

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

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

Board Members Present: C. H. Ballard, A. C. Earnshaw, S. Kowalchuk, T. Richwine, M. Robert, V. Thomas

Board Members Absent: F. Fuller, E. Gannon, A. Thompson

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

Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Assistant Superintendent for Initiatives & Evaluation: Dr. Denise Torma

Press Present: Randy Kraft, Morning Call Reporter

Loretta Fenstermaker, East Penn Press Reporter

2. Requests to Address the Board-None

3. Approval of Minutes

Motion by Thomas, Seconded by Robert

RESOLVED, That the East Penn Board of School Directors approve the minutes for the June 25, 2007 meeting.

This resolution was unanimously adopted by voice vote.

4. Personnel

Assistant Superintendent Dr. Denise Torma complimented the Personnel Department for its organization of interviews. Building administrators and central office personnel began interviewing potential candidates in the early part of spring. She felt there had been a lot of progress toward filling position openings for next year.

Motions by Robert, Seconded by Ballard

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

Appointment of Professional Employee

Name/Address:	Kelly Bower 2663 Rolling Green Drive, Macungie 18062
Education Level:	B. S. Degree (1996) M. A. Degree (1991) M. Library Science Degree (2005)
Undergraduate School:	Bloomsburg University
Graduate School:	Kutztown University
Certification:	Instructional II, Library Science, English
Effective:	August 28, 2007
Assignment:	Emmaus HS Library Vacancy created by M. Maley resignation
Experience:	9/86-Present: Whitehall Coplay SD
Salary:	\$71,765 (Step N, Year 16, M +36)

Appointment of Temporary Professional Employee

Name/Address:	Susan Dieser 2121 Main Street, Bethlehem 18017
Education Level:	B. S. Degree (1973) M. A. Degree (1978)
Undergraduate School:	Marquette University
Graduate School:	Northeastern Illinois University
Certification:	Instructional I, Special Education, N-12
Effective:	August 28, 2007
Assignment:	Autistic Support, Wescosville School New budgeted position & subsequent transfer
Experience:	8/04-Present: Carbon Lehigh Intermediate Unit 5/94-11/02: Children's Development Program, Quakertown Executive Director & Teacher of Pre-School Autistic
Salary:	8/73-6/78: Glenview (Illinois) SD \$60,344 (Step K, Year 11, M +12)

In answer to a question from Mr. Richwine, Ms. Daniel explained that the teacher who was in this position transferred to the new budgeted position and this teacher will be filling the vacancy created by that transfer.

Summer Fitness Program

Amy Wikert \$32.00/hr.

Elementary Grade Level Leaders & Subject Area Leaders – Exhibit 1

Elementary Grade Level Leaders - \$587 + \$35 per teacher
Elementary Subject Area Leaders - \$1437

Extracurricular Advisor

Jen Davenport LMMS Jazz Band, Club B
MS Band Front Director, Club B

Transfers

Employee: Lisa Hendricks
From: Wescosville, Special Education
To: Jefferson, Special Education

Employee: Bonnie Kirka
From: 12.5 hrs./wk, Shoemaker
To: 31.5 hrs./wk. Shoemaker (New Position)

Additional Extended School Year Appointments

Tracy Gehman Erika Kissel Danielle Hillenbrand

Educational Conferences – Exhibit 2

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

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

Aye: Ballard, Earnshaw, Kowalchuk, Richwine, Robert, Thomas-----6

Absent: Fuller, Gannon, Thompson-----3

5. Other Educational Entities

-Carbon Lehigh Intermediate Unit T. Richwine

Mr. Richwine reported that two members of the IU Board were leaving and the replacements will begin in July. Mr. Versaggi from Allentown did not run for re-election and Mrs. Yeakel is being replaced by a former IU Board member. The Board approved a 5 million dollar revenue anticipation note to cover the cash flow situation. The IU must disburse the funds before receiving the state subsidy. The Board also approved the sale of property that was bought on Rt. 100 that was originally purchased for the IU building. The funds from the sale will be put in the capital reserve fund.

6. Legislative C. Ballard

Mr. Ballard reported that the budget is being held up by energy, transportation, and health issues. The impasse demonstrates the partisan politics taking place in Harrisburg. There are other bills that may or may not make the budget but may come up in the fall. For example, HB 71 requires municipalities to notify superintendents about planned residential communities within the district; there are new certification and professional development requirements (PA Inspired Leadership Program); and the State Board is having roundtable discussions on graduation requirements. The State Board is revising Chapter 4 to remove the current option for taking either the PSSA or a local assessment. They are recommending that Grade 11 students reach proficiency on the PSSAs or take basic competency assessments to graduate.

7. Facilities

1. Act 34 Hearing – East Penn Elementary School

Motion by Robert, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors schedule an Act 34 Hearing for the East Penn Elementary School, Willow Lane & Sauerkraut Lane, in the Lower Macungie Township and the County of Lehigh; and,

Be it further

RESOLVED, That the Act 34 Hearing be held on Monday, August 6, 2007 at 7:00 p.m. in the Board Room located in the Administrative Offices Building at 800 Pine Street, Emmaus, PA; and,

Be it further

RESOLVED, That the East Penn Board of School Directors authorize the administration to submit the Act 34 Hearing Booklet to the PA Department of Education for review and approval; and,

Be it further,

RESOLVED, That the East Penn Board of School Directors approve the attached Exhibit 3.

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

Aye: Ballard, Earnshaw, Kowalchuk, Richwine, Robert, Thomas-----6

Absent: Fuller, Gannon, Thompson-----3

2. Eyer Middle School Change Order

Motion by Robert, Seconded by Thomas

RESOLVED, That the East Penn Board of School Directors approve (E-1) Eyer MS project with Wind Gap Electric, Inc., Wind Gap, PA in the amount of \$8,329.00 as follows:

- Provide heat trace per proposal Dated 12/13/06 \$2,331.00
- Change in scope of work during portable installation (8,000.00)
Per proposal dated 6/21/07
- Add devices and outlets panel LPK as per proposal 6,194.00
Dated 3/16/07
- Revise floor boxes in science areas per proposal dated 3/6/07 (17,375.00)
- Classroom layout revisions for infrastructure revisions per 25,179.00
Proposal dated 5/17/07

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

Aye: Ballard, Earnshaw, Kowalchuk, Richwine, Robert, Thomas-----6

Absent: Fuller, Gannon, Thompson-----3

8. Business Operations

1. Bill List Approval

Motion by Robert, Seconded by Thomas

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

Approval of the Nutrition, Inc. – Exhibit 4

RESOLVED, That the East Penn Board of School Directors approve the Food Service Management Contract Addendum between the East Penn School District and Nutrition, Inc. as specified in Exhibit 4.

Mr. Earnshaw said that Nutrition does a fantastic job and thanked them for their service to the district. He indicated he was delighted to extend the contract. Dr. Torma corrected the date in the contract that changed from 2006 to 2007.

Special Funding Disbursements – Exhibit 5

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the Capital Reserve Fund and the 2003 General Obligation Bond as listed on Exhibit 5.

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

Aye: Ballard, Earnshaw, Kowalchuk, Richwine, Robert, Thomas-----6

Absent: Fuller, Gannon, Thompson-----3

9. Board Sharing

Mrs. Thomas asked about the appropriate chain of command for parents who want to pursue supporting an all weather track. Dr. Torma suggested they contact Dr. Seidenberger in the fall. Mr. Richwine noted that the LCTI Joint Operating Committee was chaired by Ms. Fuller and ended in record time. Tonight the Vice President is also completing the meeting in record time.

10. Announcements

Monday, July 9	7:00 p.m.-CLEAR Session (Litigation and Negotiations)
	7:30 p.m.-Board Meeting
Friday, July 13	2:00 p.m.-Policy 138 Meeting
Monday, August 13	7:30 p.m.-Board Meeting, Board Room
Monday, August 27	7:30 p.m.-Board Meeting, Board Room

11. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion at 7:55 p.m.

Cecilia R. Birdsell
Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Ann L. Thompson 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: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, S. Kowalchuk, T. Richwine,
M. Robert, A. Thompson

Board Member Absent: V. Thomas

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

Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Randy Kraft, The Morning Call reporter
Loretta Fenstermacher, East Penn Press reporter

2. Administering Oath of Office for Superintendent of Schools

Judge James K. Gardner administered the Oath of Office to Dr. Thomas L. Seidenberger, Superintendent of Schools. Dr. Seidenberger introduced his wife Patrician, sons T. J. and Andrew, his aunt and uncle, and mother-in-law and father-in-law and friend Matthew Martin. They received a round of applause from the audience.

3. Requests to Address the Board

Mr. Richard Jones, P. O. Box 42, Zionsville complained about the language in several books that appeared on the incoming 10th grade summer reading list. He felt the books had language that was vulgar and obscene and the situations in the books were promoting the drug culture and condoning degenerate behavior. He said his son would be sent home from school if he used this language. Mr. Jones stated the schools were supporting a perverse moral standard. He invited board members and administrators to review the books. Mr. Jones had discussed this issue with both Ms. Diane DiDona, English Department Head, and Secondary Supervisor Linda Delvernois.

4. Approval of Minutes

Motion by Ballard, Seconded by Earnshaw

RESOLVED, That the minutes for the July 9 meeting of the East Penn Board of School Directors be approved.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----8

Absent: Thomas-----1

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

1. Personnel

Motion by Robert, Seconded by Gannon

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

Resignations

- Michelle R. Wiley, Assistant Principal at Eyer MS, effective date to be determined (Exhibit 1)
- Jessica Ortiz-Eichert, Special Education Teacher at Emmaus HS, effective August 23, 2007 (Exhibit 2)
- Frank DiLeo, Grade 6 Teacher at Lower Macungie MS, effective immediately (Exhibit 3)
- Maria Smith, Speech Teacher, effective date to be determined (Exhibit 4)
- Melissa Cross, Kindergarten Teacher at Lower Macungie ES, effective immediately (Exhibit 5)
- Adelle Miller, Teacher Aide, effective immediately (Exhibit 6)
- Francee Folsom, Teacher Aide, effective immediately (Exhibit 7)
- Ann G. Matlack, Teacher Aide, effective immediately (Exhibit 8)
- Mary E. Newbegin, Teacher Aide, effective immediately (Exhibit 9)
- Bridgit Sullivan, Teacher Aide, effective immediately (Exhibit 10)
- Frances Greason, Part-Time Food Service Department, effective September 1, 2007 (Exhibit 11)
- Rita Frey, Hall Monitor, Emmaus HS, effective immediately (Exhibit 12)
- Rhonda Butz, Teacher Aide, Jefferson School, Effective immediately (Exhibit 13)

Approval of Act 93 Compensation-Exhibit 14

That the East Penn Board of School Directors approve the 2007-08 Act 93 Salaries and Compensation Plan; and, that the salaries and fringe benefits be effective July 1, 2007.

Request for General Leave of Absence

Employee: Lucy McLeod
Administrative Assistant, Eyer MS Library
Effective: August 27-December 21, 2007
Reference: Board Policy 539, General Leave of Absence

Request for Leaves as per Collective Bargaining Agreement

Employees	Assignment	Effective
Nicole Kushma	Special Education, EHS	8/28/07
Stephanie Mills	Grade 1, Shoemaker	8/28/07

Teacher Transfer

Employee: Julia Dweck
From: Grade 1, Wescosville
To: Gifted Education, Wescosville

Appointment of Professional Employees

Name/Address: Heather Slatoff
5422 Doris Drive, Allentown 18106
Education Level: B. A. Degree (1992)
M. S. Degree (2007)
Undergraduate School: Muhlenberg College
Graduate School: Walden University
Certification: Instructional II, Elementary/ML Science, Environmental Education
Assignment: Grade 6, LMMS
Vacancy created by F.DiLeo resignation.
Effective: August 29, 2007
Experience: 2003-07: Green-Castle Antrim SD
1992-95: Chapin School, Princeton, NJ
Salary: \$50,019 (Step D, Year 4, Col. M)

Name/Address: Patricia Sauerwine
401 W. Union Street, Whitehall 18052
Education Level: B. S. Degree (1999)
M. Ed. Degree (2007)
Undergraduate School: Kutztown University
Graduate School: DeSales University
Certification: Instructional II, Elementary/ESL Specialist
Assignment: Grade 1, Wescosville School
New budgeted position
Effective: August 28, 2007
Experience: 2001-07: Allentown SD
1999-2001: Allentown SD (full-time substitute)
Salary: \$51,192 (Step G, Year 7, Col. M)

Name/Address: Julie Weiderhold
1712 Redwood Court, Allentown 18104
Education Level: B. S. Degree (2002)
Undergraduate School: West Chester University
Certification: Instructional I, Music
Assignment: Music, Macungie/Alburtis Schools
Vacancy created by S. Seem retirement
Effective: August 28, 2007
Experience: 1/03-6/07: Stroudsburg Area SD
Salary: \$43,387 (Step F, Year 6, Col. B)

Name/Address: Kimberly Henry
361 Lowland Road, Hamburg 19526
Education Level: B. S. Degree (1998)
Undergraduate School: Lock Haven University

Graduate School: Alvernia College (Elementary Certification)
 Certification: Instructional II, Elementary
 Assignment: Grade 1, Wescosville School
 New budgeted position.
 Effective: August 28, 2007
 Experience: 2000-07: Reading School District
 Salary: \$49,219 (Step PC, Year 8, Col. H)

Appointment of Temporary Professional Employees

Name/Address: Kendy Brickner
 248 Valley Park South, Bethlehem 18018
 Education Level: B. S. Degree (2006)
 Undergraduate School: Millersville University
 Certification: Instructional I, Elementary, K-6
 Assignment: Kindergarten Teacher, Lower Macungie ES
 Vacancy created by transfer of K. Wetzel/.5New
 Effective: August 28, 2007
 Experience: 9/06-Present: Allentown SD
 Salary: \$41,432 (Step A, Year 1, Col. B)

Name/Address: Michael Harm
 1404 Forest Drive, Allentown 18104
 Education Level: B. S. Degree (2002)
 Undergraduate School: St. Thomas Aquinas College
 Certification: Instructional I, Biology
 Assignment: Grade 7 Science, LMMS
 Vacancy created by J. Richards retirement
 Effective: August 28, 2007
 Experience: 2003-07: Readington Township (NJ) SD
 Salary: \$42,996 (Step E, Year 5, Col. B)

Name/Address: Juliet McCleery
 499 Carriage Drive, Coopersburg 18036
 Education Level: B. A. Degree (1998)
 M. Ed. Degree (2006)
 Undergraduate School: Temple University
 Graduate School: Lehigh University
 Certification: Instructional I, Special Ed, English, Gen. Science, Communications
 Assignment: Special Education, EHS
 New budgeted position
 Effective: August 28, 2007
 Experience: 1/07-6/07: Southern Lehigh SD
 Salary: \$48,846 (Step A, Year 1, Col. M)

Name/Address: Nicole Stratchko
 301 Dorchester Avenue, La Plata, MD 20646
 Education Level: B. S. Degree (2005)
 Undergraduate School: Lock Haven University
 Certification: Instructional I, Early Childhood
 Assignment: Kindergarten, Lower Macungie ES
 Vacancy created by M. Cross resignation
 Effective: August 28, 2007
 Experience: 8/05-Present: Charles County (MD) Public Schools
 Salary: \$42,214 (Step C, Year 3, Col. B)

Full-Time Substitute Teacher Appointments

Name/Address: Cheryl Borysowski
 1076 Timberridge Lane, Allentown 18106
 Education Level: B. A./S. Degree
 M. Ed. Degree (2007)
 Undergraduate School: Bloomsburg University
 Graduate School: Cedar Crest College
 Certification: Instructional I, Elementary
 Assignment: Grade 1, Wescosville School
 Opening created by C. Finney leave.
 Effective: August 28, 2007
 Experience: None
 Salary: \$41,432 (Step A, Year 1, Col. B)

Name/Address: Paulette Cope
6152 Woodledge Drive, Orefield 18069
Education Level: B. A. Degree (1972)
M. A. Degree (1974)
Undergraduate School: Penn State University
University of Wisconsin
Certification: Instructional II, Spanish
Assignment: Spanish, Emmaus HS
Opening created by J. Torres leave
Effective: August 28, 2007
Experience: 2006-07: Whitehall Coplay SD
1978-84: East Penn SD
1974-77: Long Lots Jr. High, Westport, CT
Salary: \$43,778 (Step G, Year 7, Col. B)

Name/Address: Tracy Gehman
1127 Pennsylvania Avenue, Emmaus
Education Level: B. S. Degree (2006)
Undergraduate School: Kutztown University
Certification: Instructional I, Elementary/Special Education
Assignment: Special Education, Jefferson School
Opening created by C. Hendricks leave.
Effective: August 28, 2007
Experience: 06-07: East Penn SD (per diem substitute)
Salary: \$41,432 (Step A, Year 1, Col. B)

Name/Address: Cadi Schantzenbach
960 Macungie Avenue, Emmaus
Education Level: B. S. Degree (2007)
Undergraduate School: University of Tampa
Kutztown University
Certification: Instructional I, Elementary, K-6
Assignment: Grade 4, Alburtis School
Opening created by C. Hamscher leave.
Effective: August 28, 2007
Experience: None
Salary: \$41,432 (Step A, Year 1, Col. B)

Appointment of Staff Accountant, Business Office

Name/Address: James Frank
115 N. Seventh Street, Bally 19503
Education: B. A. Degree (1982)
Undergraduate School: Bluffton University, Bluffton, OH
Salary: \$41,000

2007-08 Coaches – See Exhibit 15

Co-Curricular Advisors

Lori Schaeffer	Cheerleading Coach	Volunteer
Teresa Scholl	Cheerleading Coach	Volunteer
Brad Trembler	Head MS Football Coach	\$4871.00
George Fritz Halfacre	Football Coach	Volunteer
Michelle Carlton	LMMS Girls Volleyball Coach	\$1559.00
Todd Bandura	Athletic Office College Internship	N/A
David Bosse	National History Day Advisor, LMMS	\$271, Club A
Patrick Campbell	National History Day Advisor, LMMS	\$271, Club A
Rett Fisher	Greenhorn.net	\$1028, Club C
	LMMS Web Design	\$866.00
Patrick Hanlon	PJAS Advisor, LMMS	\$271, Club A
Brent Landrum	PJAS Advisor, LMMS	\$271, Club A
Matthew Laub	PJAS Advisor, LMMS	\$271, Club A
Robert Sawicki	National History Day Advisor	\$271, Club A
Gregory Scholl	LMMS Finance Club	\$541, Club B
Thad Smith	National History Day Advisor	\$271, Club A
Nicole Stanchok	PJAS Advisor, LMMS	\$271, Club A
Kathy Thomas	Student Council, LMMS	\$649.50
Deidre Thorp	Student Council, LMMS	\$649.50

Brian Winnie	Chorus Director, LMMS	\$2165.00
Joanne Richards	Frequent Skier Club Advisor	\$541.00
Jane Shingler	Builders Club, LMMS	\$1028.00
Anthony Simons	Band Director, LMMS	\$3031.00
Jennifer Davenport	Jazz Band, LMMS	\$541.00
John Graham	PAS Training	Volunteer
Keith Butler	PJAS Coordinator	\$541.00
Bruce Denmead	Band Director, EHS	\$6062.00
	Jazz Band Director, EHS	\$1028.00
Carrie England	Assist. Band Director, EHS	\$2517.00
Rhonda Butz	Marching Assistant, EHS	\$1082.00
Dave Smith	March Assistant, EHS	\$1082.00
Brody Carr	Percussion Director, EHS	\$3139.00
Jeff Shreck	Percussion Assistant, EHS	\$1082.00
Amy Strunk	Co-Color Guard Director	\$1393.50
	Co-Winter Color Guard Director	\$1515.50
Jill Kuebler	Fall Play Director, EHS	\$1624.00
	Fall Play Costume Designer	\$510.00
	Fall Play Technical Director	\$1082.00
	Spring Plan, Director, EHS	\$2165.00
	Technical Director	\$1299.00
Renee Lorenzetti-Graver	Spring Musical, Choreographer	\$1082.00
Chris Kollar	Fall Play Assist. Director, EHS	\$974.00
	Fall Play Set Design Coordinator	\$510.00
	Spring Play Assist. Director, EHS	\$1299.00
	Spring Set Design Coordinator	\$510.00
Rita Cortez	Spring Play Assist. Director, EHS	\$1299.00
	Spring Musical Vocal/Orchestra Dir.	\$1732.00
Eileen Clark	Spring Costume Design Coordinator	\$510.00

Summer School Teachers – Ever/LMMS

Carol Walrod	Jennifer Krizovensky	Denine Williams
Dave Bosse	Robert Sawicki	

Lower Macungie MS Team Leaders

See Exhibit 16

Elementary Head Teachers & Web Design

See Exhibit 17

Teacher Aide Changes in Hours

See Exhibit 18

Food Service Department Transfers

See Exhibit 19

2007-08 List of Per Diem Substitutes

See Exhibit 20

Shannon Henry, Food Services Department

Teacher Aide Appointment

Name/Address:	Keri Tierney 1050 E. Coldstream Circle, Emmaus
Assignment:	Autistic Support, Wescosville School New Unbudgeted Position
Effective:	September 4, 2007
Salary:	\$11.55/hr., 32.5 hrs./wk.

Custodial Appointments

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Jeanette George 1190 Grange Road, Allentown 18106	LMMS, 2 nd Shift Vacancy created by F. Fritz Resignation & subsequent transfers	\$17.65/hr., 40 hrs./wk.
Micah Roberts 225 Maple Court, Alburtis 18011	LMMS, 2 nd Shift new budgeted position	\$17.65/hr., 40 hrs./wk.

Effective Dates: To be determined.

Food Service Appointments

Sidney Twining 3011 Moravian Avenue, Allentown 18103	Wescosville School	\$11.01/hr., 3 hrs./day
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Jump Start Program

Cheryl Borysowski

Instructors for Community Education Courses, Fall 2007

See Exhibit 21

Educational Conferences – Exhibit 22

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences listed on Exhibit 22.

Professional Employee Appointments

Name/Address:	Deborah Zosky 3140 Route 309, Orefield 18069
Education Level:	B. S. Degree (1975) M. Ed. Degree (1987)
Undergraduate School:	East Stroudsburg University
Graduate Schools:	Kutztown University Moravian College Penn State (Lehigh Valley)
Certification:	Instructional II, Social Studies, Reading Specialist
Assignment:	Remediation (Literacy Coach) Vacancy created by V. Althouse resignation.
Effective:	To be Determined
Experience:	9/87 – Present: Parkland SD 1/85-6/87: Brandywine Heights SD
Salary:	\$76,586 (Step P, Year 18+, M +24)

Full-Time Substitute Teacher Appointments

Name/Address:	Danna Feigenbaum 1664 Pinewind Drive, Alburtis 18011
Education Level:	B. S. Degree (2001) B. A. Degree (2005)
Undergraduate School:	Bloomsburg University
Graduate School:	DeSales University
Certification:	Instructional I, Elementary
Assignment:	Grade 5, Wescosville School Opening created by M. Dawson leave.
Effective:	8/28/07
Experience:	None
Salary:	\$41,432 (Step A, Year 1, Col. B)

Teacher Aide Appointment

Name/Address:	Jacqueline Sullivan 3327 Watermill Drive, Macungie 18062
Assignment:	Wescosville School
Effective:	September 4, 2007
Salary:	\$11.55/hr., 12.5 hrs./wk.

Additions to the 2007-08 List of Per Diem Substitutes

Barry Batdorf, Elementary	Alison Gartner, Elementary
Sherry Iskenian, Elementary	Faye Dunning, Art
Doris Carraher, Teacher Aide	

New Teacher Induction Mentors

Tara Desiderio	Diane DiDona
Lori Fix	Diane Flisser
Justine Frantzen	Ann Newton
Brent Ohl	Bonnie Raub
Lori Schaeffer	John Schreiner
Pam Stiles	Kiera Werner

Eyer Team Leaders

Julie Hummell	Pod 1
Cathy Button	Pod 2
Heather Bealer	Pod 3
Cindy Snow	Pod 4
Susan Bauer	Pod 5
Patti Novobilski	Pod 6
Joe DiRado	Pod 7
Lori King	Pod 8
Carrie England	Related Arts/Exploratory

Transfers

Employee	From	To
David Silfies (Effective 8/27/07)	Assist. Principal, LMMS	Assist. Principal, Eyer MS
Elizabeth DeSantis Teacher Aide	Spec. Ed., EHS 16.25 hrs./wk.	Spec. Ed., EHS 32.5 hrs./wk.
Kakoki Kar Teacher Aide	Spec. Ed. EHS 12.5 hrs./wk.	(504), EHS 32.5 hrs./wk.
Patricia Brooke Teacher Aide	Spec. Ed., LMMS 32.5 hrs./wk.	Spec. Ed., EHS 32.5 hrs./wk.
Dana Evans Teacher Aide	Building, EHS 27 hrs./wk.	Building, EHS 31 hrs./wk.

Appointment of Assistant Principals-Emmaus High School

Name/Address:	Gregory M. Puckett 422 Meadowhurst Lane, Media 19063
Education Level:	B. S. Degree (2001) M. Ed. Degree (2006)
Undergraduate School:	Shippensburg University
Graduate School:	Widener University
Certification:	Administrative, Principal, K-12 Instructional II, Social Studies
Assignment:	Assistant Principal, Emmaus HS Vacancy created by D. Greisbaum resignation
Effective:	To be determined
Experience:	8/05-Present: Rose Tree Media SD Social Studies Teacher 6/06-8/06: Rose Tree Media SD Co-Director, Summer School 8/02-05: William Penn SD
Salary:	\$77,000
Name/Address:	Joshua Ziatyk 1358 South Krocks Road, Allentown 18106
Education Level:	B. S. Degree (1999)

Undergraduate School:	M. Ed. Degree (2005)
Graduate School:	Kutztown University
Certification:	Wilkes University
	Administrative, Principal, K-12
Assignment:	Instructional II, Spanish
	Assistant Principal, Emmaus HS
Effective:	Vacancy created by J. Cortese retirement.
	To be determined
Experience:	7/01-Present: Parkland SD
	9/00-7/01: Northern Lehigh SD
	1/00-6/00: Harmony Township SD
Salary:	\$73,000

Salary Adjustments:

Kate Kieres	\$77,000
Janine Mathesz	\$82,000
Rebecca Beidelman	\$83,500

Mr. Richwine asked what the asterisks meant by some of the per diem substitutes names and questioned whether volunteers had to present the same criminal background checks as paid employees. Director of Personnel Leslie Daniel indicated that all volunteers must comply with the background checks. Mr. Earnshaw complimented the Personnel Office for their hard work to find qualified candidates to fill the position openings.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----	8
Absent: Thomas-----	1

Newly appointed assistant principal Joshua Ziatyk was introduced to the Board.

2. Approval of Changes to EHS Discipline Code Guidelines – Exhibit 23

Motion by Earnshaw, Seconded by Robert

RESOLVED, That the East Penn Board of School Directors approve the recommended changes to the Emmaus High School Discipline Code to be effective with the 2007-08 School Year.

Mrs. Thompson expressed some reservation about the changes, adding that it may be more restrictive than necessary. Mr. Piperato said he was not involved in the actual process but did review the changes and was in favor of them. Assistant Principal Kate Kieres responded to Mrs. Thompson's questions. Ms. Kieres explained that when they noticed that the Code had similar consequences for lates to school as well as lates to class they decided to tighten up the lates to school. The committee felt that there should be slightly less stringent rules for lates to class, particularly because of the size of the building. Students who are late to their first period class traditionally do not do as well. Mrs. Thompson questioned the changes in the Saturday morning detention. Ms. Kieres responded that the numbers for attendance in the detention were quite low. If they miss a two hour Saturday detention, students are then assigned a four hour detention. There is also a gap in time between the infraction and the consequence. Ms. Kieres said it is the intention of the administration to review these changes with students so they understand why they are in place. Mrs. Thompson indicated she wanted to be invited to the next Jefferson Committee meeting.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----	8
Absent: Thomas-----	1

5. Facilities

1. Eyer Middle School Change Orders

Motion by Robert, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the following change orders with Rizzetto Construction Management, Inc., Schnecksville, PA:

G-6

1. Change Inlet 12, 16, 17, 20 to Type C	\$ 1680.00
2. Provide terra-cotta flue liner in large chimney	\$ 8239.00
3. Provide Epoxy patch to level uneven existing Floor surfaces scheduled to receive new Terrazzo	\$ 2992.00

TOTAL	\$12911.00
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G-7

1.	Provide 8 concrete filled bollards at light Standards in the parking lot per RA026	\$ 6730.00
2.	Provide new inlet #600 and adjust grades per Dwg. C018	\$ 4080.00
3.	Install 4'-0" Chain Link Fence per Dwg. RC021	\$15312.00
4.	Install new door and access panels per Supplemental Instruction G-020	\$ 5,513.00
TOTAL		\$31,635.00

G-8

Delete 15 tons of structural steel not required for Phase 2 (\$49,500.00)
Work from unit cost

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Robert,
Thompson-----8
Absent: Thomas-----1

6. Policy

1. Approve Minutes – Exhibit 24

Motion by Robert , Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approves the minutes from the July 13, 2007 meeting concerning revisions to Board Policy 138 as presented and that the minutes be made part of the official minutes of this meeting

Mr. Earnshaw asked for an editorial change in the third paragraph, third row, "all data not stored on servers shall be....."

This resolution was duly adopted by voice vote by Mr. Robert and Mr. Earnshaw who were the board members present at the meeting.

2. Approval of Board Policy 138, Acceptable Use of Technology Resources, Electronic Communications and Information Systems – Exhibit 25

Motion by Earnshaw, Seconded by Robert

RESOLVED, That the East Penn Board of School Directors approve the amended Board Policy 138, Acceptable Use of Technology Resources, Electronic Communications and Information Systems, the Brief, and the Acknowledgement Form.

Mr. Ballard asked about not encrypting the servers. Mr. Robert said the original thought was to protect data that was outside protected areas. Mr. Ballard said at some other time the district may want to look at encrypting data as it relates to the many federal regulations regarding students and families. Mr. Ballard indicated his support for the policy. Mrs. Thompson questioned why language used earlier in the policy was not carried through on some of the subsequent pages. Mr. Robert said this is talking about people bringing in their personal computers and actual permission by the Superintendent or designee would be appropriate. Mrs. Thompson said she was thinking about access from home computers to the district's network. Mr. Earnshaw said the permission was stated early in the policy and would be redundant to keep repeating it throughout. He felt it was acceptable the way it stands and that the one-page summary was adequate.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----8
Absent: Thomas-----1

7. Legislative

C. H. Ballard

Mr. Ballard reported that the Legislature was on summer vacation. He heard a radio interview with Sen. Wonderling who was proposing have an elected Superintendent of Schools. It is thought when the Legislature reconvenes that they will be looking at further property tax relief and legislation on cyber charter schools. There are hearings on cyber charter schools and he mentioned Karen Beyer's bill. The State Board of Education is holding roundtable discussion on proposed changes on high school graduation requirements. The Independent Regulatory Review Commission is considering proposed changes to Chapter 49 teacher certification requirements. Also, included is the requirement that school districts offer all professional employees opportunities to participate in continuing education

focused on educating students with disabilities and English language learners in inclusive settings. Mr. Ballard said indirectly this will cause salary increases. Mr. Ballard will be attending the PSBA Platform Committee Meeting this coming weekend. There has also been approval for chiropractors to give physicals for bus drivers. The PDE Safety School Report has been released. There has been a sizable increase in either the number of incidents or the reporting of incidents since last year. The involvement of Local Police enforcement has increased 12%. There is less than 1% in the number of arrests. It appears that police are being used for discipline issues rather than police power. The number of reported fights have increased 68%.

Ms. Fuller asked if there was any further information about the hearing on cyber charter schools that took place in Pittsburgh. Mr. Ballard talked about students coming from different socio-economic backgrounds and the amount being paid by districts. He indicated there are many competing interests trying to influence the outcome. One of the biggest issues is the lack of fiscal responsibility on the part of the cyber charter schools. Mr. Richwine commented on the changes in the certification of teachers and how this could eventually cause a shortage. He gave a few illustrations about the changes in grade level certifications. He indicated that local representatives are sympathetic but have not been able to make progress with the State Board.

1. Voting Delegates for PSBA Legislative Policy Council – October 4, 2007

Motion by Robert, Seconded by Gannon

RESOLVED, That the following board members be appointed as voting delegates for the PSBA Legislative Policy Council on October 4:

Charles H. Ballard

Alan C. Earnshaw

Francee Fuller

This resolution was duly adopted by voice vote.

8. Resignation of Board Member – Exhibit 26

Motion by Ballard, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors accept, with regret, the resignation of Valerie C. Thomas as a member of the East Penn Board of School Directors, effective August 13, 2007.

Mr. Ballard indicated that Mrs. Thomas will be missed as an active board member and representative of the community. She is moving out of state and many members of the school and hospital community will miss her. Mrs. Thompson said that Mrs. Thomas is vivacious and an advocate for education and the all-weather track.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Robert Thompson-----8

Absent: Thomas-----1

Board members discussed the process for replacement that must take place within 30 days of the resignation. Mr. Earnshaw said that for the last two replacements the Board advertised and interviewed candidates to make a selection. At this point, there is no one running for that seat and he suggested that the Board advertise and interview candidates. Mr. Robert said there is someone who expressed interest and has enough interest to attend Board Meetings. He recommended appointing Mr. Seth Flanders and put it in the form of a motion.

Motion by Robert, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors appoint Seth Flanders to the vacancy created by the resignation of Mrs. Valerie Thomas.

Ms. Fuller concurred with the motion, noting that Mr. Flanders attends meetings and was the Vice Chair of the Local Tax Study Commission last year. She concluded that he would be a fine addition to the Board. Mr. Richwine asked if taking this action would be meeting the legal requirements. Solicitor Fisher reminded the Board of the requirement that the appointee must run in the November election. He cited the law requiring the 60 day limit and the municipal election requirement. The term will conclude the first week of December 2007. It was not clear how the person would be put on the November ballot. Solicitor Fisher and Board Secretary Miss Birdsell will check with the Election Board. Mr. Fisher felt that the ballot would show 5 individuals for a four-year term and 1 person for a two-year term. Mr. Flanders said he was honored and would be proud to serve but he felt the Board should go through with advertising and then the interview process. Ms. Kowalchuk said she would prefer to go through the process. She had no problem with Mr. Flanders' qualifications or dedication. Mr. Ballard proposed the following motion:

Motion by Ballard,

RESOLVED, That the motion to appoint Mr. Seth Flanders to the vacancy created by the resignation of Mrs. Valerie Thomas be tabled.

This motion failed for lack of a second.

Mr. Richwine said that normally he would support going through the process if this had happened at another time; however, he would support appointing Mr. Flanders. Ms. Gannon called the question. The Board voted on the first motion of appointment.

Motion by Robert, Seconded by Gannon
RESOLVED, That the East Penn Board of School Directors appoint Seth Flanders to the vacancy created by the resignation of Mrs. Valerie Thomas.

This resolution was duly adopted by the following roll call vote:
Aye: Ballard, Fuller, Gannon, Richwine, Robert, Thompson-----6
Nay: Earnshaw, Kowlachuk-----2

Mr. Flanders will be sworn in at the August 27 Board Meeting.

9. Business Operations

1. Approval of Bill List

Motion by Robert, Seconded by Earnshaw
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.

Special Funding Disbursements – Exhibit 27

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the Capital Reserve Fund, 2003 GOB Issue, 2004A Issue, and 2007A Issue as outlined on Exhibit 27.

These resolutions were duly adopted by the following roll call vote:
Aye: Ballard, Earnshaw, Fuller, Gannon, Richwine, Robert, Thompson-----8

2. Tax Collectors

Mr. Reigal reported that it is an interesting year for the changes in the real estate tax process, adding that Lehigh County is no longer collecting taxes or offering their bookkeeping services. The district had to search for new software for the three installment payments. The due date for the first installment was August 10. At this time about 5% or 1,000 taxpayers have opted for this process. They are still setting up the bookkeeping system to account for the collection and everything seems to be converting. The one last piece for consideration is changing the Tax Collectors' compensation. The Board may do it but it is not required to do it. The Board would have to act on a resolution this evening to comply with the 45 day requirement. In response to a question raised by Mr. Earnshaw, Mr. Reigal indicated that two tax collectors had made a request. The most recent request came after the Board had adopted the resolution for installment payments. Mr. Reigal reviewed how tax collectors' are compensated on a per bill basis. Mr. Earnshaw asked if the tax collectors would be incurring additional costs. Mr. Reigal said the district reimburses for out-of-pocket expenses and will continue to do so. Mr. Earnshaw questioned how much additional work has been created with the installment plan. Mr. Reigal indicated that it involves three deposits rather than the customary one and the work involved in the implementation of the installment plan. Mr. Earnshaw said there may be additional staff work and he would be in favor of compensating them. Mr. Ballard said he had process questions. He complained about getting the material for a potential increase at the Board Meeting rather than in the Thursday packet. Mr. Reigal pointed out that two memos had been sent to the Board in March and June where he discussed the deadlines and had indicated he was not recommending an increase. Mr. Reigal had asked if there was any interest on the part of the Board to discuss this information and the issue never came up. Mr. Ballard said he was adamantly opposed to supporting any motion without the accompanying analysis. Mr. Reigal said he had contacted the Board President today to see if there was any interest in having this considered. Mrs. Thompson said she wanted to bring this up at tonight's meeting. Mr. Earnshaw asked if the district requires an analysis when the rates are set. Mr. Reigal said the district does not but fees paid by other districts are reviewed and information is obtained from the PA Economy League. Mr. Earnshaw asked if Mr. Reigal had a recommendation. Mr. Reigal responded that he was under the impression that the Board was not interested in this proposal. Ms. Kowalchuk said she would like more data before she could make a decision. Solicitor Fisher said that this is an exception that is part of Act 1 because generally the Board would only be allowed to make such a change during a specific time period. The Board can make this increase based on increased administrative costs. Mr. Ballard said the expenses are already being paid. Solicitor Fisher debated the interpretation and definition of administrative costs. The next time this could be done is in 2010. Mrs. Thompson emphasized that if anything is going to be done to increase the tax collectors' compensation it would need to be done this evening. Mr. Robert proposed the following motion.

Motion by Robert, Seconded by Ballard
RESOLVED, That the Board not discuss this issue any further.

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

Aye: Ballard, Fuller, Gannon, Kowalchuk, Richwine, Robert-----6

Nay: Earnshaw, Thompson-----2

Mrs. Thompson said there were several people who spent a significant amount of administrative time preparing bills that were sent out by the tax collectors. Those people who prepared the format should be compensated and they could be paid as independent contractors because they designed the three-part form. Mrs. Thompson presented the following motion:

Motion by Thompson

RESOLVED, That Mr. Reigal figure out some appropriate amount for an independent contractor for those who designed our tax bills.

Mrs. Thompson asked if Mr. Reigal could come up with some amount. Mr. Robert felt it was somewhat contrary and Act 1 provided compensation for all these provisions.

The motion failed for lack of a second. Mrs. Thompson directed Mr. Reigal to come up with an appropriate amount for the tax bill format, adding that it would be revisited at another time.

10. Board Sharing

11. Announcements

Monday, August 13 7:00 p.m.-CLEAR Session (Personnel, Litigation, Real Estate, Negotiations)
7:30 p.m.-Board Meeting, Board Room

Tuesday, August 21 8:00 a.m.-New Teacher Orientation Day

Monday, August 27 7:30 p.m.-Board Meeting

12. 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 Ann Thompson 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: C. H. Ballard, A. Earnshaw, S. Flanders, (seated after taking the Oath of Office), F. Fuller,
E. Gannon, S. Kowalchuk, T. Richwine, M. Robert, A. Thompson
Solicitor: Bob Magee, Esq., Worth, Magee & Fisher
Treasurer: Gary Reigal
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas Seidenberger
Press Present: Randy Kraft, Morning Call Reporter
Loretta Fenstermacher, East Penn Press Reporter

2. Oath of Office for Board of School Directors – Mr. Seth Flanders

Due to a vacancy created by the resignation of Mrs. Valerie Thomas, Mr. Seth Flanders was appointed to the vacancy. Mrs. Thompson administered the Oath of Office to Mr. Flanders who then took his seat at the Board table. Mr. Flanders received a round of applause.

3. Requests to Address the Board-None

4. Approval of Minutes

Motion by Ballard, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors approve the minutes for the August 13, 2007 Board Meeting.

This resolution was unanimously adopted by voice vote.

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

1. Termination of Teacher

Motion by Robert, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors permanently remove and dismiss from employment Mr. Joseph Azzolina, 3574 Timberlane Drive, Easton, PA, effective immediately.

Personnel

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

Resignations

- Sally Hanzlik, Social Studies Teacher at EHS, effective immediately (Exhibit 1)
- Lesley Fisher, Grade 1 teacher at Wescosville School, effective August 16, 2007 (Exhibit 2)
- Yolanda Vega, Food Service Department, effective August 31, 2007 (Exhibit 3)
- Suzann Frost, Teacher Aide at Lower Macungie MS, effective immediately (Exhibit 4)
- Barbara Poling, Remedial Assistant at Wescosville School, effective immediately (Exhibit 5)
- Jennifer Bryant, Remedial Assistant at Alburtis School, effective immediately (Exhibit 6)
- Carolyn Patriarco, Health Room Aide at Lincoln School, effective immediately (Exhibit 7)
- Kim Lysakowski, Grade 5 Teacher at Alburtis School, effective August 14, 2007 (Exhibit 8)

Appointment of Assistant Principal at Emmaus HS

Name/Address:	Sally Hanzlik 916 Washington Street, Allentown 18102
Education Level:	B. S. Degree (1998) M. Ed. Degree (2007)
Undergraduate School:	Kutztown University

Graduate School: Lehigh University
 Certification: Administrative, Principal, K-12
 Instructional II, Social Studies
 Effective: To be determined
 Assignment: Assistant Principal, EHS
 Vacancy created by J. Brown resignation
 Experience: 9/002-Present: East Penn SD
 9/99-8/02: Allentown SD
 Salary: \$73,000, plus all benefits granted by Act 93 Agreement

Mrs. Hanzlik received a round of applause and was introduced to the Board.

Professional Employee Appointment

Name/Address: Dennine Leschinsky
 4674 Berwyn Lane, Macungie
 Education Level: B. S. Degree (1994)
 M. Ed. Degree (1998)
 Undergraduate School: Cabrini College
 Graduate: Kutztown University
 Certification: Instructional II, Elementary, Early Childhood, Reading
 Specialist
 Effective: To be determined
 Assignment: English Remediation, Eyer MS
 Vacancy created by S. Peters retirement
 Experience: 9/96-Present: Pennridge SD
 9/94-6/96: Christ the King School (Allentown Diocese)
 Salary: \$70,359 (Step N, Year 14, M +24)

Temporary Professional Employee Appointment

Name/Address: Amy Nawoczenski
 685 Green Valley Road, Sinking Spring 19608
 Education Level: B. S. Degree (2006)
 Undergraduate School: Elizabethtown College
 Certification: Instructional I, Citizenship, 7-12
 Effective: 8/28/07
 Assignment: Social Studies, Eyer MS
 Vacancy created by termination of J. Azzolina
 Experience: 9/06-6/07: East Penn SD
 Salary: \$41,823 (Step B, Year 2, Col. B)

Teacher Aide Appointments

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Lisa DeLong 427 Keystone Avenue, Emmaus	Study Hall Aide, EHS (Transfer of T. Fenstermaker)	\$11.55/hr., 31 hrs./wk.
Anne Popule 1573 Promise Lane, Wescosville	Spec. Ed., Shoemaker (Transfer from Macungie To Shoemaker; Holsinger resignation)	\$11.55/hr., 25 hrs./wk.
Kimberly Kemp 7552 Crane Crossing, Macungie	Spec. Ed., Shoemaker (Transfer of E. Fosburg & Matlack resignation)	\$11.55/hr., 12.5 hrs./wk.
Cheryl LeClerc 7708 Scenic View Drive, Macungie	Cafeteria/Playground, Jefferson (D. Miller resignation)	\$11.55/hr., 12.5 hrs./wk.
Sarah Bednar 310 Main Street, Emmaus	Special Ed., Jefferson New LS budgeted class)	\$11.55/hr., 32.5 hrs./wk.
Lori Matika 203 Village Walk Drive, Macungie	Special Ed., EHS New unbudgeted position	\$11.55/hr., 16.25 hrs./wk.
Renee Parton 8336 Winchester Lane, Alburtis	Business Office Aide M. Velasco resignation	\$11.55/hr., 25 hrs./wk.

Laura Fainor 129 E. George Street, Emmaus	Study Hall Aide, EHS Discipio Resignation	\$11.55/hr., 21.75 hrs./wk.
Rosemary Castellano 4344 Mill Road, Emmaus	504 Aide, Eyer MS New unbudgeted position	\$11.55/hr., 32.5 hrs./wk.
Susan Fackler 3 Maryland Court, Whitehall	Health Room Aide, Shoemaker School L. Hare Resignation	\$16.20/hr., 32 hrs./wk.
Catherine Oehmke 3243 Hope Drive, Emmaus	Shoemaker B. Kirka transfer	\$11.55/hr., 12.5 hrs./wk.
Yolanda Vega 4262 David Drive, Emmaus	Eyer MS New unbudgeted position	\$11.55/hr., 32.5 hrs./wk.

Teacher Aide Transfers

See Exhibit 9

Head Teacher Appointment

Jason Palmer	Eyer MS
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Additions to the 2007-08 List of Per Diem Substitutes

See Exhibit 10

Co-Curricular Advisors

Janet Spence	National Jr. Honor Society, LMMS	\$514, Club C
Kelly Weaver	National Jr. Honor Society, LMMS	\$514, Club C

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 11.

