz

Ms. Ruzicka-Butz explained that her picture illustrated in the background white figures and she emphasized the front figure as an African-American. The students received a round of applause.

3. Requests to Address the Board

John Donches, 559 Minor Street, Emmaus talked about Dr. Seidenberger cutting back on aides' time to 29 hours so the district would not have to pay benefits. He felt Dr. Seidenberger should pay back the consultant fee and his salary and benefits since he is not staying for his five year contract. He also included the teachers in the scenario because every time there is a raise it includes salary and benefits. He wanted to know what the difference would be in Dr. Seidenberger's pension compared to what it will be in the next 20 years. He alleged that the district lost \$11 million in education funds by voting in favor of the TIF and claimed that the district is not in the business of economic development.

Don Richards, 3974 Fish Hatchery Road, Lower Macungie talked about the increase in tax rate of 1% in each of the 20 years of the TIF. He based this information on the LCIDA revised version of the TIF and information from Public Financial Management. He did not know why East Penn would turn over their taxing authority to a real estate developer for 20 years. He recognized that the 3.8% tax increase is to be voted on this evening and does get the district ahead of the curve.

Janice Bowman, 55 Hickory Hills Drive, Bath presented information and articles from the National Association of State Boards of Education and various articles from organizations against the Common Core Standards. She said they are fighting Common Core and it will be out of the state; however, one of the consequences is that the federal money will be tied up. They are going out after California, New York, Texas, and Chicago. Microsoft Now for testing and assessment is creating a situation where school districts need to upgrade and purchase new computers and programs. She said it is an extra cost factor

that taxpayers will have to pay. NASBE claims that school boards will pay more for insurance because of data breaches. She claimed students were not safe and the Board needs to take back local control.

4. Approval of Minutes

Motion by Ballard, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors approve the minutes of the April 28, 2014 meeting.

Dr. Bacher clarified that Mr. Harrison (Page 2) did agree to pay the \$326,380.

Ms. Donches wanted to clarify that on Page 11, Item 14.5 Appointment of Auditor she had noted that Lehigh County saved money and that the same auditor did bid lower but was not the auditor selected.

This resolution was unanimously adopted by voice vote.

5. 2014-15 Proposed Final Budget Adoption for East Penn School District/Senior Citizens Real Estate Tax Rebate Program (Power Point Presentation attached to the minutes of this meeting.)

Motion by Ballard, Seconded by Fuller

RESOLVED, That the East Penn Board of School Directors adopt the proposed final 2014-15 budget in the amount of \$136,867,713 with the following tax levies:

16.7479 mills on the assessed valuation of real estate

0.5% (.005) Act 511 Earned Income Tax

1.0% Act 511 Real Estate Transfer Tax

be it further

RESOLVED, That the East Penn Board of School Directors continue the Senior Citizens Real Estate Tax Rebate Program for the 2014-15 year with the income eligibility guidelines to be established at final budget adoption.

Dr. Seidenberger recounted the many accomplishments of East Penn students (19 Freddy nominations; students' art work; orchestra, marching band, a capella groups, athletics, and academic honors) and how East Penn embraces the three As – academics, arts, and athletics culminating in an overall school performance score of 90. He said everyone should feel proud about that because East Penn is noted for its rigor, integrity, and giving students exceptional academic opportunities. He talked about a recent seminar with political analyst Dr. Terry Madonna who pointed out that education is the number one issue in the race for governor. Dr. Seidenberger expressed his pride in not having the many cutbacks experienced by other districts during the economic turndown. He was pleased that a lot of conversation is being generated regarding cyber and charter schools across the state and cited the Auditor General's report that was just released. He encouraged board members and parents to keep the pressure on the state legislators.

Dr. Seidenberger noted the objectives of the budget and listed the challenges as being uncertainty in ACCESS funding, managing the transition with a new bus company, looking for the best energy investments with the shortest payback periods, and adjusting staffing levels to changing student enrollment. We do not see any drop off in the number of special education students. He pointed out that the budget is a reflection of a total team effort and he thanked the members of the team that includes administration, department chairpersons, maintenance, and teachers. Referring to the dollar value of exceptions, Dr. Seidenberger indicated that the district will not be using all approved exceptions. PDE approved \$1.8 million in exceptions and we will be using \$1.3 million leaving \$479,819 of the approved exceptions not used. The total budget is \$136,867,713; the real estate tax increase is 3.86%. The final adoption is scheduled for June 23, 2014.

Providing a capsule look at the budget, Dr. Seidenberger indicated that the primary concern is the inaction of the Legislature and the uncertainty of state aid. He cited the number of cyber and charter schools and an increase in students due to new construction. They do know that live births and Kindergarten enrollment are down; however, this district has experienced a high level of migration of families and students into the district. There was an increase in Title I funds that will allow us to charge some of the Home & School Visitor's salary and the Title I Coordinator's salary that will use about \$97,000. Referring to local revenues, Dr. Seidenberger indicated that only 14% of the tax parcels in East Penn are made up of industrial or commercial real estate. EIT is solid and they are optimistic with most job reports showing growth. Dr. Seidenberger cited the following items as areas that should be monitored for next year: New construction in the district; Increasing numbers of special education students; Charter schools enrollment; Transportation Contract; Kindergarten enrollments; and Limited investment income. The biggest positive factors that occurred with this year's budget include spending \$1.8 million less for debt service; higher local revenues, and salaries and benefits being less than budgeted. Dr. Seidenberger explained that there is a per pupil allotment for students at the elementary level (\$138.38); middle school level (\$245.80); and high school level (\$294.90). He noted that approximately \$2 million has been cut from this budget. Staff positions have been reduced by 4.5 positions and teachers are being asked to move to another building based on certification areas. He has also cut 2 administrative positions. Dr. Seidenberger has reviewed the budget with incoming superintendent Dr. Schilder.

In analyzing the amount of district money that is being spent for tuition in cyber and charter schools, Dr. Seidenberger reported that in this budget there is \$3.9 million dollars allocated. This represents a \$300,000 increase over last year. He emphasized that charter schools are not free and "choice" does not appear in the State Constitution that stipulates "a thorough and efficient free public education system." He illustrated how bringing back all charter/cyber school students to the East Penn schools would only cost \$500,000 in new staff and would result in a zero tax increase. There is no reason why these students cannot be educated in the home school district. Dr. Seidenberger pointed out that public schools are outperforming charter and cyber charter schools and some charters have selective criteria or are so special purpose oriented that they cannot serve all children. Dr. Seidenberger provided a variety of information that indicates that in most cases these schools are not performing well. The 30% reimbursement to school districts was eliminated by Governor Corbett and since that time the district has lost \$2.7 million in that three-year period. He wanted board members and East Penn taxpayers to note that East Penn has an outstanding cyber charter school at the high school level that costs approximately \$4,400/student, and he questioned why charter schools cannot do it as well. He talked about the pension double dipping by charter/cyber schools. He also noted that public school systems have not received an increase in special education funding in six years while charter/cyber schools have received a 16.9% increase in special education tuition payments. There are 60 special education students in charters schools and 58 would be rated as Tier 1. The district is overpaying by \$257,000 a year. The administration will continue to monitor the budget. There has been success in bringing back some of the students who were attending charter schools. They will be looking at the possibility of offering "will call". The new transportation company is committed to looking at large efficiencies. He reviewed the possible revenues that could decrease the tax increase. These are the items: \$558,000 of TIF Revenue; \$550,168 for Ready to Learn Grant; and \$635,434 for the pension collar.

In summary, Dr. Seidenberger said that there was no tax increase last year even though the district did qualify for exceptions. The ending fund balance is higher than budgeted last year. It will be spent down further for 2014-15. Items were cut back where funds were not spent the previous year. The administration will continue to examine line items and to make adjustments that will be reflected in the final budget adoption. They will try to keep the tax increase as low as possible without cutting programs.

Mr. Ballard questioned how TIF funds could be utilized in this year. Dr. Seidenberger explained that if the TIF is approved by Lower Macungie Township the district would get \$214,000 in transfer tax. Mr. Harrison will provide the check for the \$326,000 upon settlement. Mr. Earnshaw pointed out that without the TIF the developers have said the project would not proceed. Mr. Ballard commented that he is extremely worried about the figures in the budget that assume the Governor's proposal and the block grants will be approved. Based on the deficit in Harrisburg, the district may have to be prepared for no

increase in the basic education subsidy and no block grants. Mr. Ballard continued to debate on the issue of state revenue and the condition of the Governor's budget. Dr. Seidenberger said the pension collars and the Ready to Learn grant are not part of the budget. There is \$200,000 in the budget. If it comes about that there is no increased state revenue then it would be up to the staff to cut. Mrs. Surdoval clarified that the ABG grant is budgeted to continue as it is. There is \$214,000 in basic education subsidy and \$61,000 for special education. The other revenue increases are not included in the budget. Mr. Ballard said the state legislature is out of session until June 2. There will be no new proposals until mid-June. Mr. Ballard cautioned against receiving revenues from the state. Mr. Earnshaw recapped the conversation by saying that the ABG grant continues at the same revenue allotment and it will still be in the state funding. We have factored increases for the state's half of PSERS and Social Security and reduced that further by the decreases in personnel and then assumed in this budget \$214,000 as a possible increase in state funding and \$61,000 in special education funding. Dr. Seidenberger said that the three items for increasing revenue are ifs and would reduce the budget if they are approved at the state level. Mr. Ballard reiterated that revenue sources must be considered very cautiously. Dr. Bacher was concerned about taking half of the money out this year for pensions when there will still be two more years to pay. Mr. Ballard and Dr. Bacher both expressed concern over the one-time money. Ms. Donches talked about the one time funds and beefing up the Capital Reserve Account. She asked about the 2700 account that has salaries budgeted for the first time. Mrs. Surdoval said originally there was a third position that was removed. Ms. Donches wanted to know if it was possible to get a line budget snapshot of where the district is now and if things are on track. Mrs. Surdoval said the Fund Balance is where they think the district will be which is approximately \$11,687,006 million in uncommitted fund balance and the \$1,252,294 committed fund balance for pension costs and it cannot be transferred to Capital Reserve to cover those costs. Ms. Donches said she was nervous when there is \$136 million in expenditures and only \$124 million in revenue. She felt the Board should have more control over the line budget items and she felt there was too much discretionary spending and should be reined in. Mr. Earnshaw responded that Fund Balance is not discretionary spending. Fund Balance is money that is available to be allocated in the budget and is either money not spent in the budget or revenues above what was budgeted. It is what is left over at the end of the budget year. Ms. Donches said there is no line item. Mr. Earnshaw said it is an accounting term. This budget the administration allocated to spend about \$5 million. Ms. Donches said she would like to see the padding in the lines and what was over budgeted in the line accounts. Mr. Earnshaw gave examples of unspent funds that include when the administration has taken steps for energy conservation, consortium rebates, and unseasonably warm winters, or people leaving positions mid-year. There is no way to predict these occurrences. When you say there is padding, the administration controls what is being spent. Ms. Donches wanted to know if anywhere in the budget there are funds for Dr. Woodland or is that finished. Dr. Seidenberger said he did not know. Ms. Donches wanted to know why students were leaving to go to charter schools. Dr. Seidenberger said the last time they talked to parents who had removed their children from East Penn to go to a charter school the reason given was that our program is too hard. He said this is a phenomenal school district and he could not understand why parents would send their children to a charter school. Ms. Donches asked how we account for homes that are in foreclosure. Mrs. Surdoval responded that there are very few and they get a notice from the County when they are sold.

Rev. Vinovskis commended Dr. Seidenberger and the staff for their hard work on the budget and for keeping the high quality of the educational process in place. He noted that all the major increases have nothing to do with what we are doing. He talked about the caliber of the concerts he attended, adding that he was so proud of the teachers and staff for investing in the children and trying to keep costs even. He commented about having the students in charter schools move back into the district and take advantage of the opportunities they would have in the school district. He also encouraged board members to make their voices heard in Harrisburg. Ms. Fuller thanked Dr. Seidenberger and Mrs. Surdoval for taking the budget presentation and making it a teaching tool, adding that anyone who has been listening will have a much better understanding of the challenges. She appreciated the hours of work that it took to create this presentation. She requested that it be put on the web site. (A copy of the power point is attached to the minutes of this meeting.) Dr. Seidenberger thanked the Board for their comments and will take them under advisement.