Resignations

-Tammy Reiss, PT Food Service Assistant at Lincoln School, effective August 22, 2007 (Exhibit 8A)

-Jeanne Kiraflly, Teacher Aide at Emmaus HS, effective immediately (Exhibit 8B)

Temporary Professional Employee Appointments

Name/Address:	Eric Luckenbill 100 Old Bowers Road, Bowers 19511
Education Level:	B. S. Degree (2007)
Undergraduate School:	Kutztown University
Certification:	Instructional I, Citizenship
Effective:	8/28/07
Assignment:	Social Studies, Emmaus HS Vacancy created by transfer of S. Hanzlik
Experience:	None
Salary:	\$41,432 (Year A, Step 1, Col. B)
Name/Address:	Amanda Oriel 22 Atlantic Avenue, Edwardsville 18704
Education Level:	B. S. Degree (2006)
Undergraduate School:	Indiana University of PA
Certification:	Instructional I, Elementary
Effective:	8/28/07
Assignment:	Grade 5, Alburtis School Vacancy created by K. Lysakowski resignation
Experience:	2006-07: Susquehanna Preparatory School
Salary:	\$41,432 (Year 1, Step A, Col. B)

Full-Time Substitute Teacher Appointment

Name/Address: Jillian Kingsbauer
401 Wyckford Drive, Sellersville 18960
Education Level: B. S. Degree (2006)
Undergraduate School: Kutztown University
Certification: Instructional I, Elementary K-6, Special Education N-12
Effective: To be determined
Assignment: Special Education, LMMS
Opening created by J. Niewoehner Leave
Experience: 2006-07: East Penn SD (per diem substitute)
Salary: \$41,432 (Year 1, Step A, Col. B)

Name/Address: Lisa Van Ormer
2240 Chardonnay Drive, Macungie 18062
Education Level: B. S. Degree (1995)
Undergraduate School: Slippery Rock University
Certification: Instructional I, Elementary
Effective: 8/28/07
Assignment: Grade 1, Wescosville School
Opening created by C. Sebastian Leave
Experience: 9/96-6/03: Frederick County, VA
Salary: \$41,432 (Year 1, Step A, Col. B)

Teacher Aide Appointment

Name/Address	Assignment	Salary
Tom Pelligreno 5416 Lamb Terrace Allentown 18106	Special Education, EHS (Vacancy created by L. DeSantis)	\$11.55/hr., 16.25 hrs./wk.

PT Full-Time Food Service Assistant

Name/Address	Assignment	Salary
Victoria Rothbort 3781 Clay Drive Macungie 18062	PT Food Service Assist, EHS	\$11.01/hr., 4.75 hrs./day

Addition to the 2007-08 Per Diem Substitute List

Terri Heiges, Teacher Aide & Food Service Assistant

2007-08 Mentor List

Genise Bishop
Barbara Bunn
Heather Coakley
Melanie Fried
Patrick Hanlon
Laurie Mott
Mary Ann Stella

Teacher Aide Transfers

Employee	From	To
Marian Kuhns	EHS, 14 hrs/wk., Building	EHS, Special Ed/10 hrs. After School Library
Teresa Lopez	LMMS, 12.5 hrs/wk., Building	EHS, 27 hrs./wk., Building

Food Service Transfers

Employee	From	To
Diane Schantzenbach	EHS, 4.75 hrs./day	EHS, 6.75 hrs./day
Tina Sorrentino	Shoemaker, 3.75 hrs./day	EHS, 4.75 hrs./day

See Exhibit 8C

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

6. Other Educational Entities

T. Richwine

F. Fuller
T. Richwine
A. Thompson

A. Thompson

C. Ballard

-5-

The Career & Technical Institutes Association had submitted a number of changes because of the implications and restrictions of Act 1 in relation to their budgets. Many of the proposals will be included in the platform for consideration.

There is still discussion about property tax reform, specifically HB 1600 that would eliminate half of property tax by a combination increase in sales and income taxes. Hearings are being held in the western part of the state. He asked board members to notify local legislators with their concerns.

Mrs. Thompson suggested having a discussion at a future meeting about the Pension Study. Mr. Ballard said the report has not been approved by PSBA and it is a copyrighted study that has not been released to the public. Mrs. Thompson felt this should be put on an agenda so the voting delegates know the Board's position.

8. Business Operations

1. Approval of Bill List

Motion by Robert, Seconded by Earnshaw

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.

Treasurer's Report

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

Special Funding Disbursements (Exhibit 12)

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the Capital Reserve Fund, 2002 AAA General Obligation Bond issue, and 2007 EGA issue, as outlined on Exhibit 12.

Hold Harmless Agreement – Borough of Alburtis (Exhibit 13)

RESOLVED, That the East Penn Board of School Directors approve the Hold Harmless Agreement with the Borough of Alburtis as outlined in Exhibit 13.

In response to a question from Mrs. Thompson and Mr. Ballard regarding the Agreement, Attorney Bob Magee indicated that this is a standard Hold Harmless Agreement.

General Fund Budget Transfers (Exhibit 14)

RESOLVED, That the East Penn Board of School Directors approve the list of budget transfers as outlined on Exhibit 14.

Facility Rental

RESOLVED, That the East Penn Board of School Directors authorize the use of the Lower Macungie MS Auditorium for Patricia Bostick Dance Center 5925 Tilghman Street, Allentown for May 21, June 11, 13, and 14, 2008. This is a Group V organization and will be charged the following fees:

Rental Fee (Auditorium)	\$370.00 (daily)
Rental Fee (Auditorium-Recital)	\$105.00/hr.
Dressing Rooms	\$140.00 (daily)
Custodial Fee	\$35.70/hr.
Security	\$22.00/hr.
Equipment/Technicians	\$35.70/hr.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Richwine, Robert, Thompson-----9

9. Board Sharing

-Ms. Gannon requested that the enrollment also include the comparison to last year.

-Ms. Kowalchuk asked about the space at the high school. She also requested an update on eSchoolPLUS.

-Mr. Robert indicated that there had been several stories dealing with athletes' playing with concussions and asked for an update on the East Penn practice.

-Mrs. Thompson indicated that two board members from other districts had questioned her about the cost of the new elementary school. Mr. Robert asked about recruiting an architect and reviewing the process for a construction manager for a new high school. Mrs. Thompson indicated that it could be at least five years before the district begins another building project. Mr. Robert debated that a specific project does not have to be named before selecting an architect. Ms. Fuller said before an architect is selected it is up to the Board and the district to discuss how the building will be defined. An architect may be able to help in that process by talking to the Board, staff, students and community. She talked about the size of the high school, adding that she did not think the district was ready to hire an architect nor did the district have the funds to finance a high school project. Ms. Kowalchuk felt the Board had the time to conceptualize but the district will need some help in the process. Mr. Earnshaw asked about the current borrowing capacity for the district. Mr. Reigal responded that it is around 20 million dollars. If the growth continues, it will be about 15 million dollars per year. Mr. Earnshaw felt that at least 70-80 million dollars would be needed and pointed out that it could be four years before the district would be able to borrow the money. He concluded that it was premature to start engaging professionals to talk about high school education in the future. Mr. Earnshaw pointed out that there is still an elementary school to build and he would like to look at different options in the construction management field. Mr. Carl ascertained that the bid process for the elementary school will be taking place in January or February 2008. Mr. Robert contended that there still be an architect if something comes up and the district could have the time for design. Mr. Flanders felt a discussion on the construction management firm for the elementary school would not be premature. He asked if the delivery of the high school program, the physical design and associated issues could fall into the Strategic Planning Process. Mrs. Thompson summarized that she did not get a strong feeling from board members that the architect selection process should be moving ahead now. Ms. Gannon said the Board should not wait too long and then be told it is too late to look for an architect. Mr. Ballard said the Board should talk about the construction management issue first. He said the staff should also be aware of the time line so the Board has enough time to discuss the architect before it is too late. Mrs. Thompson summarized that at this time the Board would not pursue the architect issue but the construction management firm should be discussed because of the bidding on the new elementary school. Dr. Seidenberger indicated that he had experience with both the architect selection and construction management process.

10. Announcements

Monday, August 27	7:00 p.m.-CLEAR Session (Personnel & Real Estate) 7:30 p.m.-Board Meeting
Wednesday, August 29	7:30 a.m.-Employee Development Day
Monday, September 3	Labor Day – All Schools & Offices Closed
Monday, September 10	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 8:20 p.m.

Cecilia R. Birdsell
Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

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

Board Members Present: C. H. Ballard, A. Earnshaw, S. Flanders, F. Fuller, E. Gannon, S. Kowalchuk, T. Richwine, M. Robert, A. Thompson

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

Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Randy Kraft, Morning Call Reporter
Loretta Fenstermaker, East Penn Press Reporter

2. Requests to Address the Board-None

3. Approval of Minutes

Motion by Robert, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the minutes of the August 27, 2007 meeting.

This resolution was unanimously adopted by voice vote.

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

1. Personnel

Motion by Ballard, Seconded by Gannon

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

Resignations

- Susan Noack, Grade 6 Teacher at LMMS, effective September 10, 2007 (Exhibit 1)
- Deidre Seng, Remedial Assistant at Wescosville School, effective immediately (Exhibit 2)
- Keith Varga, Teacher Aide at Emmaus HS, effective September 17, 2007 (Exhibit 3)
- Marianne Vazquez, Health Room Assistant, effective immediately (Exhibit 4)

Appointment of Assistant Principal – LMMS

Name/Address:	Susan Noack 1852 Eastman Avenue, Bethlehem 18018
Education Level:	B. S. Degree (1989) M. Ed. Degree (2004)
Undergraduate School:	Lehigh University
Graduate School:	Lehigh University
Certification:	Administrative, Principal K-12 Instructional II, Elementary, K-6
Effective:	To be determined
Assignment:	Assistant Principal, LMMS Vacancy created by M. Wiley resignation and subsequent Transfer of D. Silfies
Experience:	9/01-Present: East Penn SD 9/00-6/01: Moravian Academy
Salary:	\$68,000, plus all benefits under the Act 93 Agreement

Ms. Noack was introduced to the Board and received a round of applause. Mr. Earnshaw complimented Ms. Noack, noting that she had been a member of the Visitation Committee to select a new superintendent. He felt she would make a tremendous administrator.

Leaves as Per Collective Bargaining Agreements

<u>Employee</u>	<u>Assignment</u>	<u>Effective</u>
Marisa Dawson	Grade 5, Wescosville	September 17, 2007
Jennifer Thomas	Grade 4, Macungie	September 28-October 14, 2007

Teacher Aide Appointments

Name/Address	Assignment	Salary
Madhu Mathur 1111 Treeline Drive Allentown 18103	Spec Ed, Jefferson S. Stutzman resignation	\$11.55/hr., 31.5 hrs./wk.
Jan Smith 6219 Wheatland Drive Macungie 18062	Wescosville Transfer of M. Shock	\$11.55/hr., 12.5 hrs./wk.
Christine Charles 4521 Hess Circle Allentown 18103	Spec Ed, Alburtis F. Roth Transfer	\$11.55/hr., 29 hrs./wk.

Above appointments Effective : September 4, 2007

Terri Heiges 8098 Creamery Road Alburtis 18011	Lower Macungie MS S. Frost resignation	\$11.55/hr., 12.5 hrs./wk.
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Effective: September 11, 2007

Remedial Assistant Appointment

Name/Address	Assignment	Salary
Heather Karlovits 500 Pinto Place Allentown 18106	Alburtis B. Poling resignation	\$12.50/hr., 25 hrs. maximum

Effective: September 11, 2007

Health Room Assistant

Name/Address	Assignment	Salary
Lora Walters 1515 Promise Lane Wescosville 18106	Lincoln C. Patriarco resignation	\$16.20/hr., 19.5 hrs./wk.
Patricia Horwart 4730 Canterbury Drive Emmaus 18049	Eyer MS Reassignment of aides, 2 new positions, & LMES opening	\$16.20/hr., 32 hrs./wk.

Effective: September 11, 2007

Additions to the 2007-08 List of Per Diem Substitutes

Please see Exhibit 5	Cheryl Oswald, Food Services Department Lorraine Crowley, Food Services Department
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Authorization to Act as 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 Elementary Principals

David Piperato, Principal	Kristen Campbell, Lincoln
Gregory Puckett, Assistant Principal	Cheryl Wetzel, Lower Macungie
Janine Mathesz, Assistant Principal	Donna Cortez, Alburtis
Joshua Ziatyk, Assistant Principal	Dr. Ronald Renaldi, Jefferson
Rebecca Beidelman, Assistant Principal	Anthony Moyer, Wescosville
Kate Kieres, Assistant Principal	James Best, Macungie
Sally Hanzlik, Assistant Principal	Lynn Brinckman, Shoemaker

Lower Macungie MS	Eyer MS
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Suzanne Vincent, Principal
Peter Schutzler, Assistant Principal
Susan Noack, Assistant Principal

Dr. Doug Wells, Principal
Dave Silfies, Assistant Principal

Educational Conferences – Exhibit 6

That the East Penn Board of School Directors authorize the expenses for the individuals attending the educational conferences listed on Exhibit 6.

Appointment of Human Resource Specialist

Name/Address: Noelle Keeler
1255 Country Club Road, Wescosville
Undergraduate School: Cedar Crest College (2002)
Education Level: B. S. Degree
Effective: September 17, 2007
Assignment: Human Resource Specialist, Personnel Department (New Budgeted Position)
Experience: 2005-Present: Unirest Corp.
2002-05: Sacred Hearth HealthCare
Salary: \$55,000

Full-Time Substitute Teacher Appointment

Name/Address: Susan Hansen
46 Barbara Drive, Alburtis 18011
Education Level: B. S. Degree
Undergraduate School: Indiana University of PA (1975)
Graduate School: DeSales University (Special Ed Certification Credits)
Certification: Instructional I, Special Education
Assignment: Special Education
(Opening created by N. Kushma leave)
Effective: September 4, 2007
Experience: 9/96-Present: East Penn SD (per diem sub.)
1990-93 & 1976-78: Calvary Baptist Christian School
Salary: \$41,432 (Step A, Year 1, Col. B)

Appointment of Teacher Aides

Name/Address	Assignment	Salary
Gina Tomasino 7033 Periwinkle Court Macungie	Spec. Ed., Macungie Norris Resign.	\$11.55/hr., 27 hrs./wk.
Linda Conrad 43 W. Fifth Street Alburtis 18011	Spec. Ed, LMMS D. Geroni transfer	\$11.55/hr., 30 hrs./wk.
Susan Marsteller 6002 St. Peters Road Emmaus 18049	Study Hall, EHS Prazenka Resignation	\$11.55/hr., 26 hrs./wk.
Megan Coulomb 7194 Scenic View Drive Macungie 18062	Spec. Ed., LMMS Unbudgeted New Position	\$11.55/hr., 32.5 hrs./wk.

-Update on School Opening

Dr. Seidenberger reported that the opening of school went very smoothly and that he had visited each school and chatted with each principal. He complimented Dr. Torma and Mr. Nolan for their work in pursuing the AYP Appeal with the Department of Education. We have officially withdrawn our appeal and in return PDE has moved Emmaus High School to the "making progress" category.

These resolutions were duly adopted by the following roll call vote:
Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-9

2. Acceptance of Gifts, Grants, Funds

Motion by Earnshaw, Seconded by Robert

RESOLVED, That, in accordance with Board Policy 702, Gifts, Grants, Funds, the East Penn Board of School Directors acknowledge the following contributions:

-Dictionary donation by Dr. Sam Ghosh, 4979 Hamilton Boulevard, Allentown, PA for Grades 3 and 4 in the amount of \$2100.

-The Macungie PTC has donated \$3500 to the Macungie Activity Fund.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----9

5. Lehigh Career & Technical Institute

1. Appointment of Joint Operating Committee Member

Motion by Richwine, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors appoint Mr. Seth Flanders as an East Penn representative on the Joint Operating Committee at Lehigh Career & Technical Institute.

Mr. Flanders indicated he would be abstaining from the vote.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----8

Abstain: Flanders-----1

6. Facilities

1. Presentation/Discussion LEED (USGBC, Green Building Rating System)

Mr. David Drake from W2A Architectural Firm provided the background for determining a LEED project, indicating that the district could receive an additional 10% reimbursement from the Department of Education. Green buildings are considered more efficient and healthier. Mrs. Thompson said that in order to have a green building the building cost may be more but the funds can be recouped. Mr. Drake said there may 2%-3% more in cost. However, with the energy efficiency it may be a wash. Mr. Earnshaw questioned the water reduction by changing to waterless urinals. He said it was his experience that, unless there have been dramatic improvements in the technology, he could not support that item. Mr. Drake admitted that Mr. Carl did not recommend that item, noting that the new PPL building has waterless urinals. Mr. Earnshaw asked about the garbage disposals being eliminated and whether there had been feedback from the food services department. Mr. Carl explained that the kitchen would not be a full production kitchen at the elementary school and there is a very good possibility that garbage disposals would not be needed. Ms. Fuller asked if LEED was a generic term or would the district be looking at the actual accreditation. Mr. Drake indicated that they are looking for "silver" accreditation which requires 37 points. Mr. Ballard said he would concur with Mr. Carl that waterless urinals could be a high maintenance item. Mr. Ballard clarified that the project has to be accredited for a certain number of points to qualify for reimbursement. Mr. Drake said it will be several months after the project is completed before the district can get the actual certification. Mr. John Gable from Snyder-Hoffman also stated that certification is given 5-6 months after the building is opened; however, throughout the design process, they would have a solid idea which points could be achieved by the time the project goes out to bid. Mr. Ballard said there should be a check point when the Board could decide to eliminate an item if the payback is not sufficient. Mr. Drake said most of the items were put into the construction of the Alburis School. Mr. Carl said the Alburis School had the points but the building was not certified. Mr. Carl said there are alternates that could increase the amount of points and take the building up to the goal. Mr. Ballard expressed his concern about the budget for the project. He was not interested in items that have a payback of over five years and he does not want things added just to get points. Mr. Gable said there is a commissioning step where there would be a review of the job and, at that point, we would be able to ascertain if the goals were achieved. He said the most recent LEED's project was the Nazareth MS that came in 1% over the general construction budget and the other primes were roughly 12% under budget. He cited the higher efficiency resulted in smaller mechanical systems and some of the water efficiencies resulted in smaller pipe sizing. Mr. Flanders asked if the LEED's certification results in additional time to the planning and review process. Mr. Drake responded that it does not. Mr. Flanders asked what is the payback period if the reimbursement does not come through. Mr. Gable said he could not answer without seeing the numbers but it may be longer than the five years. Ms. Kowalchuk asked if there would be other alternates. Mr. Carl mentioned an alternate involving cement over macadam. In response to a question from Mr. Earnshaw, Mr. Carl indicated that he felt the salt used for treating ice and snow would be detrimental to the concrete. Ms. Gannon, referring to the Alburis project, asked if anything would have been done differently. Mr. Carl felt that the cooling system was larger than needed.

2. Approval of PLANCON D – East Penn Elementary School (Exhibit 7)

Motion by Earnshaw, Seconded by Robert
RESOLVED, That the East Penn Board of School Directors approve the submission of PLANCON D (with LEED) for the East Penn Elementary School to the Department of Education as presented in Exhibit 7.

Approval of PLANCON E (Design Development) – East Penn Elementary School (Exhibit 8)

RESOLVED, That the East Penn Board of School Directors approve the submission of PLANCON E to the Department of Education as presented in Exhibit 8.

Approval of Certificate – Exhibit 9

RESOLVED, That the East Penn Board of School Directors authorize the Board Secretary to execute the attached Certificate of Resolution.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----9

6. Business Operations

1. Approval of Bill List

Motion by Robert, Seconded by Gannon
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.

Special Funding Disbursements-Exhibit 10

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the Capital Reserve Fund and 2007 EGA Issue, as outlined in Exhibit 10.

Capital Reserve Fund Transfer

RESOLVED, That the East Penn Board of School Directors authorize the deposit of \$6,800 into the Capital Reserve Fund. This payment represents the proceeds received from Lehigh County Authority in accordance with the easement agreements approved by the Board on April 23, 2007.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson---9

7. Board Sharing

Mr. Ballard indicated that the Board would be discussing the PSBA Pension Study Committee Report at the next meeting. If there are questions, board members should contact him. He indicated that this is going to be a major change management event. He urged people to consider the facts and to keep an open mind.

Mr. Earnshaw brought up the naming of the new East Penn Elementary School. He said his preference would be to keep it geographical or follow the post office regulations that require a person to be dead 15 years to be sure there is lasting historical significance. Mr. Flanders preferred a classic name such as Lincoln or Jefferson. Mrs. Thompson shared her knowledge of schools named after prominent individuals in Texas (Lady Bird Johnson, Barbara Bush) and former President Ronald Reagan.

Ms. Fuller commented on the high school utilization chart, calling attention to the fact that there appears to be capacity throughout the day. Dr. Seidenberger said 25 students/class multiplied by the number of classrooms available would indicate the number of additional students that could be accommodated. Ms. Kowalchuk said that the enrollments show another record freshman class and she asked if they were new students or students coming in from parochial and private schools. Dr. Seidenberger said they will do an analysis of whether the students are transferring from local private schools or are new to the area.

Mrs. Thompson commented on the concussion information that was distributed to board members in answer to a question raised at the last meeting. She gave a copy of the information to the reporters since there is an interesting process where students can go online and develop a base line that can be used in diagnosing concussions.

Mr. Richwine commented on the reporting of the PSSA scores and the comments from readers. He reflected on the need to have public school advocacy and to report the positive aspects of public education. He cited the many Ivy League schools where students are attending who graduated from Emmaus High School. Ms. Thompson commented on the revised initiative by PSBA for the Pride and Promise Program. Dr. Seidenberger said the administration will be looking at the website to provide more uniform information about the district and publicizing the success stories. Mr.

Richwine also commented on the publicity that accompanies athletic scholarships and suggested that the same type of publicity be given to academic scholarships. Mr. Earnshaw said that all the columnists who criticize public schools should take the PSSA for Grade 11. Ms. Gannon said that academic scholarships are not offered at Ivy League schools, only to students based on financial need.

Mr. Richwine commented on Iraq War benchmarks that showed 11 of 18 goals were not met and he suggested translating that into the PSSA scores, noting that supporters of the war indicated that the benchmarks were too high.

8. Announcements

Monday, September 10	7:30 p.m.-Board Meeting
September 12	Lower Macungie Elementary Meet the Teacher Night 6-7 p.m.-AM students; 7:15-8:15 p.m.-PM students
September 13	7:00 p.m.-Meet the Teacher Night, Shoemaker School
September 19	7:00 p.m.-Meet the Teacher Night, Jefferson, Lincoln Wescosville
September 20	7:00 p.m.-Parent Night, Emmaus HS
	7:00 p.m.-Meet the Teacher Night, Alburtis (Grades 3, 4, and 5)
September 24	7:30 p.m.-Board Meeting

Mrs. Thompson announced the Board/administrator get together on the 13th.

9. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:12 p.m.

Cecilia R. Birdsell
Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Ann Thompson 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: C. H. Ballard, A. Earnshaw, S. Flanders, F. Fuller, E. Gannon, S. Kowalchuk,
T. Richwine, M. Robert, A. Thompson

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

Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Kevin Ameran, Morning Call Reporter
Loretta Fenstermacher, East Penn Press Reporter

2. Student Recognition:

-National Merit Semi-Finalists – Emmaus HS

- Allyson Baer
- Bridget Donegan
- Irene Ho
- Caroline Hsu
- Michael Knerr
- Joseph Maurer
- Anna Schall
- Scott Strobel
- Michael Ward
- Cathy Wu

-National Merit Commended Students – Emmaus HS

- Aaron Cheung
- Allison Hoff
- Sarah Lee
- Mitchell Zachary
- Jake Moore
- Sneha Narasimhan
- Gopal Nataraj
- Megan Nixon
- William Smolinski
- Kristina Southwell
- Jonathan Tao
- Megan Weitner
- Matthew Wilson
- Allison Yau
- Erin Zaneski

Students who were present each received a Certificate of Achievement from Board President Ann Thompson and Dr. Thomas Seidenberger, Superintendent of Schools. Emmaus High School Principal Dave Piperato explained the background for the PSATs and what an outstanding achievement this is for both the students and parents. The students received a round of applause from the audience.

-Kristina Alford-National Achievement Scholarship Program

Miss Alford is one of the 3,000 outstanding National Achievement Scholarship participants being referred to U.S. colleges and universities. These students scored in the top 5% or more than 140,000 Black Americans who requested consideration in the 2008 National Achievement Program when they took the 2006 Preliminary SAT/National Merit Scholarship Qualifying Test. This is the first Emmaus High School student to receive this honor. Miss Alford received a Certificate of Achievement and a round of applause from the audience.

3. Requests to Address the Board

Mrs. Julie Bisko, 6881 Sunflower Lane, Macungie spoke about the growth in the school district and urged the Board to consider plans for a new high school prior to the projected 2012. She has lived in the district for four years and overall is pleased with the district.

Mrs. Marianne Miller, Chestnut Street, Emmaus criticized the district regarding her son's IEP and academic progress in the district.

4. Approval of Minutes

Motion by Gannon, Seconded by Robert

RESOLVED, That the East Penn Board of School Directors approve the minutes for the September 24, 2007 meeting.

This resolution was unanimously adopted by voice vote.

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

1. Personnel

Motion by Ballard, Seconded by Gannon

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

Retirement

-James Tosh, Custodian at LMMS, effective October 12, 2007 (Exhibit 1)

General Leave of Absence

Employee: Mary Beth Backer, Remedial Assistant
Effective: September 2007-January 2008
Reference: Board Policy 539, General Leave

Leave as Per Collective Bargaining Agreement

Employee: Anne Finnegan
Grade 2, Shoemaker School
Effective: October 22, 2007

Temporary Professional Employee Appointment

Name/Address: Brett Snellman
6096 William Penn Court, Easton 18045
Education Level: B. S. Degree (2001)
M. Ed. Degree (2005)
Undergraduate: Kutztown University
Graduate School: Lehigh University
Assignment: Special Education, Emmaus HS
Vacancy created by resignation of Jessica Ortiz Eichert
Effective: To be Determined
Certification: Instructional I, Special Education
Experience: 8/05-6/07: Bethlehem School District
Salary: \$49,628 (Step C, Year 3, Col. M)

Appointment of Teacher Aide

Name/Address: Jessica Malewicz
219 North Fifth Street, Emmaus 18049
Assignment: Cafeteria/Playground, Wescosville School
Vacancy created by L. Jones transfer
Effective: October 9, 2007
Salary: \$11.55/hr., 14 hrs./wk.

Teacher Aide Transfer

Employee	From	To
Lori Peluso	EHS, 16 hrs./wk.	EHS, 30 hrs./wk.

Co-Curricular Advisors – Eyer MS

Donna Root	Band Front	\$541.00
Sue Carraher	Builder's Club	\$1299.00, Club D
	Intramural Basketball	\$27.00/session, 8 sessions

Carrie England	Band Director	\$3031.00
Justin Brehm	Ski Club, Co-Advisor	\$270.50, Club B
Joe DiRado	Choral Director	\$2165.00
	Interactive CD Yearbook	\$1028.00, Club C
	PJAS Advisor	\$271.00, Club A
Julie Hummell	Mathcounts	\$541.00, Club B
Heidi Rauch	PJAS Advisor	\$271.00, Club A
	NJHS, Co-Advisor	\$514.00, Club C
Mike Hubbs	PJAS Advisor	\$271.00, Club A
	Yearbook	\$1299.00, Club D
Tracie O'Connor	PJAS Advisor	\$271.00, Club A
	NJHS, Co-Advisor	\$514.00, Club C
Brent Haley	Ski & Snowboard Club	\$270.50, Club B
	Co-Website Maintenance	\$433.00
Lisa Fisher	History Club	\$271.00, Club A
	SGA Co-Advisor	\$649.50, Club D
Steve Braglio	Co-Website Maintenance	\$433.00
Kelsey Torpey	SGA, Co-Advisor	\$649.50, Club D
Alene Kraus	Jr. Kid-to-Kid	\$1299, Club D
Susan Highet	Art Club, LMMS	\$30.11/session, 4 sessions

Additions to the 2007-08 List of Per Diem Substitutes

Cynthia Buchter, Elementary Christopher Rector, Mathematics

Temporary Professional Employee Appointment

Name/Address: Sarah Pomerhn
332 Main Street, Emmaus

Education Level: B. S. Degree (2002)
M. Ed. Degree

Undergraduate: Valley Forge Christina College

Graduate School: Cedar Crest College

Assignment: Grade 6, Lower Macungie MS
Vacancy created by transfer of S. Noack to Assistant Principal

Effective: October 15, 2007

Certification: Instructional I, Elementary

Experience: 10/06-Present: Allentown SD

Salary: \$48,846 (Step A, Year 1, Col. M)

Educational Conferences – Exhibit 2

That the East Penn Board of School Directors approve the expenses for individuals who are attending educational conferences as listed on Exhibit 2.

District Testing Program – Exhibit 3

RESOLVED, That the East Penn Board of School Directors approve the Testing Program to be administered throughout the district during the 2007-08 school year as listed on Exhibit 3.

Mrs. Thompson pointed out that height and weight were listed on this year's battery of tests. Ms. Gannon asked what tests comprise the Educational Testing Battery.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----9

6. Facilities

1. Albutis Elementary School

Motion by Earnshaw, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve Change Order #1 with A. P. Houser, Inc. for the installation of two 24 x 24 access doors in the soffit at the main entrance at a cost of \$1,775.00.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson--9

2. Eyer Middle School

Motion by Ballard, Seconded by Robert

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

Rizzetto Construction Management, Inc. – GC #9

<u>Adds:</u>	Cafeteria Acoustical Wall/Ceiling Panels	\$2,864.00
	Install 40" wide Electrical Room Door	\$1,096.00
	Install 26 Surface Mounted Soap Dispensers	\$1,081.00
	Install 6" Tile Base in lieu of 4" in toilet rooms	\$1,540.00
	Excavate & BackFill for UGI Gas Service	\$3,400.00
<u>Deducts:</u>	Cleaning Credit	(1,578.00)
	Delete lower rail chain link fence	(1,512.00)
Total		\$6,891.00

Wind Gap Electric, Inc. – EC #2

<u>Adds:</u>	Underground PU11 boxes and R/C conduit	\$3,668.00
	Revisions	
	Library Computer and Circulation Desk revisions	\$8,224.00
	Install two SL-7 Step Lights at Loading Dock	\$ 694.00
	Install two Type D fixtures at A-214/A-215	\$ 590.00
	Install Data/Power at Teachers Area's C	\$2,477.00
<u>Deduct:</u>	Install 3 SL-7 instead of SL-8 fixtures	(144.00)
Total		\$15,509.00

EC #3

Install miscellaneous motor, lighting, receptacles and security
Items per Snyder-Hoffman Review Letter – 3/2/07 \$18,338.00

EC #4

Additional code required work during final inspection in phases 1 & 2
1 & 2 Summer 07 \$ 7,796.00

EC #5

Deduct: Miscellaneous unit cost dollars (\$23,600.00)
in contract

Eyer Middle School Project – Substantial Completion

RESOLVED, That the East Penn Board of School Directors approve substantial completion for
Phases 1A, 1C, 1D, and 2 for the following contracts:

Rizzetto Construction Management, Inc., General Construction
Worth & Company, Inc., HVAC Construction
Dual-Temp Company, Inc., Plumbing Construction
Wind Gap Electric, Inc., Electrical Contract

Mr. Earnshaw commented on the positive improvements to the Eyer MS that he saw at the Meet the Teachers night. He talked about the huge windows and large commons area, concluding that the building is a tremendous asset to the district. In answer to a question asked by Mr. Richwine, Dr. Seidenberger said there are plans to have a tour for the Board.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----9

7. Legislative

Charles H. Ballard

Mr. Ballard announced that PSBA is starting a new program called The Power of One with Pride and Promise being the theme. At the recent conference, the Legislative Policy Council overwhelming approved a change in the Legislative Platform to now put forth a proposal to change the Pension System for future public school employees. The

change would be from a defined benefits plan to a hybrid plan where there is a smaller defined benefits plan and a defined contribution plan. The Governor's Office is now pushing for a state-wide health care plan. This will be HB 1841 and it is uncertain about what is included. This would create a 12-member Health Care Trust Board with representatives from the various educational associations and the Commonwealth. Mr. Ballard explained that the Board would have to make decisions by a qualified majority vote (2 representatives from an entity would have to be in agreement). He reviewed the process that has to take place before a final plan could be implemented. This could replace all the healthcare plans that are currently in place as contracts are negotiated. The last time this concept was introduced it was estimated that this would not reduce costs for East Penn and could realistically cost more than what is currently paid.

Mr. Ballard reported that the Costing Out Study and the School Cost Reduction Report will be released sometime between October 23 and November 14. He felt the results could be interesting.

Mr. Ballard indicated that there are still property tax reform bills being introduced. Most recently was one from Senator Rhoads that would eliminate property tax but would raise the state income tax and sales tax. Under consideration are bills that would change the state bid limits, open records law, audio taping on school buses, cell phones and eating on buses by drivers, truancy, and Karen Beyer's bill regarding charter schools. Mr. Ballard said HB 36 would require establishing a first responder building mapping system for buildings of State agencies and political subdivisions; and providing for the powers and duties of the Pennsylvania Emergency Management Agency. There are issues involving epi pens, opening buildings for fire inspection, and OSHA inspections for public employers. There is a proposal for county-wide EIT collection. There are also bills looking at impact fees and requirements to notify school districts whenever developments are being planned. Mr. Ballard concluded that it is a very active legislative season.

The State Board has approved a variety of changes in certification as well as revisions to Chapter 14 regulations for special education and Chapter 16 regulations for gifted students. There are also seven new certificates that would change the scope of the grade levels being taught. The State Board is revising Chapter 4 to remove the current option for school districts to use either the PSSA or a local assessment to determine student proficiency as a graduation requirement.

8. Business Operations

1. Approval of the Bill List

Motion by Robert, Seconded by Earnshaw

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.

Record of Investments – Exhibit 4

RESOLVED, That the East Penn Board of School Directors authorize the investments listed on Exhibit 4.

Approval for 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 classrooms for a dance rehearsal and recital on May 21, June 11, June 13, and June 14, 2008. This is a Group V organization and will be charged the following rental/rehearsal fees:

Auditorium (Daily Rental)	\$370.00
Auditorium (Daily Rental/Rehearsal)	\$315.00
Dressing Rooms	\$649.00
Custodial Fee	\$35.70/hr.
Security	\$10.00/hr.
Equipment/Technicians	\$35.70/hr.

Authorizing to Proceed with Financing

RESOLVED, That the East Penn Board of School Directors authorize the administration to work with Public Financial Management, as Financial Advisor, and Rhoads & Sinon LLP, as Bond Counsel, and proceed with issuance of \$10 million dollars in debt in accordance with the plan presented in April 2007. These funds will be used for the proposed Willow Lane Elementary School.

Special Disbursements – Exhibit 5

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the Capital Reserve Fund and 2007 EGA Issue as presented on Exhibit 5.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Richwine, Robert, Thompson-----9

9. Board Sharing

Dr. Seidenberger said the administrators are still collating the data for the number of volunteers who will receive all three clearances. There is still one school to be visited. They are also trying to ascertain if PDE is not processing fingerprinting for volunteers. This will be part of the agenda for the IU Superintendents' Advisory Council. Mr. Reigal and Mrs. Daniel are working on a cost report. Mr. Ballard suggested a fact sheet indicating what are the requirements, what is mandatory, and what are the costs. He asked if there could be an alternative screening process. Mr. Flanders concurred, adding that the information should list the various levels. Mr. Richwine noted that IU 20 is no longer doing fingerprinting, adding there is also an issue about people having to give their social security numbers.

Mr. Earnshaw commented favorably on the football game and the interaction between the high school band members and the middle school band members.

Mr. Earnshaw asked when there would be discussion about the owners' representative, noting that if something different is going to be done then the discussion needs to take place. Dr. Seidenberger indicated he would be ready the first meeting in November.

Mr. Richwine, commenting on the new certifications for specific grade levels, said that this will give the district less flexibility on assigning teachers. He felt there would be shortages, particularly in the Grades 4-8 levels.

Ms. Fuller announced that the East Penn Business Council will be sponsoring a reception to welcome Dr. Seidenberger to the community on Tuesday, October 9, from 5:00 p.m.-7:00 p.m. in the EHS Cafeteria.

Ms. Fuller said LCTI received national recognition in a Beloit newspaper describing the positives of a technical education. Mrs. Thompson commented on the wonderful dedication ceremony at LCTI, adding that Ms. Fuller, Vice Chairman of the JOC, did an outstanding job with her remarks.

10. Announcements

Monday, October 8	7:00 p.m.-CLEAR Session (Real Estate, Confidential Matters) 7:30 p.m.-Board Meeting, Board Room
Friday, October 12	Pep Rally/Homecoming Football Game/Senior Breakfast-Emmaus HS
Monday, October 22	7:30 p.m.-Board Meeting, Board Room

11. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:15 p.m.

Cecilia R. Birdsell
Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Ann L. Thompson 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: C. H. Ballard, A. Earnshaw, S. Flanders, F. Fuller, E. Gannon, S. Kowalchuk, M. Robert, A. Thompson

Board Member Absent: Terry Richwine

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

Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Loretta Fenstermacher, East Penn Press Reporter
Sarah Fulton, Morning Call Reporter

2. Requests to Address the Board

Julie Bisko, 6881 Sunflower Lane, Macungie reiterated her concerns that the Board should make a new high school a priority before 2012. She questioned the overall financial proposal, safety and security, and asked who would be in charge of selecting an architect for the project. She stated that she knows the Board is concerned about students.

3. Approval of Minutes

Motion by Robert, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors approve the minutes of the October 8, 2007 meeting.

This resolution was unanimously adopted by voice vote.

4. Five-Year Budget Projection – Gary Reigal, Director of Business & Fiscal Affairs

Mr. Reigal presented the attached Five Year Budget Model. Under the new regulations, the Board must make a decision indicating that the district will not exceed the 4.4% index set by the state. This must be done by January 4, 2008 so action must be taken by the Board in December. Mr. Reigal reviewed the revenue sources (local, federal, state). The basic funding source is local real estate taxes. Referring to student enrollment growth over the last six years, he noted that there are only 21 more students this year than last. This is the first time in several years that there is not student growth. Mr. Reigal pointed out that the district has experienced the smallest growth in assessed value in nine or ten years. If this continues, then it is definitely a trend. Lehigh County reports assessed value in November, January, and July. In November, the district will receive the first information for this school year. When he prepared this budget, he was conservative and used 3.9% and programmed it out for five years. The actual budget work will begin in March and April. If the district finds that it cannot live within the index rate, then a critical look at budget items will take place.

Reviewing the expenditures, Mr. Reigal called attention to the cost for personnel. For the past few years, new personnel has cost in excess of a million dollars. After talking with Dr. Seidenberger coupled with the growth figures, we are no longer looking at million dollar requests for personnel. Mr. Reigal has budgeted new personnel in the \$800,000 range. There has been a 50% increase in charter school costs in a two year period. The state subsidizes about one third of the cost. Referring to Debt Service, the district will be borrowing ten million dollars in another month and then again in July to subsidize the Willow Lane Elementary School. All of the previous projects authorized by the Board will be funded at that point. The debt is phased in for a three year period and will cost the taxpayers a little less than one mill. The Capital Reserve Fund has been funded at \$300,000 a year. With that contribution, the Fund Balance will be about 3.5 million dollars. The end of a five year period. The Fund Balance going into July 1 was just about eight million dollars. He is projecting a Fund Balance decrease because of funding the debt service. After the debt is phased in, then the Fund Balance will grow again. The only piece missing is the amount for the real estate assessment that will not be available until November.

Ms. Fuller asked if many taxpayers had taken advantage of the installment tax payments. Mr. Reigal said there are 200-300 residents who opted for the installment plan. Mr. Ballard said one of the reasons to adopt the resolution for the index is to help us by allowing a slower budget pace. The district will also have more reliable information later in the year. Mr. Earnshaw questioned the Four-Year Capital Reserve Fund and the projects listed. Mr. Reigal said most of the projects have been completed or there are proposals for completion. Mr. Flanders asked what is the current debt and the current debt sealing. Mr. Reigal explained that the district is approximately 15 million dollars under the debt sealing. When the audit is complete, East Penn's debt limit will increase because it is based on the revenue for the previous three years. Mr. Reigal also noted that the Five Year Projection is based on the district staying under the index percent set by the state. In response to a question from Mr. Robert, Mr. Reigal explained that the debt for the 20 million dollars is already included and would be covered by the 4.4% index. Mr. Ballard reiterated that it did not appear that the district would have the borrowing capacity for a new high school for at least three to four years. The district may have to refrain from any other building projects in order to accumulate the funds for a high school. Mr. Ballard asked what would happen if the revenue growth went to zero. Mr. Reigal responded that it could possibly cut the 15 million dollars in half. In response to questions by Mr. Ballard and Mr. Earnshaw regarding financing, Mr. Reigal indicated that 10 million dollars in borrowing costs about one-half mill and a design decision on the high school could take place around 2009.

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

1. Personnel

Motion by Ballard, Seconded by Earnshaw

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

Resignations

-Sarah Bednar, Teacher Aide at Jefferson School, effective October 26, 2007 (Exhibit 1)

-Lisa Wetzel, Health Room Assistant at Eyer MS, effective immediately (Exhibit 2)
 -Marie P. Hagan-Pettijohn, Teacher Aide at Macungie School, effective October 19, 2007 (Exhibit 3)

Appointment of Full-Time Substitute Teacher

Name/Address: Ashley Zimmer
 120 Orthodox Drive, Richboro 18954
 Education Level: B. S. Degree (2007)
 Undergraduate School: Kutztown University
 Certification: Instructional I, Citizenship 7-12
 Assignment: Social Studies, Emmaus HS
 Opening created by P. Hunter leave.
 Effective: On or about November 15, 2007
 Experience: None
 Salary: \$41,432 (Step A, Year 1, Col. B)

Appointment of Remedial Assistant

Name/Address: Betsy Hughes
 7832 St. Peter's Road, Macungie 18062
 Effective: October 23, 2007
 Assignment: Wescosville School
 Vacancy created by resignation of D. Seng
 Salary: \$12.50/hr., 22.75 hrs./week

Appointment of Health Room Assistant

Name/Address: Anne Nebel
 3446 McKeever Road, Macungie 18062
 Effective: October 22, 2007
 Assignment: Lower Macungie Elementary
 Vacancy created by M. Vasquez resignation
 Salary: \$16.20/hr., 32 hrs./wk.

Appointment of Food Service Assistant

Name/Address: Cheryl Oswald
 2165 Woodridge Drive, Macungie 18062
 Effective: October 23, 2007
 Assignment: PT Food Service Assistant-Emmaus HS
 Vacancy created by D. Schantzenbach transfer
 Salary: \$11.01/hr., 23.75 hrs./wk.

2007 Teacher Tenure List

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

<u>Name</u>	<u>Assignment</u>	<u>School</u>
Anna Andrew	Special Education	Emmaus HS
Heather Arnold	Grade 1	Macungie School
Tracy Arnold	Language Arts	Eyer MS
Kim Barnes	Speech	Wescosville School
Debra Barthold	Science	Emmaus HS
Amy Christoff	Speech	Alburtis School
Michael Duarte	Mathematics	LMMS
Lisa Fisher	Social Studies	Eyer MS
Anne Garton	Art	Lincoln/Jefferson
Aaron Gavin	English	Emmaus HS
Joseph Henrich	Guidance Counselor	Emmaus HS
Heather Herman	Grade 2	Wescosville School
Melanie Hirsch	Grade 3	Lincoln School
Michael Hubbs	Science	Emmaus HS
Dave Iobst	Special Education	Emmaus HS
Deborah Janney	School Nurse	Wescosville School
Sara Kinzell	Mathematics	Emmaus HS
Jillian Lipinski	English	Emmaus HS
Jeannine Martini	Health/Wellness	Emmaus HS
Andrew McConville	Science	Emmaus HS
Samantha Moyer	Special Education	Wescosville School
Ellen Navitsky	Mathematics	Lower Macungie MS
Meghan O'Donnell	Grade 2	Shoemaker School
Lynda O'Connor	Grade 5	Macungie School
Jennifer Phillips	Special Education	Lower Macungie MS
Justen Reiss	Health/Wellness	Alburtis
Stephanie Schwab	Mathematics	Emmaus HS
Kelsey Torpey	Social Studies	Eyer MS
Danielle Walsh	Social Studies	Emmaus HS
Keira Werner	Grade 4	Alburtis School
Brian Winnie	Music	Lower Macungie MS

Additions to the 2007-08 List of Per Diem Substitutes

Tara Collier, Elementary
Jamie Boyer, Elementary

Andrea Moss, Teacher Aide

Co-Curricular Appointments

Dave Leonard	Head Boys & Girls Swim Coach	\$8118.00
Mary Ellen Hepburn	Research Club	\$ 541.00
Dennine Leschinsky	After-School Academic Support	\$ 541.00
Mary Beth Busteed	After-School Academic Support	\$ 541.00
Michael J. Carolla	Assistant LMMS Boys Basketball Coach	Volunteer

Change in Assignment

Employee: Darlene Rinker
From: PTFS/Ayer/Macungie, 4.75 hrs./day
To: PTFS/Ayer, 4.5 hrs./day

Educational Conferences –Exhibit 4

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

Appointment of Director of Information Technology

Name/Address: John Shimonsky
928 Brookside Road, Wescosville 18102

Undergraduate School: B. S. Degree, University of Maryland

Graduate Schools: M. S. Degree, University of Maryland
M. S. Degree, Middle East Technical University

Assignment: Director of Information Technology
Vacancy created by S. Milliken's Leave

Experience: 2000-Present: Chief Information Officer, U. S. Army
1999-00: Director of Information Technology,
Combat Support Association
1996-99: Director of Information Technology, ITT Industries
1976-1996: Director of Communications, U. S. Air Force

Effective: To be determined pending receipt of clearances

Salary: \$95,000, plus Act 93 benefits

Appointment of Full-Time Substitute Teacher

Name/Address: Oriane Rembalsky
2085 Augusta Drive, Center Valley 18034

Education Level: B. S. Degree, 1991

Undergraduate School: Boston University

Certification: Instructional I, Spanish, Elementary K-6

Assignment: Spanish Department, Emmaus HS
Opening created by J. Torres' Leave

Effective: On or before November 2, 2007

Experience: 2001-Present: Southern Lehigh SD (Per diem substitute)
9/92-4/01: Bethlehem School District

Teacher Aide Appointments

Name/Address	Assignment	Salary
Maureen Tyson 3430 Churchview Road, Emmaus	Spec. Ed. Macungie Hagan-Pettijohn resignation	\$11.55/hr., 31.5 hrs./wk.
Judy Noggle 575 N. Krocks Road, Wescosville	One-on-One Aide, LME New Position	\$11.55/hr., 13 hrs./wk.