Ms. Donches raised the question about delaying the vote on the budget until after June 15 when the district should have all the numbers. Mr. Earnshaw responded that could not be done because the proposed final budget must be on display for 20 days before final adoption. Solicitor Marc Fisher clarified that what she was referring to is the final budget, not the proposed final budget that is on the agenda for action this evening. He further explained that in order to meet the legal deadlines this is the time to take action on this proposed final budget. Mr. Earnshaw said this has been a grueling budget year and there are many unknowns and what is adopted tonight will probably not be the final budget.

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

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

Nay: Donches-----1

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

-District Update

Dr. Seidenberger reported that four student writers won first place for outstanding writing from the PA Press Club and they will represent the state at the national level. The students are: Katrina Guido, News and Features; Aamon Dreisbach, Review Writing; Justine Coleman, Column Writing; and Moira Benner for Feature Photo. Referring to enrollment, Dr. Seidenberger indicated that as of May 1, there are 7,977 students; 2,506 at the high school and 7 students withdrew from Emmaus HS; middle school has 1,898 and 5 students withdrew; and elementary has 3,573 and 6 students withdrew. There are 505 gifted students; 838 special education students; and 267 speech students. Board members were invited to attend the May 28 EHS Senior Awards Night.

Wednesday Afternoon Dismissal – Presentation by Kristen Campbell, Assistant Superintendent, and Michele James, Elementary Curriculum Coordinator (Attached to the minutes of this meeting.)

Mrs. Campbell and Mrs. James said the challenge was to adjust the elementary schedule to eliminate the early dismissal on Wednesday while still meeting the requirements under the Collective Bargaining Agreement. The teacher schedule is defined as 7 hours 20 minutes. The current elementary student schedule for Grades 1-5 indicates that there are 30 hrs. 55 min. for the total student week. The proposed student schedule for Grades 1-5 indicates that there are 31 hrs. 40 min. for the total student week which is a gain of 45 minutes weekly and approximately 31 hours per year instructional time. Mrs. James explained that the Kindergarten schedule would be altered to accommodate this change. Currently AM Kindergarten begins at 8:55 a.m. to 11:25 a.m.; the proposal would have Kindergarten starting at 9:00 a.m.-11:45 a.m. Currently, the PM Kindergarten begins at 12:35 p.m.-3:30 p.m. (1:30 p.m. on Wednesday) and the proposal would have PM Kindergarten beginning at 12:35 p.m.-3:20 p.m. Mrs. Campbell referring to the current teacher explained that there are four 40 minute specialists' times that allow for prep time. On Wednesdays, they have 140 minutes from when the students are dismissed until the end of the contractual day (3:55 p.m.). The current total prep time is 300 minutes weekly. In order to adjust the students' schedule, they also had to adjust the teachers' schedule. What is being proposed is changing the start time for teachers from 8:35 a.m. to 8:15 a.m. with the end of the teacher day occurring at 3:35 p.m. instead of the current 3:55 p.m. With the proposal, teachers would have 310 minutes weekly for prep time. Mrs. Campbell indicated that there are many benefits with the current Wednesday afternoon structure such as professional collaboration. In addition to the proposed schedule, there would be four early dismissal days that would require a tentative 1:00 p.m. dismissal.

The advantages to this new proposal include a gain of approximately one week of instructional time for students. It allows for daily consistency in the instructional program and provides 30 minutes common preparation time daily for grade level collaboration. Two of the considerations include an adjustment to the middle school schedule of 5 minutes and support for special education students due to the extension of the school day on Wednesday. Mrs. Campbell and Mrs. James provided examples of programs and schedules when there are school closings. Mr. Earnshaw said this proposal will come before the Board for action at the June 9 meeting so he would defer any questions on the merits or demerits of the proposal. Mr. Ballard said previous studies indicated that additional staff would be

needed. Mrs. Campbell clarified that there would be no additional staff requirements except for maybe instructional assistants for special education. Mr. Ballard and Rev. Vinovskis requested that the proposal be posted on the web site for additional parental input and feedback. Dr. Munson asked if the half day schedule would be coordinated with other levels on the same day. In response to questions by Dr. Munson, Mrs. Campbell indicated that the days for elementary are coordinated with assessment data and it could be unique to the elementary. There has been a preliminary conversation with the teachers. Dr. Munson said it appears that the one anticipated additional cost would be in special education. Dr. Seidenberger responded that it could cost \$70,000 to extend the hours for instructional assistants.

-Personnel

Motion by Rhodes, Seconded by Fuller

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

Voluntary Demotion (Exhibit 1)

That the East Penn Board of School Directors approve the request of Mark F. Caccavo to be voluntarily demoted from the position of Assistant Principal at Emmaus High School to teacher, effective July 1, 2014.

Retirement/Resignations

- Deborah Lichtenwalner, Grade 6 Teacher, Lower Macungie MS, effective June 18, 2014 (Exhibit 2)
- Denise Solonoski, Business/Consumer Science Teacher, Eyer MS, effective June 18, 2014 (Exhibit 3)
- Joan Keiper, English Teacher, Lower Macungie MS, effective June 18, 2014 (Exhibit 4)
- Ashley Benner, Speech Teacher, Eyer MS, effective June 18, 2014 (Exhibit 5)
- Pam Cantone, Remedial Assistant, effective May 23, 2014 (Exhibit 6)
- Felicity deHoll, Staff Assistant, Eyer MS, effective June 6, 2014 (Exhibit 7)
- Josephine Bauer, Staff Assistant, Macungie School, effective June 18, 2014 (Exhibit 8)

Leaves as Per Collective Bargaining Agreement

Employee	Assignment	Effective
Rebecca Beitler	Speech Teacher, Shoemaker	6/3/14-6/30/14
Stacy Confer-Resch	Kindergarten, Jefferson	6/10/14-6/30/14

Appointment of Board Secretary/Executive Assistant to the Superintendent

Name/Address: Janine L. Allen
854 E. Juniata Street, Allentown 18103
Effective: July 1, 2014 (Pending Clearances)
Salary: \$54,000, plus Act 93 Agreement Benefits

Be it further

RESOLVED, That Janine L. Allen be appointed as Board Secretary effective July 1, 2014 to June 30, 2017 (the unexpired term of Cecilia R. Birdsell) and she be directed to perform such duties, as are appropriate for the position in accordance with the Public School Code of 1949 as amended and implement relevant local regulations at the direction of the Board of

School Directors and the Superintendent of Schools; and, that the Board Secretary's bond be set at \$20,000.

Ms. Allen was present at the meeting and was introduced. Mr. Earnshaw asked her to come forward to meet the board members.

Appointment of Instructional Assistant

Name/Address: Jeffrey White
423 River Drive, Allentown 18109
Assignment: Shoemaker School
Effective: May 13, 2014
Salary: \$13.97/hr., 29 hrs./wk.

Summer Maintenance Technology Program Employees

See Exhibit 9

Extended School Year Appointments

See Exhibit 10

Additions to the 2013-14 List of Per Diem Substitutes

Rebecca Frank, Instructional/Staff Assistant Mary Raymond, English, ESL K-12

Change in Employment Status

Employee: Angie Aleszczyk
PTFSA addition of 1 hr./day Albutis breakfast

Educational Conferences – Exhibit 11

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences listed on Exhibit 10.

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

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

7. 2014 List of Emmaus HS Graduates (Exhibit 12)

Motion by Vinovskis, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the 2014 list of Emmaus High School graduates.

Note: This is a complete list of seniors and only those who meet the graduation requirements will be graduated.

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

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

8. Curriculum

Second Reading for Textbook Adoption - The following textbooks are available for review in the Curriculum Library from April 28-June 9, 2014. A resolution for adoption will be presented at the June 9, 2014 Board Meeting.

Course Title: College Prep Geometry
School(s)/Grades: Grades 9-12, Emmaus HS
Textbook Title: Geometry Common Core Edition
Publisher: McGraw Hill
Estimated Cost: \$26,379 (\$87.93/textbook)

Course Title: College Prep/Honors Algebra 2
School(s)/Grades: Grades 9-12, Emmaus HS
Textbook Title: Algebra 2 Common Core Edition
Publisher: McGraw Hill
Estimated Cost: \$35,976 (\$89.94)

Note: Current textbooks are over 10 years old and were published before the implementation of the PA Core Standards. These textbooks are necessary for total alignment.

9. Policy

1. Board Policy 618-Special Purpose Funds (Exhibit 13)

Motion by Ballard, Seconded by Bacher
RESOLVED, That the East Penn Board of School Directors adopt Board Policy 618, Special Purpose Funds for inclusion in the Board Policy Manual.

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

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

10. Business Operations

1. Bill List Approval

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

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

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

Abstention: Donches-----1

2. Tax Collection Committee (TCC) Representatives

Motion by Bacher, Seconded by Ballard
RESOLVED, by the governing body of the East Penn School District, that the following individuals are appointed as TCC delegates for the East Penn School District:

Primary voting delegate: Debra Surdoval, Business Manager
First alternate voting delegate: James Frank, Assistant Business Manager
Second alternate voting delegate: Charles Ballard, Board Member

If the primary voting delegate cannot be present for a TCC meeting, the first alternate voting delegate shall be the representative at the TCC meeting. If both the primary voting delegate and the first alternate voting delegate cannot be present for a TCC meeting, the second alternate voting delegate shall be the representative at the TCC meeting.

These appointments are effective immediately and shall continue until successors are appointed. Delegates shall be appointed each year in November or December or as soon thereafter as possible. All delegates shall serve at the pleasure of this governing body and may be removed at any time.

Designation of 2014-15 Depositories

RESOLVED, That, in accordance with Section 621, PA Public School Code of 1949, the East Penn Board of School Directors designate the following depositories for the funds of the East Penn School District for the 2014-2015 fiscal year; and that said depositories furnish a bond in an amount equal to 120% of the highest balance or comply with Act 72 of 1971 of the Pennsylvania Legislature, such bond amounts to include the amount provided by federal insurance:

Citizens Bank
Embassy Bank
First Niagara Financial Group
ESSA Bank & Trust
Lafayette Ambassador Bank
M & T Bank
National Penn Bank
PA Treasury/Invest Trust
PA Local Government Investment Trust
Quakertown National Bank
Santander Bank
Susquehanna Bank
TD Bank
US Bank Corporate Trust Services
Wells Fargo Bank

Authorization to participate in contracts issued by the Department of General Services for the 2014-15 year

WHEREAS, Act 57 of May 15, 1998 permits local public procurement units to participate in those contracts for supplies, services, or construction entered into by the Department of General Services (SGS) that are made available to local public procurement units. A "local public procurement unit" is defined as any political subdivision, public authority, education, health, or other institution; and to the extent provided by law, any other entity, including a council of governments or an area government; non-profit fire, rescue, or ambulance company; and any nonprofit corporation operating a charitable hospital;

be it

RESOLVED, That the East Penn School District hereby requests authorization to participate in DGS's contracts for the procurement of supplies, services or construction, subject to the following conditions:

1. That the East Penn School District agrees to be bound by such contract terms and conditions DGS may prescribe.

2. That the East Penn School District agrees to be responsible for payment directly to the contractor under each contract for those supplies, services or construction ordered by the local public procurement unit.

Authorization to participate in joint purchasing for the 2014-15 year

WHEREAS, The General Assembly of the Commonwealth of Pennsylvania has enacted an act known as the "Cooperative Purchasing Act, Act 31 of July 1971, and;

WHEREAS, Act 31 of 1971 permits local governments to purchase materials, supplies, and equipment from purchase contracts of the Commonwealth of Pennsylvania; be it

RESOLVED, That the East Penn Scholl District hereby requests authorization to participate in purchase contracts of the Carbon Lehigh Intermediate Unit, Lehigh Career & Technical Institute, U.S. Communities, Keystone Purchasing Network, NJPA, Pennsylvania Education Joint Purchasing Council, National Joint Powers Alliance (NJPA), National BuyBoard, PENNCON, and PEPPM.

Disbursement of Funds (Exhibit 14)

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from 32-Capital Reserve Fund and 33-2010 Series A GOB issue as outlined in Exhibit 14.

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

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

11. Announcements

Mr. Earnshaw noted that the EHS production of "Beauty and the Beat" received 19 Freddy nominations and that there were only two categories that they were not nominated in, the categories for small schools.

May 1 & May 5	Executive Sessions (Personnel)
Monday, May 8	7:00 p.m.-Executive Session (Personnel, Negotiations, Real Estate)
	7:30 p.m.-Board Meeting
Monday, May 26	Memorial Day-All Schools & Offices are closed.
Sunday, June 8	1:00 p.m.-Commencement, Stabler Arena
Monday, June 9	7:30 p.m.-Board Meeting, Board Room

12. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:30 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

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

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

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

Treasurer: Debra Surdoval

Board Secretary: Cecilia R. Birdsell

Press Present: Peter McConnell, East Penn Press Reporter
Patrick Lester, Morning Call Reporter
Precious Petty, Express Times Reporter
Megan Patrick, WFMZ Reporter

2. Emmaus HS SGA Report

Logan McHale, Vice President, and Catherine Garrity, Secretary reported on the following activities taking place in Emmaus High School:

- The PA Newspaper Association named several students for Excellence in Journalism and The Stinger won more awards than any other high school in the state.
- All four Semi-Finalists for the National Merit Scholarship have moved to the Finalist category.
- The EHS Art Department won three silver and one gold national medalist in Scholastic Art and Writing Awards. The gold medalist will advance to the national competition.
- On February 18, the Marching Band performed for about 20,000 at the Magic Kingdom Electric Light Parade in Disney World. They will be marching in the Emmaus Memorial Day Parade on May 26.
- The French, German, Latin, and Spanish Clubs had a food drive for the Angel Network in March. The language class that brought in the highest number of donated good was given a party.
- The Mountains of Hope Club donated \$300 to the school in Ecuador.
- The SGA recognized the Administrative Assistants, Instructional Assistants, Hall Monitors, teachers and administrators with flowers and candy to show how much the students appreciate them.

3. Motion regarding Citizen Input

Previously, Ms. Donches had called for a Point of Order to make the following motion:

Motion by Donches, Seconded by Bacher

RESOLVED, That the Board suspend the rules pertaining to request to address the Board to allow all citizens who wish to address the Board on the subject of the TIF resolution to address the Board after Mr. Shearer's presentation and before the Board votes on the topic pursuant to the Sunshine Law.

This resolution was defeated by the following roll call vote:

Aye: Bacher, Donches-----2

Nay: Ballard, Earnshaw, Fuller, Heid, Munson, Rhodes, Vinovskis-----7

4. Requests to Address the Board

Giovanni Landi, 869 Frank Drive, Emmaus indicated his support for the TIF resolution that had been submitted by Board Vice President Ken Bacher. He said the mall most likely will be built and wanted to see the Board rescind the TIF and not give away 11 million dollars in education funding.

Jack Tibbets, 2610 Riverbend Road, Allentown spoke against the TIF for a private developer. He asked who provide police, fire and snow removal. He concluded that the project should not be done with taxpayers' money.

Tom Muller, 2600 Gracie Lane, Macungie spoke in support of the TIF. He said he had never met or met with the developers prior to his election as Lehigh County Executive. He said he had heard nothing but support for the project when he was running for election. He pointed out the district would not be giving away money but gaining money that it does not have now with this land. The remediation is in excess of 20 million dollars before it

will generate taxes. He emphasized that the County needs more jobs for a segment of the community (construction, retail, non-college graduates or soon to be graduates).

Bob Oberle, 2374 Bordeaux Drive, Macungie spoke in support of the resolution to rescind the TIF. (Statement is attached to the minutes of this meeting.)

Thomas Bzik, 5613 Tavern Circle, Macungie spoke in support of the TIF and asked the Board to vote against Dr. Bacher's motion to rescind. He indicated that even though the County Commissioners did not support the TIF, the figures show that it will not adversely affect the school district's costs. He said that Attorney Hugg's (Cedar Reality) figures are misleading. He concluded that the TIF was an appropriate tool, noting that this project has been in the making for years and did not spring out of nowhere. He pointed out there is no foreseeable project for this land. He again asked the Board to vote against rescinding the TIF.

Arlene Dabrow, 7515 Spring Creek Road, Macungie spoke against the continuing overdevelopment in the area. She claimed that she did not hear anyone asking for another development. She claimed that there was a 4.5% increase in the budget proposed. She talked about senior citizens not being able to afford the increases in taxes. She asked that the Board not increase the taxes and respect the wishes of residents.

5. Approval of Minutes

Motion by Vinovskis, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors approve the minutes for the March 24, 2014 meeting.

This resolution was unanimously adopted by voice vote.

6. Public Financial Management-Update on TIF Funding

Using the attached handout, Scott Shearer, Managing Director for PFM, updated the Board on the Hamilton Crossings Tax Increment Financing (TIF) changes that have occurred over the past year. He noted that Lehigh County has elected to not participate in the TIF District. He pointed out that "the assessed value (per the county assessor) of the project has increased to \$77.1 million dollars which is up from \$74 million dollars. Because of this increase, the total expected tax revenues from the increment retained by the District is now estimated at \$11.7 million over the 20 years and has increased from \$11.2 million." Currently, the land is only generating \$47,000 in taxes but will produce an extra annual \$1.2 million dollars in property taxes. Because of the delays, the project has now been scheduled to be completed for Spring 2016.

Referring to the project funding, he noted that two low-interest bearing loans have been assumed. The Business in Our Sites Loan (\$3,662,308-2% interest rate) has been approved and the Pennsylvania Infrastructure Bank Loan (PIB) (\$3,225,000 – 1.625% interest rate with a 10 year amortization) is pending. The expected tax revenue surplus is projected to be larger starting in 2025 due to lower cost and shorter term financing. This surplus can be remitted to the District and Township or used to retire the debt earlier than scheduled. Based on the new financing structure, the District will realize additional new revenues exceeding \$4 million over the next 20 year term. It was noted that any shortfall in funding will not impact the District or the Township. Net project funding amount from prior presentations ranged from \$6 million to \$7 million depending on financing assumptions. The new estimates of net proceeds after Developer contributions is approximately \$6.1 million. Again, Mr. Shearer emphasized that any shortfall in funding will not impact the District, only the Developer. Using the attachment, Mr. Shearer illustrated the Base Case Scenario and the Hypothetical Scenario. Following the analysis of the district's share of both the base case and the hypothetical scenarios, the difference is \$578,785; however, the present value of the difference is \$326,380 and will be absorbed by the Developer at settlement. In answer to a question from Mr. Ballard regarding the worst case scenarios, Mr. Shearer indicated that since last year the revenues that the district will realize is substantially more. Mr. Ballard also clarified that the net worth of the property would go from \$2.8 million to \$77.1 million because of the amount of infrastructure needed and the amount of the buildings to produce the shopping center. He pointed out that this brings the investment of the developer to approximately \$140 million dollars. Without the County's participation, the developer has stayed within the cap that was in the original agreement without exceeding \$7 million. Dr. Munson asked how the estimates for the amount of tax revenue are generated. Mr. Shearer explained that the assessments come from the County Assessor's office. They will not happen the first year of the project but will occur after the project is close to the full build out. Mr. Shearer estimated that a large portion of the \$70 million will be available in 2016 and the balance will be on the tax rolls in 2017. There is also language in the TIF plan that the developer will not file any tax appeals. Dr. Bacher asked about the developer being willing to make the district whole. Solicitor Fisher called Mr. Harrison, the developer, forward and Mr. Harrison said he could not confirm the developer is prepared tonight to provide the \$326,380 but they would sign any document that would provide confirmation in writing at the closing. Dr. Munson said that most of the numbers are predicated on this second PIB loan and asked what would happen if that falls through or it comes in at a higher interest rate. Mr. Shearer responded that it would result in lower proceeds available for the project and would mitigate the school district from receiving the

additional \$4 million. The \$11.7 million will be going to the district. Mr. Shearer felt that Mr. Harrison was confident that the loan would be approved and allocated at the interest rate. Dr. Munson asked who would be in control of the decision to pay off the debt earlier or return funds to the district and the township. Mr. Shearer indicated that would be between the Lehigh Valley Industrial Development Authority and the school district. It would then be a decision to put the funds into the General Fund or pay down the debt earlier. Dr. Munson again asked who would be the governing authority. LVIDA attorney, John Lushis clarified that IDA has no interest in keeping money. Basically, the TIF is seen as collaborative in nature between the IDA, Township and the school district. The decision should be worked into the agreement. Mr. Ballard had it clarified that the \$4 million surplus only occurs with a shorter amortization time and lower interest rate; however, the \$7 million cap in the original agreement has not changed.

7. TIF (Tax Increment Financing) Resolution – Submitted by Dr. Ken Bacher

Dr. Bacher said he was concerned about the net contribution and making the district whole; however, he was not aware of the new financing which has much improved the situation. He felt this new plan is as good as or even better than the original and he would not support this motion.

Mr. Ballard reminded the Board that in talking with taxpayers over the years he told them that the only way that taxes can be ameliorated would be to get commercial development in this district that does not deliver additional students and pays property taxes thereby reducing the amount of taxes for other taxpayers. There have been other plans for commercial buildings but he wanted someone to explain to him what replacement revenue source there will be to replace the half-million dollars for the next 20 years. There is nothing he has seen on the horizon to supply the alternative source of revenue to keep taxes down.

Dr. Munson said his understanding was that the developers introduced this TIF and asked for support and that it would require the participation of all three authorities to be viable. Ms. Donches responded to Mr. Ballard's question about where the replacement revenue was coming from. She stated that the Board is not in the business of economic development. She said the Board takes the money to educate the district's children. She said looking at Lower Macungie "so what whether there is \$47,000 because the Board would live with that." She felt the Board should not be getting into economic development. She continued that there is going to be growth and plenty of money coming into Lower Macungie Township. She knows this because she has sat through hours of Planning Commission Meetings and sees how the developer is working to make this development happen. She contended that the project would happen whether or not the district participates. She concluded that the district is giving away \$11 million dollars. Rev. Vinovskis said he was not on the Board when the original resolution was approved and he remained quiet because he trusted the wisdom of the Board. He is not against the Hamilton Crossings Project and felt that it has many attractive features and should be built. His understanding was that it was presented that all three groups had to participate. A year ago he supported the motion and he felt the Board acted in good faith and that the County would also participate. He was somewhat dismayed about the stories that have surrounded it. He agreed with Ms. Donches that it was presented as the ideal property. He believes that the project will be built whether or not the district is part of the TIF. Ms. Heid commented that she, too, was under the impression that all three entities had to approve the TIF. She has been telling people that the project is dead. She said she has heard from people in the community and she did not think this was the right vehicle. Dr. Bacher said his reasoning for the motion was that he did not want to see the school district at a disadvantage because the Lehigh County Commissioners are not supporting the TIF and he wanted a review of the finances as a result of a letter from LCIDA. He did discuss the motion with Solicitor Fisher.

Mr. Ballard addressed the concept that there are many developments in progress in Lower Macungie Township but he is also aware of the fact that the property taxes do not pay for the education of the students. He noted the influx of over 400 students in 2005. Mr. Ballard said that one or two students probably don't make a difference but a large number has building implications. He commented on the idea that there is some other project in the wings as misleading. The Hamilton Crossings project has been in the works for several years. Another project would take at least another three or four years. He emphasized that this Hamilton Crossings project is a significant investment. He did not believe that there was actually any developers waiting in the wings. Mr. Ballard was against the motion for many reasons. He pointed out that this was not the only way the Board could have discussed this issue.