Addition to the 2007-08 Per Diem Substitute List

Michele Jones, Food Services Department

Client Services Agreement (Exhibit 7)

RESOLVED, That the East Penn Board of School Directors approve the Delta-T-Group, Inc. Agreement for a personal care assistant as outlined in the Agreement.

This service is for an individual student in a classroom where therapeutic staff support is needed. East Penn does not have a person trained for this situation.

2007-08 Calendar Revisions

RESOLVED, That the East Penn Board of School Directors approve the following revisions to the 2007-08 Calendar:

December 21, 2007 – Early Dismissal Middle Level

January 2, 2008 – Late Arrival, Eyer MS ONLY

January 25, 2008 – End of the 2nd Marking Period

April 8, 2008 – End of the 3rd Marking Period

In answer to a question from Ms. Gannon, Dr. Seidenberger said there is enough time to inform students and parents of the changes in the marking periods and the middle school schedule.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Robert, Thompson-----8

Absent: Richwine-----1

6. Business Operations

1. Bill List Approval

Motion by Earnshaw. Seconded by Ballard

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.

Treasurer's Report

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

Budget Transfers – Exhibit 5

RESOLVED, That the East Penn Board of School Directors approve the budget transfers listed on Exhibit 5.

Special Funding Disbursements – Exhibit 6

RESOLVED, That the East Penn Board of School Directors authorize the disbursement of funds from the Capital Reserve Fund and the 2007/EGA Issue for the items listed on Exhibit 6.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Kowalchuk, Robert, Thompson-----8

Absent: Richwine-----1

7. Board Sharing

Ms. Eileen Crompton, Special Education Teacher, informed the Board about the Autism Walk that will occur in April. They are anticipating raising over \$500,000 this year. She provided some of the background and indicated that there is a growing awareness of autism education.

Ms. Fuller said she would not be able to attend the JOC Meeting at LCTI on Wednesday. No other board member was available to attend in her place.

Mr. Ballard said there is more going on regarding property tax reform and board members should contact their local legislators.

8. Announcements:

Monday, October 22

7:30 p.m.-Board Meeting, Board Room

Week of October 22

Red Ribbon Week

October 26

11:00 a.m.-EHS Early Dismissal

November 6

Election Day

November 8, 9, 10

8:00 p.m. - "The Miracle Worker"-EHS Senior

Class Play, EHS Auditorium

November 10

10:00 a.m.-2:00 p.m.-Eyer Chili Cook-Off/Craft Fair

November 12

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 8:05 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Ann Thompson 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: C. H. Ballard, A. Earnshaw, S. Flanders, F. Fuller, E. Gannon (left at 11:00 p.m.),
T. Richwine, M. Robert, A. Thompson
Board Member Absent: S. Kowalchuk
Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher
Treasurer: Gary Reigal
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas L. Seidenberger
Press Present: Loretta Fenstermacher, East Penn Press Reporter
Sarah Fulton, Morning Call Reporter

2. Student Recognition: Governor's Schools of Excellence

Emmaus High School Principal David Piperato provided the background for the Governor's Schools. He said 4,000 students apply each year but only 822 are selected. Dr. Seidenberger and Mrs. Thompson presented a certificate of achievement to Emmaus High School student Peter Klicker who was the only student present. The students who could not attend will receive their certificates at the high school. There was a round of applause from the audience.

Daniel E. Wilkins	School for the Arts
Cathy Wu	Information Technology
Peter M. Klicker	International Studies
Jonathan L. Tao	International Studies
Caroline M. Hsu	Sciences
Gopal Nataraj	Sciences

Recognition of Outgoing Board Members

Vice President Alan Earnshaw announced that three members would be leaving the Board; this will be their last meeting. He noted that Mrs. Thompson has been a board member for twelve years and has served on the LCTI Joint Operating Committee (Policy Committee, Joint Coordinating Committee and Nominating Committee), Strategic Planning Steering Committee, Jefferson Committee and is currently East Penn's representative on the Board of Trustees for Lehigh Carbon Community College. She has been the Board President since 2004. Mrs. Thompson was presented with the gavel and sounding block, including a CD of all the school buildings and name plates. Mrs. Thompson thanked the Board of its support

Mr. Earnshaw presented Emmaus HS student Price Burger with a Certificate of Recognition since he was the photographer of all the buildings for Mrs. Thompson's CD. He received a round of applause from the audience.

Mr. Earnshaw recognized Mr. Robert, noting he was elected to the Board in 1999 and during that time he served as Vice President, as a member of the Strategic Planning Committee and the District Technology Committee. He also serves on the Lower Macungie Planning Commission. He was presented with an inscribed Maltese Clock, noting his years of service to the Board.

Mr. Earnshaw recognized Mr. Seth Flanders who was appointed to the Board in August. As a resident of the district, he served on the Strategic Planning Committee and was Vice Chair of the Local Tax Study Commission. Mr. Flanders received a Barnes & Noble gift certificate.

3. SGA Report – Chelsea Fenstermacher

Miss Fenstermacher reported on the Home Coming activities that included the outdoor Pep Rally, Parade, Power Puff Game, and the Senior Breakfast. All the activities were very successful. The SGA representatives served lunch for the Senior Citizen Thanksgiving Dinner that is an annual event. They are sponsoring a Midnight Madness event that will kick off the Basketball season. From December 17-20, they will be again sponsoring the Santa picture event. They will have a Bachelor/Bachelorette auction to raise money for the Angel Network. The Student Forum that consists of members from the area high schools and is sponsored through the IU recently met in East Penn.

4. Requests to Address the Board-None

5. Approval of Minutes

Motion by Earnshaw, Seconded by Robert
RESOLVED, That the East Penn Board of School Directors approve the minutes of the October 22, 2007 meeting.

This resolution was unanimously adopted by voice vote.

6. Bond Issue-Public Financial Management

Mr. Scott Shearer from Public Financial Management provided the background for the 20 million dollar authorization that took place last spring, prior to the Act 1 deadline. He explained that the district would be doing a 10 million dollar portion in the next few weeks and then they would be coming back in the spring to do another 10 million dollar bond. These bonds could also be refinanced in five years, if the interest rates are lower. The district did receive an A1 enhanced rating and this reflects the strong financial position of the district. The settlement date for this transaction is November 29. This debt service represents 0.40 mills. He reviewed the pricing comparisons with two other school districts. This information is contained in the attached Bond Sale Document. Mr. Shearer noted that even in a very volatile bond market the underwriter was able to negotiate very competitive rates.

Mr. Lou Verdelli, representing RBC Capital Markets, congratulated Mrs. Thompson on her Board service. He said they strived to get the most competitive rates.

Mr. John Cox, representing Rhoads & Sinon, reviewed the attached resolution for the bond sale.

Motion by Ballard, Seconded by Robert

RESOLVED, That the East Penn Board of School Directors adopt the attached resolution authorizing the issuance and delivery of proposed general obligation bonds as described in the resolution.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Richwine, Robert, Thompson-----
-----8

Absent: Kowalchuk-----
-----1

Mr. Ballard pointed out that over the many years that these firms have been serving the district that millions of tax dollars have been saved. He commended Mr. Reigal, PFM, RBC, and Rhoads and Sinon for their fine teamwork on behalf of the district.

7. Facilities

-Bob Cox, Barry Isett & Associates, Construction Management

Ms. Fuller said several meetings ago there was a request to have an explanation of the construction services available to the district. Mr. Cox is an employee of Barry Isett and has served as a board member in another district for 12 years. He has taught construction management at Lehigh and has given a similar presentation for the PSBA School Construction Summit.

Mr. Cox talked about the different delivery methods for projects that are constructed. Using the attached flow chart, he indicated a traditional organization and the various agreements that may occur with the various parties (owner, architect, engineer, contractors). He explained the addition of a construction management firm for more complex projects where the construction manager works directly with the owner while contractors and architects work directly with the owner. Mr. Cox explained the advantages and disadvantages of the arrangements that may affect the time line and costs. He cited quality of program, cost, and schedules as components of a project, adding that only two of the concepts can ever be maximized. He said if a district wants the best cost then the program could suffer because things need to be cut out. The design, bid, and build requirements must be met. He talked about phasing the project to shorten the schedule while other areas are being designed. The construction manager would be an advisor. However, this starts the project before all costs for the entire project have been determined. Mr. Cox mentioned that another scenario is the construction manager is the constructor. However, public bidding laws do not allow for this to happen in Pennsylvania.

He said that if a traditional project is being built then the owner should have a representative that can stay on the site and see what is going on with the project. The firm should be brought on at the beginning of the project to help with construction schedules, estimating, and attending bi-weekly meetings with prime contractors, etc. They switch from an office function to actually being on site. He shared his experience at Northern Lehigh where they had a project and asked the architect to bring someone on full time. He concluded that there are a variety of arrangements that can be selected when involved in construction projects.

Mr. Ballard said that basically under PA statutes regardless of what you call the construction management arrangement (clerk of the works, project manager) it is the same function. The only differentiation is the type of service provided by their expertise. Mr. Cox acquiesced that a district should want to hire someone who could provide the best expertise. Mr. Ballard asked if it was possible to get a mandate waiver. Mr. Cox did not think that was possible. Mr. Flanders asked what are the typical cost parameters. Mr. Cox responded that they provide home office services that are typically brought on for a percentage of the construction. During the construction phase, they may have reimbursable services. He emphasized keeping the cost, schedule, and quality of program when any arrangement is considered. Ms. Fuller reiterated that in the private sector the arrangement can be a mix and match. However, in the public sector, a school district must work with the four primes then the owner talks to the subcontractors.

Mr. Earnshaw asked what kind of agreement does the district have on the current elementary school project and asked if the district was overpaying. Dr. Seidenberger responded that there is a difference of responsibilities for the architects and the owners representative, even though there is collaboration. Solicitor Fisher further explained that there is more required than just the traditional procedure and the owners representative is on site. He said the architect "calls the shots" and the owners representative is the eyes and ears for the district. Mr. Earnshaw asked if the architect, engineer, and owners representative have any authority to direct the contractors. Mr. Fisher said the contract indicates that the architect has control over the "methods, means, and sequencing of the project." Mr. Earnshaw asked if the district's owner's representative was engaged to be involved in the design work, scheduling, cost, and preparation of bidding documents, etc. Mr. Fisher said that in earlier projects they were involved at a certain point but now they have been involved since the initiation of the project. Mr. Earnshaw asked if they have been involved in those functions for the Willow Lane Elementary School. In addition, Mr. Fisher pointed out that they were involved in the value engineering for this project. Mr. Earnshaw said that it seems the district has committed to using the current owners representative firm for the elementary school project otherwise there could be potential litigation. Referring to what he thought were exceptionally high costs during the Eyer project, Mr. Earnshaw indicated that a discussion was requested. Mr. Reigal said they were over the costs on the PLANCON documents but he did not know whether the architects had not included the cost or the fee being charged. Mr. Carl pointed out that they were also working on more than one project. Mr. Earnshaw said he felt there had been a lot of problems with the schedule and closing out projects. He said he was not satisfied with the reports every month and questioned who was responsible for driving the contractors to finish. Mr. Cox explained that there are times when the contractors simply do not complete the work in a timely fashion. Mr. Earnshaw conceded that it was too late to make a change for the Willow Lane. Mr. Ballard said the direction comes from the Board. The expectation that the owners representative can actually cause anything to happen with those primes is unrealistic. Mr. Ballard further explained how the person with expertise can stop substandard work or materials from being used on a site. He did not feel that something could be assigned to an owners representative that may be legally or physically impossible. He noted the problem is also with having to accept the lowest responsible bidder. Mr. Flanders agreed it would too late to change the elementary school. He said if the reports are not satisfying then perhaps the reporting method should be changed. Ms. Gannon mentioned that there may be other arrangements with the contract. Mr. Fisher said it does not mean that the arrangements can be changed such as adding that the contract manager can stop a project or giving control for the sequencing of a project or the means and methods. Mr. Fisher talked about the AIA contracts and how they can be changed. He further added that, since the current board members had been seated when a number of the projects were completed, when there is a bad contractor it does not matter who are the architects or the owners representatives. That is nothing unique to any of the projects. Mr. Richwine felt that the elementary project is pretty much in place and the Board has been talking about architects perhaps the process should be started for the project beyond the elementary school. He felt the administration should list pros and cons of what has worked and what has not worked well. Mr. Ballard said persons who have had a problem need to identify what they would like to have, how it can be remedied, and what will be the cost.

Mr. Earnshaw said he felt the teams of professionals were communicating with the administration and not the Board and the day-to-day responsibility has been delegated to them. He further disagreed with Mr. Ballard because he believed that the professionals should be held accountable for the outcomes and not the methods. Mrs. Thompson wished the Board good luck with the process.

-Update on Ball Fields

Mr. Fisher reported that at last month's Lower Macungie Planning Commission Meeting they made a recommendation to grant preliminary approval for the ball fields plan. They also made a recommendation to grant the waiver requests that were sought. A conditional use meeting was scheduled for Thursday, November 15. They would also be appearing before the Planning Commission tomorrow (Tuesday, November 13). Ms. Fuller asked if the change in the Township form will delay the project. Mr. Fisher indicated that he did not know who would be on Board but the project is proceeding and moving along right now and they are trying to get approval by the end of the year. He was more concerned if the design professionals are changed such as the Township Engineer. Mr. Ballard asked about the requirement to install a solid plastic fence the entire length of the boundary of Brookside Villa. Mr. Fisher said it is a solid PVC, six foot high fence. In response to Mr. Ballard's question about whether the residents of Brookside Villa had received any communication, Mr. Fisher said that the issue is still at the Planning Commission level. There is a conditional use hearing before the Board of Supervisors and notice has been given to the residents. There has been pretty wide communication with the residents. Mr. Ballard said he is concerned about the communication regarding the fence and the gate. Mr. Fisher said the gate being locked is a staff recommendation, not a Planning Commission recommendation. As to the fencing requirement, it is actually a requirement of the ordinance that there must be a fence. Mrs. Thompson commented on the fact that for years the district has wanted a walkway so that students could walk to Wescosville Schools and it is not a new idea. Ms. Gannon said she would support not having the gate locked so there is another way out in case of emergency. She is not in support of the fence. Mr. Fisher will forward a copy of the ordinance to the Board.

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

1. Personnel

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

Resignations

-Lauren Baba, Special Education Teacher at Lower Macungie Elementary School, effective December 21, 2007 (Exhibit 1)

-Judy Noggle, Teacher Aide at Lower Macungie Elementary School, effective immediately (Exhibit 2)

Appointment of Temporary Professional Employee

Name/Address: Jennifer Curtis
613 S. Lynn Street, Bethlehem 18015
Education Level: B. A. Degree (1992)
M. Ed. Degree (2001)
Certification: Instructional I, Mentally and/or Phys. Hand.
Effective: To be Determined
Assignment: Special Education, Lower Macungie Elementary School
Vacancy created by L. Baba resignation
Experience: 8/04-Present: Carbon Lehigh Intermediate Unit
8/01-1/02: Parkland SD
Salary: \$50,019 (Step D, Col. M, Year 4)

General Leaves of Absence

Employee	Assignment	Effective
Joan Everett	PT Food Services	11/12/07-1/2/08
Catherine Courier	Teacher Aide, LMMS	11/7/07-1/2/08
Tina Coloumb	Teacher Aide, Alburtis	9/07-1/15/08

Teacher Aide Appointments

Name/Address: Felicity DeHoll
7530 Foxglove Place, Macungie 18062
Effective: November 13, 2007
Assignment: Study Hall, EHS
Vacancy created by Kuhns move to Spec. Ed. Aide and Peluso move to Hall Monitor
Salary: \$11.55/hr., 14 hrs./wk.

Name/Address: Michele Streit
6308 Sauterne Drive, Macungie 18062
Effective: November 13, 2007
Assignment: Study Hall, EHS
Vacancy created by transfer of Peluso
Salary: \$11.55/hr., 16 hrs./wk.

Appointment of Part-Time Food Services Assistants

Name/Address	Assignment	Salary
Penny Palencar	Shoemaker	\$11.01/hr., 3.75 hrs./day

1688 Brookstone Drive, Alburtis 18011	Vacancy created by T. Sorrentino transfer	
Lynn Walters 2905 Churchview Road, Coopersburg 18034	Eyer/Macungie D. Rinker transfer	\$11.01/hr., 23.75 hrs./wk.

Additions to the 2007-08 List of Per Diem Substitutes

David Miller, Health/PE	Janelle Scheirer, Teacher Aide
Veronica Himmelberger, Elementary	Lori Peters, Teacher Aide
Kathryn Bonilla, Music	
Phillip Isaacs, English	
Corrine Ramunni, Elementary	
Jennifer DeLong, Elementary	
Katie Donschietz, Social Studies	

Co-Curricular Advisors

-Emmaus HS 2007-08 Clubs & Activities (See Exhibit 3)

Advisor	Activity	Stipend
Heidi Rauch	Chess Club	\$30.11/session; 8 sessions
Lisa Knabb-Reed	Double Dutch Club	\$30.11/session; 8 sessions
Phillip Fisher	LMMS Running Club	\$30.11/session; 8 sessions
Thomas Rotkowski	Football Coach	Volunteer
Robert Sawicki	Eyer MS Girls Basketball Coach	\$4286.00
Krystel Scheller	Eyer Girls Basketball Coach	Volunteer
Rita Cortez	Choral Director (M/W Select Ensemble)	\$2165.00
Lynn Champlin	Eyer Girls Basketball Coach	Volunteer

Educational Conferences – Exhibit 4

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

Resignations/Retirements

-Sally Milliken, Director of Information Technology, effective immediately
(Exhibit 2A)

-Lynn Wetzel, Administrative Assistant at Emmaus HS, effective December 10, 2007 (Exhibit 2B)

Appointment of Nurses Aide

Name/Address:	Darcie Dagenbach 4221 Campbell Drive, Bethlehem 18020
Effective:	To be Determined
Assignment:	Health Room, Emmaus HS
Salary:	Vacancy created by L. Wetzel resignation \$16.20/hr., 32 hrs./wk.

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

Aye: Ballard, Earnshaw, Flanders, Fuller, Gannon, Richwine, Robert, Thompson---8

Absent: Kowalchuk-----1

2. Volunteer Clearances

Mrs. Thompson reiterated that the administration is asking that volunteers spend \$60 for the fingerprinting that is not required by law. She suggested that volunteers be reimbursed at the end of the year rather than up front. Mr. Earnshaw said the state law does not require the clearances either. Dr. Seidenberger said it is clear that districts in Lehigh and Carbon County are asking for those clearances. East Penn prides itself in doing everything possible to provide a safe environment for students and staff. It was a natural extension to add the fingerprinting. Dr. Seidenberger also pointed out that this district is in transition and the FBI fingerprinting adds another dimension on checking to see if there is an occurrence in another state. Mr. Earnshaw felt it may negatively impact on a lot of the field trips if parents do not volunteer or have not received the clearances. Dr. Seidenberger said the administration looked at the situations where volunteers are needed and looked at ways to lessen the need for a volunteer. There have not been many calls from principals who postponed a schedule a trip. The only altered trip was for Lower Macungie MS students to attend the Renaissance Faire. Mr. Earnshaw said the district had rushed into this process and the clearances actually give a false sense of security. Mr. Ballard concurred, adding there is a lot of discussion about this issue and possible predators. He indicated that he had got the state clearances and had been through the process in his professional work. Mr. Ballard said East Penn has always been concerned about the welfare of its students but he thought the district was also inflexible. He felt this also has staffing implications and costs. He thought the level of clearance required for the activity should be considered. Board members appeared to feel that if the district was requiring the clearances then there should be reimbursement for the volunteers. Mr. Fisher gave an historical account of how volunteers used to sign a Moral Turpitude Form and then four or five years ago, there was a Board discussion that if someone was volunteering 30 times a year then they should complete the clearances and this has been the practice. Mr. Richwine asked if the \$20 created any problems and was told that it was fairly well accepted. Ms. Fuller indicated that she would support going with the state clearances and not going through the FBI fingerprinting process. Mr. Robert asked if the district could provide the service. Mr. Richwine said that if the service would be provided then it would have to be provided for everybody, not just school volunteers. Mrs. Thompson said that board members were concerned and it appeared the majority think that the district should be reimbursing for FBI

clearances. Mr. Earnshaw suggested that it be taken back to the Administrative Cabinet for discussion and see if they would like to make any changes and then bring it back as a motion.

The Board recessed at 10:00 p.m. and reconvened at 10:05 p.m.

8. Education

-Emmaus HS Student Assessment Plan – David Piperato, Principal, Emmaus HS

Mr. Piperato and Assistant Principal reviewed the goals that were set to improve reading and math proficiency at Emmaus High School for both regular education and special education students. Comparing the progress from 2006-07 he noted that the objective was met to increase the proficiency of 11th grade students from 73% to 83% in reading. However, the objective to increase the percentage of 11th grade students with an IEP showed an increase in proficiency from 17% last year to 25%, representing an overall increase of 8%. The reading proficiency for economically disadvantaged students had been miscalculated last year. This group's actual proficiency increase was from 39% to 60%, an overall increase of 21%. The objective to improve math proficiency of 11th grade students scoring proficient or above in mathematics was met by increasing from 59% to 74%. Mr. Piperato noted that objectives had not been met for the special education students in math. However, students in the economically disadvantaged subgroup met the objectives and increased their scores from 29% to 54%.

Assistant Principal Kate Kieres reviewed the performance scores for the subgroups that include black students, Asian students, and Hispanic/Latino students. In answer to a question from Mr. Richwine, Dr. Torma indicated that the information regarding ethnic/race is obtained from the parents and listed on the registration form. Ms. Kieres reviewed the intervention that were successful such as data tracking on at-risk students; collaboration between regular and special education teachers; using the IEP as a means of tracking student progress and reinforcing the importance of the test; and classroom-level interventions; and skill review in mathematics. She also noted that there appears to be a new level of seriousness about the test from both the students and the parents. Some of the things that did not appear to work as well were the Jump Start Program and pull-out remediation.

Mr. Piperato reviewed the 2007-08 goals and objectives for 2007-08. He also indicated the new approaches that would be used and the ongoing ones that appeared to work well last year. An additional initiative for 2007-08 will be to investigate and plan to address the needs of students in growing disaggregated subgroups. Mr. Ballard noted that some of the measures had been funded by the Accountability Block Grant and indicated that if the grant would be discontinued it would have financial and staffing implications for the future. Mr. Flanders asked about the goals being straight line. Mr. Piperato explained that up until this year the district did not have the data. Now that students are being tested regularly there should be better data from one year to the next. Ms. Gannon mentioned the parameters and shared what happened at Muhlenberg where there were misconceptions and the parameters were not correct.

9. Other Educational Entities

-Carbon Lehigh Intermediate Unit

T. Richwine

Mr. Richwine reported that due to a lack of quorum the IU Board did not meet last month. However, they did have the dinner recognizing the students who participated in the various Governor's Schools of Excellence. Every high school except one had representation as well as three of the five Carbon County districts.

-Lehigh Career & Technical Institute

F. Fuller

S. Flanders
T. Richwine
A. Thompson

Ms. Fuller did not attend the JOC meeting last month but reported that the budget was reviewed. East Penn continues to be entitled to four representatives on the JOC Board. Mrs. Thompson was recognized for her 12 years of service at LCTI.

-Lehigh Carbon Community College

A. Thompson

Mrs. Thompson explained that sponsoring districts such as East Penn are actually owners of the community college. She reported that there is a new program for study skills. Also, the college would like to have a presence at the open houses scheduled for middle and high schools in the sponsoring districts so parents could see what is offered at LCCC.

10. Legislative

C. Ballard

Mr. Ballard reported that there is still talk of property tax relief. Mr. Ballard showed a CD highlighting the Pride & Promise Campaign. Board members from various districts, including Mr. Ballard, expressed why they were on school boards.

11. Business Operations

1. Bill List Approval

Motion by Ballard, Seconded by Robert

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.

Treasurer's Report

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

Special Disbursements – Exhibit 5

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the Capital Reserve Fund and 2007 EGA Issue as presented on Exhibit 5.

These resolutions were duly adopted by the following roll call vote:
 Aye: Ballard, Earnshaw, Flanders, Fuller, Richwine, Robert, Thompson-----8
 Absent: Gannon, Kowalchuk-----1

12. Board Sharing

Mr. Flanders thanked the Board for its support and said his time on the Board had been an education. Mr. Robert said the Board has done an excellent job with the educational program and encouraged cooperation with the municipalities. Mrs. Thompson thanked each of the board members for their support of her as President. She felt the Board had accomplished a great deal and has seen a lot of changes for the good. She felt it would be a hard transition. Mr. Richwine thanked all three members for their service and shared the following quote: "Good-bye, good luck and get out."

Mr. Earnshaw commended the high school production of the emotionally moving play, "The Miracle Worker."

Mrs. Thompson and Dr. Seidenberger also participated in the Veterans Day Program at Lower Macungie Middle School.

13. Announcements

Monday, November 12	6:00 p.m.-Board Tour of Eyer MS
	7:30 p.m.-Board Meeting, Board Room
Week of November 12	Elementary Parent-Teacher Conferences, Early Dismissal; Condensed Kindergarten Schedule
November 15, 16, 17	7:30 p.m.- <i>Chateau La Roach, LMMS Auditorium</i>
November 19, 20, 21	Middle School Parent-Teacher Conferences, Early Dismissal
November 19 & 20	Kindergarten Conferences, Condensed Kindergarten Schedule
November 20	7:00 p.m.-EHS Winter Band Concert
November 22, 23, 26	Thanksgiving Holiday-All schools and offices closed
November 29	Wescosville Barnes & Noble Book Night at Promenade Shops
Monday, December 3	7:30 p.m.-Board Reorganization Meeting, Board Room
Tuesday, December 4	7:30 p.m.-EHS Winter Choral Concert, Auditorium
Wednesday, December 5	7:00 p.m.-Shoemaker School Winter Choral Concert
Thursday, December 6	7:00 p.m.-Alburtis Winter Concert
	7:00 p.m.-Wescosville Winter Concert, Lower Macungie MS Auditorium
Monday, December 10	7:30 p.m.-Board Meeting, Board Room

14. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 11:10 p.m.

Cecilia R. Birdsell, Board Secretary

EAST PENN SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
REORGANIZATION MEETING

December 3, 2007

7:30 p.m.

Board Room
800 Pine Street, Emmaus, PA

1. Call to Order; Pledge of Allegiance

Board Secretary Cecilia R. Birdsell called the Reorganization 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: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon,
C. Jones, S. Kowalchuk, M. Prinzing, T. Richwine,
J. Stolz

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

Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Loretta Fenstermacher, East Penn Press Reporter
Kevin Ameran, The Morning Call Reporter

2. Election of President Pro Tempore

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

Motion by Fuller, Seconded by Kowalchuk
RESOLVED, That Alan Earnshaw be nominated as President Pro Tempore.

This resolution was unanimously adopted by voice vote.

3. Oath of Office

President Pro Temporary Alan Earnshaw administered the Oath of Office to the following recently elected board members. Following the Oath of Office, board members took their seats at the board table:

Charles H. Ballard
Elaine Gannon
Christopher Jones
Mark Prinzing
Terry Richwine
Julian Stolz

The members received a round of applause from the audience.

4. Election of President

President Pro Tempore Alan Earnshaw asked for nominations for President. The following nominations and motions were introduced:

Motion by Kowalchuk, Seconded by Gannon
RESOLVED, That Francee Fuller be nominated as President.

Mr. Ballard nominated Mr. Earnshaw but the motion did not receive a second.

The motion to elect Ms. Fuller as Board President was duly adopted by the following roll call vote:
Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz--9

5. Election of Vice President

Board President Francee Fuller asked for nominations for Vice President. The following nominations were accepted:

Motion by Stolz, Seconded by Ballard
RESOLVED, That Alan Earnshaw be nominated as Vice President.

Motion by Kowalchuk, Seconded by Jones
RESOLVED, That Elaine Gannon be nominated as Vice President.

The motion to elect Alan Earnshaw as Vice President was duly adopted by the following roll call vote:

Aye: Ballard, Earnshaw, Fuller, Jones, Prinzing, Richwine, Stolz-----7

Nay: Gannon, Kowalchuk-----2

6. Setting Time & Place of Board Meetings

Motion by Ballard, Seconded by Earnshaw
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 2008, unless advertised otherwise:

January 14, 28

February 11, 25

March 10

April 14, 28

May 12

June 9, 23

July 14

August 11, 25

September 8, 22

October 13, 27

November 10

December 1 (Reorganization)

December 8

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

7. Designation of Newspapers of General Circulation for Advertising Purposes

Motion by Richwine, Seconded by Kowalchuk
RESOLVED, That the East Penn Board of School Directors designate the following newspapers for advertising purposes during the 2008 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: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

8. Lehigh Career & Technical Institute Appointments – 2 appointments

Mr. Alan Earnshaw and Ms. Sue Kowalchuk volunteered to serve as two of the four representatives to the Joint Operating Committee. Ms. Fuller and Mr. Richwine are the other two representatives. The JOC will be meeting on December 12, beginning with dinner at 6:00 p.m. and the meeting at 7:30 p.m. The Board normally meets on the fourth Wednesday of the month. Mr. Earnshaw proposed a motion that would allow the remaining five members to serve as alternates in the event one of the designated representatives was unable to attend.

Motion by Earnshaw, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors appoint the remaining five board members (C. Ballard; E. Gannon; C. Jones, M. Prinzing, and J. Stolz) as alternates in the event the representatives are not able to attend a Joint Operating Committee Meeting.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

9. Announcements

Ms. Fuller said that this Board operates under Roberts Rules of Order. Copies of Roberts Rules of Order are on order for distribution to the Board. The procedure that is used is to have board members address the chair and then hold the discussion. Ms. Fuller said it an expeditious way of running a meeting.

Monday, December 10

7:30 p.m.-Board Meeting, Board Room

10. Request to Address the Board-None

11. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 7:43 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee Fuller 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 Administrative Office Building at 800 Pine Street, Emmaus, PA, followed by the Pledge of Allegiance.

Board Members Present: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk,
M. Prinzing, T. Richwine, J. Stolz

Solicitor: Marc S. Fisher, Esq.

Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Kevin Ameran, Morning Call Reporter
Loretta Fenstermacher, East Penn Press Reporter

2. Requests to Address the Board-None

President Fuller wanted the public to know that the Board understands the extra effort citizens are making when they address the Board even though it is not an interactive session. The Board does listen to the comments on the issues presented. The administration then follows up on the issue.

3. Approval of Minutes

Motion by Ballard, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the minutes for the November 12, 2007 Board Meeting and the December 3, 2007 Reorganization Meeting.

This resolution was unanimously adopted by voice vote.

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

1. Personnel

Motion by Ballard, Seconded by Gannon

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

Resignations

-Susan Marsteller, Study Hall Aide at Emmaus HS, effective November 30, 2007
(Exhibit 1)

-Debbie Prazenka, Teacher Aide at Emmaus HS, effective September 1, 2007
(Exhibit 2)

Leave as Per Collective Bargaining Unit

Employee: Pamela Hunter
Social Studies Teacher, EHS
Effective: January 2, 2008

Requests for General Leaves of Absence

Employee	Assignment	Effective Date(s)
Carole Banko	Grade 3 Teacher, Wescosville	1/2/08-6/30/08
Diane Kehm	Teacher Aide, Shoemaker	1/25/08-5/2/08
Marina Wetzel	Teacher Aide, LMMS	1/2/08-1/31/08
Thomas Pellegrino	Teacher Aide, Emmaus HS	11/19/07- 11/18/08
Jacqueline Spain	Teacher Aide, Shoemaker	12/6/07-12/30/07
Suzanne Buettel	Teacher Aide, Alburtis	11/29/07-6/1/08
Lisa DeLong	Teacher Aide, Emmaus HS	1/2/08-1/1/08

Reference: Board Policies 439 & 539, General Leaves of Absence

Full-Time Substitute Teacher Appointments

Name/Address:	Marie Larson 230 Maple Court, Alburtis 18011
Education Level:	B. A. Degree (2003)
Undergraduate School:	Hanover College
Certification:	Instructional I, Elementary
Effective:	January 2, 2008
Assignment:	Grade 3, Shoemaker School Opening created by A. Hoffman Leave
Experience:	8/03-6/07: Immaculate Heart of Mary School, Indianapolis, IN
Salary:	\$41,432 (Step A, Year 1, Col. B, pro-rated)
Name/Address:	Diana Kelly

Education Level: 251 Worthview Road, Fleetwood 19522
 Undergraduate School: B. S. Degree (2006)
 Certification: West Chester University
 Effective: Instructional I, Elementary
 Assignment: January 2, 2008
 Experience: Grade 2, Wescosville School
 Opening created by C. Yenser Leave
 1/07-Present: Parkland SD
 Title I Aide & Per Diem Substitute
 Salary: \$41,432 (Step A, Year 1, Col. B, pro-rated)

Teacher Aide Appointment

Name/Address	Assignment	Salary
Lisa Jewell 3750 Clay Drive, Macungie 18062	LMES-Kindergarten One-on-One (Noggle Resignation)	\$11.55/hr., 13 hrs./wk.

Teacher Aide Transfers	From	To
Eleanor Fosburg	Shoemaker 20 hrs./wk. Special Education	Jefferson 32.5 hrs./wk. Special Education
Eileen Haag	Alburtis 12.5 hrs./wk., Bldg.	Shoemaker 20 hrs./wk., Special Education

Additions to the 2007-08 Per Diem Substitute List

Lindsey Kahl, Elementary	Charlotee Weyant, Elementary,
Randi Lambright, Mathematics	Library Science
Stacy Skinner, Special Education	
Jolanda Veseli, Elementary, Mid-Level Mathematics	
Robert Newell, English	
Ross Cooper, Special Ed, Mid-Level English	

Co-Curricular Advisors	Activity	Stipend
Felicia Meitzler	Co-Winter Color Guard Director	\$1515.50
	Co-Color Guard Director	\$1393.50
Matthew Prockup	EHS Drill Director Assistant, Design	\$2138.00

LMMS Spring Musical

Patrick Campbell	Director,	\$2165.00
Jennifer Campbell	Set Design Director	\$ 510.00
Brian Winnie	Music Director	\$1732.00
Frances Evers	Choreographer	\$1082.00
Jennifer Davenport	Assist Orchestra Director	\$ 271.00, Club A
Tanya Jennings	Program/Tickets/Publish	\$ 271.00, Club A

RESOLVED, That the East Penn Board of School Directors accept the withdrawal of candidacy of John Shimonsky for the Director of Information Technology position.

Educational Conferences

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

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

2. Behavior Modification Policy – (Exhibit 4) – First Reading-Informational

Dr. Murphy explained that the policy is being revised in response to changes in federal legislation and PA regulations. In response to a question by Mr. Ballard, Dr. Murphy said the policy is a compilation of suggestions from the PSBA Policy Service, district practices, and procedures discussed with other colleagues across the state. Mr. Earnshaw suggested that the definition section be moved up before Section 1.0. Mr. Earnshaw said that in Section 2.3 the list of aversive techniques came from the School Code and that policies usually do not replicate the law and asked if there was a reason for repeating them in policy. Dr. Murphy said they are compressed from federal and state law and he felt they should be outlined in policy. Mr. Earnshaw asked if there were any aversive techniques that are allowed. Dr. Murphy indicated that in extreme situations a student may be given a squirt of lemon juice. He emphasized that aversive techniques are not used in the schools. Mr. Earnshaw asked if there was a legal definition of “demeaning” in the regulations. Dr. Murphy said that he was not aware of any legal definitions of what is demeaning, adding it is a judgment call. Mr. Ballard suggested adding the statutes in the left hand column of the policy.

Mr. Earnshaw requested an update on the policies that had been forwarded to other entities for updating from previous years. Dr. Seidenberger said the administration could provide an update and a schedule if this is the desire of the full Board. Ms. Fuller said it is still on the agenda of the administrative team because they are better equipped to identify the law and verbiage than board members. The procedure is still that policies come before the Board for three readings (three separate board meetings) to answer questions and receive input. She suggested that a time line could be created.

5. Education

1. 2008-09 Emmaus High School Program of Studies – Exhibit 5

Motion by Ballard, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the 2008-09 Emmaus High School Program of Studies.

Mrs. Linda DeIvernois, Supervisor of Secondary Education, indicated there were editing changes and updates based on curriculum revisions. This year the library was under revision and is not part of the Program of Studies. There were procedural changes made to streamline the class transfer/withdrawal process and the career focus for graduation projects. She also noted that eighth graders who plan to attend LCTI in ninth grade must meet academic eligibility requirements. She called attention to the LCCC program, PA Academy for Sciences, Arts, and Advanced Technologies. This is for students who have completed the core academics at Emmaus High School and have an opportunity to follow their chosen career. These are challenging courses in science, engineering, technology, and math. Mrs. DeIvernois talked about the change in sequencing for the art curriculum. Advanced Accounting and Personal Financial Management are part of the dual enrollment with LCCC and students will receive both high school and college credit. The web design course will be run every other year in an effort to increase enrollment. She spoke about the remediation classes in math and reading for students who are not proficient. The gifted support program has made an adjustment to the mentorship program. As privacy laws and security concerns have increased, this experience has been far more restrictive and difficult to meet. The next level of Japanese will be offered for next year.

Ms. Gannon asked about the graduation requirement. She said a committee had addressed the graduation requirement several years ago and asked if the committee had given input and asked how this change came about. Mrs. DeIvernois explained the change in state mandates that requires eighth graders to have a career portfolio. Through the IU, there was a Task Force formed to provide consistency. The school district has its own Career Task Force as well. The first thing that was done was to implement the state mandate and then integrate the career standards. Working with the Workforce Investment Board, there was an initiative in November to provide career awareness for students. This was a way to address the career awareness standards for grades K-12. It was decided that a better way to meet the standards would be to integrate the standards within the graduation project. Ms. Gannon said that the original graduation project committee had tried to allow some flexibility for students to adapt some of the many projects into their graduation project rather than taking on another project. Mrs. DeIvernois said the project is linked to a career that a student may be investigating or perhaps considering pursuing. Ms. Gannon expressed concern that the process seemed to be handled internally as opposed to going back to the committee. Mrs. DeIvernois said the initiative started at the IU level and then was handled by individual districts. Mr. Ballard asked if the district had looked in to adding Mandarin Chinese. Mrs. DeIvernois responded positively and said Chinese and Arabic are being investigated. The problem is finding instructors with the proper credentials to teach. Dr. Seidenberger said it was felt that there were too many questions to pursue it this year. Ms. Kowalchuk asked how many students are currently enrolled in the Japanese course and are they planning on taking the next level. Mrs. DeIvernois said that 19 students were enrolled in Japanese I and 11 have enrolled for Japanese II. The other 8 students will be graduating this year.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----

-9

2. 2006-07 Student Assessment Achievement and Assessment Report
(Middle Schools)

-Ms. Suzanne Vincent, Principal, Lower Macungie MS

Ms. Vincent announced that Lower Macungie MS met AYP for all grades and subgroups this year. She reported that there has been a sharing between Lower Macungie Middle School and Lower Macungie Elementary School over the past year. The middle school students have walked over to the elementary school as part of a Literacy Project to share their love of reading and books with the kindergarten students.

She explained how the data was analyzed for the students attending middle school. She had prepared a grade to grade comparison and shared the data. The goal for last year was to improve student reading proficiency by 2%. The objective was not met for the non-IEP students in grades 6, 7, and 8. Using the same goal to improve reading proficiency by 3% for IEP students, the objective was achieved for IEP students in grades 7 and 8 but was not achieved for IEP students in grade 6. Referring to reading results, Ms. Vincent said that in 2007 61% of the 8th graders scored in the advanced range and 6th graders scoring in the advanced range increased by 13%. In math proficiency the objective was to increase the percentage of Non-IEP regular education grades 6, 7, and 8 students scoring in the proficiency range by 2% over the 2005-06 results. This objective was achieved for Non-IEP students in grade 8 but was not achieved for Non-IEP students in grades 6 and 7. Another objective was to increase the percentage of IEP (special education) students in grades 6, 7, and 8 scoring in the proficiency range by 3% over the 2005-06 results. This was achieved for grade 8 students but not for students in Grades 6 and 7. Ms. Vincent indicated that the strategies that will be used include analysis of student achievement data, specific intervention plans for at risk students, monitoring student performance, and collaboration between teacher teams and instructional specialists. Three goals have been established for next year to improve student reading proficiency, mathematics proficiency, and improve IEP student proficiency in reading and mathematics. Mr. Ballard pointed out that trying to measure a 2% increase is statistically invalid. He questioned the inference we are making in view of the variability of the data. Ms. Vincent said that was not considered in the analysis. Mr. Ballard felt it would be useful to have a graph and overlay of the PSSA curves and where we would fail to meet the standard. Ms. Vincent said that in 2008 there is the increased target, noting that there will need to be a 10% increase in the proficiency of the special education sub-group. Mr. Earnshaw said that when you are developing a standardized test there must be validity and reliability. He noted that in 2014 NCLB requires 100% proficiency and he relayed his personal experience with his daughter. He said raising scores by 2% a year is not going to reach that 100% proficiency. Ms. Vincent said the curriculum process is based on the state standards. She said the question was raised with the team as to whether they wanted to divide the scores for the next few years when we are currently not meeting the 2%. They decided to set the goal again and try to reach that 2% goal next year, rather than setting the goal at 8% or higher. Mr. Earnshaw said it looks like it would only be 3%-4% to reach the goal and not 8% or higher.

-Dr. Doug Wells, Principal, Eyer MS

Dr. Wells spoke about the impact of the Eyer project and the areas that have been completed as part of the renovation. He said that the students were always kept in focus and were engaged in learning activities. He felt the results were more credible since students are being tested each year so there is a basis of comparison rather than having different students each year in certain grade levels. He reported that all grades and populations in reading and math have reached 86% proficiency or above. Dr. Wells reviewed the objectives and the results, noting that the area in which there is still a struggle is special education. There is upward movement

and the population is about 15 students. He noted that these tests push the bar up for all students and called attention to the difference between proficient and advanced. He pointed out the improvement in the scores of the economically disadvantaged subgroup. The approach is being integrated to include all the populations of the school. When reviewing the objectives for 2006-07, Dr. Wells indicated that the staff at Eyer is committed to improving the students without an IEP who are scoring below the basic area. These students are in the mainstream of the building. They review the scores of the incoming Grade 6 students to see how they have performed and what type of needs are required. The course of action for 2007-08 includes a diagnostic analysis of the 2006-07 PSSA results, identifying students in need of remediation using prior PSSA scores and 4sight benchmarks, implementing the second wave of the new language arts curriculum, and continuing to implement academic support in summer school for students who fail to pass the current LA/Reading and Mathematics courses. Failure to pass may result in grade level retention and referral to summer school. Mr. Jones asked if there is information that compares how students perform at both the national and state levels. Dr. Wells said that this is a state test so there could be comparisons across the state. East Penn is doing well in the advanced category as well as the proficient category. Dr. Wells said the information is on the website but it could be presented. Mr. Richwine asked if there will be any effect when Eyer is completely open and up to capacity as to the change in student population. Dr. Wells said the school does receive individual student results. There may be a need to do some analysis but the information will be available. Mr. Richwine asked if there is any comparisons to how students perform in class and how they perform on the test and do they take the test seriously. Dr. Wells explained that the tests are given in the morning and teachers proctor the tests. He feels that there is ownership by the students and that they do try. He said needs are also addressed in the classroom, not during the testing period. He felt there was a correlation between class performance and test performance. Mr. Richwine said his biggest concern was that the integrity and the quality of the curriculum and the instruction not be compromised in order to score better on the test. Dr. Wells said at the middle level students are going through emotional and social changes and there are certain things that have to take place beyond the academics. He emphasized the need to keep an environment of motivation. He said the home environment is not an area that can be controlled. Ms. Kowalchuk asked how often 4Sight assessments are conducted. Dr. Wells explained that the information is analyzed in the fall, winter, and spring. Ms. Kowalchuk also asked if Study Island is used with other students, not just students with IEPs. Dr. Wells indicated that homework.com is used but it is no longer available so they switched to Study Island. There are enough slots to program other students into Study Island. Ms. Fuller thanked the presenters for their energy and passion.

6. Facilities

1. Change Order E-1, Eyer MS Theatrical Lighting

Motion by Gannon, Seconded by Richwine

RESOLVED, That the East Penn Board of School Directors approve Change Order E-1 with Entertainment Services Group, Inc., Allentown, PA in the amount of \$1,392.40 for the purpose of adding a dedicated branch circuit for the new projection screen at the Eyer MS stage.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

2. Wescosville School Easement Agreements (Exhibits 6 & 7)

Motion by Ballard, Seconded by Kowalchuk

RESOLVED, That the East Penn Board of School Directors approve the Extinguishment of Rights and the Easement Agreement for the 10 ft. wide Lehigh County Authority easement as described in Exhibits 6 & 7.

Mr. Carl explained that the first exhibit is the easement that is currently in place and the Board is being asked to extinguish it and approve the new easement for the ball fields at Wescosville School. By approving this easement, it will not interfere with the layout of the fields. Ms. Fuller clarified that by approving the motion it will maintain the integrity of the use of the property. Mr. Earnshaw asked if these are existing water systems being removed. Mr. Carl explained that the first easement was for the existing system and the second easement is the way it will look when piping is eliminated. It was also clarified that these easements are not located where a proposed elementary school could be built.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

7. Other Educational Entities

-Carbon Lehigh Intermediate Unit

T. Richwine

Mr. Richwine reported that outgoing members of the IU Board were honored. There will be new representatives from Parkland, Panther Valley, Southern Lehigh, Allentown, and Lehigh. The 2008-09 General Operating Budget has been approved by the Superintendents Advisory Council and the IU Board. This budget covers the administrative items that are shared with sponsoring districts. East Penn's portion of the 2008-09 budget is \$121,501, an increase of \$5,121. Mr. Richwine announced that Director of Curriculum Cathy Groller has been appointed Assistant to the Executive Director until she completes the certification requirements for Assistant Executive Director. Mr. T. J. McKeon was appointed Coordinator of Educational Technology. A former Marine Corps person was appointed Director of Transportation. Mr. Richwine called attention to the Annual Report of the IU that highlights by department the different services provided by the IU.

-Lehigh Career & Technical Institute

F. Fuller
T. Richwine
A. Earnshaw
S. Kowalchuk

Ms. Fuller indicated that the JOC will be meeting on Wednesday. She thanked Mr. Earnshaw and Ms. Kowalchuk for agreeing to serve. Mr. Earnshaw agreed to report on the activities of the JOC/LCTI. In previous years, Ms. Fuller reported on the activities.

8. Legislative

C. Ballard

1. Pride and Promise Resolution – Exhibit 8

Motion by Ballard, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors endorse the attached Pride & Promise resolution.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

Mr. Ballard reported on the state's Costing Out Study that was proposed by the Legislature. The study was formulated to consider what it would take for all school districts to meet the 2014 standards of NCLB. The basic finding was that across the state the average school district should be spending in excess of \$12,000/student in order to achieve those goals by 2014. This is several thousand dollars more than what East Penn spends per year. Mr. Earnshaw noted that transportation costs were not included because it was felt the formula was fair. The study also showed that the basic education funding is also flawed. Individually, districts have received more funds but the percentage of state funds has gone down. These findings will create a major political problem for the Legislature. Mr. Ballard reported that the Cyber Charter School bill authored by Karen Beyer has come out of committee. This legislation would cap the amount that local taxpayers would have to pay for students in Cyber Charter Schools. Mr. Reigal estimated that the district has spent a little more than \$700,000 for these students. The State Board of Education is still discussing whether the PSSA test should be a graduation requirement and roundtable discussions are being held around the state.

9. Business Operations

1. Approval of Bill List

Motion by Ballard, Seconded by Earnshaw

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.

Treasurer's Report

RESOLVED, That the Treasurer's Report be accepted.

Budget Transfers – Exhibit 10

RESOLVED, That the East Penn Board of School Directors approve the budget transfers as listed on Exhibit 10.

Bid Opening Report – Maintenance Equipment for Eyer MS – Exhibit 11
(Informational)

Contract Award – Maintenance Equipment for Eyer MS – Exhibit 12

RESOLVED, That the East Penn Board of School Directors approve the contract awards for the maintenance equipment for Eyer MS as indicated on Exhibit 12.

Special Funding Disbursements – Exhibit 13

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the Capital Reserve Fund, 2003 GOB Issue, 2004 A GOB Issue, 2004 AA Issue, and 2007 EGA Issue as presented on Exhibit 13.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

2. Approval of Tax Index Resolution for 2008-09 Budget – Exhibit 9

Motion by Ballard, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve the Resolution regarding the Tax Index established by the Department of Education as outlined in Exhibit 9.

Mr. Reigal explained how Act 1 sets an index each year by which the tax increase must be below the index. The index this year is 4.4%. The resolution indicates that the district will not exceed the 4.4% and does not mean that the district will raise taxes to that percentage. The resolution will be forwarded to PDE. Mr. Ballard indicated that this process gives the district more latitude and allows the administration to follow the old budget cycle instead of the accelerated time line. Mr. Richwine asked if there was any information on how many taxpayers used the installment plan established last year. Mr. Reigal responded that there were approximately 500 taxpayers who took advantage of the installment payment plan. The lag in collections is more a case of the County not sending the tax bills so it slowed the collection process for Lehigh County schools.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

10. Announcements

Monday, December 10

6:30 p.m.-Executive Session (Real Estate, Personnel, & Negotiations)
7:30 p.m.-Board Meeting

Tuesday, December 11

5:00-8:30 p.m. Emmaus High School Musical Groups
(Fermata Nowhere; Women's Choir; Select Choir; String Chamber Ensemble;
Jazz Combo)
Barnes & Noble at the Promenade Shops

- | | |
|-----------------------------------|--|
| | 7:00 p.m.-Eyer Winter Concert-Chorus/Band |
| Wednesday, December 12 | 7:30 p.m.-LMMS Winter Choral Concert |
| Thursday, December 13 | 7:30 p.m.-Macungie Winter Concert
7:30 p.m.-Lincoln Winter Concert
7:30 p.m.-Winter Choral Concert, LMMS |
| Friday, December 14 | 11:00 a.m.-Early Dismissal-Emmaus HS |
| Monday, December 17 | 7:30 p.m.-Jefferson 5 th Grade Winter Concert |
| Tuesday, December 18 | 7:30 p.m.-LMMS Winter Band Concert |
| Wednesday, December 19 | 7:00 p.m.-EHS/MS Winter Orchestra Concert |
| Friday, December 21-
January 2 | Winter Holiday – All Schools & Offices are closed |
| February 5 | 7:00 p.m.-Strategic Planning Steering Committee
Meeting |
11. Adjourn
- There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:27 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee Fuller 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: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk, M. Prinzing,
T. Richwine, J. Stolz

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

Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Press Present: Kevin Ameran, Morning Call Reporter

Loretta Fenstermacher & Sharon Schrantz, East Penn Press Reporters

2. Requests to Address the Board-None

3. Approval of Minutes

Motion by Ballard, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the minutes for the December 10, 2007 meeting.

This resolution was unanimously adopted by voice vote.

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

1. Personnel

Dr. Seidenberger pointed out the Strategic Planning resolution that he was asking the Board to support. Internally, the administration has already sent letters to the various parent representatives, former Local Tax Study Commission members, and the district has advertised for representatives from the community. There will also be members from the East Penn Education Association and the administration. In response to a staff survey, approximately 65% of the staff participated. A parent survey is also in the process of being distributed. There are also going to be focus groups involving middle level and high school students. Dr. Seidenberger called attention to the Advanta computer equipment that was donated and the \$1900 received from the Emmaus Rotary Club for parent homework dictionaries to help parents of the ESL students. The Cabinet will be viewing the changes made to the web page and at the next board meeting, Dr. Seidenberger will be making a recommendation for an automatic call system. He asked the Board to remove Dr. Meera Pathare from the list of School Physicians.

Motion by Ballard, Seconded by Earnshaw

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

Resignations/Retirements

- Carmen Brunelle, Teacher Aide, effective immediately (Exhibit 1)
- Joan Everett, Food Services Department, effective October 19, 2007 (Exhibit 2)
- Mary Beth Backer, Remedial Assistant, effective January 11, 2008 (Exhibit 3)
- Sandra Cole, Remedial Assistant, effective January 3, 2008 (Exhibit 4)
- Marion Kuhns, Teacher Aide at EHS, effective January 18, 2008 (Exhibit 5)
- Theresa Lopez, Teacher Aide at Emmaus HS, effective January 14, 2008 (Exhibit 6)

Rescind Resignation – Approved December 10, 2007

That the Board rescind the resignation of Susan Marsteller, Teacher Aide.

Leave of Absence

Jacqueline Spain	Teacher Aide, Shoemaker	12/6/07-12/5/08
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Appointment of Full-Time Substitute Teacher

Name/Address:	Ross Cooper 337 S. New Street, Bethlehem 18015
Education Level:	B. A. Degree (2005) M. Ed. Degree (2007)
Undergraduate School:	Muhlenberg College
Graduate School:	Lehigh University

Certification:	Instructional I, Elementary
Assignment:	Grade 3, Wescosville School
	Opening created by C. Banko leave.
Effective:	January 7, 2008
Experience:	2/07-6/07: Easton SD (per diem substitute)
Salary:	\$41,432 (Step A, Year 1, Col. B, prorated)

Change in Employment Status

<u>Employee</u>	<u>From</u>	<u>To</u>
Jennifer Curtis	Temporary Professional	Professional Employee

Custodial Appointments

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Matthew Snyder 5739 Rt. 873, Neffs 18065	LMMS, 2 nd Shift Custodian J. Tosh retirement	\$17.65/hr., 40 hrs./wk.
Effective: January 28, 2008		
Michael Mondovich 414 Keystone Avenue, Emmaus 18049	PT Custodian, LMES Transfer of M. Snyder	\$17.65/hr., 20 hrs./wk.

Change in Assignment – Tech Assistants

<u>Employee</u>	<u>Assignment</u>	<u>Salary</u>
Susan Leposa	From PT Assistant to FT Assistant E. Becirovic resignation	\$30,000
Deborah Siegfried	From PT Assistant to FT Assistant Realignment of Technology Assistants	\$30,000

Change in Assignment – Teacher Aide Transfer

Mary Lou Ely	From 12.5 hrs./wk., Shoemaker	To 29 hrs./wk. Shoemaker, Special Education
Eroilda Medina	From 26.5 hrs./wk., EHS	To 31.5 hrs./wk. Wescosville

Appointment of Part-Time Tech Assistants

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Mechelle Keller 7287 Chestnut Street, Zionsville 18092	PT Tech Assistant Unfilled budgeted position	\$14.00/hr., 30 hrs./wk.
Daniel Ruth 2621 27 th Street, S.W., Allentown 18103	PT Tech Assistant Transfer of D. Siegfried Realignment of Technology Positions	\$14.00/hr., 30 hrs./wk.

Food Services Department Appointment

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Lisa Schilling 5164 Jasper Road, Emmaus 18049	PT Food Services Assistant T. Reiss resignation	\$11.01/hr., 11.25 hrs./wk.

Teacher Aide Appointments

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Marie Ovadia 1014 North Main Street, Allentown 18104	Cafeteria Aide, LMMS Folsom resignation	\$11.55/hr., 12.5 hrs./wk.

2007-08 Additions to the Per Diem Substitute List

Ashley Barger, Social Studies	Bethany Feeney, Elementar/Early Childhood
Kim Bosak, Teacher Aide	Kelly Koehler, Elementary
Jessica Gauthier, Art	Jason Fortner, Social Studies
Russell Tucker, Elementary	Lori Huczko, Music
Noreen Super, Food Services Department	Diane Henry, Food Services Department
Kathleen Epstein, Food Services Department	

LaCross Team Volunteers

Jeffrey Hewlings	Head Boys Coach
John McCloskey	Assistant Boys Coach
Andrew Scott	Assistant Boys Coach
John Flok	Assistant Boys Coach
Kyle Shellaway	Head Girls Coach
Allison Moxey	Assistant Girls Coach

Co-Curricular Advisors

John Cari	Winter Track Club	\$514.00
David Brown	Ultimate Frisbee Club	Volunteer
Dave Iobst	Table Tennis	\$541.00
Eric Luckenbill	Invisible Children United	\$541.00
Jason Geist	Fencing Club	\$541.00
Williams Montepeque	Break Dance Club	Volunteer
Michael Schwab	Non-Paid Baseball Coach	Volunteer
Donna Dunbar	Cheerleading Coach (Eyer)	\$790.00

Instructors for Spring 2008 Community Education Program

See Exhibit 7

Appointment of School Physicians

See Exhibit 8

Educational Conferences-Exhibit 9

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences listed on Exhibit 9.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine-----8
 Nay: Stolz-----1

1A. Co-Curricular Advisors-Eyer MS

Motion by Stolz, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the appointment of the following Co-Curricular Advisors for the Eyer Spring Musical:

Cathy Button	Director, Spring Musical	\$2165.00
Mark Domyan	Co-Director, Spring Musical	\$ 541.00
Justin Brehm	Musical Director	\$1731.00
Steve Braglio	Choreographer	\$ 541.00
	Event Technical Director/Band,	\$ 216.00
	Choral Concert	
Dave Willett	Tech/Set/Sound	\$ 541.00
William Weiant	Tech/Set/Sound	\$ 541.00
Will Pike	Set Design	\$ 510.00
Faith Andrews	Costume Design	\$ 510.00

Ms. Fuller announced that she is related to Faith Andrews through marriage and would be abstaining. A copy of her Memorandum of Abstention is attached to the minutes of this meeting.

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

Aye: Ballard, Earnshaw, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----8
 Abstention: Fuller-----1

2. Acceptance of Gifts, Grants, Funds – Board Policy 702

Motion by Ballard, Seconded by Earnshaw
RESOLVED, That the East Penn Board of School Directors accept the following donations in compliance with Board Policy 702, Gifts, Grants, Donations:

Advanta Corporation, 700 Dresher Road, Horsham, PA

\$49,000 in Extreme Black Diamond 6808 network equipment (See Exhibit 10)
Equipment is compatible with district technology.

\$1900 – Emmaus Rotary Club
For the purchase of 125 ESL Parent Homework Dictionaries

This resolution was duly adopted by the following roll call vote:
Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

3. Approval of a Client Service Agreement (Exhibit 11)

Motion by Ballard, Seconded by Earnshaw
RESOLVED, That the East Penn Board of School Directors approve the Client Service Agreement with SLP:School Staffing for the services of a speech therapist as outlined in Exhibit 11.

Dr. Seidenberger indicated the great difficulty in hiring high quality individuals for speech therapy. East Penn has advertised and contacted institutions that award these degrees but it is a struggle.

This resolution was duly adopted by the following roll call vote:
Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

4. Policy – Interim Reading

-Board Policy 249, Behavior Support Relating to Special Education Services and Programs
(Exhibit 12)

In response to comments from Mr. Earnshaw and Mr. Ballard, Dr. Murphy indicated that the changes suggested at the December 10 Board Meeting were incorporated into this policy. A recommendation for adoption will be presented at the January 28 Board Meeting.

5. Education

1. 2007-08 Student Achievement & Assessment Plans – Elementary Schools

The following elementary principals reviewed the results of the PSSA scores for their individual schools, the related goals that were set, and the objectives.

- Albutis School – Donna Cortez, Principal
- Jefferson School – Dr. Ron Renaldi, Principal
- Lincoln School – Kristen Campbell, Principal
- Macungie School – James Best, Principal
- Shoemaker School – Lynn Brinckman, Principal
- Wescosville School – Tony Moyer, Principal

All principals described the increases and, in some cases, decreases in scores for their particular school. As a group, they developed strategies and actions that will be used to help students improve achievement. The plans represent a collaborative effort on the part of the staff members in each building and among the principals. A copy of the presentation is attached to the minutes of this meeting.

Mr. Ballard commended the principals for the amount of work that was put into the presentation. He asked who was responsible for the overall data analysis for this district. Dr. Denise Torma, Assistant Superintendent for Initiatives and Evaluation, has this responsibility. He asked about the bar graphs, noting there is some expected variability based on the changing student population and then he asked if there is any understanding of the expected variability of one grade from year to year. Dr. Torma responded that overall it would vary from test to test. Mr. Ballard said that he would need to understand that a little bit more. He talked about the standard variability and how one would expect that from school to school, if there is no other factor involved, you would only expect to vary by the amount of the standard variability of the test. He asked about the larger variations between schools that would not conform to the standard variability. He asked if there was any explanation. Dr. Torma responded that the administration did not have an explanation at this time. Mr. Ballard said that if there is a variability that exceeds the measurement and we think we have a reason for this situation should the program be modified to address that variability. Dr. Torma responded affirmatively. Mr. Ballard said he found it a disturbing trend to see the variability between Grades 3, 4, and 5 and from school to school. He said he would argue that our system is less effective in preparing students for these tests as they get older. Ms. Jan Hoffman, Supervisor of

Elementary Education, explained how as the skills progress they get harder and you have to look at levels of involvement. She pointed out that the state itself is moving outcomes. It is related to the amount that is expected of the child and the depth. Mr. Ballard still expressed concern about the trend moving down. Mr. Ballard added that the State Board of Education was scheduled to vote on state graduation competencies tomorrow. He felt the PSSAs in the higher grades will become graduation requirements. Dr. Torma said she would respond to the questions and submit a report to Dr. Seidenberger. Ms. Hoffman pointed out that the trend to which Mr. Ballard was referring is also reflected in the state averages.

Mr. Prinzing asked how the principals derive their objectives and goals for next year, using Alburts as an example. Ms. Cortez responded that her staff was hoping for a 5% increase this year but that is a minimum. Mr. Prinzing suggested projecting from the current score this year. She said the staff had ruled out that concept. Mr. Earnshaw commended the staff and said there is a tremendous amount of good news as well. He said there are areas of 80% and 90% in the advanced and proficient categories. He said the students have done a tremendous job of rising to these assessments. He felt the district was doing a great job and urged his fellow board members to not lose focus on the great results across the board in the schools. He said the schools are well run and that the district has committed, engaged teachers, great principals and there is a lot to be proud of in the district. Mr. Earnshaw asked how many students have moved through the district vs. new move ins. He questioned whether East Penn was trying to pick up the gaps with students moving in from other areas and questioned if the students are at the same level as East Penn students when they move here. He also said he would find it helpful to know how many students are in a subgroup when the graphs are prepared. Mr. Earnshaw commented that it would be helpful to see what is expected in grade 4 this year as compared to grade 5 next year. He asked if the expectations were being met and do we expect students from grade to grade to increase or decrease. He also talked about how re-districting when Willow Lane opens will again create a difference in cohorts. He said the biggest concern he has is having an inordinate amount of teacher time spent with one or two students who are struggling and not with students who are proficient. Dr. Renaldi explained how students are treated and differentiated in the classroom. Mr. Earnshaw asked about RTI and Dr. Renaldi explained that it is basically already going on in a classroom seating but it is only another version of differentiated instruction.

Mr. Jones said one of his concerns is how the presentations were created. He said he would like to see a different approach on how to analyze the data. He would rather see more analysis on a district wide level rather than just by individual school. He would like to see more insight by the principals on what is going on in their building and what it means. He summarized that he was generally very happy about the results. Ms. Kowalchuk she said she would like to hear what the principals have to say about what is going on in their building and hear their analysis. She would also like to hear about the other exciting and dynamic things that are happening to enrich the program. Mr. Richwine asked if any of the PSSAs that have been added have these tests been touted by any educational body as to the reliability and validity. Dr. Torma said when the state is contacted they say that an outside source has done the reliability and validity testing and there is an online report. Mr. Richwine asked how often the scores for the various levels are changed. Dr. Torma said the average is every two to three years. You cannot compare the scores from one level to another but you can compare the proficiency levels from one grade to another. Mr. Richwine clarified that not only are students moving through different tests but also the levels of achievement move. There are different demographics at the various elementary schools so scores may be misconstrued. Mr. Richwine again expressed his dismay about the PSSA tests. Mr. Stolz also felt that the tests are useless but there does appear to be essential improvement across the district. Mr. Jones said that he really feels that the data is spread out in a fashion that he cannot see the value. He felt consolidating the data would give it more meaning. Ms. Fuller summarized that there is much to celebrate in the district and sometimes the presentations show where we want to go and we concentrate on those places where we need to make those achievements. Ms. Fuller concluded that the staff does a wonderful job. She hoped that they would take all of the comments with the care and concern that they were offered. She thanked the principals for the time that it took to prepare the presentation.

2. 2008-2014 Strategic Planning Resolution

Motion by Ballard, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve the following Strategic Planning parameters:

- 1) Authorize the Superintendent to undertake a revision to the Strategic Plan for 2008-2014;
- 2) Appoint Dr. Denise M. Torma and Mr. Gregory T. Nolan as internal facilitators;
- 3) Authorize the Board President to appoint two Board representatives to the Steering Committee;
- 4) Direct that the Steering Committee represent the entire East Penn community to the greatest possible extent;
- 5) Establish progress on the Strategic Plan as a standing Board agenda item; and,
- 6) Retain the current School Board parameters as follows:
 - A) Adherence with law and School Code will be required for any district program, service, policy or procedure developed through strategic planning;
 - B) No new program will be accepted unless it is consistent with the strategic plan, benefits clearly exceed costs, and provisions are made for staff development and program evaluation; and,
 - C) No program or service will be retained unless benefits justify costs and it continues to make a positive contribution to the mission.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

6. Lehigh Career & Technical Institute

1. Approval of Authorizing Resolution for the Joint Operating Committee for the Diesel Training Center Project– Exhibit 13

Motion by Earnshaw, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the attached resolution authorizing the Joint Operating Committee to approve and enter into construction contracts with respect to the project described in the attached resolution; and, to approve and enter amendments and change orders with respect to the project described; and, that the project shall not increase the Maximum Construction Cost above \$934,462 without further approval of the Joint Board.

Mr. Earnshaw explained the background for this facility that would provide additional capabilities. The training may lead to high paying diesel technician jobs. He relayed how a company was willing to provide relocation incentives, a signing bonus, and a beginning salary of \$60,000. The proposal will not cost sponsoring districts any additional money since LCTI is hoping to get funds from the state, the capital reserve fund, and is in the process of negotiating a leasing agreement with a major local company that would lease the facility for ten years. The company would provide ongoing software and hardware and would support the adult program that would benefit the students as well. He felt it was an example of creative financing and supporting a public/private partnership. Mr. Earnshaw indicated his support.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowlachuk, Prinzinger, Richwine, Stolz-----9

7. Facilities

1. Plancon Part E: Design Development – Exhibit 14

The East Penn School District has received approval for Plancon Part E: Design Development for the Willow Lane Elementary School and the documents will be entered into the permanent minutes of this meeting.

8. Business Operations

1. Approval of Bill List

Motion by Earnshaw, Seconded by Ballard

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.

Record of Investments – Exhibit 15

RESOLVED, That the East Penn Board of School Directors approve the list of investments as outlined on Exhibit 15.

Special Funding Disbursements – Exhibit 16

RESOLVED, That the East Penn Board of School Directors authorize the payment of funds from the Capital Reserve Fund, 2002 AAA Issue GOB, 2004 A Issue GOB, 2004 AA Issue GOB, and 2007 EGA Issue GOB as outlined in Exhibit 16.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----9

9. Legislative

Mr. Ballard reported on a joint resolution that forms a Commission to investigate the Costing Out Study. The vote for this resolution may be taken as early as tomorrow. There are still bills being submitted to grant property tax reform. Some of the bills call for increases in sales tax, personal income tax, and another would have a menu of tax hikes and slot machine money. Mr. Ballard estimated that it would take at least 10 million dollars to alleviate property tax and that type of revenue would not be generated with any of the bills. The House Republicans want to reduce state income tax and roll back the percentage from 2.9% to 2.8%.

10. Announcements

Monday, January 14	6:30 p.m.-Executive Session (Real Estate, Personnel, Negotiations) 7:30 p.m.-Board Meeting
Monday, January 21	Martin Luther King, Jr. Holiday – All schools and offices are closed.

Mr. Richwine asked about the Chapter 14 regulations regarding the change in the evaluation period from 60 school days to 60 calendar days. Dr. Murphy said the impact on the school psychologists has not been determined. Dr. Seidenberger said he informed the Board following discussion with the other superintendents. There will be an impact and Dr. Murphy will be reviewing it. Dr. Murphy indicated that the state does scrutinize this and there is corrective action needed if school districts are not reaching the 60 day limit in at least 95% of their cases. The regulations are being reviewed by the Independent Regulatory Review Commission and will probably be passed by the State Board some time in January with a July 1 implementation date.

11. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:27 p.m.

Cecilia R. Birdsell
Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee E. Fuller called the 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: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk,
M. Prinzing, T. Richwine, J. Stolz
Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher
Board Secretary: Cecilia R. Birdsell
Treasurer: Gary Reigal
Superintendent of Schools: Dr. Thomas L. Seidenberger
Press Present: Kevin Ameran, Morning Call Reporter
Loretta Fenstermacher, East Penn Press

2. Requests to Address the Board

Colleen Kelly, 5329 Covenant Court, Wescosville complained about the condition and safety of several pieces of playground equipment. She had discussed the situation with building Principal Tony Moyer and Jim Carl, Supervisor of Maintenance. She questioned if there was a maintenance policy or inspection process and found that there was none. She said the parents requested that the unsafe areas be noted and Mr. Moyer did comply with the request. She also questioned the practice of using PTO funds to replace playground equipment. Mrs. Kelly talked about a survey that was sent to parents that indicated they would like to see shade trees planted. She left a poster for the administration and board to review.

3. Approval of Minutes

Motion by Ballard, Seconded by Stolz
RESOLVED, That the East Penn Board of School Directors approve the minutes of the January 14, 2008 meeting.

This resolution was unanimously adopted by voice vote.

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

Dr. Seidenberger pointed out the Strategic Planning Steering Committee list, noting there are still a few people to be appointed. Overall, the administration was pleased with the response from the public. He noted a memo that had been sent to the Board answering questions about the PSSA test scores. Ms. Fuller mentioned that the trends mentioned in the presentation were evident across the state but East Penn's scores are much higher than the state average.

1. Personnel

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

Resignations

-Tina Coulomb, Teacher Aide at Alburtis School, effective January 15, 2008 (Exhibit 1)
-Rebecca Murphy, Hall Monitor at Emmaus HS, effective January 10, 2008 (Exhibit 2)
-M. Brooks Matelan, Teacher Aide at Macungie School, effective January 28, 2008 (Exhibit 3)
-Cara Troxell, Office Aide at Emmaus HS, effective January 16, 2008 (Exhibit 4)

Appointment of Full-Time Substitute Teacher

Name/Address:	Amanda Gery 1229 Echo Circle, Whitehall 18052
Education Level:	B. A. Degree (2005)
Undergraduate School:	Lycoming College (2005)
Certification:	Instructional I, Elementary-K-6
Assignment:	Grade 1, Shoemaker School Opening created by T. Goszka leave.
Effective:	January 29, 2008
Experience:	12/06-Present: East Penn SD (per diem substitute)
Salary:	\$41,432 prorated (Step A, Year 1, Col. B)

Teacher Aide Appointments

Name/Address	Assignment	Salary
Kay Wetzel 66 St. Peter's Road Macungie 18062	Health Room Aide, Floater New Position	\$16.20/hr., 32 hrs./wk.

Effective: January 15, 2008 or immediately after clearances

Angela Fields 7706 Racite Road Macungie 18062	Study Hall, Emmaus HS Opening created by Lopez resignation	\$11.55/hr., 27 hrs./wk.
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Effective: January 29, 2008

Meyre Schmitt 6931 Tuscany Drive Macungie 18062	One-on-one at Macungie Opening created by Matelan resignation	\$11.55/hr., 32.5 hrs./wk.
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Effective: January 28, 2008

Additions to the 2007-08 List of Per Diem Substitutes

Marissa Fox, Elementary	Diana Reitnauer, Food Services
Rebecca Murphy, Teacher Aide	
Heather Brusseler, Elementary/Early Childhood	
Cynthia Vinovskis, Music	
Leslie Bowen, Library Science	

Co-Curricular Advisors

George Gibbs	Marine Fitness Club-Girls	\$1028.00
	Marine Fitness Club-Boys	\$1028.00
Don Herb	Athletic Department Photographer	Volunteer

Change in Employment Status

Employee	From	To
Mary Lou Ely	Shoemaker, 12.5 hrs./wk.	Shoemaker, 29 hrs./wk., Spec. Ed.

Educational Conferences-Exhibit 5

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

Informational: Administrative Reports – See Exhibit Section

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

2. Policy

Approval of Board Policy 249 – Behavior Support Relating to Special Education Services and Programs-Exhibit 6

Motion by Gannon, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve Board Policy 249, Behavior Support Relating to Special Education Services and Programs.

This policy has been reviewed by Solicitor Fisher.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

First Reading: Board Policy 916 Volunteers – Exhibit 7

In response to a question raised by Ms. Kowalchuk, Dr. Seidenberger explained that there are volunteers who provide workshops that may relate to drug and alcohol. He clarified that no volunteer is working directly with students and providing these services. Ms. Kowalchuk asked if there is a time line for obtaining the clearances. Dr. Seidenberger stated that no one will work with students until both clearances have been received. Ms. Kowalchuk said if

someone has clearances within the past may they be utilized. Dr. Seidenberger said the district would want a fresh set of clearances. Mr. Earnshaw questioned using two terms synonymously – program volunteer and independent volunteer. He provided some further editorial suggestions throughout the policy. He also questioned having the principals maintain a list of the names and services provided and thought that may be cumbersome. He suggested adding “or designee” along with the Superintendent. Referring to the cost of the clearances, Ms. Gannon suggested adding a “not to exceed” amount even though it would require changes to the policy when fees are increased. She asked if fingerprinting will still be required. Dr. Seidenberger said the requirement has been taken out of the policy. She asked about the ID badges and would it include transporting students to an event. Dr. Seidenberger said the ID badge would be required. Mr. Ballard talked about the syntax and grammar. He suggested that the time limits also be included in the records retention policy. Ms. Kowalchuk asked that the policy be publicized so that people new to the district will understand the requirements so they are available when the district needs them. Dr. Seidenberger said once the policy is adopted by the Board it will be widely distributed to building principals and the various parent advisory groups.

3. Approval of Agreement with Invo HealthCare Associates, Inc.-Exhibit 8

Motion by Gannon, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors authorize an Agreement with Invo HealthCare Associates, Inc., 1780 Kendarbren Drive, Jamison, PA for the services of a speech therapist as outlined in Exhibit 8.

Mr. Ballard questioned paragraph 10, specifically item B, adding it did not even allow for a waiver. Solicitor Fisher indicated that this is a reasonable limitation of time. He explained it is a restrictive covenant that is reasonable in time, place, and service. Mr. Ballard felt it was too restrictive to the district. Mr. Jones asked if there was any way to be flexible. Solicitor Fisher had not discussed this standard contract with Invo and he felt if there was consensus then the Board could approve the contract except for paragraph B. Mr. Earnshaw also questioned the limiting of the district's ability to hire someone. The following amendment was introduced:

Motion by Ballard, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors authorize an Agreement with Invo Healthcare Associates, Inc., 1780 Kendarbren Drive, Jamison, PA for the services of a speech therapist as outlined in Exhibit 8 and that the Solicitor re-negotiate Paragraph 10, striking item 10B, of the Agreement for the better protection of the district.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

5. Strategic Planning Steering Committee

Dr. Denise Torma
Mr. Greg Nolan

1. Approval of Steering Committee

Motion by Richwine, Seconded by Kowalchuk

RESOLVED, That the East Penn Board of School Directors approve the attached list of Strategic Planning Steering Committee members.

Mr. Ballard questioned approving TBA designations. Dr. Seidenberger explained the Board would be approving the individuals listed. The TBA category is to hold a place for an individual not appointed as of yet. Those appointments will be approved at a subsequent meeting. Mr. Ballard started questioning the legality and the statutory requirement for appointments. Solicitor Fisher explained that the Board is approving the identified members on the list. The other individuals can be approved at a subsequent meeting. Dr. Seidenberger said the allotments for adults in the various categories have been filled. In response to a question by Mr. Jones, Dr. Seidenberger said two board members are required for the Steering Committee.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

6. Other Educational Entities

- Carbon Lehigh Intermediate Unit

T. Richwine

Mr. Richwine reported that the IU Board had met last week and elected new members: Mr. Robert Bold, from Parkland; Duane Eidem from Lehigh; and Ms. Donna Trimmel from Panther Valley. The Board also approved the refinancing of the new building that is currently leased with possibly wrapping in the Transportation Center. They are looking at investigating a bond or bank loan. Mr. Richwine reported that there is a picture of the Emmaus HS Life Skills Bell Choir and Chorus in an IU UPDATE. The IU services 53 students who receive major services and a total of 299 East Penn students who receive other services.

-Lehigh Career & Technical Institute

A. Earnshaw
F. Fuller

S. Kowalchuk
T. Richwine

Mr. Earnshaw reported that the JOC recognized the 2007 Friend of Career & Technical Education Mr. Robert Zampella. He had a very impressive set of contributions. The Board did approve the construction of the new diesel training center. It was approved unanimously by board members who were present in their respective supporting districts with only six members who were not present. He also mentioned the procurement cards that are used by selected LCTI employees. He would support the Business Office pursuing procurement cards. Mr. Richwine commented on the number of visitors from across the country to LCTI to review the outstanding program. He talked about the cooperation among the sponsoring districts, noting that Carbon County Vo-Tech has been trying to initiate a building program that has been rejected by the sponsoring districts. The Skills USA competition is taking place at Ag Hall on Wednesday. Students from five counties will be participating with 130 students from LCTI. It is open to the public.

7. Facilities

1. PLANCON PART D: Project Accounting Based on Estimates – Exhibit 9

The East Penn School District has received approval for Plancon Part D: Project Accounting Based on Estimates for the Willow Lane Elementary School and the documents will be entered into the permanent minutes of this meeting.

Mr. Ballard questioned and asked for an explanation about why this document was so marked up by PDE. Mr. Carl said he would request a written response from the architect.

8. Business Operations

1. Bill List Approval

Motion by Ballard, Seconded by Gannon

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.

Treasurer's Report

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

Disbursement of Funds – Exhibits 10 & 10A

RESOLVED, That the East Penn Board of School Directors authorize the expenditure of funds from the Capital Reserve Fund, 2002 AAA GOB Issue, 2004 and 2004A GOB Issues, and the 2007 EGA Issue as listed on Exhibits 10 and 10A.

Bond Issue Refinancing

RESOLVED, That the East Penn Board of School Directors authorize the administration to work with Public Financial Management and Rhoads & Sinon, LLP, to refinance portions of the Series of 2001AA, 2002, and 2002 A outstanding Bond Issues.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

2. Tax Exemption Approval – Exhibit 11

Motion by Earnshaw, Seconded by Prinzing

RESOLVED, That the East Penn Board of School Directors approve a resolution exempting Lower Macungie Township from paying real estate taxes on the Camp Olympic acquisition property beginning January 1, 2008 as outlined on Exhibit 11.

In answer to questions raised by Mr. Ballard, Solicitor Fisher and Mr. Reigal explained that this is similar to any purchase of property where the taxes are pro-rated at the time of settlement. A portion of the taxes were paid by the municipality which is tax exempt. Mr. Reigal further explained that there will not be an assessment or a tax bill as long as the property is owned by the municipality. Mr. Ballard questioned the time frame, whether the original owners had paid the taxes, how much the district will be losing and does the district have to pay tax monies back to Lower Macungie Township. Mr. Fisher and Mr. Reigal could not ascertain that the seller had paid the taxes for the time period previous to settlement. Mr. Fisher noted that someone would be entitled to a refund at settlement, emphasizing that from December 27 on this property is not taxable.

Mr. Ballard requested further legal research on the issue before he would vote. He presented a motion to table the resolution:

Motion by Ballard, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors table the resolution exempting Lower Macungie Township from paying real estate taxes on the Camp Olympic acquisition property beginning January 1, 2008 as outlined on Exhibit 11.

The motion to table was approved by the following roll call vote:

Aye: Ballard, Gannon, Kowalchuk, Richwine, Stolz-----5

Nay: Earnshaw, Fuller, Jones, Prinzing-----4

3. Approval of ALERTNOW Contract – Exhibit 12

Motion by Kowalchuk, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors authorize the Service Agreement with ALERTNOW Rapid Communication Service, 400 Westchase Blvd., Raleigh N.C. and as described in Exhibit 12 and pending review by the Solicitor.

Mr. Ballard said he had questions about the syntax and the meaning of the contract, including the primary contact. Again, Mr. Ballard requested a document review by the solicitor. Ms. Kowalchuk asked if there is on-site training. Dr. Seidenberger said the key staff will include the building administrators, Dennis Ramella, and the two assistant superintendents. He noted that this is for emergency situations and then year 2 the messages would be more customized. Parents will be given two options for numbers and this can be updated. The system will not dial extension numbers.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

9. Announcements

Monday, January 28	7:00 p.m.-Executive Session (Negotiations, Personnel, Real Estate)
	7:30 p.m.-Board Meeting, Board Room
Friday, February 1	6:00 p.m.-Pasta Pi-Jazz, EHS Cafeteria
Tuesday, February 5	7:00 p.m.-Strategic Planning Steering Committee Meeting, Board Room
Monday, February 11	7:30 p.m.-Board Meeting

Mr. Ballard called attention to the information from PSBA regarding statewide health care and temporary development moratorium bills to be considered. Dr. Seidenberger indicated that there must be some kind of legislative oversight. Mr. Ballard said that property tax is again being brought up for review.

Mr. Richwine talked about the information regarding the senior tax rebate program. Mr. Reigal gave copies to the press with the hope that it will receive some newspaper coverage. There have been changes in the guidelines so more senior citizens would be eligible. The information will be on the district's website.

Mr. Richwine commented on a Letter to the Editor of the New York Times. The writer said "that the achievement gap will remain until we stop thinking of public education as an expense to be contained but rather as an investment in the future."

10. 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 Francee Fuller 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: C. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk,
M. Prinzinger, T. Richwine, J. Stolz

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

Board Secretary: Cecilia R. Birdsell

Treasurer: Gary Reigal

Assistant Superintendent for Initiatives & Evaluation: Dr. Denise Torma

Press Present: Kevin Ameran, The Morning Call Reporter
Loretta Fenstermacher, East Penn Press Reporter

2. SGA Report - Chelsea Fenstermacher

Miss Fenstermacher reported that the Santa Pictures in December had raised \$600 and SGA was able to buy that amount in coloring books and crayons for an elementary school in Allentown. They also donated to the Angel Network. As a result of the 72 hour dance Thon, they donated \$5,000 to a children's hospital. The theme for the Snow Ball this year was "Think Pink" and \$5,000 was raised and donated to the 5K Breast Cancer Research Fund. The SGA is trying to donate more to the community than to the school. There will be a Blood Drive in April and a Bachelor/Bachelorette Auction in March.

3. Requests to Address the Board

Megan Slifka, 1870 Brookhaven Drive, W., Allentown and Secretary of the Wescosville PTO, reported that the PTO was "flushed" with cash and that this year is the first year they have agreed to a commitment to spend the funds. She then talked about the playground equipment and announced that through the voting system of their PTO Board they had condemned four pieces of playground equipment. She said the Wescosville School now has no place for students to play. She asked the Board to help with the decision to replace the equipment and to help to purchase equipment, adding that she felt it was the Board's responsibility. She suggested the PTO could replace the computers in the library and the sound system in the All-Purpose Room.

Following the last Board Meeting, Dr. Torma reported that the two Assistant Maintenance Supervisors had visited the Wescosville site and did inspect the pieces of playground equipment. It was ascertained that all pieces of equipment were intact and considered safe. The two original pieces of equipment that may be design dated are safe and will be removed in the spring at the request of the principal. On a routine basis, playground equipment is inspected and a report is filed every Friday in the Maintenance Office. Any safety concerns are forwarded from the Maintenance Department to the building principal. No concerns have been received from the Wescosville School. In addition to internal procedures, the PSBA Insurance Group, the district's carrier, also inspects the playground equipment. Dr. Seidenberger has suggested a tentative meeting on February 22 with the parent representative who spoke last meeting and the building principal. He will review the safety concerns as well as the district's history of financing playground equipment.

4. Approval of Minutes

Motion by Prinzinger, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve the minutes of the January 28, 2008 meeting.

This resolution was unanimously adopted by voice vote.

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

1. Personnel

Motion by Earnshaw, Seconded by Gannon

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

Resignations

-Dorothy Toth, Hall Monitor for Emmaus HS, effective February 1, 2008
(Exhibit 1)

-Sheree Fitzgerald, Administrative Assistant at Macungie School, effective February 22, 2008
(Exhibit 2)

-Kimberly Kemp, Teacher Aide at Shoemaker School, effective immediately
(Exhibit 3)

General Leave of Absence

Employee: Penny Palencar
PT Food Service Assistant
Effective: January 14, 2008-January 13, 2009
Reference: Board Policy 539, General Leave

Temporary Professional Employee Appointment

Name/Address: Adria Creveling
2437 Kris Drive, Allentown 18104
Education Level: B. S. Degree (2004)
M. S. Degree (2006)
Undergraduate School: Penn State University
Graduate School: East Stroudsburg University
Effective: To be determined
Assignment: Speech Teacher
Vacancy created by M. Smith resignation
Certification: Instructional I, Speech & Language Impaired
Experience: 8/06-Present: Carbon Lehigh Intermediate Unit
Salary: \$49,237 (Step B, Year 2, Col. M)

Administrative Assistant Appointment

Name/Address: Robin Molnar
205 N. Second Street, Emmaus 18049
Effective: February 12, 2008
Assignment: Attendance Office, Emmaus HS
Vacancy created by L. Wetzel retirement and
Transfer of B. Alcaro
Salary: \$24,000/year, 35 hrs./wk.

Teacher Aide Appointments

Name/Address	Assignment	Salary
Kim Bosak 4821 Wendi Drive East Zionsville 18092	Alburtis School, Café/Recess Haag transfer	\$11.55/hr., 12.5 hrs./wk.
Christine White 5859 Snowy Orchid Ln Allentown 18104	Office Aide, Emmaus HS C. Troxell resignation	\$11.55/hr., 15 hrs./wk.
Dana Johnson 53 Third Street, Alburtis	Study Hall, Emmaus HS E. Medina transfer to MS	\$11.55/hr., 22.5 hrs./wk.
Margaret Ritter 6535 Sauterne Drive Macungie	Cafeteria, Shoemaker M. Ely transfer to Spec. Ed.	\$11.55/hr, 12.5 hrs./wk.

Co-Curricular Appointments

Sean Boyle	Agility Club, Eyer MS	\$240.88 (8 sessions)
Ali Patchcoski	Craft Club for 7 th Graders, Eyer MS	\$240.88 (8 sessions)
Erin Lichtenwalner	Craft Club for 6 th Graders, Eyer MS	\$240.88 (8 sessions)
Michael Schwarz	Assistant Boys Lacrosse Coach	Volunteer
Terri Gasper	Golf for Girls at LMMS	\$30.11/session (6 sessions)

Additions to the 2007-08 List of Per Diem Substitutes

Patricia Sanville, Teacher Aide	Lisa Costello, Health/PE
Lisa Wolff, Elementary	Kim Kemp, Teacher Aide
Carol Corso, Elementary/Spec Ed	Lisa Rothermel, Health/PE
Heather Werner, Art	Stephen Toth, Tech Ed
Elizabeth Messerli, Elementary	Jessica Harrington, Health Room Aide/RN
Jessica Miller, Special Ed/Elementary	Margaret Notabartolo, Food Services

Change in Assignments-Teacher Aides/Administrative Assistants

Employee	From	To
Suzanne Schaeffer	19.0 hrs./wk. Spec. Ed. Alburtis	20.0 hrs./wk., Spec Ed Alburtis
Paul Magargal	32.5 hrs./wk., EHS Teacher Aide, Study Hall	30 hrs./wk., EHS Hall Monitor
Margaret Stephenson	25 hrs./wk., Attendance EHS Teacher Aide	23 hrs./wk. Study Hall, EHS Teacher Aide
Deb Behie	23 hrs./wk., Study Hall Teacher Aide, EHS	25 hrs./wk., Attendance Teacher Aide, EHS
Olympia Pellegrino	27 hrs./wk., Study Hall Teacher Aide, EHS	28.5 hrs./wk., Study Hall Teacher Aide, EHS
Catherine Bouchat	27 hrs./wk., Study Hall Teacher Aide, EHS	28.5 hrs./wk. Study Hall Teacher Aide, EHS
Angela Fields	27 hrs./wk., Study Hall Teacher Aide, EHS	28.25 hrs./wk., Study Hall Teacher Aide, EHS
Eddie Meckes	31 hrs./wk., Study Hall Teacher Aide, EHS	32.5 hrs./wk., Study Hall Teacher Aide, EHS
Michelle Magargal	27 hrs./wk., Study Hall Teacher Aide, EHS	29 hrs./wk., Study Hall Teacher Aide, EHS
Noelle DiRienzo	26.25 hrs./wk., Study Hall Teacher Aide, EHS	31.25 hrs./wk., Attendance Teacher Aide, EHS Vacancy created by R. Molnar Promotion to AA
Beth Alcaro	Attendance, EHS Administrative Assistant	Assistant Principal Office, EHS Administrative Assistant

Change in Hours-Food Services

Employee	From	To
Gail Pondelek	6.25 hrs./day, Eyer MS	6.50 hrs./day, Eyer MS
Louisa Sult	4.0 hrs./day, Wescosville	4.25 hrs./day, Wescosville
Karen Keim	4.0 hrs./day, Wescosville	4.25 hrs./day, Wescosville
Karen Haldeman	4.0 hrs./day, Wescosville	4.25 hrs./day, Wescosville
Sidney Twining	3.0 hrs./day, Wescosville	3.25 hrs./day, Wescosville
Sandie Zettlemoyer	3.0 hrs./day, Wescosville	3.25 hrs./day, Wescosville

Educational Conferences – Exhibit 4

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

Dr. Torma noted that Dr. Seidenberger was out-of-town at a Middle States Conference where he serves as Chairman of the Elementary Division and he will then be attending the AASA Convention. He will be back in the district next Tuesday.