Upon clarification from Mrs. Surdoval, Mr. Earnshaw commented that the average homeowner's property tax in the district is \$3,537. He, too, noted that the property tax for a single household with multiple students attending the schools does not pay for the cost of educating students (approximately \$12,000/student). The exception is the 55 & over community or some type of commercial venture. He said he has always appreciated this project because it brings in revenue but does not add students. He noted that he also appreciated this project because of the jobs it will bring for those individuals who are not engineers, etc. It is not the role of the district to consider the impact on Lower Macungie Township as it is not their role to consider the impact of students on the school district when they approve these developments. He was concerned about the County not participating but those issues were addressed this evening. Mr. Earnshaw said he was comfortable with moving forward on this project.

Dr. Bacher said when the district first heard about this project there was another aspect in that this is not a pristine site but one that has significant issues. He noted that the landowner is not going to give away the land just because a developer will require more work on the land and when the County discovered the mine wash the developer was given concessions. He said many of the infrastructure improvements will benefit the developer; however, some of the improvements benefit the surrounding area as well. Traffic will also be improved and that is a valid use of public funds. I do not consider this subsidy to the developer because the net cost of the improvements outside the development are larger than the amount of money being received by the developer. He agreed with Mr. Ballard that another smaller project would not generate these funds. The district is better off to have this project move forward. Finally, this is not the development team that originated this project. The developer is not making a lot of money on this project. He concluded that this is not an easy property to develop.

Ms. Donches read from the May 13, 2013 minutes regarding the fact that all three governing bodies would have to participate. She did not understand why the Board was not protected when that occurred. She said she did not see the developers walking away from the project after the years it has taken and the investment in the project. They are so close. She said a lot of the infrastructure has been brought on because of the size of the project. She said in 2009 the project was not that big. She talked about the park land being taken to expand the retention pond. She reiterated that she has been against this project from the beginning. She continued to be adamant about using public money for private developers, questioning "how much do you need." She continued to talk about other aspects of the project that President Earnshaw reminded her were not part of the discussion or motion. She claimed that the TIF is not needed. Again, Ms. Donches contended that she was against using "public money for private development and using education dollars for private development." She claimed that the district was giving away \$12 million. She asserted that the district would receive additional money from the commercial developments that are going to take place on Rt. 100 and Hamilton Blvd. She reiterated that the district did not have to give away its education funding. The problem with the project was that it was not complete before it came before anybody. She alleged that the Board voted on something totally different. She strongly encouraged the Board to make a tough decision to support this resolution.

Dr. Munson said he was not opposed to TIF Financing. He felt the issue is whether or not public assistance is needed in order to develop. What has changed for him is that before he was convinced it was a good bet but now he is less convinced. He said he did not share the certainty that this will be developed no matter what. He said he is in favor of the motion.

Motion by Ballard, Seconded by Heid
RESOLVED, That the question be called.

This motion was defeated by the following roll call vote:

Nay: Bacher, Earnshaw, Munson, Rhodes, Vinovskis-----5
Aye: Ballard, Donches, Fuller, Heid-----4

Dr. Bacher said he agreed with Dr. Munson that this is a bet and that even if this land is developed it will not be immediately. It may take 8 or 9 years to develop so the district is better off having the money now. With the new financing the payoff time is significantly shorter. If the project is killed now then he did not see it being readily developed. The taxpayers will be better off if the project happens now rather than betting on the future. Ms. Fuller agreed it is a betting proposition. She would rather have \$600,000 each year than to wait to see if something else materializes. The \$600,000 would have a positive impact

Mr. Earnshaw pointed out that the Board operated on the time lines that were given the district. He pointed out that Lehigh County kept postponing which affected the time line when Lower Macungie could have its hearing. He commented on the statements that the developers will move forward no matter what is done by the Board tonight. Mr. Earnshaw thought it was interesting that outside people are speaking for the developers and he did not know how that information was attained. If indeed, the finances are at such a point that it would be negative, then the developers would not build the project without the TIF. He said other comments are being made on speculation, not information. Any additional project proposed would involve a lengthy process. All the approvals would have to be started from scratch. He talked about the various variables with another project and emphasizing that we have no way of knowing. It is up to the Board to apply its collective wisdom.

Ms. Donches talked about the 2 warehouses being built. She continued to talk about the property value of \$47,000 debating that the district would have to live within those means. Again, Ms. Donches asserted that the district should not be in the business of economic development. The district is in the business of educating kids. She continued to claim that if the project was viable it would be built. Ms. Donches delivered a soliloquy on the use of these various plans to enable developers to reach into the taxpayers' pocket for money. She read the projects that the Goldenberg group had developed and the many programs that have been enacted to attract developers. Mr. Earnshaw interrupted and told her it was not relevant to the motion and not a single one of the programs were enacted by the school district. Ms. Donches concluded that as a public entity she did not want to

use public monies to support this developer's private development. Dr. Bacher said if this project does not happen we are giving away education dollars.

Motion by Donches, Seconded by Vinovskis

WHEREAS, the East Penn Board of School Directors ("Board") approved a Resolution on May 13, 2013 to participate in a Tax Increment District, (commonly referred to as the Hamilton Crossings TIF), with a Project Plan which proposed (Section V.B.2.(d), page 24) "that the East Penn School District and Lehigh County (and Lower Macungie Township, if it adopts a property tax ordinance during the TIF District term) each agree to apply 50% of their net Tax Increments to repayment of the TIF Debt," and

WHEREAS, on or about April 7, 2014, the Board received a communication from the Lehigh County Industrial Development Authority that it will no longer pursue participation in the Hamilton Crossings TIF by Lehigh County; and

WHEREAS, the non-participation by Lehigh County in the Hamilton Crossings TIF will necessitate that the East Penn School District's total net contributions of incremental tax revenues will be greater than would be the case if Lehigh County were participating in the TIF at the level prescribed in the Project Plan; and

WHEREAS, the Board does not desire to participate in a Tax Increment District for Hamilton Crossings which does not include participation, by all three governing bodies—Lehigh County, the East Penn School District, and Lower Macungie Township--allocating 50% of their positive tax increments to the financing of the redevelopment of the Hamilton Crossings TIF District.

NOW, THEREFORE BE IT RESOLVED That the East Penn Board of School Directors rescinds its Resolution of May 13, 2013 providing for the participation by the East Penn School District in a Tax Increment District for Hamilton Crossings and for the taking of all related action.

BE IT FURTHER RESOLVED That the East Penn Board of School Directors agree not to participate in the Tax Increment District for Hamilton Crossings, and direct that a copy of this Resolution be delivered to the Board of Commissioners of Lower Macungie Township on or before May 1, 2014.

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

Nay: Ballard, Bacher, Earnshaw, Fuller, Rhodes-----5

Aye: Donches, Heid, Munson, Vinovskis-----4

8. Report of the Superintendent of Schools

1. District and Budget Update

Dr. Seidenberger commented on meeting with the leadership of Seven Generations Charter School. He said this was a follow up to the approval two years ago where a series of actions were generated to help the school. He said they are much more organized now and appear to be making progress. We will continue to work with them and have some of our teachers review the EIC units.

Dr. Seidenberger urged board members to contact legislators.

He noted the following items:

- The PA Economy League's first draft of the demographics study was received today. The report will be reviewed by the staff. The PEL staff will be contacted for a date to review it in public.
- Karen Gennaro and Susan Bauer were inducted into the DaVinci Center's Hall of Fame.
- Dr. Seidenberger congratulated the high school students who have achieved many honors this year.
- Wednesday night, EHS will be sponsoring a College Fair and they are expecting 115 institutions of higher learning.
- Discovery Education was at the high school doing a live stream that featured EHS teacher Scott Didra and Emmaus High students. The students were well spoken and hard working.
- NCA will no longer accept college course work from Agora Cyber Charter School.
- Mrs. Kristen Campbell and Mrs. Michele James have worked very hard on looking at the early dismissal on Wednesday afternoons. They have come up with some models and, at this time, they will be coming back with a recommendation regarding the issue. The proposal will not include any additional staff. He will be working with Dr. Pekarik on special education students. They will also be working with STA. The model addresses the contractual requirements for prep time. There is the possibility that the proposal will allow for 31 more instructional hours. They are also considering four early release days for elementary.

Budget

The administration is still working on the budget. Dr. Seidenberger indicated that there is \$2.4 million in the Capital Reserve Fund. There is approximately \$616,000 in bond proceeds. Dr. Seidenberger talked about when the Eyer Renovation project was completed there was a commitment to Lower Macungie Township for a contribution to the improvements being made. The District's contribution is \$157,000 and the bill will be paid with bond money. Referring to the Willow Lane project, there are two remaining projects – an alternative solution for irrigation; and finalizing the detention pond. The projects that are being recommended are for the EHS auxiliary gym roof, replacing siding around the Shoemaker Library, and exterior/interior cameras for Wescosville, Jefferson, and Macungie. The cameras will bring these schools in line with the other buildings. Ms. Heid asked if there were adjustments considering some of the leak issues last winter. Dr. Seidenberger indicated those repairs took place at that time. Dr. Seidenberger noted that the district has received approval from PDE for \$1,878,582 in exceptions. This would allow the district to move from the 2.1% index to 4.4%. The basic administrative requests have been reduced \$1.7 million and some revenues have been adjusted. Over the last four or five years, discretionary spending has been trimmed. Recently, Dr. Seidenberger sent a memo asking the various departments to take a 5% reduction, except the Special Education Department. At the state level, there are reports that money is going to be coming because it is an election year. As of this date, the district has not received any information concerning the Governor's budget. Referring to the optimism about development, Dr. Seidenberger said the problem is it will not affect the 2014-15 budget and it is unknown how fast the development will take place. There will be some major land transfer and some warehouses will be built. The total interim taxes may not be as significant as some people believe. The administration is looking at reducing three teaching positions. The Kindergarten numbers are surprisingly low and there are lower numbers in grade 1. Wednesday afternoons have nothing to do with it. If Lower Macungie Township approves the TIF, it will mean that the district can add \$232,000 to the revenue for next year. They will continue to monitor the revenue numbers. The administration has not made their rounds to the principals who may be losing a staff members. No one with a contract will be losing their job but they may have to move to another building if their certification is valid for the assignment. The 2.5 positions would represent \$164,000 savings. They will be looking at the special education budget, charter school enrollments, and the Ready to Learn Grant. There is a lot going on about pension double dipping with charter schools. This is getting a lot of play and is a significant number. Dr. Seidenberger discussed the special education formula and he sensed the numbers will be good. This may adversely affect charter schools. He said the 4.48% will not be the final percentage. The will bring a budget in around 3% but more information will not be available until next week. Mr. Ballard asked how soon Dr. Seidenberger would need input about cuts from board members for staff to go over. Dr. Seidenberger responded that if someone has an idea then they should let him know as soon as possible. Dr. Munson asked what the impact of the 5% cut to budgets would do to programming. Business Manager Debra Surdoval responded that the 5% was for Central Office Departments, not the building principals. Dr. Seidenberger said this represents less time for staff development and curriculum development. Mr. Earnshaw reiterated that suggestions should be forwarded to the staff. The proposed tentative budget will be on the May 12 agenda.

2. Personnel

Motion by Vinovskis, Seconded by Ballard

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

Retirements/Resignations

- Lynn A. Glancy, Director of Operations, effective September 19, 2014 (Exhibit 1)
- Mary Ellen Roberts, EHS Special Education Teacher, effective June 18, 2014 (Exhibit 2)
- Virginia Coleman, EHS Art Teacher, effective June 18, 2014 (Exhibit 3)
- Ava Killingsworth, English Teacher at LMMS, effective June 18, 2014 (Exhibit 4)
- Richard Frederick, Grade 6 Teacher at LMMS, effective June 17, 2014 (Exhibit 5)
- Warren Buss, Head Custodian at LMMS, effective July 8, 2014 (Exhibit 6)
- Jesse Shaw, 2nd Shift Custodian at Eyer MS, effective May 2, 2014 (Exhibit 7)
- Jenise Sampson, Instructional Assistant at Shoemaker School, effective April 8, 2014 (Exhibit 8)

Mr. Earnshaw commented on the retirements, noting that some of the people have spent their whole careers in East Penn. In some cases, it represents decades of service.