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

2. Policy

-Interim Reading: Board Policy 916 Volunteers (Exhibit 5)

Ms. Fuller noted that there had been an extensive conversation at the last meeting and asked if there were any further questions. Mr. Earnshaw said that while he appreciated the changes that were made he was still concerned about the various categories of volunteers and then the collective use of volunteers. He did not understand the \$50 limit for the clearance checks since they are paid directly to the state and questioned whether the district will pay before or after the application. He also questioned the reduced or free lunch status as criteria for determining a financial hardship. Ms. Kowalchuk suggested adding language to the policy that would indicate the Board would revisit it if fees increase. Mr. Richwine questioned why the \$50 was even added. It was noted that Ms. Gannon had suggested at the last meeting that a "not to exceed cost be added." Ms. Gannon said the idea was that if fees went up excessively the district would provide some reimbursement. There continued to be discussion about the fees and then it was suggested that the policy could incorporate language that if the fees became excessive the policy would automatically be reviewed by the Board. Mrs. Daniel, Director of Personnel, indicated that the fees have remained the same for at least the past ten years. Mr. Earnshaw then wanted to know if it was the intent of the Board to pay for fees when there was a financial hardship. Mr. Ballard indicated that there are discretionary funds for principals to take care of these cases. Mr. Reigel indicated that there are no budgeted funds for paying these fees. Ms. Fuller asked for consensus about the sources of funding. There appeared to be consensus for the language, "if a financial hardship can be established by the candidate based upon the same criteria used to determine eligibility for free and reduced price lunch status **the district will reimburse the fees.**" Mr. Earnshaw suggested moving the paragraph that requires the Personnel Office maintain the clearances for all categories of volunteers. He also questioned the Transportation heading. Mr. Earnshaw brought up further questions about training volunteers when some volunteers may only be reading a story to a class. He continued to have a problem with the area of responsibility for all volunteers being either the principal or Activities Director. Mr. Ballard asked about the Identification Badge. He felt there should be a volunteer badge that is generic. Ms. Gannon said it was the policy of the district to have identification badges for anyone entering a district building. In answer to a question by Ms. Gannon, it was clarified that the volunteer in the first category will only need the Volunteer Affidavit. Mr. Prinzing pointed out that referring to Page 3, Section 5, Subsection 1, does provide for training by someone other than the principal. There was concurrence with that assumption. Mr. Richwine did not think the training was the issue. Mr. Earnshaw said when there was a Policy Committee these language issues were worked out even though there is additional personnel time and advertising.

5. Strategic Planning

Dr. Denise Torma
Mr. Greg Nolan

1. Approval of Additions to the Steering Committee

Motion by Richwine, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the following individuals as members of the Strategic Planning Steering Committee:

Teaching Staff: Francine Confer, Elementary
Beth Witte, Middle School
Brent Ohl, Emmaus HS

Students: Rebecca Visintainer, Grade 9
Rachel Gladys, Grade 10
Nicholas Vassalo, Grade 11

Dr. Torma reported that the first meeting of the committee had taken place on February 5. The committee represents various areas of the community as well as teachers, students, and administrators. Dr. Torma reviewed the various areas that were covered in the initial meeting and noted the next meeting will be a small group work session to develop Vision, Mission and Belief Statements for the district. The state has required that action plans address some of the requirements of No Child Left Behind. The meetings are scheduled for February 19, March 4, and March 18. If there is someone interested in serving on an action team they should contact either the Board Secretary or Assistant Superintendents Dr. Torma or Mr. Nolan.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

6. Legislative

C. Ballard

Mr. Ballard reported on his trip to Washington, D. C. as a member of the NSBA Federal Relations Network. He had a handout that he would give to the Board Secretary for distribution to the Board. He said NSBA has developed an outstanding training video for lobbying representatives and he found it useful when talking to Senator Casey at the PA Legislative Breakfast. Mr. Ballard, Mr. Bold from Parkland, and Ms. Koch from Bethlehem, visited approximately 45 minutes with two of Representative Dent's legislative aides who are well versed on legislation and do much of the research. They felt that Mr. Dent was supportive of educational issues, particularly in rationalizing NCLB with IDEA and

he has also signed on for the NSBA revision bill to NCLB. Mr. Ballard said there is a lot of sentiment in Washington to have the next president deal with revisions to NCLB. It will probably be another two years before anything significant will be done. The FRN representatives tried to impress on the legislators that there are needed revisions to NCLB now rather than later.

At the state level, there has been a bill proposed to pull out the exceptions for Act 1. PSBA's Tim Allwein returned from Washington to testify against the bill.

Mr. Ballard said he was asked to give an update on HB 1369 that was introduced in July 2007 and was referred to the Labor Relations Committee where it is currently. PSBA is not endorsing the bill and the legislative agenda of PSBA does not include an absolute ban on teachers' strikes. They have asked for amendments to two parts of the labor laws (Acts 195 and 88) that are more pertinent to achieving the goals of the district.

Mr. Ballard said this particular bill is being supported by an organization entitled Stop Teachers Strikes and wishes to outlaw the ability of any teacher in PA to strike. Mr. Ballard said it is based on conservative fundamentalism that feels teacher strikes are the source of all evil in the amount of taxes being raised and that somehow if the teachers are prevented from striking that this will lower taxes. In reviewing other parts of the bill, Mr. Ballard pointed out that it states that school boards are incompetent in negotiating contracts; therefore, we have to have a provision that if agreement is not reached then negotiations have to be conducted in public. This could lead to what he termed "Guerilla Theater" in a public forum. This bill is not favorable to either side of the school issue. There are also draconian penalties such as \$1,000 a day put on school boards if they stage a lockout. There are provisions in the laws already against a lockout. On the teacher side, there is a penalty of losing two days pay for every day on strike. Mr. Ballard said it is a concept that is over sold as a quick fix. The bill only targets a small subset and gives them less liberty to resolve the issues. Mr. Ballard summarized that in the current makeup of the bill, it is not likely to get out as a bill in its present form. Referring to the data available, Mr. Ballard said there were less than 5% of the PA districts that had a strike of any kind. Strikes are prohibited from going past a certain number of days that would impact the school calendar. While strikes are inconvenient, they do not affect the overall effectiveness of the school district. Mr. Ballard said based on the information available he would not support any kind of resolution or discussion of this bill at this time. Mr. Jones asked if there are 37 states that have this action. Mr. Ballard said there are certain states that prohibit strikes but they also have provisions for ending strikes such as binding or non-binding arbitration, best offer, etc. All of them have a mechanism to end a strike and bring in a third party if the two sides cannot reach a resolution. Mr. Stolz claimed that Pennsylvania is number one in the nation for teachers' strikes with the exception of 2004-05. He indicated that he was personally in favor of conducting public negotiations. He said the taxpayers should be heard when they see how much a district is paying their teachers. He said East Penn teachers do an excellent job but he felt he would bring this bill to the attention of the Board, noting that the Pennsburg Board had adopted this resolution. Mr. Stolz concluded that he would take any questions about this bill after the meeting.

Mr. Earnshaw said negotiations are more frank and candid in private and he would be opposed to any type of public forum. Mr. Jones said public negotiations could be compared to reality television where marital issues may be discussed. He said it would be putting on a show even if it was not intended. He firmly believes that private negotiations are in the best interest of both parties. He said he was very disturbed by the language in most of the bill and felt it was very extreme. Mr. Jones concluded that he would not support the bill in its current form.

Ms. Fuller pointed out that this bill was sent to committee in July and has not emerged since then. It would appear that it is a moot point.

7. Business Operations

1. Approval of Bill List

Motion by Earnshaw, Seconded by Ballard

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

Disbursements – Exhibit 6

RESOLVED, That the East Penn Board of School Directors authorize the expenditure of funds from the Capital Reserve Fund, 2002 AAA GOB Issue, 2004A GOB Issues, and the 2007 EGA Issue as listed on Exhibit 6.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

8. Announcements

Monday, February 11
February 11 & 12

7:30 p.m.-Board Meeting, Board Room
11:00 a.m. – Early Dismissal, Middle School Parent-Teacher Conferences

February 11, 12, 13, 14	PSSA Writing Test, Grades 5, 8, 11
February 15 & 18	Presidents' Holiday – All Schools and Offices are closed.
February 19	7:00 p.m.-Eyer Incoming 7 th Grade Parent Meeting
	7:00 p.m.-Strategic Planning Steering Committee Meeting #2
February 25	7:30 p.m.-Board Meeting, Board Room

Mr. Stolz complimented the high school students who are forming a Students for Obama group headed by student Amanda Serfoza. He thought it was great that students were getting involved.

Ms. Kowalchuk asked Mr. Reigal if he had any insight into the Governor's Budget. Mr. Reigal said that there will be a 3.9% increase in the basic ed, special ed, and accountability grant areas. With the cost index of 4.4%, it is not keeping pace with that level. Local support is going to continue to make up a large part of the budget. Ms. Kowalchuk asked about the Costing-Out Study. Mr. Reigal said these are the projections from the Governor's budget.

Mr. Ballard said that ex-Speaker Prezel had a proposal to apply all gambling funds toward senior citizen tax reduction. Mr. Ballard asked Mr. Reigal to include in his budget presentation that the 4.4% increase in the budget is not a 4.4% increase in revenue.

9. 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

Board President Francee E. Fuller 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: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk, M. Prinzing,
T. Richwine, J. Stolz
Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher
Treasurer: Gary Reigal
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas L. Seidenberger
Press Present: Loretta Fenstermacher, East Penn Press Reporter

2. Staff Recognition:

-Linda Iezzi, Administrative Assistant to the Assistant Superintendent for Supervision
and Academic Planning

Ms. Fuller and Dr. Seidenberger presented a Certificate of Acknowledgement to Ms Iezzi for receiving the Professional Standards Program Advanced III, Option I Certificate awarded by the National Association of Educational Office Professionals. Dr. Seidenberger read a letter from the NAEOP describing the criteria for receiving this award. Mrs. Iezzi received a round of applause.

-Student Recognition:

Silver Medal Winners at the Skills USA Competition-Lehigh Career & Technical Institute

Ms. Fuller and Dr. Seidenberger presented a Certificate of Recognition to Derek Kleppinger for Automotive Service Specialization, and Mrs. Fenstermacher, mother of Kevin Fenstermacher, since Kevin was working this evening. The certificates for the remaining recipients will be forwarded to them at Emmaus High School.

Jacalyn Doyle	Tech Computer Applications
Kevin Fenstermacher	Internetworking
Corey Frizzell	Electronics Technology
Michael Wambaugh	Culinary Arts

3. Requests to Address the Board-None

4. Approval of Minutes

Motion by Kowalchuk, Seconded by Ballard
RESOLVED, That the East Penn Board of School Directors approve the minutes of the February 11, 2008 meeting.

This resolution was unanimously adopted by voice vote.

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

1. Personnel

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

Dr. Seidenberger reported that board members had received a letter and resolution regarding the request by the Lower Macungie Youth Association. Dr. Seidenberger asked that the board members review the information for action at the next board meeting. A board member requested information on the eSchoolPlus program and a written report will be submitted at a later date.

Resignations

-Thomas Pellegrino, Teacher Aide at Emmaus HS, effective February 6, 2008 (Exhibit 1)
-Robin Molnar, Teacher Aide at Emmaus HS, effective February 11, 2008 (Exhibit 2)
-Christine Charles, Teacher Aide at Alburtis School, effective February 20, 2008 (Exhibit 3)

Leaves as per Collective Bargaining Agreement

Employee: Kimberly Henry
Grade 1 Teacher, Wescosville School
Effective: March 5, 2008

Employee: Ashleigh Hulmes
Grade 1, Alburtis School
Effective: February 19, 2008

Additions to the 2008-09 List of Per Diem Substitutes

Rachel Doherty	Elementary/Special Education
Edwin Wertman	Tech Ed
Loretti Schuima	Food Services
Patrice Murphy	Food Services

Appointment of Teacher Aides

Name/Address	Assignment	Salary
Debra Mullen 5634 Fresh Meadow Drive Macungie	Attendance Office, Emmaus HS	\$11.55/hr., 26.25 hrs./wk.
Adrienne Maiatico 351 Hopewell Drive Allentown 18104	Evening Library, Emmaus HS	\$11.55/hr., 10 hrs./wk.
Rebecca Gilbert 2166 Huckleberry Road Allentown 18104	Study Hall, Emmaus HS	\$11.55/hr., 28.5 hrs./wk.

Remedial Assistant Appointment

Jayanne Donmoyer 81 N. Walnut Street Macungie	Remedial Assistant, Eyer MS	\$12.55/hr., 25 hrs./wk.
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Change in Employment Status-Teacher Aides-Emmaus HS

Name	From	To
Dorothy Grois, Study Hall	31 hrs./wk.	28.5 hrs./wk.
Lisa DeLong, Study Hall	31 hrs./wk.	28.5 hrs./wk.
Dana Evans, Study Hall	31 hrs./wk.	28.5 hrs./wk.
Carla Reed, Study Hall	31 hrs./wk.	28.5 hrs./wk.
Susan Marsteller, Study Hall	26 hrs./wk.	28.5 hrs./wk.
Laurie Oswald, Guidance	25 hrs./wk.	31.5 hrs./wk.
Wanda Farley	31.5 hrs./wk., Shoemaker Special Education	32.5 hrs./wk., Alburtis Special Education

Educational Conferences – Exhibit 4

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

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

Co-Curricular Advisors

Motion by Stolz, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the appointment of the following co-curricular advisors:

Jenifer Trautman	LMMS Spring Musical/Costumer	\$510.00
Susan Nester	Spring Costume Design Coordinator	\$510.00

Ms. Gannon said Ms. Trautman did a wonderful job on costume design for the plays and she was happy to see that she was being paid for her work. Mr. Prinzing asked why the Board was voting on these separately. Ms. Fuller responded that a request was made by a board member. Mr. Stolz said he had made the request because he was concerned about the cost in light of the construction issues facing the district. While the amounts may be small, he felt it was necessary to cut back where the district can and tighten our belts. Ms. Fuller said it was her feeling that the co-curricular advisors give far more than what they are paid. It would be very difficult to run a district without these advisors. She concluded it was money well spent.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

Motion by Earnshaw, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the appointment of the following co-curricular advisors:

Kathy Thomas	Clay Club, LMMS	\$30.11/session, 4 sessions
Mark Domyan	Juggling Club, Eyer MS	\$240.88
Kenneth Arndt	EHS Wrestling Coach	Volunteer

Ms. Kowalchuk said the after school activities are important because they build connections with the teachers and the school and that research shows that these connections are key to the academic program. Mr. Prinzing also felt that the after school programs were worthwhile and, with the federal cuts to drug programs, these activities keep kids engaged in positive programs. Mr. Earnshaw pointed out that the cost for these activities would be .003% of the budget. It is a minimal investment and these programs are incredibly valuable for all students. Mr. Ballard said he was supportive of a well rounded education. Mr. Stolz said he, too, felt that they were valuable experiences but he felt the district should revisit the co-curricular budget. He still felt it was an area where the district could but back. He noted that there are a lot of senior citizens in the district and their taxes are going up and they can no longer afford to live in the district. Mr. Stolz talked about senior citizens who sell their property to families who have children who then need to be educated in the district at a cost of \$9,000. Mr. Jones said the benefit is so much greater than the cost for these programs, adding that if the Board was looking for an area to make an impact on taxes this was probably the wrong place to do it.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine-----8

Nay: Stolz-----1

2. 2008-09 School Calendar – Exhibit 5

Motion by Ballard, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors approve the 2008-09 School Calendar.

Dr. Seidenberger said the calendar is in concert with other districts. It has been reviewed with the administrative staff and the EPEA. In answer to a question from Mr. Jones, Dr. Seidenberger indicated that the calendar will be on the web site after it is adopted by the Board.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

3. Approval of Agreement with Therapy Source-Exhibit 6

Motion by Kowalchuk, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors authorize an Agreement with Therapy Service, 10119 Valley Forge Circle, King of Prussia, PA for the services of a speech therapist as outlined in Exhibit 6.

Note: Contract has been reviewed by the Solicitor.

In answer to questions raised by Mr. Ballard, Mr. Fisher said that the Non-Solicitation Agreement should be removed. Referring to Section 2.2, Mr. Fisher said he had clarified the areas with Therapy Source, noting that if someone is employed it will be a one time annual salary.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

4. Acceptance of Gifts, Grants, Funds – Board Policy 702

Motion by Ballard, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors accept the following donation in compliance with Board Policy 702, Gifts, Grants, Donations:

Lincoln School PTO	\$5,000.00-For the purpose of purchasing books for the Lincoln School
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Library

Ms. Fuller thanked the PTO for their generosity.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

6. Facilities

1. Eyer MS Change Directive

Motion by Earnshaw, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve EC #1 Change Directive with Wind Gap Electric, Inc., 125 West Seventh Street, Wind Gap for time and material not to exceed \$32,000.00 for the Eyer MS Project providing labor, equipment and material to perform modifications to the existing electrical system as per drawing RE-12 and RE-5 dated October 15, 2007 involving interferences with the new skylight.

Note: This item will come back to the Board at a later date as a Change Order when the work is completed.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

2. Approval of Plancon F: Construction Documents, Willow Lane Elementary School (Exhibit 7)

Motion by Richwine, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve Plancon F: Construction Documents for submission to the PA Department of Education and further certifies that the architect has been directed to insure that all plans related to this project conform to generally accepted codes or guidelines per Section 349.16 of the Department of Education Standards.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

3. Approval of Mandate Waiver Program, Willow Lane Elementary School (Exhibit 8)

Motion by Ballard, Seconded by Jones

RESOLVED, That the East Penn Board of School Directors approve the attached mandate waiver program application (PDE-417) requesting a waiver of the Multiple-Prime Contract requirement under the PA School Code 24 P.S., Section 7-751 of 1949; to the extent that this section requires the school district to enter into multiple prime contracts for the construction of Willow Lane Elementary School.

Dr. Seidenberger explained that by adopting this waiver the district is asking PDE for permission to go out to bid. This project could be bid with a general contractor and three primes or a sole source provider. This gives the option of getting the best value for the available dollars. Mr. Earnshaw said he could fully support the process of bidding both ways. Mr. Earnshaw provided some corrections to the documents and criticized the wording in various areas that should be reviewed before mailing the document to Harrisburg. Mr. Ballard said he would fully support the application for the waiver. Mr. Ballard also felt that the document language needed improvements before going to PDE. He concluded that the language is not up to the standard of East Penn. Ms. Kowalchuk asked if this option would reduce the need for an owners representative. Dr. Seidenberger said this was discussed previously and the Board should have a representative who will be able to validate the work. He concluded it was in the Board's best interest to have an outside agency monitor the projects. In answer to a time line, Mr. Fisher said the district should hear back from PDE within 2 weeks. Mr. Richwine questioned how many districts have been granted waivers. Mr. Rick Bachl from W2A said that there have been three or four granted. Mr. Richwine asked if there was a special interest group that might want to maintain the status quo. Mr. Fisher explained the legal background, noting that there were two legal challenges lodged by the trade unions. The PA Supreme Court made a ruling last year that the practice was acceptable and that is why there have been so few waivers approved. Mr. Ballard said that PDE must show that they have made a good faith showing for any reasonable request for a mandate waiver. He added that there had been an original law that mandated the four contracts.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

7. Legislative

C. H. Ballard

1. Resolution Opposing Proposed High School Graduation Competency Assessments – Exhibit 9

Motion by Stolz, Seconded by Kowalchuk
RESOLVED, That the East Penn Board of School Directors approve the resolution opposing the proposed High School Graduation Competency Assessments as described in Exhibit 9.

Mr. Ballard reported that Governor Rendell has been pushing statewide competency exams since he took office and is a major part of his education platform. In addition, Secretary of Education Zahorchak sent a letter to all board members that Mr. Ballard felt was very insulting and requested that the Board Secretary read the letter into the minutes. The letter claims that Boards are being influenced by special interest groups such as PSBA. Mr. Ballard said he fully supports the PSBA position that states that this is not a well thought out initiative. The other agencies (PASA, PSEA, AFT, PA Association of Gifted Education, Education Law Center, etc.) have also raised concerns about this initiative. The State Board of Education unanimously voted to approve the Chapter 4 draft. That action moves the GCA proposal into the first phase of the regulatory review process, and now efforts must focus on that process.

Referring to high stake tests, Mr. Ballard reflected on the various kinds of students (liberal arts, mechanical/technical) and their particular learning styles and how they respond to testing situations that may not reflect their competency. Mr. Ballard said it is now time to take action and to defeat this proposal and he would support the resolution. Mr. Earnshaw and Mr. Jones shared their personal experiences with test taking and indicated their support for the resolution. Mr. Jones commented on the marketing literature and his sense was that they tried to address some of the concerns expressed. He felt it answered some of Mr. Ballard's concerns and cautioned against going to extremes. Mr. Jones said he would like to hear more about the pros and cons of test taking skills and preparing students for test taking for college. Mr. Stolz said he felt accountability at the teacher and student levels is important; however, these tests are an attempt to take away local control. He indicated he would be personally contacting Representatives Reichley and Beyer and Senator Wonderling. Mr. Richwine pointed out that in the February 1 edition of the PSBA School Leader News there was a two-page article by the National Center for Fair & Open Testing that lists the reasons why this proposal is not a good idea. He also agreed that the Zahorchak letter is insulting and makes it appear that districts cannot be trusted to do a good job and suggests state intervention is needed. Mr. Richwine talked about the cost for the testing and how it will take funding away from needier districts. He criticized the statement that the GCA's will be better than high school final exams and questioned the credibility of such a statement. Mr. Richwine said that test preparation companies are now becoming rich and the companies involved have influence over state and federal governments. He concluded that students who struggle will drop out of school, even if they have several years to pass the tests. Mr. Richwine said he would support any resolution that opposes these tests because there is nothing about continually testing that actually improves learning.. Dr. Seidenberger shared his experience at a workshop with the Governor of Arizona, who was talking about a national movement to control curriculum and assessment. He said superintendents are concerned about teachers having another test that will limit their flexibility. He asked that the Board support this resolution. Mr. Ballard indicated that PSBA will be putting out a point-by-point fact sheet regarding the statements made in the Zahorchak letter.

In other legislative news, the Legislature is still looking at various property tax relief bills; the Governor has signed Senate Bill 1, the Open Records Law. PSBA will be conducting webinars on the new requirements in the Open Records Law. There are changes in immunization requirements and the district will probably need a parent education workshop to explain these requirements.

8. Other Educational Entities

-Carbon Lehigh Intermediate Unit T. Richwine

1. Approval of 2008-09 IU Budget

Motion by Richwine, Seconded by Gannon
RESOLVED, That the East Penn Board of School Directors approve the Budget of the Carbon Lehigh Intermediate Unit for the fiscal year July 1, 2008 to June 30, 2009.

Mr. Richwine reported that the proposed budget is 2.1 million dollars and \$761,000 is covered by the 14 sponsoring school districts. East Penn's share is \$121,501, an increase of \$5,000 over last year's amount. This is the only portion that boards have to approve. Mr. Stolz asked why there is a \$5,000 increase. Mr. Richwine responded that the IU has added small increments and explained the background. The IU performs many services for sponsoring districts and this is a small increase in districts' budgets. The IU Board and the Superintendents have approved this budget. Mr. Earnshaw further explained that some things are going up, some going down, and some are flat. He felt they were doing a great job, noting additional staff was needed, and concluded that inflation does happen. The demand for services has gone up significantly. Mr. Richwine noted there had been changes in the Business Office that were suggested by the auditors. This created a situation where things are being accounted for differently. It is difficult to compare item-to-item because of the changeover in methodology.

This resolution was duly adopted by the following roll call vote:
Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

Mr. Richwine reported that 53 students received major services and 306 students received services from the IU. In 2007-08, the IU serviced a total of 9,489 students. All the services received by students are billed to the district at cost.

-Lehigh Career & Technical Institute

A. Earnshaw
F. Fuller
S. Kowalchuk
T. Richwine

1. Approval of 2008-09 General Fund & Academic Center Budget

Motion by Earnshaw, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors approve the General Fund and Academic Center Budgets for the period of July 1, 2008 through June 30, 2009.

Mr. Earnshaw explained that the budget has two components – the Operating Budget and the Capital Budget. The Operating Budget is based on a five year rolling average of students sent and the average number of students has been increasing steadily over the last five years. The Capital Budget is based on the total market value of properties in the district. East Penn's market value has increased more than many other districts. The Academic Center Budget is based strictly on the number of students sent. The actual allocation will be determined next year when the enrollment is known. The total increase is 5.89%; the school district's increase is 4.4%. The Academic Center budget reflects a 20% increase or \$193,000 based on anticipated enrollment. East Penn's total allocation is going up 7.3%. Mr. Earnshaw asked the Board to support the budget.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Prinzing, Richwine, Stolz-----9

9. Strategic Planning

Dr. Denise Torma
Mr. Greg Nolan

Mr. Nolan reported that the committee met on Tuesday, February 19, and worked on key components for mission and vision statements. The committee will be meeting on March 4 and will be taking all the information received and developing new mission and vision statements. Ms. Kowalchuk indicated that this is the third time she has been a member of the Strategic Planning Steering Committee and she felt that the facilitators were making excellent use of the time. She said the group is moving forward in a very positive way and she is finding it the best experience out of the two previous committees. Mr. Nolan added that the community members have provided insight and guidance to the procedures.

10. Business Operations

1. Approval of Bill List

Motion by Earnshaw, 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.

Treasurer's Report

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

Budget Transfers – Exhibit 10

RESOLVED, That the East Penn Board of School Directors approve the budget transfers listed on Exhibit 10.

Disbursement of Funds – Exhibit 11

RESOLVED, That the East Penn Board of School Directors authorize the expenditure of funds from 2002 AAA GOB Issue, 2004A GOB Issues, and the 2007 EGA Issue as listed on Exhibit 11.

2007-08 Transportation Contract

RESOLVED, That the East Penn Board of School Directors approve the student transportation contract with Laidlaw Transit, Inc./First Student for the 2007-08 school year at a daily rate of \$23,085.56.

Note: East Penn is currently in the fourth year of a multi-year contract that expires in June 2009. The above resolution reflects the actual number of vehicles now being used as well as the actual number of miles all vehicles are traveling each day.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Prinzinger, Richwine, Stolz-----9

11. Announcements

Monday, February 25	7:30 p.m.-Board Meeting, Board Room
Friday, February 29	11:00 a.m.-Early Dismissal, Emmaus HS
Tuesday, March 4	7:00 p.m.-Strategic Planning Steering Committee Meeting
Monday, March 10	7:30 p.m.-Board Meeting

12. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:05 p.m.

Cecilia R. Birdsell
Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee Fuller 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: A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk, M. Prinzing, T. Richwine, J. Stolz
Board Member Absent: C. H. Ballard
Solicitor: Marc S. Fisher, Esq., Worth, Magee, & Fisher.
Treasurer: Gary Reigal
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas L. Seidenberger
Press Present: Loretta Fenstermacher, East Penn Press Reporter
Kelly Martin, Morning Call Reporter

2. Staff Recognition:

Deb Zosky – Emmaus HS Literacy Coach

Mrs. Zosky was recently selected by the National Education Association as a recipient of the Association's Foundation Award for Teaching Excellence. She was recognized by the NEA in Washington, D. C. on February 8. The award recognizes, rewards, and promotes excellence in teaching and advocacy for the teaching profession. Board President Francee Fuller and Superintendent of Schools Thomas L. Seidenberger presented Ms. Zosky with a certificate recognizing this achievement. Ms. Zosky received a round of applause.

3. Requests to Address the Board

Mrs. Tessa Kashuba, 2017 Strathmore Drive, Macungie and Stacy Fogash, representing Wescosville School expressed concern about room space that is used for the learning support and gifted classes. They also felt that technology was not equitable among the elementary schools.

4. Approval of Minutes

Motion by Stolz, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the minutes for the February 25, 2008 meeting.

This resolution was unanimously adopted by voice vote.

5. Bond Re-Financing – Public Financial Management & Rhoads & Sinon

Mr. Scott Scherer from Public Financial Management reviewed the attached bid results and debt service schedules for the internet bond sale that took place today. The successful bidder was PNC Capital Markets. The district will be saving \$407,758.80 by this refinancing. Attorney Ron Leaver from Rhoads & Sinon reviewed the attached resolution.

Motion by Stolz, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors authorize issuance of General Obligation Bonds, Series of 2008, in the amount of \$10,000,000 as outlined in the attached resolution.

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

Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----8

Absent: Ballard-----1

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

Dr. Seidenberger reported that he had participated in the Lincoln Family Reading Night and the EPEA sponsored Seussa-Palooza reading program. He attended the Eyer production of "The Reluctant Pirate" and commended the staff and students involved in the production. The AlertNOW calling program will be piloted at one elementary school. Dr. Seidenberger also reported that an application for an RTI grant in the amount of \$125,810 has been completed. He has released the executive summaries for the staff and parent surveys. These summaries are also available on the website.

Dr. Seidenberger has been invited to be a member of the DaVinci Center's Board of Directors. He noted that his wife, Patricia, had been one of the original members of the Board of Directors.

1. Personnel

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

Resignations

- Allison Lind, Teacher Aide at Macungie School, effective immediately (Exhibit 1)
- Sandra Coville, Teacher Aide at Emmaus HS, effective March 7, 2008 (Exhibit 2)
- Beth Iobst, Administrative Assistant in the Athletic Office at EHS, effective March 14, 2008 (Exhibit 3)

Leaves as per Collective Bargaining Agreement

<u>Employee</u>	<u>Assignment</u>	<u>Effective</u>
Katrina Rainford	Health/PE, LMMS	March 17-May 12, 2008
Katie Boligitz	Special Ed, LMMS	March 25, 2008

General Leave of Absence

Employee: Lisa Jones
Teacher Aide, Jefferson
Effective: March 5-June 16, 2008
Reference: Board Policy 539-General Leave

Salary Adjustment

Employee: Valerie Witkowski
From: \$63,814
To: \$70,000
Effective: Immediately

Appointment of Manager of Network Services

Name/Address: Bruce Sarte
810 Newcastle Drive, Red Hill 18076
Education Level: B. S. Degree
Undergraduate School: Temple University
Experience: 2005-Present: Applied Clinical Intelligence
2004-05: Bryn Mawr College
2003-04: Arcadia University
1999-2003: Moorestown Friends School
1995-99: Villanova University
Salary: \$65,000 until June 30, 2009

Remedial Assistant Appointment

Name/Address: Allison Lind
4588 Belmont Drive, Emmaus
Assignment: Macungie School (Vacancy created by resignation of Mary Beth Backer.)
Effective: March 11, 2008
Salary: \$12.50/hr., 25 hrs./wk.

Appointment of Hall Monitor

Name/Address: Jo Kish
231 Walnut Street, Alburtis 18011
Assignment: Emmaus HS, Hall Monitor
(Vacancy created by resignation of R. Murphy)
Effective: February 26, 2008
Salary: \$11.55/hr., 30 hrs./wk.

Appointment of Part-Time Food Service Assistant

Name/Address: Lorraine Crowley
6336 Manzanita Drive, Macungie
Assignment: Eyer MS (New Position)

Effective: March 11, 2008
Salary: \$11.01/hr., 3.5 hrs./day

Additions to the 2007-08 List of Per Diem Substitutes

Leanne Heffelfinger, Elementary
Liane Hnat, Elementary
Lauren Fanslau, English
Lisa Jewell, Teacher Aide
Donna Derr, Teacher Aide
Kathleen Lawrence, Food Services
Adrianne Brusko, Teacher Aide

Change of Assignment

Employee: Meyre Schmidt, Teacher Aide
From: Special Education, Macungie
To: Special Education, Shoemaker
Reason: Student moved to different class.

Employee: Melanie Potter, Part-Time Food Service Assistant
From: 3 hrs./day
To: 4.5 hrs./day

Co-Curricular Advisors

Darrin Lenhart	EHS Assist. Baseball Coach, Varsity	\$2728.00*
Matthew Laub	Volunteer Baseball Coach	Volunteer
	Volunteer Boys Volleyball Coach	Volunteer
Aaron Gavin	Volunteer Girls Soccer Coach	Volunteer
Shannon Petrunak	Volunteer Track & Field Coach	Volunteer
Susan Carraher	Middle School Softball Coach	\$2728.00*
Richard Frederick	LMMS Boys Volleyball Coach	\$1559.00*
Mitchell Carlton	Volunteer Boys Volleyball Coach	Volunteer
Amy Oswald	Volunteer Softball Coach	Volunteer
Susan Highet	Art Club Painting, LMMS	\$30.11/session* 4 sessions

*Salaries are from Schedule B of the 2007-09 Collective Bargaining Agreement with the East Penn Education Association.

Appointment of Director of Information Technology

Name/Address: Michael Mohn
95 Morris Street, Nazareth 18064
Undergraduate School: DeSales University (2005)
Graduate School: Lehigh University (2007)
Experience: 1997-Present: Nazareth Area SD
1986-97: Carbon Lehigh Intermediate Unit
Effective: March 31, 2008
Salary: \$95,000 (until June 30, 2009)

Change in Employment Status

Employee: Deb Muthard
From: Administrative Assistant, Emmaus HS
To: Administrative Assistant, Athletic Office
(Vacancy created by B. lobst resignation)

Educational Conferences – Exhibit 4

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

Mr. Mohn was introduced to the Board. Dr. Seidenberger indicated that this now completes the staff for the Information Technology Department.

-Administrative Reports – See Exhibit Section

These resolutions were duly adopted by the following roll call vote:
 Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine-----7
 Nay: Stolz-----1
 Absent: Ballard-----1

7. Carbon Lehigh Intermediate Unit T. Richwine

1. Facilities Plan Committee Report

Motion by Richwine, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors approve the 2008-09 Facilities Plan Committee Report as unanimously adopted by the CLIU Facilities Plan Committee on February 5, 2008. In addition, the Board reaffirms its commitment to the original construction 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.

Mr. Richwine provided the historical background for this report, noting it is a result of the outcome of a court case over twenty years ago. The Facilities Plan must be submitted to Harrisburg by March 31.

This resolution was duly adopted by the following roll call vote:
 Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----8
 Absent: Ballard-----1

8. Facilities

1. Approval of Changes Orders for Eyer MS

Motion by Richwine, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors approve the following list of change orders:

G-10 Rizzeto Construction Management, Inc.

Add:

1. Reframe openings at Unit A, First & Second Floors To allow plumbing access for supplemental instruction G-20	\$ 1529.00
2. Modify Manhole E with provision of 2'-0" Rise	\$ 2,640.00
3. Modify frames A152 & A221 to allow door swing	\$ 1,834.00
4. Provide painting of Existing Room E231	\$ 416.00

Credit:

1. Credit owner for cleaning A & B sections	<u>(\$10,313.00)</u>
Total G10	(\$ 3,894.00)

P-01 Dual Temp Company, Inc.

Add:

1. Provide clean out in Existing Main Building Drain line	\$ 458.58
2. Provide copper water line to serve temporary kitchen	\$ 2,249.57
3. Relocate back flow preventer and meter base	\$ 3,933.91
4. Repair existing drain line to men's room 110 And women's room 118 to correct insufficient pitch	\$ 5,081.84
5. Provide temporary sump discharger in Mechanical Rm	\$ 597.13
6. Provide temporary gas line to eighth grade science	\$ 1,870.08
7. Add insulation to water line under temporary guidance/ Health modular unit	\$ 1,545.00
8. Provide gas service to student tables in Science labs E224, G208, H209	\$ 6,000.00
9. Provide (14) access panels at flush valves in women's Toilet room C-108 & Men's C-110	\$ 3,170.00
10. Provide permanent drain correction from temporary Sump pump connection in evaporation room C-104	\$ 280.38

11. Revise roof drainage piping above passage C-201	\$ 892.24
12. Revise main house trap location	\$ 600.00

Credit:

1. Delete gas piping to science lab B-205 and student Project room B-204	(\$ 3,173.78)
2. Revise acid waste piping system per Dwgs. RP-011, RP-012, RP-013	<u>(\$23,080.84)</u>

Total P-01 \$ 424.11

P-02 Dual-Temp Company, Inc.

Add:

1. Revise 5 sanitary stacks at basement level for Footing conditions	\$ 3,453.00
2. Provide additional isolation valves	\$ 1,888.94
3. Provide drainage discharge line from compressor Room to plumbing chase	\$ 1,584.42
4. Repair existing cracked 2" cast iron drain line	\$ 686.73

Credit:

1. Delete second fire protection service	<u>(\$6,289.60)</u>
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Total P-02 \$1,323.49

P-03 Dual-Temp Company, Inc.

Add:

1. Repair existing leaking gas piping per Snyder-Hoffman letter 9/11/07	\$ 8,295.65
2. Enlarge concrete gas meter pad	\$ 3,202.09
3. Provide Kohler water closets in lieu of Eljer in Unit A	\$ 1,580.00
4. Provide Piping Hangers by Acoustical Deck Mfr. In Cafeteria	\$ 2,934.87
5. Provide gas regulator for kitchen per Snyder/Hoffman Letter 11/05/07	\$ 3,224.70
6. Revise toilet A-120 to allow installation of special needs Cot	<u>\$ 1,669.00</u>

Total P-03 \$20,906.31

P-04 Dual-Temp Company, Inc.

Credit:

1. Reduce unit price sum	<u>(\$19,200.00)</u>
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Total P-04 (\$19,200.00)

P-05 Dual Temp Company, Inc.

Add:

1. Repair Blockage of Existing Sanitary Line in Unit C	<u>\$ 9,000.00</u>
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Total P-05 \$ 9,000.00

H-01 Worth and Company, Inc.

Add:

1. Provide heat trace on chilled water pipe To & from lite air-cooled chiller per RH-012 Drawing	\$ 2,307.97
2. Provide UV lights to 16 rooftop air-handling units	\$31,339.92

Credit:

1. Fuel Oil/5,000 gallon	(\$11,000.00)
Total H-01	\$22,647.89

H-02 Worth & Company, Inc.

Credit:

1. Reduce Unit Price Sum	(\$14,700.00)
Total H-02	(\$14,700.00)

E-6 Wind Gap Electric, Inc.

Add:

1. Provide 480V 3-phase power @4 overhead doors	\$ 5,212.00
2. Install and Power 10 fire extinguisher cabinet blue Lights on Emer. Cir. Per Snyder/Hoffman letter 10/9/07	\$ 3,125.00
3. Relocate 10 GFI Duplex Receptacles to under rooftop Exhaust fan from Hoods per Snyder/Hoffman letter 10/9/07	\$ 550.00
4. Provide 3 separate 120V circuits for automatic door Openers per Snyder/Hoffman letter dated 11/12/07	\$ 600.00
Total E-06	\$ 9,487.00

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

Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----8
Absent: Ballard-----1

2. Schoeneck Roadway Improvements Project

Motion by Kowalchuk, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors conceptually approve participation in the Schoeneck Roadway Improvements Project through a contribution of approximately one acre of land and a one time tax abatement for Opus East LLC in the amount of \$270,000, and that formal approval of participation in the Project is contingent upon the subsequent execution of a written agreement.

Solicitor Marc Fisher explained how the school district has been asked to be a partner in this endeavor to realign the existing road by the contribution of one acre of land and by granting Opus a one time tax abatement in the amount of \$270,000. There are benefits to the district including helping with a regional traffic plan and a tie in with the new storm water detention system. Other parties will be asked to join in and the Lower Macungie Township Board of Commissioners is going to be asked to approve participation. When a formal agreement is finalized, it will again come before the Board for approval.

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

Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----8
Absent: Ballard-----1

3. Approval of Lower Macungie Township Resolution Granting Preliminary Approval-Exhibit 7

Motion by Kowalchuk, Seconded by Richwine

RESOLVED, That the East Penn Board of School Directors approve the Lower Macungie Township Resolution grant preliminary approval for a land development (Wescosville Elementary School New Athletic Fields) at 1170 Brookside Road, Wescosville and as described in the attached resolution.

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

Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----8
Absent: Ballard-----1

4. Lower Macungie Youth Association Request

Motion by Stolz, Seconded by Jones

RESOLVED, That the East Penn Board of School Directors authorize Lower Macungie Youth Association to use the soccer and football fields at Lower Macungie Middle School for football and cheerleading from August 1, 2008 through November 8, 2008 from 6:00 p.m. until 8:00 p.m. Monday through Friday, and an additional four hours on Saturdays during that period from 9:00 a.m. until 4:00 p.m.; and,

Be it further

RESOLVED, That Lower Macungie Youth Association is authorized to make improvements to the playing surface of the fields, at its expense, contingent upon receiving prior approval by the Superintendent or his designee; and,

Be it further

RESOLVED, That Lower Macungie Youth Association is authorized to submit plans to Lower Macungie Township, at its expense, for additional improvements to the fields, contingent upon receiving prior approval from the Board; and,

Be it further

RESOLVED, That all of the foregoing is contingent upon the execution of a written agreement between the parties.

Several months ago, representatives from LMYA contacted Dennis Ramella to indicate an interest in starting up a new football program. There were several meetings with the representatives to work out details of the program. Mr. Fisher will draw up a written agreement. Mr. Earnshaw said this is an example of partnering with a community group to share facilities that have been purchased by tax dollars.

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

Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----8

Absent: Ballard-----1

9. Policy

1. Board Policy 916, Volunteers (Exhibit 5)

Motion by Kowalchuk, Seconded by Richwine

RESOLVED, That the East Penn Board of School Directors approve Board Policy 916, Volunteers for inclusion in the Board Policy Manual.

A few editorial changes were suggested and will be made to the final version.

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

Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----8

Absent: Ballard-----1

10. Strategic Planning

Dr. Denise Torma
Mr. Greg Nolan

1. Appointment of Committee Member

Motion by Stolz, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors appoint the following individual to the Strategic Planning Steering Committee:

Glen Cheney, Adult without children in East Penn School District

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

Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----8

Absent: Ballard-----1

Dr. Torma reported that the Steering Committee is looking at Vision and Mission Statements. At the March 18 meeting, the committee will be spent on Belief Statements and on April 1 and 15, goal writing will take place.

11. Business Operations

1. Bill List Approval

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.

Special Fund Disbursement – Exhibit 6

RESOLVED, That the East Penn Board of School Directors authorize payment from the Capital Reserve Fund and the 2004A GOB Bond Issue as outlined in Exhibit 6.

Facility Rental Approval

RESOLVED, That the East Penn Board of School Directors authorize Coral's Academy of Dance, 1107 South Tenth Street, Emmaus to use the Eyer MS auditorium for a dance recital and rehearsal June 6 and 7. This is a Group V organization and will be charged the following fees:

Rental Fee (Rehearsal)	\$105.00/hr.
Rental Fee (Recital)	\$413.00
Custodial Fee	\$35.70/hr.
Equipment Manager	\$35.70/hr.

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

Aye: Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----8

Absent: Ballard-----1

12. Announcements

Monday, March 10	7:00 p.m.-CLEAR Session (Real Estate, Personnel, Negotiations)
	7:30 p.m.-Board Meeting
Friday, March 14	Employee Development Day-No school for students
Tuesday, March 18	7:00 p.m.-Strategic Planning Steering Committee Meeting
March 20, 21, 24	Spring Break-All Schools and Offices are closed.
Thursday, March 27	7:00 p.m. -10 th & 11 th Grade Guidance Information Night, EHS
Tuesday, April 1	7:00 p.m.-Strategic Planning Steering Committee Meeting
Monday, April 14	7:30 p.m.-Board Meeting

Mr. Stolz commented on the number of problems being expressed by parents at the Wescosville School indicating that new facilities will be needed. Ms. Fuller indicated that re-districting will be brought up with Willow Lane and that the district is moving as expeditiously as the laws will allow.

Mr. Richwine quoted from a Rice University study that indicates the Texas public school accountability system, the model for the national No Child Left Behind Act, directly contributes to lower graduation rates. The researchers found an overall graduation rate of only 33%.

13. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 8:32 p.m.

Cecilia R. Birdsell, Board Secretary

EAST PENN SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
SPECIAL BOARD MEETING

APRIL 7, 2008

Minutes

1. Call to Order; Pledge of Allegiance

President Francee Fuller called the Special Board 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:	C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk, T. Richwine, J. Stolz
Board Member Absent:	M. Prinzing
Solicitor:	Marc S. Fisher, Esq. Worth, Magee & Fisher
Treasurer:	Gary Reigal
Board Secretary:	Cecilia R. Birdsell
Superintendent of Schools:	Dr. Thomas L. Seidenberger

2. Requests to Address the Board-None

3. Facilities

1. Eyer MS

Motion by Ballard, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors acknowledges receipt of the Notice of Voluntary Termination from Rizzetto Construction Management, Inc. as a general contractor for the Addition and Alterations Project at the Eyer Middle School; and,

Be it further,

RESOLVED, That the Board approves the attached Takeover Agreement with Safeco Insurance Company of America.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Richwine, Stolz-----8

Absent: Prinzing-----1

4. Announcements

Monday, April 7 7:00 p.m.-CLEAR Session (Legal)

Mr. Earnshaw indicated his children will be in the Eyer Band Concert on the evening of April 23 so he would not be able to attend the Joint Operating Committee Meeting at LCTI. He asked board members to check their schedules to see if one of them could take his place. The dinner is scheduled for 6:00 p.m. and the Executive Session begins around 6:45 p.m.

5. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 7:32 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee E. Fuller 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: C. H. Ballard, A. Earnshaw, F. Fuller, C. Jones, S. Kowalchuk,
M. Prinzing, T. Richwine, J. Stolz

Board Member Absent: E. Gannon

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

Board Secretary: Cecilia R. Birdsell

Treasurer: Gary Reigal

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Kevin Amerman, Morning Call Reporter
Loretta Fenstermaker, East Penn Press Reporter

2. Requests to Address the Board-None

3. Approval of Minutes

Motion by Ballard, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors approve the minutes of the March 10, 2008 regular meeting and the minutes of the April 7, 2008 Special Board Meeting.

This resolution was unanimously adopted by voice vote.

4. Acceptance of Gifts, Grants, Funds – Board Policy 702

Motion by Stolz, Seconded by Jones

RESOLVED, That the East Penn Board of School Directors accept the following donations in compliance with Board Policy 702, Gifts, Grants, Donations:

Wescosville PTO

\$16,000 for playground updates and the purchase of a new piece of playground equipment that will be installed in the summer of 2008.

A.P. Houser, Inc. & EHS Class of 1959

Memorial Wall at Emmaus HS to remember “past and present students that are no longer with us.” A. P. Houser will oversee construction of the wall and all costs will be paid by the Trever Landis Scholarship Fund. The Class of 1959 will raise \$5,000 to begin construction.

Activities Director Dennis Ramella explained that when the Memorial Field was built, there was a suggestion that the district could memorialize students and district employees who passed away. Mr. Landis, who has a scholarship in his son's name, came forth and said he would like to take part in building the memorial wall. People will be able to purchase a bronze plaque to memorialize an individual. With Mr. Landis's efforts and fundraising by the Class of 1959, the project can move forward. Mr. Earnshaw asked what type of material would be used for the plaques and what would be engraved on the plaque. Mr. Ramella replied that it would be the person's name and Mr. Sammy Landis, representing A. P. Houser, indicated that they were looking at bronze. There was also a suggestion for bricks on the walkway. Before they moved forward with the project, they wanted Board approval. Mr. Landis presented a plan for the project. Ms. Fuller explained that the project will be completed in concert with East Penn administration and to East Penn standards. Mr. Richwine noted that the bricks are usually done as a fund raiser. Mrs. Kowalchuk asked for an estimate of the entire cost. The project would cost between \$40,000-\$45,000. Mr. Carl indicated that the entire cost will be paid by A. P. Houser and the Trever Landis Scholarship. Mr. Richwine thanked Mr. Landis for his generous donation, adding it will be a nice addition. Ms. Kowalchuk indicated that her children knew Trever, adding he was a wonderful person and this is a fitting tribute. Ms. Fuller thanked Mr. Landis.

Mr. Earnshaw asked if there were any comments about the contribution from the Wescosville PTO. Ms. Fuller said it is a nice resolution to conversations from a few meetings before.

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

Aye: Ballard, Earnshaw, Fuller, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----8

Absent: Gannon-----1

5. Presentation of the 2008-09 East Penn SD Budget – Gary Reigal, Director of Business & Fiscal Affairs

Mr. Reigal reviewed the revenue sources that indicate 80% of the revenue is received from local sources. The state supplies about 20% of the revenue and federal sources only represent 1%. East Penn is considered a somewhat wealthy district by the state. Referring to local revenue sources, Mr. Reigal said that real estate based taxes make up 90% of the local revenue; 10% is earned income tax; and 2% of the revenue comes from investment income. When reviewing a ten year period, the assessed value growth in January shows the smallest growth in ten years. Mr. Reigal pointed out that this is a definite trend and it may still decrease. This growth is 2.3% down from a few years ago when it was in excess of 6%. Interim real estate taxes have also decreased and the growth is less than a few years ago. The real estate transfer tax has also decreased. If the three real estate based taxes are added, it comes to just short of 5 million dollars that we will not have available this year that we had in the past. Mr. Reigal emphasized that while the figures have decreased they also show growth, just not as much as in previous years. Mr. Earnshaw asked how much of the growth was built into the budgets. Mr. Reigal said that he used 2.9%. The budget being reviewed now does have a 4.4% real estate tax increase.

In reviewing student enrollment, Mr. Reigal indicated that the enrollment is down and, as of April 3, the enrollment has decreased by 30 students. He indicated that the district must look at things a little more conservatively.

Referring to expenditures, Mr. Reigal reported that 44% of the budget is for salaries; 16% for benefits; 14% for debt service; and the rest is for payments to agencies; pupil transportation; budgetary reserves; and other expenditures. Mr. Reigal noted that by Board Policy there should be 5% in budgetary reserve; however, this year he has not budgeted that amount. He pointed out that one area of concern is special education where there is a 30% increase and this does not include personnel. The PSERS rate did not increase. A significant increase is seen in the charter school tuition that has gone up \$431,000 in one year. The district is paying 1.1 million dollars for these students. The contract for student transportation is 2.5% and this includes additional vehicles. The proposed significant budget increases are \$3,601,447.

Mr. Reigal said among the proposed new budget items are debt service for \$981,176; additional personnel for \$183,801; the addition of a LaCrosse Interscholastic Program for \$38,340; a Data Warehouse Management System for \$25,000; an emergency calling system for \$20,563; Study Island at the elementary level for \$19,000. There is a significant drop in the request for additional personnel due to the decrease in enrollment and the revenue projections; however, there may be a part-time special education teacher added. LaCrosse is currently a club and now PIAA is sponsoring a league and all the other school districts are joining. The total major new budget items are \$1,267,880. The overall total budget increases are \$4,869,327. The overall budget increase is only 3.4%. The budgetary reserve will be reduced by one million dollars. Mr. Ballard said the revenues are one million dollars less than they should be to support the budget and this could be detrimental in future years. Mr. Reigal pointed out that health insurance is not increasing at all and they are predicting that they may not increase next year. The other areas that are not increasing are fuel and utilities. Mr. Reigal commented that next year the district would probably be applying for exceptions. In response to a question from Mr. Earnshaw, Mr. Reigal indicated that state funding increased by 3.9%. Mr. Ballard said the Accountability Block Grants that are included in the 3.9% are not guaranteed funds. Mr. Reigal said the areas of real concern are special education and pupil personnel services, especially alternative education costs. He reviewed the history of the Triad Program (East Penn/Southern Lehigh/Salisbury) that was eliminated. The district is now spending a half million dollars on disruptive students. He reviewed the various programs that are offered by the Lehigh Learning Academy and Buxmount Academy/Community Service Foundation. This also increases the transportation cost. Mr. Prinzing pointed out that even if East Penn had taken over the Triad program for Salisbury and Southern Lehigh the cost would still be less than what is being expended at this time. Mr. Reigal said the district decided to run its own program; however, now other layers have been added. Ms. Kowalchuk asked if there is an increased number of students in this program. There are up to 25 students projected. Mr. Ballard asked how the students are selected. Mr. Reigal indicated that there will be an Alternative Education Program presentation at the April 28 meeting. Referring to the Triad Program, Ms. Kowalchuk said there were concerns that it was not effective. Mr. Stolz asked if the district is having more problems than other school districts or are we handling the problem differently. Ms. Fuller pointed out that East Penn is much larger than either Southern Lehigh or Salisbury. She felt that the increases were more of an indication of society today.

Mr. Reigal expressed concern about the Charter Schools and the fact that there are over 100 cyber charter schools. Mr. Ballard asked if there was any information about where the students are coming from and whether they are home schoolers. Mr. Reigal commented on the Pleasant Valley cyber school. He pointed out that out of the ten million dollars received from PDE for Basic Education Subsidy approximately 1.1 million dollars is taken out for cyber schools. Mr. Ballard suggested contacting Representative Reichley to support Karen Beyer's bill (HB 446) regarding expenses for these charter schools. Dr. Seidenberger remarked that this bill could save the district \$24,000. Mr. Stolz asked what is the average cost per student. Mr. Reigal responded that it is approximately \$8,000. Dr. Seidenberger said that the cost for a student in the cyber charter school is considerably less, citing the lawsuit against Einstein Academy. He suggested that the district consider starting its own charter school perhaps in a consortium with an intermediate unit. Mr. Richwine pointed out that the students who are educated in the cyber charter school are easier to educate; however, the ones that remain in the district are the expensive and difficult to educate that drive up the costs. Mr. Stolz queried whether traditional students taking advantage of a district cyber school would reduce costs. Mr. Reigal said debt service will be leveling out in future years. There was 8 million dollars in fund balance starting this year and at the end of next year it will be 4 million dollars. In response to a question from Mr. Ballard, Mr. Reigal said that in two more years the district could be looking at depleting fund balance and not being able to raise taxes above the index. Mr. Reigal cautioned against "doomsday" forecasts since he had confidence in the community and in the continuing growth of the area, emphasizing the district is still in a very strong position. Mr. Ballard said he did not see the presentation about the impact of exceeding the revenue and counting on the increase in the real estate revenue to cover the excess. Mr. Reigal emphasized that the district is reacting in a very positive way and pointed out the five-year model in the budget book. Mr. Ballard and Mr.

Reigal debated the issue further. Mr. Earnshaw interjected that if you look at the history of the district over the last 15-20 years, there has always been some growth. Mr. Reigal concurred, noting that the district is growing but not at 6%-7% as it did in the past. Mr. Stolz asked if it would be more prudent to go through belt-tightening now rather than depleting the fund balance. Mr. Reigal said he is projecting bottoming out the fund balance at 3 million dollars. Again, he emphasized that this budget does not call for any drastic measures. Mr. Richwine said that a lot of times individuals think that what is seen in the budget is a wish list. He pointed out that a lot of "belt-tightening" has already taken place. Items that can be eliminated have already been taken out of this budget. In the past, there were increases in personnel that amounted to 1 million dollars and now the personnel is only increasing \$183,000. Mr. Jones said he would like a little bit of history and see a five-year back history of the budget. Mr. Ballard debated how future budgets will be affected by the index, reduced subsidy, the dependency on local revenue, etc. Mr. Reigal said the district revenues are going up 4%. He clarified that the Cyclical Budget Tools in the book are only for the positions being proposed. Mr. Richwine asked if the positions that are legally binding could be identified. Ms. Kowalchuk suggested information for the proposed behavioral specialist be included in next meeting's Alternative Education presentation. Mr. Prinzing asked about Study Island. It is currently being presented to all elementary schools. Principals decided to use the program last year after the PSSA presentations and after the budget was adopted. Mr. Richwine noted that 87% of the district's real estate is residential or agricultural. Mr. Reigal pointed out that East Penn is the lowest when looking at a five-year increase in millage in Lehigh County. Board members were encouraged to review the budget data and forward questions before the next meeting.

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

Dr. Seidenberger commended the teachers, parents, and students who are involved in the theatrical performances. He will be writing a letter to Representative Reichley to support HB 446. He commented on lobbying the Morning Call regarding the Costing Out Study. Also in attendance were the President of the PSEA and the Head Lobbyist for the Partnership for Children in PA. There is a statewide movement to put pressure on the Governor and the Legislature to fully fund this initiative. Dr. Seidenberger announced that the Classrooms for the Futures Grant for one million dollars was completed by a team, headed by EHS Assistant Principal Kate Kierres. Mr. Richwine commented on the list of retirees, noting it is sad to see them leave and, hopefully, they can be replaced with people who are as accomplished. Mr. Stolz concurred, adding if there was a way to not support their retirement, he would support it.

Ms. Fuller said a number of board members had the opportunity to see the EHS production of Les Miserables. She complimented the students on stage; the technical crew; faculty at the high school; Director Jill Kuebler; the 20 piece orchestra; maintenance staff; and the parents who come out to support the students and the community support through advertising. She noted the Eyer play, "The Reluctant Pirate" that was an original play written by the faculty. Beauty & the Beast at LMMS was also a wonderful production with excellent voices. Mr. Ballard spoke about the importance of a well rounded education and that people who think otherwise should see the hard work, professionalism and competence that is exhibited in these productions. Mr. Earnshaw echoed his congratulations to the staff and students in the production. His expectations were exceeded and the level of talent was unbelievable. Mr. Jones also complimented the production that he compared to the show he saw in London. Mr. Prinzing had an opportunity to speak with Chris Brown, the male lead, and commented on his level of professionalism. Mr. Richwine was also complimentary and noted that a senior citizen spoke about using her Golden Age Card that gave her a free admission. There was also an additional performance on Saturday afternoon.

Mr. Prinzing commented on the webcasting information. He noted that the cost of equipment would be \$5,200 and asked if this is something that could be done in house. Dr. Seidenberger said East Penn staff could put the web cast on our website and we would be able to track the number of hits. Mr. Stolz said this is something he wanted. Mr. Earnshaw indicated that the Board was not voting on this issue at this meeting.

1. Personnel

Motion by Ballard, Seconded by Earnshaw

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

Resignations/Retirements

- Teri R. Goszka, First Grade Teacher, Shoemaker School, effective June 16, 2008 (Exhibit 1)
- Julio Torres, Spanish Teacher at Emmaus HS, effective June 16, 2008 (Exhibit 2)
- Denise Mellon, Speech Teacher at Macungie School, effective June 20, 2008 (Exhibit 3)
- Diane Evans, Grade 3 Teacher at Alburtis School, effective June 16, 2008 (Exhibit 4)
- Kenneth Kackenmeister, Technology Education Teacher at Eyer MS, effective June 16, 2008 (Exhibit 5)
- Geraldine LaSalle, Music Teacher at Shoemaker/Macungie/Alburtis Schools, effective June 16, 2008 (Exhibit 6)
- Karen Talboo, Family & Consumer Science, at LMMS, effective June 16, 2008 (Exhibit 7)
- Mary Ann Clark, Grade 1 teacher at Shoemaker School, effective June 16, 2008 (Exhibit 8)

- Susan Mondovich, Teacher Aide at Emmaus HS, effective March 28, 2008
(Exhibit 9)
- Kerri Fowler, Teacher Aide at Shoemaker School, effective April 22, 2008
(Exhibit 10)
- Cathy Hay, Teacher Aide at Wescosville School, effective March 6, 2008
(Exhibit 11)
- Renee Parton, Teacher Aide in Business Office, effective April 4, 2008
(Exhibit 12)
- Margaret Stephenson, Teacher Aide at Emmaus HS, effective immediately
- Barbara Phillips, Hall Monitor at Emmaus HS, effective immediately
(Exhibit 12A)
- Joan Brosious, Teacher Aide at Eyer MS, effective immediately
(Exhibit 12B)
- Eric Kahler, Social Studies Teacher at Emmaus HS, effective June 30, 2008
(Exhibit 12C)
- Denise Tempest, Gifted Education, effective June 16, 2008
(Exhibit 12D)
- MaryLou Pattishall, French Teacher, effective June 16, 2008
(Exhibit 12E)
- Pam Stiles, Guidance Counselor at Emmaus HS, effective June 20, 2008
(Exhibit 12F)

Leave as per Collective Bargaining Agreement

Employee: Jill Kuebler
English Teacher, Emmaus HS
Effective: May 7-May 16, 2008

Appointment of Administrative Assistant

Name/Address: Barbara Phillips
3193 Sequoia Drive
Macungie
Effective: April 15, 2008
Assignment: Emmaus HS, Main Office
Vacancy created by resignation of B. Iobst; transfer of
Deb Muthard
Salary: \$24,000 (35 hrs./wk.)

Temporary Professional Employee Appointment

Name/Address: Kelly Lesko
3012 Grace Lane, Pennsburg 18073
Education Level: B. S. Degree (1993)
Undergraduate School: Millersville University
Certification: Instructional I, Mathematics
Assignment: Mathematics Department, Emmaus HS
(New budgeted position)
Effective: April 21, 2008
Experience: 9/07-Present: Perkiomen Valley SD
9/06-8/07: Upper Perkiomen SD
Salary: \$41,823 (Step B, Year 2, Col. B)

Leave as per Collective Bargaining Agreement

Employee: Jennifer Krizovensky
Special Education Teacher, LMMS
Effective: April 9, 2008

Teacher Aide Appointments

<u>Name/Address</u>	<u>Assignment</u>	<u>Salary</u>
Andrea Bray 4475 Rose Drive, Emmaus	Emmaus HS (S. Colville resignation)	\$11.55/hr., 32.5 hrs./wk.
Sheri Ziner 4768 Hale Lane, Emmaus	Shoemaker, Spec. Ed. Fosberg transfer; Kemp Resignation	\$11.55/hr., 12.5 hrs./wk.

Merry Kackos 7310 Woodbine Lane, Macungie	Lower Macungie ES (L. Jewell transfer)	\$11.55/hr., 13 hrs./wk.
Adrienne Brusko 3131 Bradford Circle, Emmaus	Macungie, Spec. Ed. Transfer to remedial support	\$11.55/hr., 16.5 hrs./wk.

Food Services Appointment

Sheri Wagner 531 Minor Street, Emmaus	LMMS, PT Food Service Assist. K. Gilbert transfer	\$9.01/hr., 3.75 hrs./day
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Additions to the 2007-08 List of Per Diem Substitutes

Jenna Jones, Elementary
Susan Bristel, Elementary/Reading
Genoveva Cintron-Cortes, Teacher Aide
Sharon Miltenberger, Library Media K-12
Adrienne Brusko, Teacher Aide (effective March 10, 2008)
Laurie Lagerman, Teacher Aide
Damian Beaman, Elementary
Pamela Cantone, Elementary
Carol Pash, Elementary
Andrea Torres, Elementary
Nicholas Eidle, Biology
Mindy McNellis, Food Service

Summer Book Repair

Ramona Romanik	Sharon Woodeshick
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Co-Curricular Advisors

Jamie Hudak	After-School Volleyball	*\$27/session;
	Intramurals, LMMS	7 Sessions
Michael Barker	After-School Volleyball	*\$27/session;
	Intramurals, LMMS	7 sessions
Richard Frederick	After-School Volleyball	*\$27/session;
	Intramurals, LMMS	7 sessions
Greg Scholl	After-School Volleyball	*\$27/session;
	Intramurals, LMMS	7 sessions
Joseph Mahan	Boys Volleyball Coach	Volunteer
Will Pike	Eyer Talent Show	*\$240.88
Cathy Button	Movie Making Club	*\$240.88
Philip Fisher	After-School Running Club	*\$30.11/session;
		8 sessions

*Salaries are from Schedule B of the 2007-09 Collective Bargaining Agreement with the East Penn Education Association.

Change in Employment Status

Employee	From	To
Jessica Malewicz	Wescosville, 14 hrs./wk. Special Education	Wescosville, 31.5 hrs./wk.
Lisa Jewell	LME, 13 hrs./wk.	Alburtis, 29 hrs./wk. Special Education
Margaret Ritter	Shoemaker, 12.5 hrs./wk.	Shoemaker, 31.5 hrs./wk. Special Education
Kathy Cole	LMMS, 30 hrs./wk. Special Education	EHS, 30 hrs./wk. Building
Lori Matika	EHS, 15 hrs./wk. Special Education	EHS, 28 hrs./wk. Special Education
Laurie Oswald	31.5 hrs./wk.	32.5 hrs./wk.

Educational Conferences – Exhibit 13

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

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

Aye: Ballard, Earnshaw, Fuller, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----8

Absent: Gannon-----1

7. Strategic Planning

Mr. Greg Nolan
Dr. Denise Torma

Mr. Nolan reported that the Steering Committee had adopted a list of goals and Belief Statements at the April 1 meeting. The committee will be completing this work at the April 15 meeting.

8. Other Educational Entities

-Carbon Lehigh Intermediate Unit

T. Richwine

Mr. Richwine reported that there was a presentation to three Life Skills students who designed the holiday card for the IU. The students received framed copies of their work. The Board approved the appointment of Dr. Jacqueline Attinello as the Director of Curriculum & Instruction/Educational Technologies. Fiscal Coordinator Nancy Mautino was recognized for obtaining her certificate as a PA Registered School Business Administrator. A few members of the East Penn Board attended the April 2 Board Conference and heard PSBA Executive Director Tom Gentzel. He noted that Dr. McAdams from Allentown was present that evening and then passed away a week later.

-Lehigh Career & Technical Institute

A. Earnshaw
F. Fuller
S. Kowalchuk
T. Richwine

Mr. Earnshaw called attention to the April 7 Morning Call article regarding LCTI. He said the comments on the article were very positive, except for a few. He indicated that LCTI also hosted 15 principals from Kuwait who were visiting. The LCTI program is well known across the state and country as an outstanding program. There were 20 students who received awards in the Skills USA competition. There was a reception for the students and parents prior to the JOC meeting. Mr. Earnshaw said he would not be able to attend the next JOC Meeting. Mr. Julian Stolz volunteered to attend. Mr. Richwine talked about the Emerging Health Program and Engineering Program, both innovative programs offered through LCTI, adding there are students from Emmaus High School taking advantage of these opportunities.

9. Legislative

C. Ballard

Mr. Ballard reported on HB 1438 and 1439 dealing with revenue enhancement. These bills would restrict the authority of schools districts to seek assessment appeals to those instances when there is a countywide reassessment, a property is subdivided and sold and when improvements are made or removed from real property. He also noted SB 1063 that requires the countywide consolidated collection of earned income tax, excluding Philadelphia. The Department of Education recently issued its report on referendum exceptions for 2008-09 as required by Act 1. The report shows 341 districts adopted a resolution certifying that the tax rates would not be increased above the index; 157 districts adopted a preliminary budget, 107 passed preliminary budgets with real estate tax rates that exceeded their budget.

10. Business Operations

1. Approval of the Bill List

Motion by Earnshaw, Seconded by Ballard

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.

Special Disbursements – Exhibit 14

RESOLVED, That the East Penn Board of School Directors authorize payment from the 2004A GOB Bond Issue, 2007 EGA Issue as outlined in Exhibit 14.

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

Aye: Ballard, Earnshaw, Fuller, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----8

Absent: Gannon-----1

11. Announcements

Monday, April 14

6:30 p.m.-CLEAR Session (Personnel; Negotiations; Real Estate)
7:30 p.m.-Board Meeting

- | | |
|---------------------|---|
| Week of April 14 | Elementary Parent Teacher Conferences
Condensed Kindergarten Schedule |
| Week of April 21 | Kindergarten Registration (See Exhibit 15) |
| Wednesday, April 23 | 7:00 p.m.-Eyer Instrumental Concert |
| Thursday, April 24 | 7:00 p.m.-Elementary Band Spring Concert, Shoemaker Auditorium |
| Friday, April 25 | 7:00 p.m.-EHS Spring Band Concert |
| Saturday, April 26 | 7:00 a.m.-4:00 p.m.-Emmaus Public Library Book Sale, LMMS Cafeteria
9:00 a.m.-2:00 p.m.-Nutrition, Health, and Safety Fair, LMMS Lobby & Parking Lot |
| Monday, April 28 | 7:30 p.m.-Board Meeting |
12. Adjourn
- There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:21 p.m.

Cecilia R. Birdsell
Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee Fuller 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: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk,
M. Prinzing, T. Richwine, J. Stolz
Solicitor: Marc S. Fisher, Esq., Worth, Magee, & Fisher
Treasurer: Gary Reigal
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas L. Seidenberger
Press Present: Kevin Ameran, Morning Call Reporter
Loretta Fenstermacher, East Penn Press Reporter

2. Requests to Address the Board

Mr. Seth Flanders, 3941 Lilac Road, Allentown spoke about technology integration at the elementary level. He said there are expectations, enhancements, and explained how technology can fulfill those expectations. He did not think the current technology at the elementary schools has kept pace. He concluded that, although the budget is tight, this is not an "or" choice but a "and" choice. He felt many of the items could be categorized as capital improvements and would not have to come from general fund. He expected the Board and administration to work together and implement the new plan.

Ms. Megan Slifka, 1800 Brookhaven Drive, W, Allentown thanked the Board for the recommendation to provide a one-on-one aide for her child.

Mr. Paul Derr, 8344 Mertztown Road, Alburtis questioned the 5% increase proposed for the budget. He said senior citizens who are on a fixed budget do not get 5% increases. Ms. Fuller invited Mr. Derr to stay for the budget discussion that would be taking place in a few minutes.

3. Approval of Minutes

Motion by Earnshaw, Seconded by Ballard
RESOLVED, That the East Penn Board of School Directors approve the minutes of the April 14, 2008 meeting.

This resolution was unanimously adopted by voice vote.

4. Lehigh Carbon Community College 2008-09 Budget

Motion by Ballard Seconded by Gannon
RESOLVED, That the East Penn Board of School Directors approve the 2008-09 Operating Budget and Capital Budget for the Lehigh Carbon Community College.

Mrs. Thompson, East Penn representative on the LCCC Board of Trustees, reviewed the sponsorship for LCCC. She noted that Larry Ross, Vice President-Controller, was present in the audience. She talked about exciting things that are happening at the College such as the dedication of the Rothrock Library and the Wall Street West initiative that is funded by several grants and will fund a student's college experience. The scholarships are for students who are in advanced materials manufacturing, business & financial services, and information and communication. Mrs. Thompson said the College has just finished its Strategic Planning. They also passed the Middle States evaluation with flying colors. She concluded that education is available at a reasonable price and is of a good quality. Mr. Earnshaw said he had reviewed the budget, noting there is a 3% increase in allocation. A growing number of East Penn residents are taking advantage of the opportunities available. East Penn's portion has increased by 4.5%. The capital budget is increasing by 9.9% to cover expansion costs. The total budget increase is 8.3%. Ms. Fuller sits on the Joint Coordinating Committee and said the school offers a quality education. She noted that Temple University will accept transfer credits and it is possible for a student to get an Engineering degree for \$17,000.

This resolution was duly adopted by the following roll call vote:
Aye: Ballard, Earnshaw, Fuller, Gannon, Kowalchuk, Prinzing, Richwine, Stolz-----9

5. Alternative Education Program Presentation

-Dr. Michael Murphy, Director of Pupil Personnel Services
-Sally Hanzlik, Assistant Principal, Emmaus HS

Mrs. Hanzlik explained the Alternative Education Program offered at the high school entitled Learning to Succeed (LTS). She reviewed the background for the program that was established by Act 30 of 1997. A copy of the presentation is attached to the minutes of this meeting. Students can be referred to the program by guidance counselors

or administration. The program focuses on drop-out prevention for juniors and seniors. If successful, students may be promoted to the regular day program or they can be dismissed from LTS. There are also students who are transitioning from the Community Service Foundation and Lehigh Valley Hospital (Muhlenberg). These students are primarily non-violent but have been placed here because of disregard for school authority and policy, transitioning from another placement facility, misconduct meriting suspension and habitual truancy. She stressed the importance of being in contact with the parents throughout the program. Mrs. Hanzlik reviewed the student demographics by grade, gender, and special education status. The reason that students have been dismissed from the program is usually because of habitual truancy. Referring to Academic Performance, Mrs. Hanzlik reported that 10 out of 18 seniors are on track to graduate in June 2008; 8 out of 18 seniors may need to attend summer school to graduate in August 2008. There are 8 out of 12 juniors who track to be promoted to senior year; 4 out of 12 juniors may need to attend Summer School to be promoted to senior year. There is a counseling component that also involves outside organizations such as the Crime Victims Council and the Center for Humanistic Change. Counselors focus on goal setting, money and time management, and communication skills. Mrs. Hanzlik concluded that the traditional school environment does not meet the needs of all students and this program helps students who are at-risk, vulnerable and disengaged.

Dr. Michael Murphy, Director of Pupil Personnel Services, reviewed the alternative placements that are outside of the district. Currently, there are students attending Community Service Foundation, Lehigh Learning Academy, Carbon Learning & Adjustment School, and Career Academy Program (LCTI). Students who attend these schools have exhibited more serious behavior issues such as disregard for school authority, persistent rule violation, controlled substance, violent/threatening behavior, possession of a weapon, criminal act on school property, habitual truancy, and misconduct that would merit suspension or expulsion. There are 84 students involved in these out of the functions of LTS is transitioning students from partial hospitalization program such as Lehigh Valley Hospital, Lehigh Valley Hospital (Muhlenberg), and Kids Peace. There have been significant increases in the number of students in these placements.

Mr. Ballard commented on the law that requires the school district to provide an education for students until they graduate or until they are 21 years of age. Dr. Murphy indicated that if a student is expelled and the parents cannot find a placement, then it is the district's responsibility to provide an education after 30 days. Solicitor Fisher said the parents have to certify in writing that they have made reasonable attempts to find education for their child. Mr. Ballard asked if it was true that the students who do not graduate count against the graduation rate for NCLB. Dr. Murphy replied affirmatively. Mr. Prinzinger asked about recommending additional personnel (\$183,000) when enrollment has decreased. Dr. Murphy said he would be happy to address the question under the budget discussion. Mr. Prinzinger said he was under the impression that the additional personnel were for the Alternative Ed Program and he questioned the \$400,000 increase from 2003-04 when Triad handled all these students. Dr. Murphy indicated that was not correct, noting that the Lehigh Learning Academy was not in existence until this year. He recognized that there has been an increase of students in these outside placements. He said the high school administration has been tightening up. Mr. Earnshaw asked about the CAP program. Assistant Principal Janine Mathesz explained that these students are referred to the program, go through an interview process, and must meet certain criteria. This program is still considered an alternative education program. She noted that this program is quite different than the all day Academic Center. Mr. Jones asked to what extent there are accommodations for students with medical conditions such as Asperger's Syndrome. Dr. Murphy explained that there are a whole range of protections for students who have a medical condition and the symptoms are a manifestation of the condition. Referring to the Triad Program, Ms. Kowalchuk thanked Dr. Murphy for the presentation and noted that it was not only Triad costs but also the effectiveness of the program that was questioned. She said she was very pleased with the program that has been developed to reach students who may have been lost. Mr. Prinzinger asked how many students graduated with the Triad Program and who graduated with the LTS program last year. Mrs. Hanzlik said she would furnish that information. In answer to a question from Ms. Kowalchuk, Mrs. Hanzlik said there were 26 students who left the program this year for various reasons. The students who are attending and will have to go to summer school to graduate appear to be getting more motivated and are showing progress. Mr. Stolz asked about the students who displayed "disregard for school policies." Mrs. Hanzlik indicated that these students are late to class, late to school, and exhibit defiant insubordination. Dr. Murphy emphasized that these alternative programs are not places to just put students. There are a maximum number of students who can be assigned to alternative programs so these programs are viable options.

6. Update on East Penn 2008-09 Budget – Gary Reigal, Director of Business & Fiscal Affairs

Mr. Reigal indicated that the proposed budget for tentative adoption will be presented at the May 12 Board Meeting. The tentative budget can still change over the course of a month before it is finally adopted by the Board in June. In his update, Mr. Reigal said there would be a \$100,000 more in the utility account; the warehouse facilities will net \$651,286 (7 warehouses in some form of construction); Title I Allocation Increase of \$398,187 (this is a year by year allocation); and Title I appropriations increase (\$136,000). The Data Warehouse Management System for \$25,000 has been removed for this year. Mr. Reigal said his goal is to present a budget that restores the Board Policy required 5% to Budgetary Reserve. Mr. Ballard said that although the warehouse facilities have been assessed they still have the ability to appeal the assessment. Mr. Reigal said there is a period of time when the owners can appeal the assessment. Mr. Ballard debated the Title I funds since these funds are decided on a year-to-year basis and the staff is maintained even when the funds have not increased or been eliminated. Mr. Reigal pointed out that these funds must be used for Title I programs and we will not need to pay from the General Fund. Mr. Ballard said that utilities may increase by 40% in future years. Mr. Reigal countered that he was aware of that possibility and the account is covered. Mr. Ballard claimed that the expenditures in the current budget exceed the projected revenue. Mr. Reigal said that over a two year period the district would be using half of the fund balance; however, with the projected changes, the district would be using approximately \$300,000. Last year there was a similar scenario where the expenditures exceeded the revenue. This budget being

proposed has the smallest operating deficit in a five year period. There has been outstanding growth and the revenues have outpaced the expenditures during the past three years; however, this year that did not happen. The projections have been down scaled for next year as well. Mr. Reigal pointed out that at the last meeting he reported that revenues were down by 5 million dollars due to the lack of growth that was experienced and the economy. In response to a comment by Mr. Ballard regarding budgetary reserve, Mr. Reigal explained that budgetary reserve is an account in the appropriations budget for unforeseen expenditure items. In East Penn, we budget 5% by Board Policy in budgetary reserve which is actually General Fund. Mr. Reigal said in surveying other local districts the largest budgetary reserve was \$500,000. In response to Mr. Ballard's statements about advocating for a budget that exceeds the revenue, Mr. Reigal pointed out that the debt service amounting to nearly 1 million dollar is being introduced this year and the natural increases simply amounted to more than the budget increases.

Mr. Earnshaw said as he looked at the items such as contract salary increases; special education costs (outside placement, Alternative Education), increasing IU costs, PSERS/FICA; charter/cyber schools' tuition increases, pupil transportation increases, and looking at 3.6 million there is not a lot of discretion. Mr. Earnshaw further noted the debt service for the new elementary school, adding the project could be stopped even though he would not favor that course of action. He also noted the special education costs are unavoidable, emergency calling system contract has been signed, and Study Island was paid from other funds last year. Mr. Jones said some of the items mentioned were not significant enough to make cuts and suggested looking elsewhere. Mr. Stolz asked what could be cut. Mr. Reigal said the bond refinancing saved about \$346,000 and it was always transferred into the capital reserve fund and acted on by the Board. We are in the second year of budgeting \$300,000 for technology for the Eyer project. For the previous building projects, all technology costs came from the bond issue. However, the Board decided that they did not want to do that because they would be paying for computers that have a useful life of five years over the next 20 year period of the bond issue. Mr. Reigal talked to Mr. Carl and, since some of the cost of wiring may be construed as a major item that will last many years, this could come from the contingency fund monies that amount to approximately \$500,000. Referring to debt service, Mr. Reigal said the 10 million dollars will get the elementary school project launched so the other 10 million dollar bond issue could be delayed for another year. Mr. Reigal said all these measures could be done if the district was "strapped" for funds but this is not the case. In reference to the 4.4% index, Mr. Reigal stated that this is the largest that has been around in ten years and given the fact that the district is opening a new wing on Eyer MS, going out to bid on a new elementary school, it would be fiscally responsible to incur the taxes we have to this year. Referring to additional personnel for next year, Mr. Prinzing said he would like to see what positions are mandated since the student population has decreased. Dr. Murphy said the additional staff, with the exception of the Health Department Chair, are all linked to evaluation of students or service to students and additional hours for a student with a medical condition. The autistic support teacher and aides are driven by students' IEPs. There are an increasing number of students classified as autistic and in the 3-5 year range. This is realistic and does not address the fact that additional families may register over the summer. There are 11 students who are entering for the next school year. Mr. Prinzing asked if staff could be moved around to accommodate these students. Dr. Murphy reported that the classroom that they have in mind has a minimum of 8 in a class and it is not possible to handle the students. Mr. Ballard said he was not advocating any list to cut but he was advocating an economic principle where in a time of economic distress the budget is increasing and revenue declining. Mr. Ballard concluded that he would vote against the budget.

Mr. Richwine said there have been some statements made that he did not feel were accurate. He did not believe the student population was going down but rather it has leveled off for the time being. The revenue is still going up but not at the rate he had been. The special education portion of the budget is not being covered by the federal government and it has significantly impacted the budget. The special education population has increased over 40%. There is also the growth in the cyber and charter school attendees (128 students). These students cost over 1 million dollars. Mr. Richwine said he could not disagree with what has been said but he believed the administration should continue to work the numbers and come in with the 5% budgetary reserve without having to do any creative accounting that would not be fiscally prudent.

Ms. Gannon said she agreed with a lot of what Mr. Ballard said, particularly using the re-financing to fund technology at Eyer. She, too, wanted to see a 1% reduction in the budget. Mr. Earnshaw asked for a review of the capital reserve fund and a list of projects. Mr. Reigal said that would be reviewed at the May 12 Board Meeting. He said there are always places that you can shave from the budget but there are consequences and there are impacts in the educational program. Mr. Earnshaw concluded that the budget was not dire enough that the district had to start cutting programs. He cautioned about making cuts for this year. He encouraged board members to call in questions or suggestions. Mr. Jones said he found the similarities interesting regarding personal and organizational budgeting. He talked about prioritizing spending and the goals of the district. He asked for a list of items that are discretionary and can be reduced and what things would be the first to go in programs. He is concerned about revenue dropping and not having to make major changes in one year. He felt it was important to spend within the revenue. Mr. Reigal said there is only 10% that is discretionary. Mr. Prinzing commented on raising taxes by 4.4% to keep the 5% budgetary reserve. He could not support the 4.4% index. He said taxpayers are going through the hard times and he did not think it was right and the Board should look at the taxes from a citizen's standpoint. He suggested that the Willow Lane School not be built. Mr. Ballard responded that there is an impression that certain parts of the budget are sacrosanct. He said in the personnel budget there are a number of teachers retiring and perhaps they should not be replaced and expenditures could be controlled in that area. He insisted there are ways to cut the budget in other areas than the 10%. He said board members represent a number of constituencies (students, taxpayers, administration, teachers). The administration should consider all the constituencies and come up with the most fiscally responsible budget in concert with the economy. He said that the budgetary reserve contains less than one month's operational expenses in the district so the 5% is a reasonable amount to cover expenditures. If the number is cut, the bond companies will downgrade the bonds and that there will be additional interest. He concluded that there are consequences.

Mr. Stolz said he would not support any kind of budget that allows for a 4.4% increase for taxpayers. He commented on raising taxes to the index so that the Board does not have to go to referendum. He contended that the taxpayers would support a tax increase in a referendum. Mr. Richwine talked about re-districting into a middle school program and the practice of aspiring to keep lower elementary schools at 20/class and upper grades at a maximum of 25. If the district would try to do that now, 12 elementary teachers would have to be hired. In the personnel requests, there were legitimate requests for increases in staff but only 20% were brought to the Board. He concluded that there are six districts in the county that have higher taxes. He agreed with Mr. Earnshaw that decisions can be made but there will be consequences. Ms. Kowalchuk suggested that Dr. Seidenberger present some options for changes prior to the next meeting.

Ms. Fuller summarized the discussion by saying there was confusion among the board members. Mr. Jones felt there was a strong consensus to look for options. Ms. Fuller thanked Mr. Reigal for the presentation, noting it was a difficult year. The building program has been necessitated by the increase of students. Mr. Stolz said according to the numbers the elementary schools were under capacity but the high school was over capacity. He objected to concentrating on building a new elementary school and perhaps a middle school. Ms. Fuller indicated that there had been an analysis of classroom space that showed there is capacity in the high school.

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

1. Personnel

Motion by Ballard, Seconded by Earnshaw

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

Retirements/Resignations

-Robert Alick, Special Education Teacher at Eyer MS, effective June 16, 2008 (Exhibit 1)

-Mary Ann Alick, Kindergarten Teacher at Lower Macungie Elementary School, effective June 16, 2008 (Exhibit 2)

-Mary Ellen Hammer, Grade 4 Teacher at Wescosville School, effective June 16, 2008 (Exhibit 3)

-Deidre Richardson, Grade 1 Teacher at Shoemaker School, effective June 16, 2008 (Exhibit 4)

Leave as Per Collective Bargaining Unit

Employee: Jeanine Martini
Health/Physical Education Teacher, Emmaus HS
Effective: May 22, 2008

General Leaves of Absence*

<u>Employee</u>	<u>Effective</u>
Barbara Frey Food Services Department	March 25-April 21, 2008
Tina Mondovich Food Service Department	April 21-June 16, 2008
Janice Miller Food Service Department	March 25-June 16, 2008

*Reference: Board Policy 539, General Leave

Sabbatical Leave

Christine Hamscher 2008-09 School Year
Elementary Teacher

Administrative Assistant Appointment

Name/Address: Rebecca Martrich
217 Ridings Circle

Effective: Macungie
 Assignment: To be determined
 Macungie Elementary School
 Vacancy created by S. Fitzgerald resignation
 Salary: \$24,000, 35 hrs./wk.

Teacher Aide Appointments

Name/Address	Assignment	Salary
Patricia Sanville 8320 Winchester Lane Alburtis	Eyer MS Vacancy created by J. Brosious resignation	\$11.55/hr., 12.5 hrs./wk.
Shannon Herring 667 Ridge Street Emmaus	Wescosville School	\$11.55/hr., 12.5 hrs./wk.

Summer Fitness Program

Doug Povilaitis	Todd Breiner
Justin Reiss	Amy Wikert
John Graham	

Salary: \$32/hr.

Additions to the List of 2008-09 Per Diem Substitutes

Kimberly Reif, Elementary	Michelle Burrows, Elementary
Denise Yuhas, Food Services	

Change in Employment Status

Employee	From	To
Janet Toy	31.5 hrs./wk. Special Education Macungie	31.5 hrs./wk., Special Ed Wescosville
Jan Smith	12.5 hrs./wk., Building Wescosville	31.5 hrs./wk., Special Ed Wescosville (one-on-one)*

*Temporary position until end of school year

Educational Conferences-Exhibit 5

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

Administrative Reports (See Exhibit Section)

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

2. Acceptance of Gifts, Grants, Funds – Board Policy 702

Motion by Ballard, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors accept the following donations in compliance with Board Policy 702, Gifts, Grants, Donations:

Wescosville PTO

\$6,417 for the sound system in the Multi-Purpose Room of the Wescosville School.

Mr. Ballard thanked the PTO for the contribution.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

8. Facilities

1. Change Order – Eyer MS Project

Motion by Ballard, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve Change Order G-11 with Safeco Insurance Company of America in the amount of \$13,845.00 for the following:

Add

Provide additional steel framing in existing stair D-1	\$10,293.00
Extra metal panel finish and gypsum board soffit in stair A-1	9,546.00
Provide 36" high science tables in rooms G-208 and H-209	6,463.00
In lieu of 30" high tables	

Credit

Refinish existing terrazzo in corridors D-114 and G-102 in lieu	(\$12,457)
Of providing epoxy terrazzo over existing	

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----9

2. Lower Macungie Youth Association Agreement – Exhibit 6

Motion by Stolz, Seconded by Kowalchuk

RESOLVED, That the East Penn Board of School Directors approve the Agreement between East Penn School District and Lower Macungie Youth Association for a period of one year as described in Exhibit 6.

Editorial changes were suggested for the Agreement.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----9

3. Approval of Lower Macungie Township Resolution Granting Preliminary/Final Approval (Exhibit 7)

Motion by Kowalchuk, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the Lower Macungie Township Resolution granting preliminary/final approval for a land development (Willow Lane Elementary School) 6135 Sauerkraut Lane, Macungie (Resolution No. 2008-20) as described in the attached resolution.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----9

9. Legislative

C. Ballard

Mr. Ballard reported on HB 2084 sponsored by Representative Jaret Gibbons dealing with a guaranteed COLA to eligible annuitants of PSERS and SERS. At the federal level, the U. S. Department of Education is proposing new regulations to amend requirements under the No Child Left Behind Act. The General Assembly was in recess but the Senate will return April 28 and the House will return on May 5. The State House and Senate will not be in session the week of May 19. PSBA has received 138 school board resolutions opposing the GCA Plan. The GCA proposal remains in transition between the Governor's Office and the Attorney General's Office and has not been moved to the Education Committees and Independent Regulatory Review Commission. PSBA is supporting HB 2452 that would prevent the State Board of Education from adopting any regulation dealing with graduate requirements or the implementation of proposed high-stakes Graduation Competency Assessments. HB 446 is in the Appropriations Committee

10. Business Operations

1. Bid Opening Report – Exhibit 8

-General School Supplies; Athletic Supplies; Computer Supplies; Diesel Fuel; Fuel Oil;
Installation of Floor Tile, Rubber Treads & Risers, Metal Cast Stone Coping Covering

2. Approval of Bill List

Motion by Ballard, Seconded by Earnshaw

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

Treasurer's Report

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

Special Disbursements – Exhibit 9

RESOLVED, That the East Penn Board of School Directors authorize payment from the Capital Reserve Fund, 2004A GOB Bond Issue, and 2007 EGA Issue as outlined in Exhibit

Bid Awards – General School Supplies: Computer Supplies: Diesel Fuel: Fuel Oil-Exhibit 10

RESOLVED, That the East Penn Board of School Directors award the bids for general school supplies, computer supplies, diesel fuel, and fuel oil to the successful bidders listed on Exhibit 10.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-----9

11. Announcements

-Monday, April 28	7:00 p.m. – CLEAR Session (Litigation; Negotiations) 7:30 p.m.-Board Meeting
-April 28, 29, 30, May 1 & 2	PSSA Grades 4, 8, 11 – Science Testing
-April 29	7:00 p.m.-Strategic Planning Steering Committee Meeting
-April 30	7:00 p.m.-LMMS Incoming 6 th Grade Parents Information Night, Auditorium
-Thursday, May 1	7:00 p.m.-EHS/MS Spring Orchestra Concert at EHS
-Friday, May 2	7:30 p.m.-Jefferson 5 th Grade Spring Concert
-Friday, May 3	Junior Prom
-Tuesday, May 6	9:30 a.m.-Eyer Incoming 6 th Grade Student Tours 7:00 p.m.-Eyer Incoming 6 th Grade Parent Meeting
-Wednesday, May 7	7:30 p.m.-LMMS Spring Choral Concert, Auditorium
-Thursday, May 8	7:30 p.m.-LMMS Spring Choral Concert, Auditorium 7:30 p.m.-Lincoln Spring Choral Concert 7:00 p.m.-Eyer Spring Choral Concert

12. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 10:02 p.m.

Cecilia R. Birdsell
Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee Fuller 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: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones,
S. Kowalchuk, M. Prinzinger, T. Richwine, J. Stolz

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

Board Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Kevin Ameran, Morning Call Reporter
Sharon Schrantz, East Penn Press Reporter

2. Recognition of Students

- Jake Moore & Alli Hoff - Students wrote and edited a public service announcement for the Lehigh County Office of the Aging.

Secondary Supervisor Linda DeIvernois introduced the 60 second public service announcement that Ms. Hoff and Mr. Moore had produced for the Lehigh County Office of the Aging. The students investigated the information, wrote the script, and interviewed people who work for the service as well as recipients of the services. Mr. Didra explained that many hours of work went into the preparation of the final 60 second announcement.

Dr. Seidenberger and Ms. Fuller presented the students with Certificates of Recognition. They received a round of applause from the audience.

- PSBA Green Architecture Participants: Team Green consisted of the following seniors:

Steven Royer
Gopal Nataraj
Jonathan Slutsky

John Pavlacka
Nicolas Olivares

Mrs. DeIvernois explained the First Annual Green Design Architecture Contest that was sponsored by the PA School Boards Association. Technology Education teacher Scott Didra introduced the students and explained that 60 school districts participated and 20 were recognized. The class took a field trip to Philadelphia. The students who were present this evening were Steven Royer, Gopal Nataraj, and Nicolas Olivares and they relayed their experience of renovating and designing a green elementary school. They learned the basic concepts of using recycled materials, bamboo flooring, trees on the roof for cooling, and innovative architectural equipment for determining light on a building, etc.