Leave as per Collective Bargaining Agreement

Employee: Loribeth Knauss
Grade 5 Teacher, Lincoln School

Effective: Extension to June 30, 2015

Requests for General Leaves of Absence-Board Policy 539

<u>Employees</u>	<u>Assignment</u>	<u>Effective</u>
Catherine Courier	Instruct. Assist., Eyer MS	3/30/14-3/27/15
Sharon Woodeshick	Staff Assist., Macungie	3/18/14-3/17/15
Karen Hustedt	Instruct. Assist., Alburtis	4/21/14-4/20/15

Awarding of Tenure

That, in accordance with Section 1121 of the PA School Code, the following temporary professional employees based upon satisfactory service be awarded tenure:

<u>Temporary Professional Employee</u>	<u>Assignment</u>
Laura Oswald	Special Education, Wescosville
Rachel Collier	Special Education, Eyer MS

Summer Maintenance Employment-See Exhibit 9
Administrative Assistant Appointments

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Lisa Boland 4775 Somerset Lane Macungie 18062	Business Office Vacancy created K. Weitner, resign.	\$25,400, 35 hrs./wk.
Maria Molchan 332 W. Second Street Alburtis 18062	Emmaus HS Vacancy created by transfer of C. White	\$25,400, 35 hrs./wk.

Effective: April 29, 2014

Custodial Appointment

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Nathan Yoder 6909 Tollgate Road Zionsville 18092	PT Custodian, Willow Lane Vacancy created by B. Bieber retirement	\$19.58/hrs./wk., 20 hrs./wk.

Effective: April 29, 2014

Instructional/Staff Assistant Appointments

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Denisha Bolden 2555 North Court Bethlehem 18017	Emmaus HS Vacancy created by B. Santiago resign.	\$13.97/hr./29 hrs./wk.
Ruth Pepe 6062 Timberknoll Drive Macungie 18062	Lincoln School Vacancy created by C. Bogert re-assignment	\$13.97/hr./10 hrs./wk.

Effective: April 29, 2014

Food Services Department

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Marion Dolan 717 Liberty Street Emmaus 18049	PT/FS Assistant Vacancy created by A. Pierog resign.	\$9.00/hr., 4.75 hrs./wk.

Co-Curricular Appointments – See Exhibit 10

Additions to the 2013-14 List of Per Diem Substitutes – Exhibit 11

Change in Assignments

Employee	From	To
Cindy Bogert	IA/SA Lincoln School 29 hrs./wk.	IA/Lincoln School 29 hrs./wk.
Amy Bower	3.75 hrs./day PTFSA, Shoemaker	4.25 hrs./day PTFSA, Shoemaker
Nicole Fegley	3.75 hrs./day PTFSA, Shoemaker	4.25 hrs./day PTFSA, Shoemaker
Lori Krasnansky	3.75 hr./day PTFSA, Shoemaker	4.25 hrs./day PTFSA, Shoemaker
Darla Masters	Shoemaker/Macungie PTFSA	Macungie, 5.5 hrs./day PTFSA
Carol Wieder	4.75 hrs./day PTFSA, Emmaus HS	3 hrs./day PTFSA, Macungie

Educational Conferences – Exhibit 12

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences listed on Exhibit 12.

Retirements

- Linda Maxon, Grade 6 Teacher at Eyer MS, effective June 18, 2014 (Exhibit 8A)
- Mary Racek, Grade 1 Teacher at Lincoln School, effective June 18, 2014 (Exhibit 8 B)

Appointment of Instructional/Staff Assistants

Name/Address	Assignment	Salary
Alan Dolan 3362 South Second St. Whitehall 18052	Wescosville, Instruct. Assist. New Position	\$13.97/hr., 29 hrs./wk.
Carla Lewis 5258 Dartmouth Drive Macungie 18062	Emmaus HS, Staff Assist. Vacancy created by M. King resign.	\$13.97/hr., 29 hrs./wk.
Lisa Luchesi-Wood 7476 Cedar Road Macungie 18062	Emmaus HS, Staff Assist. Vacancy created by M. Molchan resign./Subsequent transfers	\$13.97/hr., 20 hrs./wk.

Effective: April 29, 2014

Additions to the 2013-14 List of Per Diem Substitutes

Sylvia Brennan, Food Services	Bonnie Dommel, Food Services
Elizabeth Garner, Food Services	Denise Mullin, Food Services

Change in Employment Status

Employee: Douglas Young
From: EHS Staff Assistant, 20 hrs./wk.
To: EHS Staff Assistant, 29 hrs./wk.
Effective: April 29, 2014

Educational Conferences

Conference Title: Using Formative Assessment to Meet the Demands of the PA Core Standards, Philadelphia

Date(s): April 30, 2014
Attending: Dennine Leschinsky, IST Teacher, Wescosville School
Estimated Cost: \$340.68

Conference Title: PATTAN: Exploring Technology Supports for Students with High Functioning Autism, Carbon Lehigh Intermediate Unit

Date(s): April 29, 2014
Attending: Jennifer Cudzil, Autistic Support, Wescosville School
Estimated Cost: No cost

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

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

3. Special Education Plan – (The full plan is available on the District web site.)

Motion by Ballard, Seconded by Vinovskis

RESOLVED, That the East Penn Board of School Directors approve the East Penn School District Special Education Plan Report: 7/1/2014-6/30/2017.

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

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

4. Act 93 Administrative Compensation Plan – Exhibit 13

Motion by Vinovskis, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the Act 93 Administrative Compensation Plan for 2013-14 and 2014-15.

Ms. Donches suggested that the \$15,000 for a pay for performance program for two years be eliminated to help with the budget. Mr. Earnshaw pointed out that the Board does not negotiate over the Board meeting and any changes to be made must be done with the Act 93 group unilateral changes cannot be made.

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

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

Nay: Donches-----1

9. Curriculum

-First Reading for Textbook Adoption - The following textbooks are available for review in the Curriculum Library from April 28-June 9, 2014. A resolution for adoption will be presented at the June 9, 2014 Board Meeting.

Course Title: College Prep Geometry
School(s)/Grades: Grades 9-12, Emmaus HS
Textbook Title: Geometry Common Core Edition
Publisher: McGraw Hill
Estimated Cost: \$26,379 (\$87.93/textbook)

Course Title: College Prep/Honors Algebra 2
School(s)/Grades: Grades 9-12, Emmaus HS
Textbook Title: Algebra 2 Common Core Edition
Publisher: McGraw Hill
Estimated Cost: \$35,976 (\$89.94)

Note: Current textbooks are over 10 years old and were published before the implementation of the PA Core Standards. These textbooks are necessary for total alignment.

Ms. Donches wanted to keep a tally of the costs for the Common Core Standards. Dr. Seidenberger corrected her by saying these are for the PA Core Standards. This is a state mandate.

10. Policy

1. Second Reading: Board Policy 618-Special Purpose Funds (Exhibit 14)
The Board will be voting on this policy at the next meeting.

11. Other Educational Entities

-Carbon Lehigh Intermediate Unit – F. Fuller

1. 2014-15 Facilities Plan Committee Report – Exhibit 15

Motion by Fuller, Seconded by Heid

RESOLVED, That the East Penn Board of School Directors approve the 2014-15 Facilities Plan Committee Report that was adopted by the CLIU Facilities Plan Committee on February 25, 2014. In addition, the Board affirms its commitment to the original construct of the Facilities Planning, approved November 1, 1989, which consists of a series of prioritized inquiries to be considered in determining future locations of the CLIU and school district special education classes.

Ms. Fuller reviewed the part of the report that indicated the changes for East Penn.

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

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

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

Ms. Heid reported that the JOC recognized the outstanding Co-op students and rotational Internship Students. Benjamin Uhl from Emmaus was in the Electronics, Technology/Nano Lab and worked at Lutron Electronics Company, Inc. as a co-op student. Referring to the Rotational Internship students, Ms. Heid named Mark Bamert from Emmaus HS who was in the Electro-Mechanical/Mechatronics Technology Labs. His employers were Atlas International, Inc., B. Braun Medical Inc., Dynalene, Inc., and Nestle Waters North America. She said the program was well received and employers indicated they would participate again. Timothy Freeman came in third in the state level Electronic Skills USA competition. Camp LCTI will begin the first session June 24-27 and the second session from June 30-July 3. This camp is for Grades 6-9. Mr. Earnshaw said from his children's involvement he would support the experience.

12. Legislative – C. Ballard

Mr. Ballard reported that Pennsylvania's revenue outlook is down by 76%. He expressed concern about the projected increase in Basic Education Funding. He urged board members to contact Senator Brown about the special education formula bill. The increase is only on the new money that they add to the funds that were flat funded for six years. Mr. Ballard asked the board members to contact local legislators regarding SB 76 that would eliminate property taxes. A close examination reveals that revenue from personal income and sales taxes would not cover the elimination of property tax. It is a tax shift. The Independent Fiscal Office shows it will not cover the loss of property taxes. It impacts non-business taxpayers and eliminates property taxes for businesses so they get a big tax benefit. Also, the taxes would be collected by the state and then be remitted back to the district. It also removes the safety valves for exceptions. Mr. Ballard summarized that this is a bad bill. Mr. Ballard talked about the PSBA Advocacy Days in Harrisburg on May 5-6. The Governor has signed a number of child protection bills. There is a bill for education trips to be added for excused absences. He briefly mentioned several other bills that have come up dealing with athletic reporting and Title IX issues and House Bill 2013 that allows a school board vacancy to be filled when any board member is called to active duty in the military or naval forces. In response to a question from Ms. Donches, Mr. Ballard said the Senate hearings for SB 76 are scheduled for Wednesday.

13. Facilities

1. Approval of PLANCON Part K: General Obligation Bonds Series of 2014 – Exhibit 16

Motion by Ballard, Seconded by Munson

RESOLVED, That the East Penn Board of School Directors approve PLANCON Part K: General Obligation Bonds Series of 2014 for submission to the PA Department of Education.

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

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

2. Informational-Exhibits 17 & 18

The East Penn School District has been notified that PLANCON: Part H: Project Financing – Revision and PLANCON Part J: Project Accounting Based on Final Costs for the Willow Lane Elementary School have been reviewed and approved by the PA Department of Education. These documents and appended materials are to be entered into the minutes of this meeting.

14. Business Operations

1. Bid Opening Report – Exhibit 19(Informational)

2. Bill List Approval

Motion by Ballard, Seconded by Fuller

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.

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

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

Abstention: Donches-----1

3. Appointment of ActingTreasurer/Treasurer

Motion by Vinovskis, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors appoint Debra A. Surdoval as Acting Treasurer effective April 29, 2014 to September 18, 2014 ; and then Treasurer effective September 19, 2014 to June 30, 2015; and that she be directed to perform such duties as are appropriate for the position in accordance with the Public School Code of 1949, as amended, Section 436-443; that she shall implement federal, state and local policies and regulations at the direction of the Board of School Directors and the Superintendent of Schools; and, that the Treasurer's bond be set at \$500,000.

Mr. Earnshaw congratulated Mrs. Surdoval on her expanded role.

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

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

4. Treasurer's Report

Motion by Rhodes, Seconded by Ballard

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

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

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

5. Appointment of Auditor – Exhibit 20

Motion by Ballard, Seconded by Rhodes

RESOLVED, That the East Board of School Directors appoint the Audit firm of Gorman & Associates, P.C. to audit the records of the East Penn School District for the year ending June 30, 2014 at a fee of \$34,300 and a single audit fee of \$3,155 per letter of engagement dated March 18, 2014.

(Note: This is the same rate as the previous year.)