Dr. Seidenberger and Ms. Fuller presented Certificates of Recognition to the students in attendance. They received a round of applause. She noted that students do not reach these levels of achievement without dedicated teachers such as Scott Didra.

3. Requests to Address the Board

President Francee Fuller explained that this is not an interactive meeting and the limit for comments is three minutes. If there are repetitive comments, she will have to interrupt. She noted that this evening there are many agenda items to cover. The primary focus of this evening's meeting will be the bids for the Willow Lane Elementary School. The budget will be covered on June 23. The process is that the administration will follow up on any questions that are asked and the Board will be apprised. She pointed out that board members are duly elected officials who do not receive any compensation for their services.

Eileen Crompton, 4090 Mountain Road, Macungie and student Blake Barbarics thanked the Board for its support of Autism Awareness. The district overall has raised \$10,000 to \$12,000. She noted that there had been a walk from Lincoln School to Emmaus HS and over \$5,000 had been raised with the help of the EHS Interact Club. Lincoln teacher Mrs. Karen Gennaro walked the kindergarten students to the East Penn Bank to deposit the money from a class fund raiser. She complimented the East Penn Press for their coverage. Blake said that he believed that there is a cure for autism and it will be found.

Giovanni Landi, 869 Frank Drive, Emmaus said he was opposed to a tax increase. He felt the Board should take into account the decline of the dollar, oil prices, food prices, unemployment rate, and the inflation rate of 12%-15%. He felt a tax increase at this time was a lack of concern for taxpayers. He asked that the Board not approve the tax increase.

Richard Jones, 6702 Kings Highway, Zionsville spoke about senior citizens paying taxes long after their children have graduated, adding that many of them live on fixed incomes. He felt that the exorbitant tax increase being proposed was unfair for all residents going through the current recession. He said many of the citizens send their students to private schools to get a higher quality education and questioned why they should be burdened with excessive tax increases when the real estate market is declining. He suggested the Board investigate what programs and transportation costs can be cut. The Board should tell the administration what the numbers are and the administration should work with those numbers and not the other way around. The residents elect the board members, not the administrators. He concluded that their only recourse was to vote out the irresponsible Board and replace them with responsible participants. Teachers need to feel the sacrifice the same as the residents. The schools need to eliminate any unnecessary spending and adhere to a strict budget. The school's main function is to educate the youth and anything beyond that should be up for scrutiny. Mr. Jones believes that East Penn should focus on bringing the students up to the level of the rest of the world. The last report he saw indicated we were tied with Latvia for 24th place academically overall. He highly doubted that the schools in Israel, China, and India are spending near as much per pupil as East Penn. He thanked the board members for keeping the East Penn schools among the nation's highest in quality. He concluded that when the administration asks for more money, the Board should quell that or risk being replaced. In PA residents are not given any choice in raising taxes but residents do have a choice about who to vote for. He submitted a study to the Board Secretary on how to reduce fuel costs.

Teresa Stevenson, 4991 Shimerville Road, Emmaus spoke against the tax increase. She commented that residents have to live within a budget so should the district.

Robert Doney, 3441 Bleiler Road, Emmaus said it was very hard for young people who are building a home, residents on fixed incomes, and just ordinary people to live the district's way. He said if he made a six figure income like the Superintendent and the administrators, he would feel differently. He accused the Board of making his life a little more miserable.

Mr. Edgar Housman, Champagne Drive, Emmaus opposed the tax increase and suggested students be charged \$200 a year for parking and, if it is not paid, they would not receive a diploma. This would cut down on running half empty buses. He said the state is giving the district \$169 from the state gambling funds. He commented on the teacher's raise. He felt the district was greedy and should live on the \$169 from the state.

Spencer Davis, 2767 Mill Race Road, Emmaus said he had questioned the Public Participation in Board Meetings policy at the last meeting and had not received a response. He criticized Ms. Fuller for comments made before the meeting and said the Board was being irresponsible. He then went into a philosophical dissertation about the true length of a minute. He concluded that he was irked and may run for the Board himself in the next election.

Otto Slozer, 121 E. Elm Street, Emmaus expressed his opposition to the 4.4% tax increase and spoke about how it affects his wife. He said he is on a fixed income and his wife works for a company in the Lehigh Valley that does not give its workers a 4.4% increase. He said the Board negotiated a 5% increase for the teachers. The board and administration should know how to hold the line and he had statistics that the spending in the East Penn School District is double the rate of inflation. He commented that the price of oil is having a direct impact on everyone and that disposable income is not what it used to be. He expressed concern about the cost of heating oil and senior citizens having to decide whether to "heat or eat." He talked about the Depression Years and how schools operated. He concluded that the Board should do the right thing for the people and hold the line.

Ed Martin, Upper Milford Township asked Mr. Slozer to present a letter expressing his opposition to the tax increase. The letter is attached to the permanent minutes of this meeting.

Carl Stevenson, 4991 Shimerville Road, Emmaus was very direct and said "no tax increase" because the people cannot afford it. Taxes have increased and there has been no increase in student learning. He said the Board should look at the budget and not have it dictated by the administration. He threatened the Board by saying that if they approved a tax increase then he "would make it his work to see that any of the members who vote for a tax increase this year do not serve another term on this Board."

4. Approval of Minutes

Motion by Ballard, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the minutes for the May 12, 2008 meeting.

President Fuller commended Board Secretary Cecilia Birdsell for her excellent recordkeeping and giving the full flavor of the discussion. Ms. Fuller said that if anyone was interested the minutes and the budget are on the website, emphasizing this is an open and transparent school district. For those individuals who do not have a home computer, they can access the district website from the computers in the local public libraries.

This motion was unanimously adopted by voice vote.

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

1. Personnel

Motion by Ballard, Seconded by Earnshaw

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

Resignations

- Judy Cunningham, Academic Support Instructor at LMMS, effective June 16, 2008
(Exhibit 1)
- Nancy Ritter, Food Services Department, effective June 11, 2008
(Exhibit 2)
- Carla Reed, Teacher Aide at Emmaus HS, effective May 30, 2008
(Exhibit 3)
- Amy Davis, Teacher Aide at Emmaus HS, effective June 4, 2008
(Exhibit 4)
- Mary Marshall, Academic Support Instructor, effective June 16, 2008
(Exhibit 5)
- Lisa Hendricks, Special Education Teacher at Jefferson School, effective immediately as per Board Policy 454, Acceptance of Resignations

Temporary Professional Employee Appointments

Name/Address:	Cheryl Borysowski 1076 Timberridge Lane, Allentown 18104
Education Level:	BA/BS Degree M. Ed. Degree (2006)
Undergraduate School:	Bloomsburg University
Graduate School:	Cedar Crest College
Certification:	Instructional I, Elementary
Effective:	2008-09 School Year
Assignment:	Grade 1, Wescosville School Vacancy created by C. Finney resignation
Experience:	9/07-Present: East Penn SD
Salary:	\$50,403 (Step B, Year 2, Col. M)

Name/Address:	Ross Cooper 337 S. New Street, Bethlehem 18015
Education Level:	B. A. Degree (2005) M. Ed. Degree
Undergraduate School:	Muhlenberg College
Graduate School:	Lehigh University
Certification:	Instructional I, Special Education, ML English, Elementary
Effective:	2008-09 School Year
Assignment:	Grade 4, Wescosville School Vacancy created by M. A. Alick retirement
Experience:	1/08-Present: East Penn SD 3/07-6/07: Easton SD (per diem substitute)
Salary:	\$50,403 (Step B, Year 2, Col. M)

Name/Address:	Danna Feigenbaum 1664 Pinewind Drive, Alburtis
Education Level:	B. S. Degree (2001) B. A. Degree (2005)
Undergraduate School:	Bloomsburg University DeSales University
Certification:	Instructional I, Elementary
Effective:	2008-09 School Year
Assignment:	Grade 4, Wescosville School Vacancy created by M. E. Hammer retirement
Experience:	9/07-Present: East Penn SD
Salary:	\$42,900 (Step B, Year 2, Col B)
Name/Address:	Marie Larson 230 Maple Court, Alburtis
Education Level:	B. A. Degree (2003)
Undergraduate School:	Hanover College
Certification:	Instructional I, Elementary
Effective:	2008-09 School Year
Assignment:	Grade 3, Alburtis School Vacancy created by D. Evans retirement
Experience:	1/08-Present: East Penn SD 8/03-6/07: Immaculate Heart of Mary, Indianapolis, IN
Salary:	\$42,900 (Step B, Year 2, Col. B)
Name/Address:	Emily Vernon 40 S. 14th Street, Allentown 18102
Education Level:	B. S. Degree (2006)
Undergraduate School:	Kutztown University
Certification:	Instructional I, Elementary
Effective:	2008-09 School Year
Assignment:	Grade 2, Shoemaker School Vacancy created by M. A. Clark retirement
Experience:	9/06-Present: East Penn SD
Salary:	\$43,200 (Step C, Year 3, Col. B)
Name/Address:	Lisa Van Ormer 2240 Chardonnay Drive, Macungie
Education Level:	B. S. Degree (1995)
Undergraduate School:	Slippery Rock University
Certification:	Instructional I, Elementary
Effective:	2008-09 School Year
Assignment:	Grade 1, Wescosville School Vacancy created by C. Sebastian resignation
Experience:	9/07-Present: East Penn SD 9/96-6/03: Frederick County VA
Salary:	\$44,439 (Step H, Year 8, Col. B)
Name/Address:	Julie Yonney 420 Maple Road, Hellertown 18055
Education Level:	B. S. Degree (2003)
Undergraduate School:	Marywood University
Certification:	Instructional I, Family Consumer Science
Effective:	2008-09 School Year
Assignment:	Family Consumer Science, Emmaus HS Vacancy created by K. Talboo retirement and subsequent transfers
Experience:	6/03-Present: Phillipsburg (NJ) SD
Salary:	\$44,129 (Step F, Year 6, Col. B)

Full Time Substitute Teacher Appointments

Name/Address:	Amanda Gery 1216 Trexlertown Road, Trexlertown 18087
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Education Level:	B. A. Degree (2005)
Undergraduate School:	Lycoming College
Certification:	Instructional I, Elementary
Effective:	2008-09 School Year
Assignment:	Grade 1, Shoemaker School
	Opening created by K. Wall leave
Experience:	2/08-Present: East Penn SD
	12/06-1/08: East Penn SD (per diem substitute)
Salary:	\$42,900 (Step B, Year 2, Col. B)

Name/Address:	Heather Gray
	1222 N. 29 Street, Allentown 18104
Education Level:	B. S. Degree (2004)
	M. Ed. Degree (2006)
Undergraduate School:	Penn State University
Graduate School:	Cedar Crest College
Certification:	Instructional I, Elementary
Effective:	2008-09 School Year
Assignment:	Grade 3, Shoemaker School
	Opening created by A. Hoffman leave
Experience:	9/07-5/08: East Penn SD
Salary:	\$42,600 (Step A, Year 1, Col. B)

Name/Address:	Cadi Schantzenbach
	HC 1, Box 33E, Swiftwater 18370
Education Level:	B. S. Degree (2007)
Undergraduate School:	University of Tampa
	Kutztown University
Certification:	Instructional I, Elementary
Effective:	2008-09 School Year
Assignment:	Grade 4, Alburtis School
	Opening created by J. Burger Leave
Experience:	9/07-Present: East Penn SD
Salary:	\$42,900 (Step B, Year 2, Col. B)

Mr. Richwine described the difference between a Temporary Professional and a Full-Time Substitute Teacher. He pointed out that these individuals are replacing people who have resigned or are on leave.

Teacher Aide Appointment

Name/Address:	Kenia Goris
	7109 Hunt Drive, Macungie
Effective:	June 10, 2008
Assignment:	Special Education, LMMS
	Vacancy created by L. Conrad transfer
Salary:	\$11.55/hr., 30 hrs./wk.

Compensated Professional Leaves

Employee:	John Burger, Elementary Teacher
Effective:	2008-09 School Year
Purpose:	Graduate Work at Wilkes University

Employee:	Chanin Deegan, IST Teacher, Macungie School
Effective:	2008-09 School Year
Purpose:	Graduate Work at Widener University

Additions to the Summer Maintenance Staff

See Exhibit 6

Leave as Per Collective Bargaining Agreement

Employee:	Lori Babel
Effective:	June 12-17, 2008

IT Department Summer Student Workers

Joe Plowman
Rebecca Plowman

Benjamin Roth

Gregory Yankovoy

Returning: Alex Stashko

Co-Curricular Advisor

Steven Yoder

Boys Basketball Coach

\$7287.00

Salary is from Schedule B of the 2007-09 Collective Bargaining Agreement with the East Penn Education Association.

Extended School Year Elementary and Secondary Positions

See Exhibit 7

2008-9 Teacher Transfers

See Exhibit 8

Educational Conferences - Exhibit 9

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences listed on Exhibit 9.

Contract Approvals - Exhibits 10 and 11

RESOLVED, That the East Penn Board of School Directors approve the contracts with Educare, 188 S. First Street, Lehighton and Behavioral Health Associates, Inc., Licensed Private Academic School, 188 S. First Street, Lehighton as outlined in Exhibits 10 and 11.

Collective Bargaining Agreement Approval

RESOLVED, That the East Penn Board of School Directors approve the tentative Collective Bargaining Agreement with the Administrative Assistants and Aide Employees, subject to the solicitor's approval and authorize the appropriate personnel to affix their signatures thereto.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Richwine, Stolz-----8

Nay: Prinzing-----1

6. Facilities

1. Bid Opening Report - Willow Lane Elementary School (Exhibit 12)
2. Contract Awards Willow Lane Elementary School

Motion by Earnshaw, Seconded by Kowalchuk

RESOLVED, That the East Penn Board of School Directors authorize the issuance of "Notice of Intent to Award Contracts" to the contractors listed below and in the amounts listed who are the lowest responsible bidders meeting specification for the Willow Lane Elementary School Project.

General Contractor

Perrotto Builders LTD
426 Warren Street
Reading, PA 19601

Base Bid \$14,248,000
Accepted Alternates (\$456,100)

Total Contract Award \$13,791,900

Accepted alternates: GC: 1,3A,4,8, 9,10, 13A, 17, 19, 20, 21, 25, 26, 28, 30, 31, 41

NOTE: All other alternates not listed above be rejected.

HVAC Contractor

Worth & Company, Inc.
6263 Keller Church Road
Piperville, PA 18947

Base Bid \$2,622,000
Accepted alternates (\$5,700)
Total Contract award \$2,616,300

Accepted alternate HC 1

NOTE: All other alternates not listed above be rejected.

Plumbing Contractor

JBM Mechanical, Inc.
3273 Bun Club road
Nazareth, PA 18064

Base Bid \$1,112,000
Accepted alternate (\$1.00)
Total Contract Award \$1,111,999

Accepted alternate PC 1

Electrical Contractor

Wind Gap Electric, Inc.
125 West Seventh Street
Wind Gap, PA 18091

Base Bid \$2,849,700
Accepted alternates \$ 4,750
Total Contract Award \$2,854,450

Accepted alternates EC 1, 3A, 4

NOTE: All other alternates not listed above be rejected.

Summary:

Total contract cost with alternates

	\$20,374,649
Base bid no alternates	\$20,831,700
Total alternates accepted	(\$457,051)

Be it further

RESOLVED, That the East Penn Board of School Directors authorize submittal of PLANCON G project accounting based on bids to the Department of Education per Exhibit 14.

Be it further

RESOLVED, That the Notice of Intent to Award Contracts are issued contingent upon submittal and approval of the required documents to the

Department of Education (PLANCON G), and required approvals from other state and local agencies with the appropriate parties being authorized to sign the documents, submittal and approval of the required bonds, Certificates of Insurance, and the required documents from the contractors as specified in the bid instructions and materials, and execution of a contract as required in the bid instructions and materials, all of the aforementioned being completed to the satisfaction of the District Solicitor.

Mr. Jim Carl, Supervisor of Maintenance, introduced the consultants who were present: Rick Bachl, Christine Carl, and Dave Drake from W2A; Robert Whartenby from URS; Paul Szewczak from Liberty Engineering; and Lee Snyder from Snyder Hoffman. Mr. Richwine said he was disappointed with where the bids came in over the estimate. He said that if the Board believes that it is necessary for the school to be built then the Board has to make the decision to either award the contracts or do something else. He was not sure that re-bidding or reworking the project is going to accomplish what is needed. There are 30 school projects being worked on right now and Allentown has a 1/4 billion dollar building program. The demand for the contracts are far in excess of the number of contractors to bid. If the project is needed and the district wants to open the school in September 2009 then the Board should take action this evening. Mr. Richwine said that voting "no" on this project means something else must be done. He said that the Lower Macungie Kindergarten Center will need significant improvements at some point. To re-design this school to be smaller simply to get down to the original estimate is not feasible. Mr. Richwine said he would support it reluctantly.

Mr. Earnshaw also expressed his disappointment with the bids. He pointed out that 1.7 million dollars was spent to meet the requirements of Lower Macungie Township during the approval process. Mr. Earnshaw said he would reluctantly accept the bids. He pointed out that the district has four portables located at the Alburtis School and 17 classrooms for kindergarten being used at Lower Macungie Elementary School. He emphasized that the population at the elementary level is continuing to increase by 32 students. There has been consistent growth at the elementary level while the middle and high school level has been flat. He concluded that it will be cheaper to build the school now rather than wait and reminded board members that whenever a project was delayed the cost went up substantially.

Mr. C. Jones said it is important that the Board communicate that it empathizes with what is happening with the economy. He said the price of steel, gas, and other commodities cannot be controlled or predicted. The things that are happening affect everyone. As the Board makes these decisions, they are based on what is right. He said inflation is more complicated than percentages and that must be accepted. He said he recognizes that there is a serious shortage of contractors who bid and he could not see any reason that would change. He was in favor of moving forward and preparing for the future.

Mr. Ballard said he had so many questions that it would take time to get through them. The Board has 120 days to accept the bids and objected to the idea that the bids must be accepted now, adding he may want to table the resolution. He said even if the bids were accepted tonight there was serious concern that the building would open in September 2009. Ms. Fuller asked that Mr. Ballard address the questions to the chair, not call on the individual consultants. Mr. Ballard asked when the first information was available that the bids were coming in 20% over the estimate. Mr. Carl responded that the district had received no notice from the architects until the bids were actually opened. They did have trouble getting bidders because of the casinos being built across the state. Mr. Ballard noted that the current bids were 4 million dollars over the estimates. Ms. Fuller asked what the project cost was for the materials. Mr. Rick Bachl, W2A architect, said the total project estimate was 16.9 million dollars. They did not have a breakdown between labor and materials. The estimates in December 2006, through 2007, and the first quarter of 2008 did not indicate that there was an increase pending. It was not until around when the bids were to be opened (May 2008) that they became concerned. The fact that the economy took the result that it did was not predictable. They feel they did everything prudent to present the bid results. Mr. Ballard wanted to know at what point was the base bid reported to the Board changed. Mr. Bachl reiterated that up to the point when the bids came in he was optimistic that the bids would be close to the estimate. He further emphasized that there is nothing in the project that is different or exorbitant from other schools in the district. Mr. Ballard asked what work W2A has done with the bidders to determine why their packages came in at the cost that they did. Mr. Bachl said he had discussions with each one of the prime contractors. The total bid for electrical included over \$800,000 for site work. The general contractor estimator indicated that there was a "phenomenal" increase in materials (re-enforcing bar, metal studs). He felt a prompt award was desirable because of the increase in light weight steel every 15 days. Mr. Bachl indicated that they believe that the best opportunity to complete the school on time is to make a decision this evening. They are not able to predict the volatile market. Mr. Ballard said his understanding of construction is that 30-35% of the costs were for materials and the remainder was for fees and labor. Mr. Dave Drake from W2A said the more generally accepted assumption in this case was that materials costs are 50%-60% of the project. Mr. Bachl reiterated that the cost overrun is

attributable to materials. Ms. Fuller mentioned that there have been changes in the regulatory climate that makes site work more expensive as well. In response to questions raised by Mr. Ballard regarding site work and the electrical costs, Mr. Paul Szewczak from Liberty Engineering explained that the location of the school had pushed it far away from the road footage that forced the electrical contractor to bring services in much longer than he would have for a regular project. The constraints put on the project by Lower Macungie Township did not relate to the electrical portion. Mr. Szewczak said that it was not only the Township but also the Department of Environmental Protection as well as other agencies that created increases relating to the sprinkler system. During the design of the project, they continually updated their regulations and forced the district into the issue before them now. Mr. Szewczak further stated that the soil conditions on this site limited the ability for other remedies. Mr. Ballard asked about the purpose of the sprinkler system. Mr. Szewczak responded that it is to manage the difference in the two-year storm water runoff. The additional runoff from the site must not leave the site. The site does not allow infiltration to be an option and the only other method was to create a sprinkler system that waters the fields. The volumes of storm water involved cannot be handled through a sewer system. The DEP manual only outlines a half dozen alternatives allowed. Mr. Szewczak said that the district could invent new ways but it would take a long time through the regulatory process. Mr. Ballard asked if the DEP had been approached with alternate methods and Mr. Szewczak responded that had been done with no success. Mr. Ballard asked how much all these items added to the project. Mr. Szewczak responded that through the design process it added a cost of 1.3 million dollars. Mr. Ballard asked when these requirements became available to the district. Mr. Szewczak said a lot of the requirements came up as the project was being designed and the sprinkler system came up very late (February/March 2008) in the project. Mr. Szewczak clarified that the sprinkler system and costs were added during the design period. Mr. Ballard concluded that this was unacceptable and he was concerned about the process.

Mr. Ballard asked about the financial impact on future budgets. Mr. Reigal said that, assuming the Board awards the bids this evening, the cost of that would actually be approximately \$230,000 a year in debt service or .137 mills higher than anticipated. The borrowing capacity of the district is about 35 million dollars. Mr. Reigal estimated that the district's growth in borrowing capacity is approximately 15 million dollars per year. Referring to the possibility of a new high school, Mr. Ballard was told that the district would not be able to finance a high school for at least six years. Mr. Reigal concurred. Mr. Ballard said he would not vote for accepting the bids this evening. Mr. Stolz introduced a motion to table.

Motion by Stolz, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors table the motion to award the contracts for the Willow Lane Elementary School.

This motion was defeated by the following roll call vote:

Nay: Earnshaw, Fuller, Jones, Kowalchuk, Richwine-----5

Aye: Ballard, Gannon, Prinzinger, Stolz-----4

Ms. Kowalchuk asked about the electrical work and the number of contractors who bid the job. Mr. Lee Snyder, Snyder Hoffman, explained the site work did not fall into the percentage of total electrical work. There was extra trenching footage to the building and, overall, an extra \$500,000 for site work that was not included in the Plancon documents. Mr. Drake said the estimate was based on the Alburdis School. There was a fairly substantial amount of technology related costs that were not in the Alburdis building. Mr. Snyder said the technology alone is \$4.00 a foot over the Alburdis budget. Technology had been bid separately when Alburdis was built. Mr. Drake said there is also 1.5 million dollars in contingency funds. The architects did not feel that entire contingency was needed. Ms. Kowalchuk asked if the job was rebid with the items that are now known would the bid then be more in line with what was received. Mr. Snyder said electrical contractors are stating that data cabling over the past five years has gone up 400%. In talking with contractors, they are experiencing increases in materials at a rate of 10% in one month. Ms. Kowalchuk asked about changing the size of the multi purpose room. Ms. Christine Carl from W2A responded that the reduction in the multi purpose room footage was designed as a contingency. Ms. Kowalchuk asked about all fixed windows and the impact of not being able to open windows. Ms. Carl said the district does not receive any LEEDS points for that option and it is a district choice. Mr. Snyder said that as far as energy costs, you need to have a certain amount of ventilation/fresh air for each student. It meets the intent of the code and opening windows is not a positive measure for meeting the code. Ms. Kowalchuk asked about the projected kindergarten enrollments. Dr. Seidenberger said that, at this point, there are 436 students enrolled. It is slightly higher than last year's enrollment. There are students that can be added and the enrollment is currently in the neighborhood of 24 students/class. Ms. Gannon asked if the district has looked at the enrollment projections and re-evaluated them due to the market conditions. Dr. Seidenberger said every Plancon has enrollment projections and the number was supported by PDE. He said the administration feels reasonably sure that there won't be a growth spurt. New housing starts have also been monitored. The development that may experience growth is the Hills of Lockridge. It would not be the optimum situation if the building does not open in 2009 but we would have unequal educational opportunities across the district. The timeline for a completion date of August

15, 2009 is tight but it has been accomplished before in the district. Ms. Gannon asked about downsizing the school. Dr. Seidenberger said the administration had discussed this with PDE and, if the footprint of the building changed, then the district would have to go back to Plancon E. If there are substantial changes then the district would have to go back through the municipal approval process. Ms. Gannon asked how much could the project be changed. Mr. Drake responded that they did not feel they could get below the current situation if the project was rebid. He pointed out that you cannot bargain with the contractors after the bids have been opened. The district would have to schedule another Act 34 hearing. A substantial amount of the building would have to be removed to reduce the size. It would take at least six months before the building could be bid. Dr. Seidenberger said the staff checked with Lower Macungie Township to see what building projects are on the board and currently they include Olympic Ridge, Graymoor, Lehigh Crossings, and Hills of Lockridge (179 units have been approved).

Mr. Richwine said the reason he voted against tabling the motion was because several people had not had a chance to speak. He said he would be willing to introduce a motion to table since he was on the prevailing side. Mr. Prinzinger was asked if he had any input. He responded that Ms. Gannon had asked the same questions that he had considered. Mr. Ballard asked how close the bids took the district to the Act 34 Hearing limit. Mr. Drake said that the project is within the Act 34 limits which is \$675,000 below the maximum amount. If the district would go above the \$675,000 in change orders then another Act 34 hearing would have to be held. Ms. Kowalchuk asked what would be the time line if this motion was tabled and one of the charges would be to reduce the size of the building. Mr. Bachl explained it would involve re-designing the building and the re-approval process through the Township. The re-design could take 16 weeks and then PDE and municipal approvals would be four to six months. Mr. Drake said the real danger is building a school with less space and then having it cost the same as the current design.

Mr. Earnshaw pointed out that another challenge with reducing classrooms is that the auxiliary spaces will be over sized. He said he did not think there would be a reduction by the suppliers of 15%-20% overnight since prices will go down gradually. He did not think a delay would do anything except give more time to reject the bids. He was in favor of voting this evening. If there is a board member not in favor of the project then they should vote "no" and reject the bids. Ms. Carl said the building was based on the square foot cost of Alburtis and then escalated proportionately. She again reviewed the differences between and among Jefferson School, Alburtis School, and the Willow Lane Elementary School. She talked about reducing space which might not give the level of efficiency for which the building was originally designed. Mr. Jones asked how re-designing the building would affect their revenue. Mr. Bachl explained they had agreed to limit their fee to a percentage of the original contract estimate of 16.9 million dollars and if the project would come in over that amount there is a contractual obligation to re-design the project to bring it under the estimate. He said he did everything possible to bid this project within the first quarter of 2008. It did not happen and the project was bid in May. They made a lot of efforts in the school district's best interest. Mr. C. Jones asked what would they recommend given the Board's concern about cost. Mr. Bachl said that he believes to delay the project would have dire consequences and added that the Board may not see the school at all because the response from contractors would not be favorable, adding that most of them are tied up with building casinos. Mr. Jones asked if the architects had something to gain by re-designing the building. Mr. Bachl said if it is rebid then they are obligated to do a redesign. It was his recommendation that the project proceed and move forward.

Ms. Fuller asked Mr. Stolz if he wanted to say anything since he had not participated in the discussion. Mr. Stolz indicated that he felt his motion to table said it all. Ms. Fuller recalled her sons experience with the platoons of portables. When she was a new board member, one of the early discussions was how to get the children out of the portables. When she came on the Board in 2000, there were approximately 6,000 students and now there are more than 8,000 students. Ms. Fuller stated that the Board owes those students an education because they are the taxpayers for tomorrow. It is true that a plateau on housing starts has been reached; however, East Penn elementary schools are still continuing to grow. There are approved housing developments that could come to life any moment. She sympathized with the speakers who talked about rising costs. If the Board decides not to move forward, she believed that the district will wind up with an inferior project in the future rather than making the decision and getting the project that the students deserve. Ms. Fuller concluded that it is the responsible decision to make. Mr. Earnshaw made a motion to end debate which does not require a second.

The motion to end debate was defeated by the following roll call vote:

Aye: Earnshaw, Fuller, Jones, Kowalchuk-----4

Nay: Ballard, Gannon, Prinzinger, Richwine, Stolz-----5

Mr. Richwine presented a motion to table:

Motion by Richwine, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors table the motion to award the contracts for the Willow Lane Elementary School.

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

Aye: Ballard, Gannon, Prinzinger, Richwine, Stolz-----5

Nay: Earnshaw, Fuller, Jones, Kowalchuk-----4

There was a discrepancy over whether the motion to table required 6 votes. It was found that a motion to table required a majority vote.

3. Willow Lane Elementary Project – PLANCON F (No action was taken on this motion)
Post – Bid Opening Notification (Exhibit 13)

Motion by _____, Seconded by _____

RESOLVED, That the East Penn Board of School Directors approve PLANCON F, Exhibit 13, post-bid opening notification to the PA Department of Education.

The Board recessed from 9:45 to 9:50 p.m.

7. Policy

-PSBA Standards for Effective School Governance - Exhibit 15

PSBA First Vice President Roberta Marcus discussed the PSBA Mission Statement that promotes excellence in school board governance through leadership service and advocacy for public education. Goal 3 of the PSBA Strategic Plan is "Support the role of school board members as effective ethical leaders." Ms. Marcus explained the evolution of the policy through the work of a Commission that included many members of the various educational entities. The Iowa Lighthouse Study was a pivotal part of developing this policy. The study found that decisions that are made in the board room by board members have direct impact on students and what happens in the classroom and student achievement. They developed the Standards of Governance and how boards can become ethical leaders. She reviewed the five core areas that are included. As leaders of public education, the board needs to be champions of what is needed to go about that business and need to be trained and exercise responsibility. Ms. Marcus said that this document is really a parameter and guide that can be modified. It is about board performance. She spoke about the Code of Conduct and how it is related to conflict of interest situations. The Code of Conduct talks about respect and harmony among board members and engaging the community. She concluded that 400 school districts have approved these documents.

Motion by Fuller, Seconded by Earnshaw

RESOLVED, That the East Penn Board of School Directors adopt the PSBA Standards for Effective School Governance and Code of Conduct.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine-----8

Nay: Stolz-----1

8. Legislative

C. Ballard

1. NSBA Video

Mr. Ballard presented a video entitled, "How to Lobby Members of Congress." He thought the video would be entertaining and educational.

He reported briefly on the status of HB 2449.

9. Other Educational Entities

-Carbon Lehigh Intermediate Unit

T. Richwine

Mr. Richwine reported that the Board of Directors met with the auditor for the IU Audit Report at the May 19 meeting. The IU got an unqualified opinion that statements were accurate. The IU sold a piece of property for \$137,000 that had been targeted as the potential site for a new building. The funds will be put into the IU Capital Reserve Account. Mr. John Schubert from the Southern Lehigh School Board was elected to the IU Board. Mr. Richwine explained the services that are offered through the IU and how it is an intermediary between school districts and the state. They provide services for districts that cannot

afford to provide them for students, especially in the area of special education. They also provide services in curriculum development, teacher training, and Human Resources.

-Lehigh Career & Technical Institute

A. Earnshaw
F. Fuller
S. Kowalchuk
T. Richwine

Mr. Earnshaw reported that the JOC honored students who had competed in the Skills USA competition. He described the partnership with Siemens AG-Berlin and Munich that provide a program to train students as skilled electromechanical/mechatronic technicians. This is the only high school program in the United States that offers this certification. This program will prepare students for high wage and high demand occupations requiring highly skilled technical workers. Mr. Earnshaw reported that Director Dr. Clyde Hornberger's contract was also renewed.

10. Business Operations

1. Bill List Approval

Motion by Ballard, Seconded by Earnshaw

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

Food Service Management Contract Award (Exhibit 16)

RESOLVED, That the East Penn Board of School Directors award the Food Service Management Contract for the 2008-09 school year to The Nutrition Group in accordance with their proposal of May 16, 2008; and,

Be it further

RESOLVED, That the administration be authorized to prepare the appropriate contract for review by the Solicitor.

Performance Audit Response (Exhibit 17)

RESOLVED, That the East Penn Board of School Directors accept the response and corrective action plan relative to the Auditor General's Performance Audit Report for the fiscal years ending June 30, 2006, 2005, 2004, and 2003.

Bid Opening Report - Masonry Repairs at Emmaus HS (Exhibit 19)

Contract Award - Masonry Repairs at Emmaus HS (Exhibit 19)

RESOLVED, That the East Penn Board of School Directors award the contract for masonry repairs at Emmaus HS as outlined in Exhibit 19.

Special Funding Disbursements - Exhibit 20

RESOLVED, That the East Penn Board of School Directors authorize the expenditure of from the 2004A General Obligation Bond Issue and the 2007 EGA issue as outlined on Exhibit 20

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzinger, Richwine, Stolz-9

11. Announcements

Monday, June 9 7:00 p.m.-CLEAR Session (Personnel, Negotiations, Litigation)
7:30 p.m.-Board Meeting

12. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 10:40 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee Fuller called the first 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: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk, M. Prinzing, T. Richwine, J. Stolz

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

Treasurer: Gary Reigal

Board Secretary: Cecilia R. Birdsell

Superintendent of Schools: Dr. Thomas L. Seidenberger

Press Present: Kevin Ameran, Morning Call Reporter
Loretta Fenstermacher, East Penn Press Reporter

2. Target Presentation:

Ms. Gaby Vargas, Executive of Guest Experience, Target, and Mr. Nate Hunsicker, Team Leader of Guest Experience, Target presented a \$380.00 check to Board President Francee Fuller and Superintendent Dr. Thomas L. Seidenberger. The funds came from a promotion where new credit card recipients were asked if they wished to donate 1% of their sales to a school of their choice. Since 1997, Target has given away 237 million dollars for various foundations and funds. The audience gave them a round of applause.

Motion by Ballard, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors accept the \$380.00 from Target.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz---9

3. Requests to Address the Board

Ms. Fuller asked that the people who requested to speak hold their comments to three minutes, adding it is not interactive or a question and answer session. She emphasized that the board members listen to what is said and when necessary, the follow up is conducted by the administration and they in turn will report back to the Board.

Mr. Andy Scott, 4390 Lexington Circle, Emmaus and President of the Emmaus Lacrosse Club, spoke about the popularity of the sport and provided the historical background of the Club. He was there in support of the PIAA sanctioning of the sport. He pointed out that since its inception in 1998, the Emmaus Club has been totally self-funded. They will donate all of their equipment to minimize the initial cost to the district. Since PIAA has sanctioned lacrosse, the Emmaus team must go varsity or forfeit playing any local team. Every other Lehigh Valley school district has approved lacrosse and Emmaus is the only school that has not. If not approved, then the team would have to travel to the Philadelphia area to play games. Mr. Scott noted that not only is lacrosse a game but there are also life skills and life lessons taught. There are hundreds of students who have benefited from the sport, adding it is co-curricular not just extra-curricular. He said all of the legwork is in place for the program. He concluded his statement by requesting the Board to sanction lacrosse as a varsity sport.

Mr. Daniel Perovich, 4481 Linda Lane, Emmaus spoke as a student in support of lacrosse. He has been a member of the team for nine years and had a petition with signatures of parents and students supporting lacrosse in East Penn. He spoke of his love and adoration for the sport, as well as the development of teamwork and dedication. He said it was important that the sport move ahead and not become a nostalgic memory. He requested that the Board sanction lacrosse as a varsity sport.

Dr. Michael Schwartz, 2475 River Rock Drive, Macungie spoke about his involvement with lacrosse and his coaching experience. He commented on the skills that he learned in playing lacrosse carried over to his position as a pediatrician. He, too, requested that the Board consider the request to make lacrosse a varsity sport so the program can continue.

Mrs. Allison Moxey, 4766 Canterbury Drive, Emmaus commented on her personal experience with collegiate lacrosse. She felt the opportunities offered her for acceptance into college were a result of her

experience with girls soccer as well. She discovered lacrosse in her junior year at college. She felt playing a varsity sport made a difference in her life and that it was important to offer opportunities for more students. She requested that the Board consider the request to make lacrosse a varsity sport.

Mrs. Theresa Bahnick, 4810 Canterbury Drive, Emmaus and active in the Lacrosse Club spoke as a parent volunteer. She relayed her personal experience with her daughters playing lacrosse and the interaction among the team members. She requested that the Board consider the request to make lacrosse a varsity sport.

Mrs. Leilani Sauders, 4939 Wild Cherry Lane, Macungie said lacrosse will offer students another sport to select. She talked about the dedication of the students to lacrosse and how the coaches have paralleled the requirements stipulated for other varsity sports. Mrs. Sauders outlined the community service events that have been sponsored by students and the positive aspects of working as a team. She requested that the Board consider the request to make lacrosse a varsity sport.

Ms. Fuller noted that a wide majority of the audience was there in support of lacrosse.

Ms. Colleen Schenkenberger, 9376 Trexler Road, Breinigsville commented on her work with autistic children and said that the East Penn School District does provide a wonderful program for students. Her concern was the transfer of students from Wescosville to Eyer MS instead of to Lower Macungie MS. She talked about the buddy system that exists at Wescosville School and the difficulty students would have if they do not have interaction with their close friends.

Mrs. Melody Arndt, 164 Roberts Street, Alburtis who is also a teacher aide at Wescosville School spoke about the friendships that exist between the autistic class and the regular education students. She, too, talked about the buddy/friend system that exists between the students. She requested that the students be transferred to Lower Macungie MS so they could stay with their peers.

Mrs. Jessica Malewicz, 219 North Fifth Street, Emmaus expressed concern about the possibility of moving the autistic class to Eyer MS, rather than to the Lower Macungie MS. She talked about the socialization and community that takes place at Wescosville.

Ms. Susan Dieser, 2121 Main Street, Bethlehem a teacher at Wescosville spoke about socialization of the students. She spoke about the IEP driven education and the complications involved. She mentioned all the positive things that have happened at Wescosville with the students. She asked that the class not be transferred to Eyer MS but remain with their peers who will be attending Lower Macungie MS.

Mr. Christopher Allen, 4922 Hemlock Court, Wescosville spoke as a parent of an autistic child. He said the program is one of the reasons they chose to live in East Penn. He spoke about his daughter's positive personal experience at Wescosville and asked that the class not be transferred to Eyer MS.

Mr. Richard Jones, 6702 Kings Highway, Zionsville claimed students are not learning the U. S. Constitution. He felt the Patriot's Act denied the rights that are contained in various sections of the Constitution. He felt students should be taught the Constitution from Grades 8-12. He called for more stringent standards. He asked for a show of hands from the audience who shared his concern.

Mr. Spencer Davis, 2767 Mill Race Road, Emmaus and a student at Bucknell University questioned the Citizen Input Request Form and Board Policy 903, Public Participation in Board Meetings. He said that, even though he attended Emmaus HS, he did not know the building existed, questioned why he heard the announcement for the meeting on the radio, and complained about the lack of chairs and a pencil to complete the Citizen Input Request Form. He also criticized the amount of paper used for a complete agenda.

4. Approval of Minutes

Motion by Ballard Seconded by Prinzing

RESOLVED, That the East Penn Board of School Directors approve the minutes for the April 28, 2008 meeting.

This resolution was unanimously adopted by voice vote.

5. Tentative Adoption of the 2008-09 East Penn SD Budget/Senior Citizens Real Estate Tax Rebate Program

Motion by Earnshaw, Seconded by Kowalchuk

RESOLVED, That the East Penn Board of School Directors adopt the tentative 2008/09 budget in the amount of \$111,406,352 with the following tax levies:

42.27 mills on the assessed valuation of real estate

be it further

RESOLVED, That the purchase of the second bond for Willow Lane Elementary will be postponed; and,

be it further

RESOLVED, That the East Penn Board of School Directors continue the Senior Citizens Real Estate Tax Rebate Program for the 2008-09 year with the income eligibility guidelines to be established a final budget adoption.

Mr. Michael Mohn, Director of Information Technology, talked about an Educational Training Center for Eyer MS where there could be a staff development program and a expanded program for parents and the community. Dr. Seidenberger said they are also looking at balancing the equipment in the district and creating equality throughout the elementary schools. Dr. Seidenberger reported that the district is moving forward with the Destiny library program for an expenditure of \$90,000. There are also 17 mounted intelligent classrooms at Lower Macungie MS and three extra carts. They will also be looking at infrastructure upgrades and file server consolidation as well as looking at short-term and long-term wireless solutions. A Classroom for the Future Grant has been completed and it would provide 26 wireless carts. This grant is only for high schools. Mr. Mohn was very optimistic about East Penn receiving the grant. Dr. Seidenberger also mentioned a refresh cycle that is being established. Mr. Mohn talked about the district-wide inventory and a Tier 1 and Tier 2 cycle.

Mr. Reigal said the tentative budget presented would restore the budgetary reserve to 5% in accordance with Board Policy. Mr. Earnshaw thanked the administration for coming up with creative ways to lower the budget. He noted that the district has a ten-year history of under spending budget allotments and there were higher revenues than projected. Mr. Earnshaw noted that \$300,000 was being moved from the IT budget to the capital reserve account. Mr. Reigal said they were using the funds from the refinancing of the bonds to fund the Eyer technology. Mr. Earnshaw commented on the adjustments made to the revenue, adding there appeared to be work progressing on the Lowe's building that will provide relief in the future.

Mr. Jones asked if the lacrosse program was in the budget. He was told that it was included in the budget. Mr. Ballard asked Solicitor Fisher if a formal resolution was needed to make lacrosse a varsity sport. Mr. Fisher concurred that statement was correct. Mr. Ballard said the reason for this discussion was because this is the first time that East Penn is experiencing a financial problem. He talked about the ever increasing revenue from real estate that would offset the expenditures and now the district has been impacted by the economic slow down. Mr. Ballard talked about the fund balance, the restraints of Act 1 the SAWW index (4.4%), and the role of administration in prioritizing cuts, citing the role of board members as one of policy makers. He insisted that the budget must balance the revenue and expenditure expectation. In response to Mr. Ballard's questions, Mr. Reigal indicated that the budget was short \$386,708. Ms. Gannon called for a point of order to clarify the amount. Mr. Reigal said that after the adjustments were made the figure was \$386,000. Mr. Reigal said the adoption should include the direction that the purchase of another bond for Willow Lane Elementary School be postponed for a year. If nothing else happens between now and final adoption, the debt service would be incurred later in the year. Ms. Kowalchuk asked when the bond would be purchased. Mr. Reigal said that in order to not pay for a second bond issue and have debt service, the bond would be purchased after January next year. The debt payment would be for the next year. Ms. Kowalchuk asked for the dollar figure for technology. Mr. Mohn said Destiny, the infrastructure in the high school, Educational Training Center, and the equity at the elementary level was in the budget for 2008-09. Dr. Seidenberger said what was evident from the staff survey were the technology needs. Mr. Stolz talked about the \$200,000 extra if the bond was postponed and suggested that it be given to the taxpayers to lower taxes. He said the community cares about the education and programs for their children and would support a referendum. He would have no qualms about putting a budget out for referenda. Ms. Fuller pointed out that this motion also contains the continuation of the Senior Citizens Real Estate Tax Rebate Program for next year.

Mr. Richwine said if the tentative budget is adopted as it reads it is with the understanding that the final budget will balance the revenue and expenditures with a budgetary reserve. Mr. Richwine said he would support that motion. Ms. Gannon clarified that built into the budget is a growth rate of 2.9%. She asked if there was any recent information on the growth rate. Mr. Reigal responded that the revenue

has held pretty well and is slightly higher which means the decline is not increasing. Ms. Gannon asked if postponing the bond for the Willow Lane project will delay the project. Mr. Reigal explained that one bond for ten million dollars has been purchased and will take the project into the next calendar year and it will not affect the district rating. Ms. Gannon pointed out that this is the first time in ten years that there will be a balanced budget and she felt it was worth noting given the current economic climate. Mr. Jones asked why we would have purchased the bond sooner. Mr. Reigal said the normal process is to open the bids then borrow the money. The last refinancing range was in the 4% range and it is invested with negative arbitrage. Mr. Richwine asked about the bond issue with wraparound financing and he asked if PFM could come up with any creative structuring of a bond. Mr. Reigal said he would suggest it to them as they are looking at the bonds.

Mr. Prinzinger asked about putting the \$200,000 toward lowering the tax increase and selling the \$600,000 in delinquent taxes to reduce the tax burden. Mr. Reigal said the worth of a mill is currently about 1.6 million dollars so it would represent a half-mill from the 1.78 mill increase. Mr. Prinzinger said he appreciated the information from the administration. He added that if the Board worked together in trying to look at some of the categories it would be beneficial to the community. Mr. Earnshaw pointed out that selling the delinquent tax accounts would be a one-time fee and then next year \$600,000 would need to be raised to stay even. Mr. Jones commented on the impact of moving these amounts around. In response to a question raised by Mr. Prinzinger, Mr. Reigal explained that Lehigh County has several properties in various stages of collection. A company would come in and buy those accounts and pay the district the amounts owed. Once that is done, then the taxes are on a regular cycle, adding it is a one time revenue source. Mr. Ballard commented that there had been bad experiences with the delinquent tax collection in the Lehigh Valley and one of the firms is under investigation by the Attorney General. He explained some of the complications with the process. Mr. Ballard asked Mr. Reigal if he felt that he had received direction to direct the final revenue number as a balanced budget. Mr. Reigal indicated that he did and then Mr. Ballard indicated his support for the budget. Mr. Jones further pointed out that the administration had not supported a budget that included 1.8 million dollars in personnel, adding he felt the district was keeping the budget very tight. He did not feel the rather large audience was there because of taxes but more because they want to fund additional programs (lacrosse) for their children who they value. He supported a balanced budget, not to keep down taxes, but to keep a great school district. Mr. Prinzinger challenged the 4.4% tax increase is not the minimum but the maximum allowed by law. He did not feel that this was the kind of burden to put on taxpayers who have different economic issues. Mr. Jones said with his background there is one basic fact of life and that is inflation and there is nothing anyone can do about it but try to plan. Ms. Fuller called the question and asked if there was any objection to ending debate. There appeared to be consensus among the board members to end the debate.