Ms. Donches requested that the resolution be tabled and a Request for Proposal be sent out for a new auditor. She read from PSBA information that indicated the auditing firm is a professional service that does not have to be bid and suggested this be done periodically. She claimed Lehigh County saved money by doing this and did re-hire the same auditor who reduced the rate from what he was paid previously. She claimed "fresh eyes" are important even though she was not suggesting any dissatisfaction with Gorman & Associates. She thought it was a good idea to limit the consecutive length of time for the same auditor.

She then moved to table the vote. Lacking a second the motion failed.

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

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

Nay: Donches-----1

6. Budget Transfers – Exhibit 21

Motion by Vinvoskis, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors authorize the budget transfers listed on Exhibit 21.

LMMS Activity Account

RESOLVED, That the East Penn Board of School Directors terminate the General Account in the Lower Macungie Middle School Activity Fund and authorize the creation of the Student Body Account.

NOTE: LMMS has transferred the Funds from the General Account to the Success Team Account.

Pel Industries, Inc. Proposed Licensing Agreement – Exhibit 22

RESOLVED, That the attached Licensing Agreement between the East Penn School District and Pel Industries, Inc., 2001 Town West Drive, Rogers, Arkansas be approved as presented in Exhibit 22.

Facility Rental Agreement – Group V

RESOLVED, That the East Penn Board of School Directors grant permission for Anita's School of Dance, Coplay, PA to rent the LMMS Auditorium and classroom/locker rooms for a dance rehearsal and recital on June 3 & 7, 2014. This is a Group V organization and will be charged the following rental fees:

\$120/hr. Auditorium (Rehearsal)
\$125/hr. Auditorium (Recital)
\$18/hr. Classroom/Locker Rooms
\$41.49/hr. Stage Manager Fee
\$16/hr. Security Fee
\$41.49/hr. Custodian Fee

Renewal Agreement with Nutrition, Inc. – Exhibit 23

RESOLVED, That the East Penn Board of School Directors approve The Nutrition Group's food service management renewal agreement and contract package as described in Exhibit 23.

Mr. Earnshaw thanked the representatives of Nutrition, Inc. for their services.

Disbursement of Funds – Exhibit 24

RESOLVED, That the East Penn Board of School Directors authorize payment of funds from the 33-2010 Series A GOB as presented on Exhibit 24.

Parent/Guardian Transportation Contract

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

Parent/Guardian: Jacqueline Gring
1335 N. 14th Street, Whitehall 18052

Effective: February 24, 2014-June 18, 2014
Reimbursement: \$.56/mile-22.24 miles/day

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

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

15. Other

Ms. Donches said that in the PSBA Board Basics it is suggested that the Board adopt a policy on the willingness or lack of willingness to enter into a TIF Agreement or Tax Abatement Agreement including the amount of review time needed. The policy should be submitted to all the municipalities involved. Mr. Earnshaw suggested that she put her language in writing and submit it to the Board Secretary for inclusion on an agenda.

Ms. Donches noted that the week of May 5 is Teacher Appreciation Week and she wanted to recognize all that teachers do since it was a difficult year with teacher effectiveness and she appreciated their service.

16. Monday, April 28 6:30 p.m.-Executive Session (Personnel, Confidential, Attorney Matters, Negotiations)
7:30 p.m.-Board Meeting
- Wednesday, April 30 6:00-8:00 p.m.-EHS College Fair, EHS Gym
- Monday, May 12 7:30 p.m.-Board Meeting
- Monday, May 26 Memorial Day-All Schools & Offices are closed.

17. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 10:20 p.m.

Cecilia R. Birdsell
Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Alan Earnshaw called the regular meeting of the East Penn Board of School Directors to order at 7:35 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, Z. Munson, S. Rhodes, III,
W. Vinovskis

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

Treasurer: Debra Surdoyal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

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

2. Presentation: 2012-13 Governor's Award for Excellence in Academics

Dr. Seidenberger explained that the Award was being given to two schools that had earned a 90% or higher on the 2012-13 School Performance Profile. He read the Proclamation from Governor Tom Corbett for each of the schools being recognized. Mr. David Piperato, Principal, Emmaus HS and Mrs. Lynn Brinckman, Principal, Shoemaker School, were presented with the Proclamation and the Banner for display in their schools. Mr. Piperato accepted the awards on behalf of the faculty, staff, and students of Emmaus HS, adding that they hope to achieve this award for many years to come. Mrs. Brinckman and staff representatives from Shoemaker School accepted the award and Mrs. Brinckman thanked the staff for their hard work to accomplish this honor. The received a round of applause.

3. Requests to Address the Board

Melissa Huffer, 1885 Greenshire Drive, Macungie and parent of two Willow Lane students, praised the Board and Kristen Campbell for her work in helping to eliminate the Wednesday early dismissal. She indicated her support for the change.

Misty Armstrong and Patrick Armstrong, 6527 Rutherford Drive, Macungie indicated their support for the resolution on the agenda and thanked the administration and the Board.

Beth Witte, 3384 Bleiler Road, Emmaus spoke on behalf of the Health/Wellness/Fitness teachers who have been working diligently to align the curriculum to the new standards, particularly at the elementary level. When they heard of eliminating the Wednesday early dismissal they thought this would give more time to meet the standards that are in place. They felt this was an opportunity to benefit the children by getting more time to help students and hoped that would be kept in mind.

Carol Allen, 2661 Terrwood Drive W., Macungie read the attached letter that had been sent to Governor Corbett by a friend from West Chester regarding the Common Core Standards. She highlighted the major points that were listed in the attached letter. She asked that the Board defer from purchasing any Common Core textbooks for at least one year. A copy of the letter is part of the permanent minutes of this meeting.

Ryan Conrad, 5926 Lamb Terrace, Wescosville spoke in support of the elimination of the Wednesday Early Dismissal and making it a full day. While he is a Commissioner for Lower Macungie Township, he was speaking on his personal behalf and not the Township.

4. Approval of Minutes

Motion by Ballard, Seconded by Vinovskis

RESOLVED, That the East Penn Board of School Directors approve the minutes for the May 12, 2014 meeting.

This resolution was unanimously adopted by voice vote.

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

1. District Update

Dr. Seidenberger said he met with incoming superintendent Dr. Schilder and provided him with data about pressing issues.

Dr. Seidenberger reported on the following information:

- Enrollment: Total-7,975; Elementary-3,573; Middle-1,889; EHS-2,504 (loss of 2 students). Dr. Seidenberger mentioned that there has been a spike in the number of students who are returning from either bricks and mortar or cyber charter schools.
- Dr. Pekarik and her staff were commended on having the Special Education Plan accepted and will be in good standing until June 30, 2017. The plan meets all the requirements of Chapter 14.
- The 2014 ESY Transportation routing is completed and it utilizes 16 vehicles, 11 aides, and 15 harnesses. In 2013, we had fewer students attending ESY and we used 31 vehicles.
- STA is making plans to lease a facility nearby and propane bids were received today.
- Eyer grade 6 competed in the Safe Online Surfing Internet Challenge. Eyer ranked #8 in the U.S. out of 5,729 grade 6 participants. Sixth grader Christos Kirkopoulus was ranked #1 in the U.S.
- EHS Academic Team finished second in Scholastic Scrimmage and received a \$2,000 prize.
- Students from all three secondary schools participated in the PJAS Science Project Competition and the results are listed as follows: 1st Place Awards: 19-Eyer; 18-LMMS; 13-EHS; 2nd Place Awards: 12-Eyer; 14-LMMS; 18-EHS; 3rd Place Awards: 2-Eyer. There was one perfect score attained by an Eyer student.
- In the PA State History Day Competition at Millersville University there were 9 students from EHS who attended the state competition and each qualified for the PA state finals. Freshman Declan Schoen and his entry received first place and will compete at the National History Day competition at the University of Maryland in June.
- Middle School Curriculum Coordinator Susan Noack has received her doctorate. Congratulations Dr. Susan Noack! Dr. Noack received a round of applause.

Dr. Seidenberger highlighted the recent PASA-PASBO REPORT ON SCHOOL DISTRICT BUDGETS. He noted that over half of the responding districts expect to eliminate and/or reduce at least 370 academic programs in 2014-15. These actions come on top of 783 program eliminations and reductions since 2010-11. Next year over a third of responding districts expect to cut, reduce or charge a fee for at least 220 extra-curricular and athletic programs. Sixty-four percent of responding districts have increased class sizes since 2010-11. Ninety percent of responding school districts have reduced staff, and more than 40% of districts have or will furlough classroom teachers. As a member of the PASA Legislative Committee he was invited to lobby several legislators in Harrisburg on June 3. The group met with Acting Secretary of Education Carolyn Dumaesque. It was obvious that education funding was the #1 issue. Dr. Seidenberger said the legislators treated them with dignity and respect and they understand the need to do something. The general consensus was that nothing may happen on the budget before June 30. Dr. Seidenberger urged the board members to support the special education legislation that has been drafted by Senator Pat Browne. Dr. Seidenberger shared his concerns about the amount of funding going to cyber/bricks and mortar charter schools. He noted that East Penn has 60 students in charter schools and at least 58 of them are considered Tier 1 students. In 2010-11, PA schools spent 350 million dollars for cyber/charter schools; approximately 150 million dollars went to direct costs of special education. The question is where did the rest of the funds go? East Penn has done an incredible job with special education considering the increase in the number of autistic students. The bills that have been proposed to correct funding have not gone anywhere and there appears to be no consensus. He said everyone knows about hold harmless and they are going to try to work with districts. They talked about the PlanCon process and moving from 13 steps to 5. PlanCon J for Willow Lane is still in the pipeline. There is one bill dealing with Pension Reform from Representative Tobash that is getting some scrutiny. There is also concern about what Standards & Poors will do with the state's bond rating. Referring to the Home Education bill, he indicated what is being proposed is removing the school district involvement. Currently, the home school district does check the course work completed.

Referring to the budget, Dr. Seidenberger felt that there is no clear indication from Harrisburg about funding and it is doubtful that there will be a state budget by June 30. East Penn will be voting on the budget on June 23. With the passage of the TIF, East Penn's revenues have increased \$232,000 for the real estate transfer tax and roll back taxes. When the additional

\$326,000 is paid by Mr. Harrison, then the Board can direct the administration on where to budget the funds. The Pension Collar, if passed, would mean a \$623,000 reduction. Before adoption, the administration will be looking at revenues and transportation costs.

Ms. Donches asked if there was any talk about Common Core Standards. Dr. Seidenberger said right now it is a done deal. He commented that Mrs. Allen, who spoke earlier in the meeting, probably missed the topic by a year. She then asked if there was any talk about separating the brick and mortar charter schools from the cyber schools. Dr. Seidenberger said they will privately acknowledge it but will not work on it as a group, even though corporations are making money. They are not measuring up to what public schools have accomplished.

2. Personnel

Motion by Ballard, Seconded by Munson

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

Retirement/Resignations

- Mary Wieder, Staff Assistant at Alburtis School, effective June 17, 2014 (Exhibit 1)
- Ronald Gerhart, Head Custodian at Willow Lane School, effective September 8, 2014 (Exhibit 2)
- Barbra Poling, Remedial Assistant, effective May 23, 2014 (Exhibit 3)
- Randy Atiyeh, Health/Wellness Teacher at Emmaus HS, effective June 17, 2014 (Exhibit 4)

Full-Time Substitute Teacher Appointment

Name/Address:	Katie L. Roberts 208 Holiday House Road, Sellersville 18960
Education Level:	B. S. Degree (2003 & 2008)
Undergraduate School:	Lock Haven University West Chester University
Certification:	Instructional I, Health & Physical Education
Assignment:	Health/Wellness Fitness Teacher, Lower Macungie MS
Effective:	August 19, 2014
Experience:	8/2013-6/2014: East Penn SD (FTS) 5/2013-6/2013: East Penn SD (per diem) 9/2011-11/20/11: East Penn SD (per diem) 1/2010-6/2010: East Penn SD (FTS) 8.2008-1/2009: North Penn SD (FTS)
Salary:	\$51,338 (pro-rated), Year 3, Col. B

General Leaves of Absence – Board Policy 539

<u>Employee</u>	<u>Effective</u>
Kelly Weaver English Teacher, LMMS	7/1/14-6/30/15
Jayanne Schwenk Remedial Assistant	7/1/14-6/30/15
Diane DiRado Instructional Assistant, Eyer MS	6/2/14-6/1/15
Tina Coulomb Instructional Assistant, Wescosville	5/20/14-5/19/15

Leaves as Per Collective Bargaining Agreement

Maureen Webb 1/21/15, extension
Health/Phys. Education/Wellness, LMMS

Susan Bauer 6/30/15, extension
Grade 6, Eyer MS

Carlene Paukovits 6/10/14-6/30/14
Mathematics, Eyer MS

Katie Mast 6/18/14-10/31/14
Grade 1 Teacher, Lincoln

Income Protection Leave

Nathan Swavely 6/18/14
Night Foreman, Macungie School

Katie Mast 6/16/14-6/17/14
Grade 1 Teacher, Lincoln School

Rebecca Beitler 6/2/14
Speech Teacher, Shoemaker School

Summer Learning Academy - See Exhibit 5

Co-Curricular Advisors - See Exhibit 6

Appointment of Chief School Physician - Exhibit 7

That Dr. Robert Barnes, D. O., 723 Chestnut Street, Emmaus be retained as Chief School Physician effective July 1, 2014-June 30, 2015 for a retainer of \$6,000 in accordance with the attached Agreement.

Additions to the 2013-14 List of Per Diem Substitutes

Erin Cheripka - Elementary K-6; Special Education N-12; English, Reading Specialist
James Luchansky, - Elementary K-6; Special Education N-12

Extended School Year Appointments

David Iobst, Learning Support Teacher, Emmaus HS
James Luchansky, Learning Support Teacher, Macungie School
Qua'Neisha Grant, Instructional Assistant, Emmaus HS
Robin Dotter, Instructional Assistant, Emmaus HS

Summer Book Repair Program - \$8.55/hr.

Noelle DeRienzo Helen Lippi Donna George Cheryl LaBar
Change of Employment Status

Employee	From	To
John Kropf Effective: 5/13/14	3 rd Shift Custodian, EHS	3 rd Shift Night Foreman, EHS
Scott Lewis Effective: 5/13/14	2 nd Shift Custodian, Tues-Sat., Eyer MS	2 nd Shift Custodian, Eyer MS

Gwen Benner Effective: 6/2/2014	3 rd Shift Custodian, EHS	2 nd Shift Custodian, Tues-Sat., Eyer MS
Joe Terfinko Effective: 7/8/2014	Day Custodian, EHS	Head Custodian, LMMS
Harry Brown Effective 7/8/2014	Café Custodian, EHS	Day Custodian, EHS

Summer Maintenance Program

Please see Exhibit 8

Educational Conferences – Exhibit 9

That the East Penn Board of School Directors approve the estimated expenses for the individuals attending the educational conferences listed on Exhibit 9.

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

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

3. Change in Elementary Schedule

Motion by Ballard, Seconded by Vinovskis

RESOLVED, That the East Penn Board of School Directors approve the revised elementary schedule that includes a student day as follows:

9:00 a.m. – 3:20 p.m. (Monday-Friday)

Note: The middle level day will be adjusted by 10 minutes with the same amount of instructional time for students and the same work day for teachers.

Ms. Donches thanked Mrs. Kristen Campbell for her work on this topic, adding she was glad that it could be brought to the table. Ms. Heid said that she had heard concerns about the WIN program continuing. Mrs. Campbell indicated the program will continue in the revised schedule. Dr. Munson also thanked the administration for making this proposal, noting it is much less expensive than in previous proposals. He said the social networking was overwhelmingly in favor of this proposal. Mr. Ballard thanked Mrs. Campbell for bringing the proposal in for \$70,000 which is much less than previous proposals. Mr. Earnshaw said he had received a more balanced response of 60-40. He said on the positive side there is more teaching time for the students and a more consistent schedule throughout the week. The concerns expressed include the loss of teacher prep time in a focused block, extra-curricular activities on Wednesdays (Cub Scouts, Girl Scouts, doctor appointments, dance lessons, religious education, etc.). Mr. Earnshaw concluded that there will be people in favor and against the change but there does seem to be more positives.

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

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

4. Collective Bargaining Agreement – Administrative Assistant and Instructional/Staff Assistant Employees – Exhibit 14

Motion by Vinovskis, Seconded by Donches

RESOLVED, That the East Penn Board of School Directors approve the tentative collective bargaining agreement with the Administrative Assistant and Instructional/Staff Assistant Employees, effective July 1, 2014 through June 30, 2016, subject to the solicitor's approval, and authorize the appropriate personnel to affix their signatures thereto.

Mr. Earnshaw thanked the members of the Board who served on the Negotiations Committee and the Administrative Assistants, Instructional/Staff Assistants staff who served. He said the discussions were challenging, productive, and respectful. He felt it was a fair agreement for both the district and the employees.

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

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

6. Curriculum

1. Textbook Adoption

Motion by Ballard, Seconded by Bacher

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

Course Title:	College Prep Geometry
School(s)/Grades:	Grades 9-12, Emmaus HS
Textbook Title:	Geometry Common Core Edition
Publisher:	McGraw Hill
Estimated Cost:	\$26,379 (\$87.93/textbook)

Course Title:	College Prep/Honors Algebra 2
School(s)/Grades:	Grades 9-12, Emmaus HS
Textbook Title:	Algebra 2 Common Core Edition
Publisher:	McGraw Hill
Estimated Cost:	\$35,976 (\$89.94)

Ms. Heid suggested recommending that the staff try to find books that are around \$100. She commented on the Physics for Scientists and Engineers textbooks that cost \$202. Ms. Donches suggested delaying the purchase of the textbooks for one year to see if there is momentum in Harrisburg to have the Governor repeal the Common Core Standards. She made the following motion:

Motion by Donches

RESOLVED, That the Board delay the vote for one year for the purchase of textbooks.

The motion failed for lack of a second.

Ms. Donches indicated that she had spent some time reviewing the textbooks. She felt Common Core takes away from the local control and the way teachers want to teach a course. She said there is concern in the public about the standards and there are problems in the tests. Dr. Munson asked if teachers are involved in the process. Dr. Seidenberger responded that the process is 99% teacher driven. There is a curriculum cycle and a shelf life for the textbooks. We want to put the best textbooks in the hands of the staff and ones that meet the PA Core Standards.

The original motion was duly adopted by the following roll call vote:

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

Nay: Donches-----1

2. Textbooks for Review

The following textbooks will be on review in the Curriculum Library from June 6, 2014 until June 23, 2014. A resolution for adoption will be presented at the June 23, 2014 Board Meeting. These textbooks are over 10 years old and need to be replaced.

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

Course Title:	AP Physics 1 and 2
School(s) Grades:	Emmaus HS; Grades 11-12
Textbook Title:	Physics

Publisher:	Wiley & Sons
Estimated Cost:	\$12,155.00 (\$121.55)
Course Title:	AP Physics C
School(s) Grades:	Emmaus HS; Grades 11-12
Textbook Title:	Physics for Scientists and Engineers with online access
Publisher:	Cengage Learning
Estimated Cost:	\$5,068.75 (\$202.75)
Course Title:	Applied Physics
School(s) Grades:	Emmaus HS; Grades 10-12
Textbook Title:	Active Physics
Publisher:	It's About Time Publishing
Estimated Cost:	\$5,657.13 (\$100.89)
Course Title:	College Prep Physics I
School(s) Grades:	Emmaus HS; Grades 10-12
Textbook Title:	Holt McDougal Physics
Publisher:	Houghton Mifflin Harcourt Publishing Company
Estimated Cost:	\$13,252.50 (\$88.35)
Course Title:	CP & Honors Biology
School(s) Grades:	Emmaus HS; Grades 9-11
Textbook Title:	Biology with 6 year online
Publisher:	Pearson
Estimated Cost:	\$50,383.20 (\$89.97)
Course Title:	Applied Biology
School(s) Grades:	Emmaus HS; Grades 9-11
Textbook Title:	Biology: Pearson Foundations Edition with 6 year Online
Publisher:	Pearson
Estimated Cost:	\$11,696.10 (\$89.97)

7. Other Educational Entities

-Carbon Lehigh Intermediate Unit – F. Fuller

Ms. Fuller reported that the IU Board met on May 19. The May meeting had a lot of hiring but there was a special presentation about the Youth Forestry Program. The IU provides the education for students, 15-21 years of age, who are in the justice system. The camp is located in Hickory Run State Park. They are not violent offenders and the camp can accommodate 52 students but the average has been 25 students. The typical stay is four months but a student could stay until they are 21. The objective is to inspire them to receive a GED that is similar to the Keystone Exams and is more difficult than the former GED. This camp is number one in the state for GED placement. They recently acquired a 3D printer to familiarize them with technology but they also offer training for the building trades and manufacturing. Referring to a monthly report that is issued by the IU, there are 379 East Penn students being provided with a broad range of services and 89 students being served for multiple disabilities.

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

Mr. Rhodes noted that there were 11 East Penn students who were recognized at the Senior Awards Night. The students are: Malachi Atkinson, Web Design (First Place); Paul Caskie, Culinary Arts (Silver Medal); Benjamin Farabaugh, Landscape (Third Place); Timothy Freeman, Electronics (Third Place); Keenan McGinnis, Culinary Arts (Elmer Gates Award); Kaitlin Powell, Emerging Health Professionals (Second Place); Jamie Schwoyer, Marketing (Gold-Role Play A and Gold Level Certification); Benjamin Scott, Web Design (First Place); Kile Vierling, Culinary Arts (Silver Medal); and Luke Walter, Emerging Health Professionals (Emmaus Rotary Club Scholarship). He said it is a pleasure to see how well students are doing. The Annual Seniors Recognition was held on May 22. He noted that Keenan McGinnis has been part of the Culinary Arts Program and has been serving dinner at LCTI for three years. He is also working at the Savory Grille for his professional certification. They

discussed the NOSTI and NIMS testing results. In 2009-10, LCTI received a 70%; in 2013-14 they received 87%. The building trades were able to tour the Phantom Arena site. LCTI will be putting out a new web site this month.

8. Legislative – C. Ballard

He reported that a funding formula bill was put forth for HB 1738 that establishes a bi-partisan commission to make recommendations for a new funding formula for basic education. It is a repeat of last year's budget as a framework. There is a 1.7 billion dollar shortfall that will not be helped even if the Marcellus Shale tax is enacted which will only cover 700 million dollars. He talked about the pension collars and the fact the state is not paying real money into the pension. It will affect the state's credit rating. HB 1722 allows school district to furlough employees for economic reasons and to use performance evaluation to guide furlough decisions. Representative Grove's PlanCon bill has been amended and approved by the House. Rep. Michael Tobash's hybrid pension plan is actually gaining some traction. The plan would be established for new employees entering the pension system and would not change benefits for existing participants. New employees would be enrolled in a combination of 401(k) type and traditional pension plan. The first \$50,000 will be in a defined pension plan and anything above would be put in a 401(K) plan. There are concerns about the plan.

Referring to the budget, he said that there is a rumor that legislators are cancelling July vacations. There does not appear to be any budget for June 30. He recommended that no increases in state money be included in the district's budget. In other legislative issues, the Senate approved HB 803 that allows schools to obtain prescriptions for a supply of EpiPens and training of staff will be required. HB 2049 deals with the administration of EpiPens by bus drivers. HB 2013 allows a school board vacancy to be temporarily filled when a board member is called to active duty in the military. HB 2106 deals with military recruiters in the schools. Mr. Ballard anticipates having a sudden rush of changes in the School Code. He concluded that this is a critical time for legislators because they want to get on the campaign trail and they cannot do that until there is a budget. Ms. Fuller commented that during Governor Rendell's tenure it was rare to have a budget passed by June 30 and that one year it did not pass until December. She pointed out that the district had to fund operations without state aid.

Ms. Donches questioned an item on the PSBA Legislative Platform under Item I, School Financing, Item 4: *Supports legislation to prevent an adverse impact on a school district's state subsidy for participating in a tax increment finance plan.* Mr. Earnshaw indicated that this item was in response to NIZ legislation that only applied to the City of Allentown and when passed it diverted all taxes to the reconstruction. It was done without the voluntary participation by other municipal entities. Mr. Ballard said he would check on it.

9. Facilities – Exhibit 10

-PLANCON PART K: Project Refinancing-Informational

This document and the appended materials should be entered into the minutes of this meeting.

10. Business Operations

1. Bid Opening Reports-Exhibit 11 (Informational)

-Roof Repair on Selected Section of Emmaus High School
-#2 Fuel Oil

2. Bill List Approval

Motion by Fuller, Seconded by Ballard

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

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

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

Abstention: Donches-----1

3. Treasurer's Report

Motion by Ballard, Seconded by Bacher

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

Bid Award Recommendations – Exhibits 12

RESOLVED, That the East Penn Board of School Directors award the bid for Computer Supplies and General School Supplies as outlined on Exhibits 12.

Bid Award Recommendation for Roof Repair on Selected Section of Emmaus High School

RESOLVED, That the East Penn Board of School Directors award the contract for Roof Repairs on Selection Sections of Emmaus High School to the following low bidder:

Whelan Roofing Services
139 Common Court, Chadds Ford

Amount of Bid: \$340,000.00

Bid Award Recommendation for #2 Fuel Oil

RESOLVED, That the East Penn Board of School Directors award the contract for No. 2 Fuel Oil to the following low bidder:

Lehigh Fuels, LLC
2825 Lehigh Street, Whitehall

Amount of Bid: Price per gallon, based on weekly Oil Price Information Service
OPIS)average rack price, plus Delivery/Transportation Charge:
\$0.0398.

Parent/Guardian Transportation Contract

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

Parent/Guardian: Sabino Basso
1661 Pinewind Drive, Alburtis
Effective: 9/23/13-6/17/14
Reimbursement: \$.56/mile, 8 miles/day

Facility Rental Request

RESOLVED, That the East Penn Board of School Directors grant permission for Armetta's Grand Jete Study of Dance, 17 E. Main Street, Macungie to use the Emmaus High School Auditorium for a dance rehearsal and dance recital on June 17, 18, 19, 20, 21, 2014. This is a Group V organization and will be charged the following rental fees:

\$120/hr., Auditorium Rental Fee (Rehearsal)
\$125/hr., Auditorium Rental Fee (Recitals)
\$ 18/hr., Band Room Rental Fee
\$18/hr., Chorus Room Rental Fee
\$24/hr., Security Fee
\$47.04/hr., Custodial Fee
\$20/hr., Lighting Fee
\$20/hr., Sound Fee

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

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

4. Approval of District Insurance Policies

Motion by Ballard, Seconded by Bacher

RESOLVED, That the East Penn Board of School Directors approve the following insurance policies:

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, TRIA coverage, boiler coverage and automobile, to ACE USA (PSBA Insurance Trust Program) through USI Insurance Services at the quotation price of \$275,047.

Note: Last year this policy was awarded to ACE USA for a total premium of \$262,265.

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, including above TRIA, to Old Republic Insurance Company (PSBA Insurance Trust Program) at a quotation price of \$26,175.16 through USI Insurance Services.

Note: Last year this policy was awarded to Old Republic Insurance Company for a total premium of \$25,916.

ERRORS & OMISSIONS 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, to The Pennsylvania School Boards Insurance Trust and Old Republic Insurance Company at a quotation rate of \$48,911 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 \$47,036.

In response to a question by Ms. Donches, it was noted that Workman's Compensation and Student Insurance recommendations will be on the June 23 agenda. Ms. Donches asked if there was a commission paid to the insurance agents. Mrs. Surdoval clarified that the district does not pay a commission to the insurance agents any commission would be paid by the insurance company to the agent. Ms. Donches expressed her reservations about the insurance agents serving on the Insurance Advisory Council being the agents from which the district purchases insurance. Mrs. Surdoval responded that any agent that the district would purchase insurance from would benefit. Mrs. Surdoval noted that three quotes for each policy are received so the district is actually doing competitive pricing. Ms. Donches indicated that she would not support the recommendation because she would like to see more involvement from the Board. She asked if the Board could see the RFPs that are received so the Board can see how the decision is made. Mr. Earnshaw interjected by saying that the entire Board would have to direct Mrs. Surdoval. To date, the practice has been to receive the recommendations from the administration and, if the Board wants to change that practice, it will require a majority vote. He said if she wanted to draft a resolution then it could be considered at another meeting. Mr. Ballard reiterated the practice of soliciting bids and the staff review. The administration does not have to take their recommendation. If any award is given to one of the members of the Insurance Advisory Committee, the commission is shared with the other members. Mr. Earnshaw added that the process is the same as for any personal insurance policy.

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

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

Nay: Donches-----1

5. Cancellation of July 14, 2014 Board Meeting

Motion by Rhodes, Seconded by Fuller

RESOLVED, That the East Penn Board of School Directors cancel the July 14, 2014 Board Meeting.

Mr. Earnshaw explained that four board members will be out of town and if another board member would have a conflict and could not attend the Board meeting the Board would not be able to meet for lack of a quorum so the meeting is being cancelled. In response to a question from Dr. Bacher about having only five members and the implications, Mr. Earnshaw explained that if there were five board members present there are motions that only require a majority vote of those present and then there are motions that require six votes.

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

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

11. Other

-Policy Suggestion – Exhibit 13

Ms. Lynn Donches submitted the attached information for the Consideration of Requests for Financial Subsidies, Incentives, or Tax Relief. Ms. Donches presented a motion to consider this policy and it failed for lack of a second.

12. Announcements

Referring to graduation on June 8, Mr. Earnshaw said “it was one of the finest graduations that he has attended.” The student speeches were excellent and the behavior was stellar. There were very few distractions. He complimented Mr. Piperato and his staff and the students and their guests for contributing to an outstanding graduation.

Ms. Fuller complimented Technology Director Michael Mohn for the new district web site. She said the parent portal has all the information that a parent could want. She also noted that the Dashboard is still on the web site.

Monday, June 9	7:00 p.m.-Executive Session (Personnel, Real Estate, Negotiations)
	7:30 p.m.-Board Room

Monday, June 23	7:30 p.m.-Board Room
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13. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:10 p.m.

Cecilia R. Birdsell, Board Secretary

Order of Business

1. Call to Order; Pledge of Allegiance

President Alan Earnshaw called the regular meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Board Room located at 800 Pine Street, Emmaus, followed by the Pledge of Allegiance.

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

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

Treasurer: Debra Surdoyal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

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

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

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

2. Requests to Address the Board

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

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

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

3. Approval of Minutes

Motion by Ballard, Seconded by Bacher

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

This resolution was unanimously adopted by voice vote.

4. 2014-15 East Penn School District Budget

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

Motion by Fuller, Seconded by Bacher

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

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

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

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

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

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

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

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

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

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

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

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

6. Homestead/farmstead exclusion authorization – interim real estate tax bills.

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

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

Be it further

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

Be it further

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

be levied under Act 511:

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

Be it further

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

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

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

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

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

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

Nay: Donches-----1

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

1. District Update

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

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

2. Personnel

Motion by Rhodes, Seconded by Bacher

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

Retirement/Resignations

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

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

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

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

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

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

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

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

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

Requests for General Leaves of Absence – Board Policy 534

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

Leaves as Per Collective Bargaining Agreement

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

Compensated Professional Development Leave

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

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

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

Summer Learning Academy

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

ESY Program

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

Appointment of Temporary Professional Employee

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

Appointment of Full-Time Substitute Teacher

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

Appointment of Facilities Director

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

Change in Job Title

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

Extra Compensation

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

Appointment of Staff Accountant

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

Appointment of Staff Assistant

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

Stipend for Chapter Coordinator and Remedial Coordinator- 2013-14

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

Teacher Transfer Assignments – See Exhibit 12

2014-15 Annual Sub Rates – See Exhibit 13

2014-15 Annual Academic Positions – See Exhibit 14

Change in Employment Status

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

Educational Conferences – Exhibit 15

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

Resignation

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

Appointment of Temporary Professional Employee

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

Name/Address:	Blair Blaufarb 1035 Wood Street, Bethlehem 18018
Education Level:	B. A. Degree (2008) M. S. Degree (2013)
Undergraduate School:	Millersville University
Graduate School:	East Stroudsburg University
Assignment:	Speech Therapist, Eyer MS Vacancy created by A. Benner resignation
Effective:	August 19, 2014
Certification:	Instructional I, Speech and Language Impaired, N-12
Experience:	8/2013-6/2014: East Penn SD (FTS)
Salary:	\$59,639 (Year 2, Col. M)

Full-Time Substitute Teacher Appointment

Name/Address:	Brandon Cassel 2725 South Pike Avenue, Allentown 18103
Education Level:	B. S. Degree (2012)
Undergraduate School:	Millersville University
Assignment:	Mathematics Teacher, Grade 7, LMMS Opening created by A. Stevens leave and subsequent transfers
Effective:	August 19, 2014
Certification:	Instructional I, Mathematics 7-12
Experience:	9/2013-6/2014: East Penn/Parkland SD (Per Diem)
Salary:	\$50,521 (Year 1, Col. B)

Corrections to Act 93 Compensation/Non-Bargaining Unit Salaries

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

Appointment of Open Records Officer

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

Educational Conferences

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

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

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

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

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

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

Nay: Donches-----1

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

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

Motion by Ballard, Seconded by Rhodes

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

Note: This calendar includes four elementary early dismissal days.

Acceptance of Funds

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

Mr. Earnshaw thanked the donor.

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

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

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

Motion by Rhodes, Seconded by Vinovskis

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

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

Motion by Donches

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

The motion failed for lack of a second.

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

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

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

Nay: Donches-----1

6. Curriculum - Textbook Adoption

Motion by Rhodes, Seconded by Bacher

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

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

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

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

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

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

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

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

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

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

7. Policy

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

8. Legislative – C. Ballard

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

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

9. Business Operations

1. Requests for Proposals Opening Report – Exhibit 19

Liquid Propane Gas Commodity, Storage & Delivery Services

2. Approval of Bill List

Motion by Vinovskis, Seconded by Ballard

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

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

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

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

Abstention: Donches-----1

3. Treasurer's Report

Motion by Bacher, Seconded by Rhodes

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

Cambridge Day School Rent Schedule

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

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

Parent/Guardian Transportation Contract

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

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

Disbursement of Funds – Exhibit 20

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

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

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

Sharp Energy, 7205 Kernsville Road, Orefield, PA 18069

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

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

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

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

4. Workers Compensation & Student Accident Insurance

Motion by Ballard, Seconded by Fuller

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

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

STUDENT/ACCIDENT INSURANCE

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

And be it further

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

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

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

Compensation was based on the salaries that are increasing. Ms. Donches continued her opposition to the way the Insurance Advisory Council handles the purchase of insurance and not seeing the supporting information as to what options were available. Mr. Earnshaw said if she wanted to change the process then she should present a motion.

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

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

Nay: Donches-----1

10. Announcements

Monday, June 23 7:00 p.m.-Executive Session (Personnel, Labor Negotiation)

7:30 p.m.-Board Meeting

Next Board Meeting: 7:30 p.m.-Board Meeting

Mr. Ballard expressed his good wishes to Dr. Seidenberger and Miss Birdsell, sharing that he would miss working with them.

Ms. Heid said she enjoyed working with Dr. Seidenberger and wished him well. She asked if someone could look at the Dress Code for the high school and cited examples of inappropriate dress.

Ms. Donches asked about the status of the 2 PIAA athletic fields that are part of the Hamilton Crossings Project. Dr. Seidenberger said that would be something to ask Lower Macungie Township.

Mr. Earnshaw said STA is right on the ball for ESY bus services. He noted summer business casual is in order for the August meeting.

11. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:15 p.m.

Cecilia R. Birdsell, Board Secretary