Ms. Fuller reread the motion:

Motion by Earnshaw, Seconded by Kowalchuk

RESOLVED, That the East Penn Board of School Directors adopt the tentative 2008/09 budget in the amount of \$111,406,352 with the following tax levies:

42.27 mills on the assessed valuation of real estate

be it further

RESOLVED, That the purchase of the second bond for Willow Lane Elementary will be postponed; and,

be it further

RESOLVED, That the East Penn Board of School Directors continue the Senior Citizens Real Estate Tax Rebate Program for the 2008-09 year with the income eligibility guidelines to be established a final budget adoption.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Richwine-----7

Nay: Prinzinger, Stolz-----2

Ms. Fuller said that increasing the taxes is not something that the Board does to everyone else, adding that board members will pay these taxes as well. She pointed out that they have also received the benefits of the education in East Penn, noting that some of the board members have children in school or children who have graduated and are doing well. It is a beneficial institution that they are pleased to support.

Approval to Establish Lacrosse as a Varsity Sport

Motion by Richwine, Seconded by Stolz

RESOLVED, That the East Penn Board of School Directors establish Boys and Girls Lacrosse as a Varsity Sport.

Mr. Richwine commended the people who have been involved and spent many hours in coaching, organizing, and scheduling. He further commended Mr. Ed Egan and Mrs. Toni Torpey for their help in the program and work that was done. Mr. Ballard asked that the audience members involved with the team to keep up their excellent fundraising activities.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

6. Report of the Superintendent of Schools – Mr. Thomas Seidenberger

1. Personnel

Motion by Ballard, Seconded by Earnshaw

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

Retirement/Resignations

-David Bowers, Social Studies Teacher at EHS, effective June 16, 2008
(Exhibit 1)

-John Hnatow, Chemistry Teacher at EHS, effective June 16, 2008 (Exhibit 2)

-Thomas Husser, Social Studies Teacher at EHS, effective June 16, 2008
(Exhibit 3)

-Eugene Legath, Health/Phys. Ed. Teacher at EHS, effective June 16, 2008
(Exhibit 4)

-Michael Matelan, English Teacher at Eyer, effective June 16, 2008
(Exhibit 5)

-Richard Ruben, Technology Education at EHS, effective June 16, 2008
(Exhibit 6)

-Marlene Wolf, Special Education Teacher at Eyer MS, effective June 16, 2008
(Exhibit 7)

-Christina Finney, Grade 1 Teacher at Wescosville School, effective
June 16, 2008 (Exhibit 8)

-Clare Sebastian, Grade 1 Teacher at Wescosville School, effective June 16, 2008
(Exhibit 9)

-Janet Toy, Teacher Aide at Macungie School, effective May 9, 2008
(Exhibit 10)

Mr. Earnshaw commended the teachers for their outstanding service. Ms. Gannon thanked Mr. Hnatow for his many years of service stating he was the most influential teacher in the career paths for her children. She spoke about the Chemistry Olympiad at Muhlenberg, adding that Emmaus High School students and Mr. Hnatow's students in particular always excel above the other districts. Mr. Ballard recognized Mr. Hnatow for his outstanding service and his years of exemplary service.

Appointment of Temporary Professional Employee

Name/Address:	Stephen Toth 3822 McIntosh Drive, Orefield 18069
Education Level:	B. S. Degree (2007)
Undergraduate School:	Millersville University
Certification:	Instructional I, Technology Education
Effective:	8/26/08

Assignment: Technology Education, Eyer MS
 Vacancy created by K. Kackenmeister retirement
 Experience: None
 Salary: \$42,600 (Step A, Year 1, Col. B)

Full-Time Substitute Teacher Appointment

Name/Address: Heather Gray
 1222 N. 29 Street, Allentown 18104
 Education Level: B. S. Degree (2004)
 M. Ed. Degree (2006)
 Undergraduate School: Penn State University
 Graduate School: Cedar Crest College
 Certification: Instructional I, Elementary
 Effective: May 19-June 16, 2008
 Assignment: Grade 5, Shoemaker School
 Opening created C. Gogel leave
 Experience: 9/07-Present: East Penn SD
 Salary: \$41,432, prorated for 20 days
 (Step A, Year 1, Col. B)

Leave as Per Collective Bargaining Agreement

Employee: Regan Palazzo
 Special Education, EHS
 Effective: May 29, 2008

Teacher Aide Appointments

Name/Address	Assignment	Salary
Maria Matsuba 4678 Berwyn Lane, Macungie	Emmaus HS Special Education (L. Matika transfer)	\$11.55/hr., 16 hrs./wk.
Lisa Talarico 348 W. Second Street Alburtis	Emmaus HS (M. Stevenson resignation)	\$11.55/hr., 23 hrs./wk.

Part-Time Food Service Assistant

Noreen Super 312 Ridgeview Drive Alburtis	Eyer MS (M. Potter transfer)	\$11.01/hr., 15 hrs./wk.
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Change in Employment Status-Teacher Aides

Employee	From	To
Arlene Pugliese	12.5 hrs./wk. Shoemaker K. Fowler resignation	31.5 hrs./wk. Shoemaker, Spec. Ed.
Linda Conrad	30 hrs./wk. LMMS/Spec. Ed. (K. Cole transfer)	32.5 hrs./wk. LMMS/Spec. Ed.

Co-Curricular Appointments

Name	Activity	Salary
Gwen Whildin	Assist. Boys & Girls Swim Coach	*\$3247.00
Stephen Raysely	Baseball Coach	Volunteer
Karyn Parsons	Boys Volleyball Coach	Volunteer
Heidi Rauch	Science Club	*\$30.11/session

Joe DiRado

Science Club

4 sessions
*\$30.11/session
4 Sessions

*Salaries are from Schedule B of the 2007-09 Collective Bargaining Agreement with the East Penn Education Association.

Additions to the 2008-09 List of Per Diem Substitutes

Chandra Gossai, Teacher Aide
Jacqueline LaPierre, Food Services
Jayme Baker, Mathematics
Alisha Salter, Mathematics
Lauren Perkin, Health/PE
Deann Kahler, Elementary/Early Childhood

Summer Maintenance Program – Exhibit 11

Educational Conferences

That the East Penn Board of School Directors approve the expenses for the educational conferences listed on Exhibit 12.

Resignation

-Karl Ruch, Special Education Teacher at LMMS, effective June 16, 2008
(Exhibit 10A)

Appointment of Hall Monitor

Name/Address:	Bryan Althouse 369 Adams Hotel Road, Shoemakersville 19555
Effective:	May 13, 2008
Assignment:	Hall Monitor
Salary:	Vacancy created by B. Phillips resignation \$11.55/hr., 30 hrs./wk.

Additions to the 2008-09 List of Per Diem Substitutes

Ann Marie Merritt, Teacher Aide

2008 Graduates – Exhibit 13

RESOLVED, That the East Penn Board of School Directors approve the list of students in the Class of 2008 for graduation.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz---9

2. Elwyn Agreement – Exhibit 14

Motion by Ballard, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the Agreement with Elwyn at a cost not to exceed \$1000 as described in Exhibit 14.

Note: This Agreement has been reviewed by Solicitor Marc Fisher and Director of Pupil Personnel Services Dr. Michael Murphy.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-9

7. Other Educational Entities

-Carbon Lehigh Intermediate Unit

T. Richwine

Mr. Richwine reported that there was a presentation from representatives of the CLIU Special Needs Foundation. The presenter was Jamie Galgossey who is profoundly deaf. She presented the Kids

Korrall program that is creating a miniature golf course that is boundary free. Children with all kinds of physical handicaps are able to play miniature golf. They are also developing a nature walk and tree house that will be boundary free. There is a private donor for this facility. This facility is no cost to the districts.

-Lehigh Career & Technical Institute

A. Earnshaw
F. Fuller
S. Kowalchuk
T. Richwine

Mr. Earnshaw was unable to attend the meeting because he attended the Eyer Spring Concert. Ms. Fuller reported that the student-built house will be sold this year. Mr. Richwine noted the recognition of Co-Op students and employers. The Emmaus HS student (Jacalyn Doyle) worked for an insurance firm and will be attending college in the fall.

8. Legislative

C. Ballard

Mr. Ballard read the statement that will be included everyone's property tax bill regarding the tax relief that is being granted because of the gambling revenue collected. East Penn residents will see a \$118 as a result of the exemptions. He reported on the status of SB 1063 (County-wide consolidation of earned income tax collections); SB 731 (permitting students to self-administer epi pens); and SB 1312 (Increasing state health services reimbursement from \$7.00 to \$12.00 per student). Mr. Ballard talked about HB 2084 with a guaranteed COLA for members of the state and school employee retirement system. PSBA is opposing this legislation.

9. Business Operations

1. Approval of Bill List

Motion by Ballard, Seconded by Gannon

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.

Appointment of Auditor

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, 2008 at a fee of \$32,400 and a single audit fee of \$3,000 per letter of engagement dated March 7, 2008.

Appointment of Treasurer

RESOLVED, That the East Penn Board of School Directors appoint Gary E. Reigal as Treasurer for a term effective July 1, 2008 to June 30, 2009; and that he 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 he 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 to be paid by the East Penn School District.

Mr. Ballard and Mr. Earnshaw thanked Mr. Reigal for his services.

Designation of 2008-09 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 2008-2009 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:

M & T Bank
Lafayette/Ambassador Bank (Fulton Financial)

PA Treasury/Invest Trust
PA Local Government Investment Trust
East Penn Bank Division of Harleysville Bank
Wachovia Bank
First Star Savings Bank
Citizens Bank
Sovereign Bank
US Bank Corporate Trust Services

Earned Income Tax Commission

RESOLVED, That the East Penn Board of School Directors set the following commission to paid to the appointed Municipal Earned Income Tax Officers for the collection of the District's earned income taxes during the period July 1, 2008 through June 30, 2009:

Borough of Alburtis	5%, plus _ of printing & postage costs
Borough of Emmaus	2.5%
Borough of Macungie	5%, plus _ of printing & postage costs
Lower Macungie Township	_ of cost of salaries, benefits, and office Expenses of the EIT office.
Upper Milford Township	5%, plus _ of printing & postage costs

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-9

2. Earned Income Tax Bonds

Motion by Ballard, Seconded by Earnshaw

RESOLVED, That the East Penn School Board of Directors direct the East Penn School District Municipal Earned Income Tax Officers to provide fidelity bonds to the School District in the following sums:

Borough of Alburtis
Kerstin Paey, or Successor
Bond required: \$50,000

Borough of Emmaus
Berkheimer Associates
Bond required: In accordance with contract

Borough of Macungie
Rose Nonnemacher, or Successor
Bond required: \$120,000

Township of Lower Macungie
Cathleen O'Brien, or Successor
Bond required: \$1,000,000

Township of Upper Milford
William Weber, or Successor
Bond required: \$250,000

Special Funding Disbursements – Exhibit 15 & 15A

RESOLVED, That the East Penn Board of School Directors authorize that funds be paid from the Capital Reserve Fund, 2004 A GOB Issue, and 2007 EGA Bond Issue as described on Exhibit 15; and,

be it further,

RESOLVED, That the East Penn Board of School Directors authorize that funds be paid from the 2004A GOB issue and the 2007 EGA GOB issue as described in Exhibit 15A.

Contract Awards – Exhibit 16

RESOLVED, That the East Penn Board of School Directors award contracts for floor tile, metal cast stone coping covering, and the installation of rubber treads to the successful bidders listed on Exhibit 16.

Budget Transfers – Exhibit 17

RESOLVED, That the East Penn Board of School Directors authorize the budget transfers described on Exhibit 17.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-9

10. Announcements

-Monday, May 12	7:00 p.m.-CLEAR Session (Confidentiality, Litigation, Personnel, Real Estate, Negotiations) 7:30 p.m.-Board Meeting
-Wednesday, May 14	7:00 p.m.-Wescosville Spring Concert at LMMS 7:00 p.m.-Lincoln Macungie Schools Open House
-Thursday, May 15	7:30 p.m.-EHS Spring Choral Concert 7:00 p.m.-Shoemaker School Open House 7:00 p.m.-Alburtis Spring Concert
-Friday, May 16	11:00 a.m.-Early Dismissal, EHS
-Tuesday, May 20	7:30 p.m.-LMMS Spring Band Concert
-Friday, May 23	9:00 a.m.-Volunteer Brunch, LMMS Cafeteria

11. Adjourn

There being no further business to come before the Board, the meeting was adjourned, upon motion, at 9:40 p.m.

Cecilia R. Birdsell, Board Secretary

ORDER OF BUSINESS

1. Call to Order; Pledge of Allegiance

President Francee Fuller called the meeting of the East Penn Board of School Directors to order at 7:30 p.m. in the Cafeteria located in Emmaus High School on the Pine Street side of the campus, followed by the Pledge of Allegiance.

Board Members Present: C. H. Ballard, A. Earnshaw, F. Fuller, E. Gannon, C. Jones, S. Kowalchuk,
M. Prinzinger, T. Richwine, J. Stolz
Solicitor: Marc S. Fisher, Esq., Worth, Magee & Fisher
Treasurer: Gary Reigal
Board Secretary: Cecilia R. Birdsell
Superintendent of Schools: Dr. Thomas L. Seidenberger
Press Present: Kevin Ameran, Morning Call Reporter
Sharon Schrantz, East Penn Press Reporter

2. Student & Staff Recognition-Production and Cast Members of Les Miserables

A 5-minute video of the 2 1/2 hour play, Les Miserables, was shown to the audience. The play received the Freddy Award for the Outstanding Production of a Musical.

The following students were honored:

Ian Hartman, Outstanding Performance by a Supporting Actor

Christopher Brown	Brett Hartman
Kate Ross	Rachael Young
Lizzie Hensler	Rhya Ghose
Dan Lomauro	Nick Lomauro
Gopal Nataraj	Brandi George
Mesale Toggia	Megan Tracy
Megan Amorino	Ali Moser
Arielle Brent	P J McCowan
Christina Knerr	

Also recognized were the following staff members:

Ms. Fuller said Jill Kuebler, Theatre Director, was present for a Tuesday night dress rehearsal, had a baby on Wednesday, and was able to attend the final performance of Les Miserables on Saturday.

Rita Cortez, Voice Coach, is also the advisor for Fermata Nowhere, the boys a capella ensemble. Ms. Fuller relayed the story about how Ms. Cortez drove from Pen Argyl to Emmaus in a snowstorm to get a video sent into a national television network for the show Battle of the Choirs. The Emmaus High School group went on to win the competition. Ms. Fuller concluded that it is through the efforts of these dedicated teachers that students in the district perform at such high levels.

Each person received a Certificate of Recognition and the audience gave them a round of applause.

Ms. Fuller said there are students in the district who achieve academically and athletically and at many levels. Ms. Fuller read excerpts from a letter from parents thanking the district for their daughter's educational experience. Their daughter has Down Syndrome and graduated from Emmaus HS on June 8. Ms. Fuller quoted from the letter where the parents stated, "Inclusive education in elementary and middle school and learning support classes on a high school level have enabled our daughter to achieve critical goals as well as develop appropriate social skills. We are so grateful to the East Penn School District for providing our daughter with the right programs, knowledgeable and experienced teachers and administrators and an aide who played an active role in carrying through IEP goals, evaluating and reporting progress, and maintaining lines of communication between home and school." Ms. Fuller said that in the past a youngster like this would have been condemned to a life in an institution but because of an inclusive education she can now live a productive life and be a contributing member to society.

3. Requests to Address the Board

Ms. Fuller indicated that there were at least 29 requests to address the Board and predicted this would be the longest segment of the meeting. Mr. Stolz interjected that there were still people who

wanted to speak but there were no more Requests to Address the Board forms available. He requested the rules be suspended because it was a violation of the Sunshine Law that could result in a lawsuit. Ms. Fuller informed him that the rules would not be suspended and more forms could be duplicated.

Ms. Fuller thanked the citizens for attending and reminded the audience that board members are elected officials and unpaid volunteers. She indicated that speakers have 3 minutes for comments and because of the number of requests she asked that speakers only bring forth new comments if an item has been covered. She noted that a number of individuals had indicated that they wanted to speak about the tax increase. She said simply stating that they want to cut taxes is not sufficient direction to the Board nor reducing expenditures by not cutting programs or a hiring freeze. The School Code and the Sunshine Law does not require that a nonresident be allowed to speak. She indicated that a nonresident would not be allowed to speak this evening. She reminded the audience that this is not an interactive session.

Mr. George Boyer, 5001 Antler Drive, Emmaus indicated that other than home improvements, nothing more will raise property values than an excellent school system. He talked about his personal experience with the perception of the Allentown School District where his home was devaluated by \$150,000 compared to similar houses in Parkland and East Penn. He also pointed out that Emmaus has been voted as one of the finest places in the United States. He said the school district was instrumental in this decision. He said rather than voting too quickly the Board should be very vigilant as to the many aspects of this tax increase. He concluded his remarks by quoting Ben Franklin, urging the Board "to not be pennywise and a pound foolish." As long as funds are spent wisely and taxpayers are told how they are spent, residents should consider how the district's reputation will impinge on their home investment.

Mr. George F. Doughty, 2131 Stonewall Drive, Lower Macungie Township, said he wanted to make it clear that he was in favor of this budget. He said his children have been in the district for 12 years. He recognizes that it is his responsibility to not just pay taxes but to assure that the community and the students are provided with the best education. Districts are dealing with declining state and federal funding, unfunded mandates, and the failure to manage growth. While no one likes to pay higher taxes, he was voicing his support for the budget and the increase in taxes. He talked about the flyer he received that stated the increase is not necessary and is not in the best interest of the district. He said the chart on the flyer showed an increase in cost from 1997-2007; however, it did not show the increase in the number of students. Mr. Doughty also called attention to the fact that there are a number of organizations that are supporting the defeat of this budget. These organizations have a goal of eliminating the tradition of public education.

Ms. Leona Borowicz, 1781 Lakeside Lane, Macungie said she was a senior citizen and felt that senior citizens should be given a break from paying taxes and that people who have children in the district should have to pay. She did not use the school system so why does she have to pay taxes. She suggested capping the taxes for senior citizens.

Ms. Jane Schiff, 3910 Azalea Road, Allentown spoke about the value of real estate in the school district depending on continued growth in education. Since 2000, there has been a consistent growth in home values from \$150,000 in 2000 to this past month where the same house is worth \$276,000. Buyers view the school district as a priority and because of the reputation of the district, it is always earmarked. The perception of education will affect the value of a home.

Mr. Skip Williams, 114 S. Fairview Street, Macungie spoke in support of school funding. He indicated that he has been a parent volunteer with the various musical groups (Chamber Harmony, EHS Choirs and Jazz Ensemble.). He was troubled with what is going on with a group that is trying to hijack the future of the district with a one size fits all. Those opposing taxes should pressure the state legislature to fund schools adequately. He asked members of the Board to make prudent decisions, adding that the talk of no new taxes will bring no good.

Mrs. Donna Brown, 941 Fernwood Street, Emmaus indicated her support for the tax increase. She said the federal and state mandates have strained school budgets. She noted that the district cost for special education this year was 12 million dollars and the funding from state and federal sources was only 4 million dollars. Referring to charter and cyber schools, Mrs. Brown indicated that the cost to East Penn was 1.1 million dollars and funding from the state was \$300,000. The district has not received any funding for ESL programs and the cost is \$500,000. Over 30 different languages are spoken in East Penn. She spoke about funding for the music department and the need for fund raisers. She pointed out that schools are not exempt from rising fuel and utility costs as well. Mrs. Brown said that Mr. Stolz is an Emmaus High School graduate who attends DeSales University where the tuition is \$26,000 a year. She commented that Mr. Stolz was willing to pay more for his education. She commented on the outside sources that funded Mr. Stolz' campaign and questioned whether he represented the needs of the East Penn School District.

Mr. Richard Saylor, 5752 W. Walnut Street, Macungie declined to speak since his topic had been covered.

Mrs. Nancy Watkins, 721 North Seventh Street, Emmaus talked about supporting the tax increase, noting that if every senior citizen was given exemptions there would be a decreasing quality of education. She said her family chose to move to Emmaus. She criticized the individuals who were elected for working toward diminishing the quality of education rather than spending time and energy learning what the issues are and working toward improvements (science curriculum, size of the district). She encouraged the Board and those present who had a knee jerk reaction about increased spending to research and visit classrooms. She concluded that she wanted to see the district getting better and for people to appreciate what we have.

Mr. Chuck Murphy, 130 Spruce Street, Emmaus spoke in favor of funding and the tax increase. He indicated that he and his family had moved to East Penn by choice. He talked about the beautiful facilities that are provided by taxes that are generated from all the members of the community. He said all of this could go spiraling downward if the district starts cutting programs, not paying the teachers the salaries they deserve, not paying the administration the top salaries by getting lesser people to do the jobs. He challenged anyone in the room to be a teacher and then come back next year to do it again. He talked about the level of safety he feels in walking downtown and patronizing the local shop owners and Farmers' Market. He said the tax increase is not about the East Penn School District but the quality of the community and the members of the community and the past, present and future.

Rev. Waldemar Vinovskis, 68 Willow Street, Macungie said he was a parent with children in the system. He took the opportunity to thank the teachers, staff, and the administrators for the fine education his children have received during the past three years. This has been a tremendous year for shaping his children's personalities and education. There has been a great deal of excitement about the tax increase, pointing out that the most important resource in the community are the children. He talked about a recent report released that surveyed education entitled, "Math and Science Education in a Global Age." The report stated that in an international comparison in science and math that students in the United States are mediocre, especially compared with those in East Asia. He further stated that school districts cannot just compare themselves in the state or locally but globally. The decisions made this evening reach further than Emmaus, Macungie, or Lower Macungie Township. He indicated his support for the work that is being done in East Penn knowing that the mission is to prepare leaders for the community and the world. He said he has watched the Board over the years and he knows it to be thoughtful, responsible and committed to the students. He trusted them to be responsive and careful in managing the tax dollars in the district.

Mr. Mike Policano, 1813 Alexander Drive, Lower Macungie expressed concern about taxes and the impact on senior citizens and suggested a cap be put on taxes.

Mrs. Ann Thompson, 7250 Heather Road, Macungie and former Board President said she felt as though she had come full circle. She cautioned that those who do not learn from history are doomed to repeat it. She said this scenario has been witnessed before - the contention, the animosity, the distribution of distorted information, personal attacks and the electorate being manipulated by outside agitators. Mrs. Thompson commented that she has given countless hours as a board member in two districts for a total of over 15 years. Board members taken an oath for service and it is not an opportunity to set aside feelings of inadequacy or to create contention to further one's political ambitions. It is egregious to manipulate other's fears and animosities to further one's own political career. She reviewed the 1991-95 history of the CEPTA controlled Board meetings that lasted until midnight and beyond so they could hear themselves talk. As a concerned citizen, she had attended every one of those meetings. The CEPTA School Board made the East Penn School District the laughingstock of the Lehigh Valley. East Penn real estate was devalued but not so in Parkland. CEPTA said they would save money but that did not happen. She talked about the acquisition of the Romig land to build a new high school. While it ultimately was not purchased in 1989, it was purchased last spring for 7.4 million dollars. CEPTA harmed things that could not be purchased - community pride, harmonious efforts to solve challenging problems, time spent on worthwhile volunteerism, etc. The Board on which she served abolished the per capita tax, established the East Penn Senior Citizen Rebate Program, and the Agricultural Tax Relief Program, not the CEPTA Board. Mrs. Thompson indicated that her board quietly enacted these programs for the benefit of taxpayers. She asked that people be smart so the district does not have to relive the dark, nasty days. People are angry about rising gas prices. She said even though she and her husband are retired on a fixed income they support public education since it is what continues to make this country great. She questioned why anyone would wish to destroy a system that allows for our American way of life and ignorance sells the hope of the future for a few pennies now. (Mrs. Thompson submitted her statement to be included in the permanent minutes of this meeting.)

Mr. James Castellano, 4344 Mill Road, Emmaus said he had moved here from Texas and lives in East Penn because of the schools. He said he was aggravated because the Board does not respond back during a Board meeting. He felt the Board needs to respond to the people who vote for board members. He asked that board members respond to the people who are here, one way or another, so the people know the Board is listening.

Mr. Nate Brown, Main Street, Emmaus and an Emmaus Borough Councilman, thanked the Board for allowing free speech and talked about respecting each other's views. He talked about being an elected "public servant" and being voted on by the majority of people, not the minority. He said he felt it was important to do what is in the best interest of the majority. He used the adage, "vote as though there are 100 people standing behind you." He spoke in favor of adding a school resource officer so that a police officer is free to help senior citizens who may be in need. He emphasized that he was not speaking for Borough Council and ended by saying, "Don't tax the people more than you need."

Mr. Neal Simon, 3110 Bleiler Road, Emmaus indicated that he had three children who received all of their education in East Penn and graduated from Emmaus High School. He was attending the meeting to speak in favor of the proposed budget and tax increase. He said the most important investment a community makes is in the education of its children. Spending money on education guarantees building and maintaining an informed literate and responsible citizenry. He said that the future earning power of these students will support social security, Medicare, and Medicaid. He said he knew the Board understands its obligation to the students and taxpayers. He concluded that he strongly supports the budget and the moderate tax increase.

Mr. David Wheeler, 4882 Pine Grove Circle, Wescosville thanked the Board for the opportunity to speak. He indicated that he had a small child and one on the way. He understood the arguments by those opposed to the tax increase as well as those who want a strong educational system. He said he works and he pays taxes and he does contribute personally for different causes. He talked about the Board Policy that calls for a certain percent in budgetary reserve and requested that the Board expend all opportunities before levying a tax. He said he did not see any specific education purpose for the budgetary reserve as discussed at the May 12 Board Meeting. He said the policy was only a symptom of inefficiency. He encouraged the Board to review the policy and take whatever action is necessary to identify the true needs of the school balanced against the needs of the taxpayers.

Mr. Ron Clever, 1165 Eagle Street, Wescosville thanked the Board for the hard work and intelligent thought that went into the proposed work on the budget.

Mr. Robert Doney, 3441 Bleiler Road, Emmaus criticized the buildings (Taj Mahals) that have been built over the 50 years he has resided in the district and indicated his opposition to the tax increase. Referring to class size, he said that there were 40 students in a class when he went to school. He said if teacher had to go back and teach the way those teachers did they would not know what to do. He said that all they do now is teach computers. He alleged that a former superintendent told him that if he did not like the way the show is run and the taxes are too high then leave the district. He concluded that if the Board cannot live with the people then they should leave the district.

Ms. Martha Vines, 5540 Fresh Meadow Drive, Macungie displayed the Commencement Program for the Penn State Engineering School where the Class Marshall (student with the highest grade in computer science) was a 2004 graduate of Emmaus High School. Her son, who is also an Emmaus HS graduate, who has a degree in Computer Engineering is also a Penn State graduate. She added that both young men also have jobs right out of school. Both young men completed their degrees in 8 semesters instead of 9-10 semesters. They were able to complete their program because of the wonderful English, Science, Social Studies, Computer Science, etc. She also noted that students who participated in the Freddy's at the State Theatre were also commended for their friendliness, behavior, and talent by Directors of the Freddy. She concluded that she would hate to lose Math or Science or the Arts because of budget problems.

Mr. Charles Rhoads, 4652 Shuler Street, Allentown questioned why the maximum tax hike in East Penn was not put to referenda. He asked how much school revenue has gone up in the last eight years as a result of the increase in housing projects. He questioned how much administration has gone up in dollars and percents. He reminded the Board that they need to represent both sides of the economic picture.

Mr. Chris Becker, 404 East Main Street, Macungie talked about the wonderful curriculum in East Penn that he had experienced with his three children. He also spoke about school construction and his background in construction. Mr. Becker said there have been significant increases in material costs. He felt that the Board should ask questions. He reviewed the projects and there is nothing that appears to be out of line. Right now the industry is experiencing a 68% increase in the cost of metal alone. He did

question the assumption that because of the casinos being built there had been a lack of bidders. He concluded that he appreciated the opportunity to speak, adding that the district needs to continue the quality of classroom education both now and in the future.

Mr. Andy Scott, 4390 Lexington Circle, Emmaus noted that he is the father of six children, five of whom graduated from Emmaus HS. He understood the concerns expressed about raising taxes but he felt it was more important that the existing curriculum and extra curricular offerings stay funded at the correct levels. Having a current and challenging curriculum is paramount to insuring the futures of the students. He said the Board and administration have worked tirelessly to check the budget and he commended them for their efforts. He pointed out that the district enrollment has increased 10% over the last ten years. He said if programs are cut, not only will the students lose but also the greater East Penn community because the stellar reputation that has been built will be diminished and property values will be lowered and lead to a stagnant population. He urged the Board to vote "yes" on the budget.

Mr. James D. Nallo, 4487 Farview Lane, Emmaus quoted from Voltaire, "I may not agree with a single word you say but I will defend to the death your right to say it." He reminded the audience that freedom of speech is that we respect each other when we speak. He indicated that he had moved into the district eight years ago and had the privilege of paying taxes (over \$100,000). He said he would like to go out on his lawn and say, "Say Yes to Taxes." He said the issue is not about taxes but the appropriate amount of tax. It is about accountability and competing in a world economy. He said his children did go through the doors of this school and he was delighted. They elected to turn down a private school education, adding that there are many good private schools in the area. He found out that there was no way those private schools could touch the process, the delivery, the superior educators and the people on this Board who manage it. He said he came here because this district exemplifies people who will graduate students who will compete on a world basis. He urged the community that they should not elect to deny their children a future. He said there are people in the community who appreciate what the district is doing and he urged the Board to keep doing it. Mr. Nallo said let us find a way to help those who can't pay but do not ruin the future of the students.

Mr. John Hinkle, 4351 Hillary Drive, Emmaus relayed the positive experience of his one daughter who went to school in East Penn and his other daughter who had attended a private school. He indicated both of his daughters were doing very well in their careers. He said the PSEA is no longer an organization that is providing public education instead it is one of the biggest special interest groups and its proponents should be treated as such. He expressed concern about discretionary spending, alleging that it is out of control. He thought that cutting 1.2 million dollars from a 110 million dollar budget is a simple exercise. He said businesses and families must become more efficient and there should not be a rainy day fund for a government entity. The Board has a duty to provide an education for students but they also have the responsibility to ease the tax burden. He concluded that the real issue is to cut spending.

Mrs. Lori Ross, 5753 Fresh Meadow Drive, Macungie thanked the Board for its proactive academic vision and support of educational programs. The educational opportunities offered in the district encourage students to challenge themselves academically as well as artistically. The Performing Arts at EHS encourage leadership development and scene/lighting/sound design, and musical and theatrical expression. She pointed out that Les Miserables also won the Educational Impact Freddy Award. She spoke very positively about the Physics program and it's involvement with the play. She also noted that her son was so "turned on" by physics that he is now studying rocket science at the University of Maryland. She said the special education program has benefited numerous students. Her autistic son has had outstanding, caring, and compassionate teachers. Mrs. Ross, as President of STEP, worked with the SGA to supervise drug and alcohol free programs, including the After Ball. Through the continued support of these programs there was an accident-free prom season. She is a member of the LMMS Success Team and they provided year-long activities that earned them the designation by Governor Rendell as a "No Place for Hate School." This honor was awarded for embracing diversity in our schools. She urged the Board to continue to support these activities so students can be all that they can be.

Mr. Otto Slozer, 121 East Elm Street, Emmaus expressed concern at the personal attacks that were made this evening. He said at the last meeting he gave the Board Secretary a letter from Mr. Ed Martin to read into the record. He said that had not been done and the letter would be published. The Board did an excellent job of providing an education to the students but the rest of the balance is to be considerate of the taxpayers who elect the board members. He expressed his opposition to the tax increase and the spending being over the rate of inflation. He said there is fat in the budget and the Board should minimize spending.

Dr. Jennifer Tyma, 2131 Stonewall Drive, Macungie said her main concern is doing mediocre things with less. She was there to support the budget and the tax increase. As a mother of two high school students, she thought it was time to have a conversation about building a second high school.

Mrs. Ruth Dex, 2897 Sheffield Drive, Emmaus said that, as a former member of the School Board, she was there to be a supporter, not a critic. Board members are responsible for the education of the future citizens and taxpayers. Board members need to ask the important questions that will give those students a thorough and efficient system of education. At a recent panel discussion at the Lehigh Government Center that was attended by many members of the community, the panel talked about the importance of supporting Governor Rendell's budget as recommended in the Costing Out Study. There have been numerous studies conducted over 20 years which have not produced adequate funding from the State Legislature. Local School Boards have had to compensate for that lack of funding. It is unfortunate that the legislators may not fund the most recent study. According to the study, East Penn's expenditure is \$2000 less than the cost projected by the report. East Penn also has the third lowest millage of the nine Lehigh County school districts. It is unfortunate that two new East Penn Board Members, who are also Emmaus HS graduates and have had the benefit of an East Penn education, have chosen to fan the flames of anti-taxpayer groups rather than working with fellow board members here and across the state to educate the community on the need for adequate state funding. It appears that local taxpayers are being backed by national anti-taxpayer groups that are more interested in vouchers for non-public schools than supporting public education - that is not where our taxes should be going. Mrs. Dex summarized her remarks by saying the board should ask the critical questions and do what is right for the present and future students of East Penn.

Mr. Richard Jones, 6702 Kings Highway, Zionsville, who commented at the June 9 meeting about the cost per pupil in East Penn, reiterated his statement that he doubted China, India, and Israel are spending as much. He said the United States has the most expensive education system in the world and yet the US puts out an inferior product. He said schools are not teaching the important issues such as the Constitution. He claimed that according to the Constitution the federal government stays out of education and questioned why home schoolers and cyber schools produce a better product. He claimed East Penn is paying \$13,000/student and he claimed that the system was top heavy and administration should be cut. He said cyber charter schools are only \$8,000/student. He questioned how do you teach children that their inalienable rights come from God when God has been taken out of the school. He spoke about the government passing laws that violate our Constitutional Civil Rights. The teachers' unions are doing nothing about the dumbing down of the nation's schools. He said there needs to be free market competition to bring out the highest quality. He said that as taxpayers they were against any more taxes for a failing system. If the Board can't do that then they will elect another School Board.

Mrs. Sandra Zawistoski, 5326 Princeton Road, Macungie indicated that she did not receive any educational benefits, except a ride to and from school, for her children who are in private school. She claimed that the taxes were high enough and suggested that the teachers and administrators take small cuts in their salaries and benefits package. She said parochial school teachers provide a high quality education and earn half of what is paid in the public system. She asked why the public schools can't learn to do the same.

Mr. Bud Coates, 424 Ridge Street, Emmaus said he moved to Emmaus in 1980 and has paid school taxes during that time. He said neighborhood children were in the school system and have grown up as wonderful citizens. Once he became a parent, he said their taxes went toward their children and they would not want to spend the money any other way. When he has retired from Rodale, he will pay those school taxes just as well. It said it hurt him to see the red and white signs displayed around the district. Mr. Coates is a runner and he said he realized on his runs that about 15% of the residents allowed those signs to be placed on their property, while the other 85% are for the budget or are for education. He talked about working with the relocation program at Rodale and the importance of good educational opportunities for their children. He stated that East Penn does just that. It is the academics that come first but the extra curricular activities are important as well. He said East Penn has wonderful teachers and coaches. He closed with a quote from Bob Rodale. In an agricultural mode, he asked people to "think globally and act locally." He urged the residents and Board, in an educational sense, to act locally for the betterment of our children.

4. Approval of Minutes

Motion by Ballard, Seconded by Gannon

RESOLVED, That the East Penn Board of School Directors approve the minutes of the June 9, 2008 meeting.

Ms. Fuller pointed out that on Page 2, Paragraph 8, it was stated that, **"Ed Martin, Upper Milford Township, asked Mr. Slozer to present a letter expressing his opposition to the tax increase. The letter is attached to the permanent minutes of this meeting."** This was in response to Mr. Slozer's claim that Mr. Martin's letter had not been included in the minutes.

This resolution was unanimously adopted by voice vote.

5. 2008-09 East Penn School District Budget

1. 2008 Homestead and Farmstead Resolution

Motion by Ballard, Seconded by Kowalchuk

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, 2008, 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, 2008:

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 \$1,756,299.43.

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 \$35,409.59.

c. **Aggregate amount available.** Adding these amounts, the aggregate amount available during the school year for real estate tax reduction is \$1,791,709.02.

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 15,132.

b. **Farmstead property number.** The number of approved farmsteads within the School District is 27.

c. **Homestead/farmstead combined number.** Adding these numbers, the aggregate number of approved homesteads and approved farmsteads is 15,159.

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 \$1,791,709.02 by the aggregate number of approved homesteads and approved farmsteads of 15,159, the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$118.20.

4. **Homestead exclusion calculation.** Dividing the paragraph 3 maximum real estate tax reduction amount of \$118.20 by the School District real estate tax rate of 42.27 mills (.04227), the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead is \$2,796.31, and the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead is \$2,796.31.

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 \$2,796.31. 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 \$2,796.31. 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 pro rated in the same manner as the real estate tax reflected in the interim tax bill is pro rated.

Mr. Ballard pointed out that the numbers are part of the state formula passed by the State Legislature. Mr. Earnshaw said the states dictates the total amount of tax credit and it is not part of the revenue for the district. Mr. Stolz said the original numbers indicated a rebate of \$139.00. Mr. Reigal clarified that all taxpayers will receive the same dollar figure regardless of their assessment.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-----9

2. 2008-09 Budget - Final Adoption

Motion by Earnshaw, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors adopt the 2008-09 budget that was tentative adopted on May 12, 2008, and revised; and,

Be it further

RESOLVED, That the East Penn Board of School Directors, Lehigh County, Commonwealth of PA, hereby authorize expenditures totaling \$111,014,352 as set forth therein; and,

Be it further

RESOLVED, That the East Penn Board of School Directors levy a tax of 42.27 mills per dollar of assessed valuation on real estate, and the following taxes be levied under Act 511:

A (one-half (.5%) earned income tax, and,
A (one) 1% real estate transfer tax

Be it further

RESOLVED, That the Senior Citizen Real Estate Tax Rebate Program be continued for the 2008-09 year with the same eligibility income guidelines as the previous year's program; and,

Be it further

RESOLVED, That the East Penn Board of School Directors authorize the collection of school property taxes in installments in accordance with the previous year's schedule.

Dr. Seidenberger thanked everyone for coming out this evening. He indicated that that the enrollment has been stabilized; however, over the previous ten years, the district has grown by over

1500 students. He pointed out that the district serves many types of children, adding that over time the district has seen a variety of student needs. This budget puts priority on those needs. There have been significant increases in alternative education and special education. Referring to the budget process, Dr. Seidenberger said that there had been many cyclical tools completed for additional staff that did have a high degree of justification. The administration took the stand that the only new staff would be those that are needed in special education. All department heads were asked to work in line with COLA. The staff has been asked to meet the needs with existing staff. There is the reality that inflation does happen and this is a cost of living budget. In putting the budget in the context of what is actually going on, Dr. Seidenberger said it is not the Board nor the administration, but the state and he explained the origins of the Costing Out Study. He said the state wanted to know what it would adequately cost to meet all the federal requirements of No Child Left Behind and IDEA. The report came back and it was indicated that East Penn is actually under the figure (\$2,000) that was stipulated for East Penn. He suggested that if more statistics were needed that people might want to look at greatschools.com another website. In any local or national survey, East Penn always performs quite well. He further commented on the fact that only 9% of the tax parcels are designated commercial and only 2% are designated industrial as compared to Parkland where 35% of their parcels are designated industrial or commercial. As a result of the Costing Out Study, it is clear that the state is not meeting its responsibility in funding. It is not an excuse, it is a fact.

The district is required to serve ESL students and to support the program it costs \$400,000 in teachers' salaries alone. The district is only receiving about \$26,000 in federal funding. It costs the district 12 million dollars for various special education mandates (IEPs) but the district only receives about 4 million dollars. If Congress would be doing what they are supposed to, they would be paying at least 40% of the cost.

Dr. Seidenberger emphasized that the administration is doing everything possible to maximize the use of the dollars. Through the work of the Health Benefits Consortium, there was a zero increase in health care costs. East Penn is involved in joint purchasing with other districts and LCTI and through competitive bidding. He asked the audience to think about the impact of the budget and the number of things that go into it. He extended a personal invitation to groups or individual citizens who want to invite him to a meeting or forum.

Mr. Gary Reigal summarized the budget by saying it is a balanced budget and revenues and expenditures are equal. He said the budgetary reserve is actually the school district's fund balance which is 6 million dollars at the end of this budget year and will be 6 million dollars at the end of the next budget year. At the request of board member Mark Prinzing, he checked the fund balances for some neighboring districts and found that their fund balances range from 32.7% to 9.4%. East Penn's fund balance at the end of the year was 8.5% and is well below and, in some cases, at least one-third of the surrounding districts. The tax increase in East Penn is the lowest of the nine Lehigh County school districts. Also, over a five year period, East Penn school district had the lowest increase. Referring to the gambling rebate, Mr. Reigal explained that all taxpayers who filed a homestead exemption will receive a \$118 reduction in their taxes. The median assessment is \$66,000 and those residents with an assessment less than that will receive a reduction and those residents with an assessment of more than the median will have their taxes go up by \$1.00. The tax is dependent on the assessment of the home.

Referring to the budget, Mr. Reigal indicated the budget is 4.4% or an increase of 1.78 mills. He also noted that East Penn was one of the first districts to institute a Senior Citizen Tax Rebate Program. Last year the income limits were raised so more senior citizens would be able to take advantage of the opportunity. There were 371 local residents who took advantage of the program and it cost the district \$155,000. It is possible for qualifying senior citizens to receive a \$650 rebate from both the district and the state.

Mr. Earnshaw said he wanted to assure everyone that the Board does not make a hasty decision to raise taxes. Over a 1/2 million dollars has been refunded to needy senior citizens over the past six years. Reviewing the millage rates for the past ten years, Mr. Earnshaw remarked the rates had gone up 3.6% per year. It shows a tremendous lot of discipline when we have had an increase of 2.5% per year of students and state funding only went up 1.5%. He pointed out that based on the 2006-08 figures compiled by PDE that East Penn is 240 out of 501 districts for per student funding. He commented on the scholastic, academic, artistic, and athletic accomplishments of the students in East Penn. Students go to outstanding universities with scholarships and students are advanced. He further stated that East Penn has incredible programs, reiterating that district-to-district East Penn has the third lowest tax rate in Lehigh County. Mr. Earnshaw said that the district is controlling costs and he was in support of this budget.

Mr. Chris Jones said that he was touched by the number of citizens who appeared and he noted that he and his wife selected East Penn based on the educational credentials of this district. He said the

reason he was here was because of his belief in the district. Dr. Seidenberger also came to this district because of the reputation, adding that he is a man who is admired by his peers. He has every desire to maintain the quality of the district. Mr. Jones complimented Mr. Reigal for the outstanding job that he did with answering questions during the past few weeks. He believed that based on his research East Penn is responsibly managing its funds. The budgetary reserve is needed for maintaining emergency fund and it is the solid foundation of any district. The district does need to live within its revenue and there needs to be a fund for emergencies. He stated that he fully supports the budget.

Ms. Gannon asked Mr. Reigal to explain the budgetary reserve account. Mr. Reigal responded that when the district is in the market for a bond issue, the district is rated by Standard & Poors and he is interviewed about the financial situation of the district. The Board has a policy that requires a 5% budgetary reserve/fund balance. The financial institutions look at these items favorably and it does enhance the district's bond rating. The administration is cognizant of the fact that the Board does not want this account to grow to the amount that some of the other districts maintain. Ms. Gannon said the Board is looking at a balance and, in the present economic climate, a 4.4% increase is balanced. She indicated her support for the budget. She also pointed out that 1.9 million dollars for additional personnel was not included and was trimmed to \$183,000 to mandated special education programs. No additional staff was added. Ms. Gannon reflected on the number of people who mentioned that their children benefited from an East Penn education. She said her children benefited and she wanted other children to benefit as well. She said because of the number of AP courses available her youngest son was admitted to Syracuse University with sophomore standing and her older son graduated from Princeton University in three years. She thanked the community for their support. Ms. Gannon remarked that her 80 year old mother is on a fixed income and she qualified for the maximum rebate in the Senior Rebate Program. She concluded that the budget was fair and balanced.

Mr. Stolz said he understood the need to maintain an excellent educational program, adding that the education he received was also excellent. He introduced two former graduates, Joe Hilliard and Bill Platt, who were in the audience. He said the administration had given several options such as selling the delinquent tax bills for \$600,000. He said taxes have been raised during the past four years. He claimed that the gambling rebate probably would not be available next year. He commended the Board for having the Senior Citizen Rebate Program. He also suggested paying down the massive amount of debt. He concluded that he would not support a 4.4% increase.

Mr. Prinzing said he had read the manual for financial reporting for public schools and he questioned the category that the budgetary reserve account falls. Mr. Reigal stated that it is under the 5900 account. Mr. Prinzing and Mr. Reigal debated the designation of the account and the account number as it appears in the accounting manual. Mr. Reigal responded that a non-designated fund balance cannot exceed 80% of the budget. Mr. Prinzing said he had run the report from PDE regarding fund balance and it indicated that it was approximately 2.5 million dollars per district both for the state and Lehigh County. Mr. Prinzing continued debating the designation of fund balance and budgetary reserves. Mr. Reigal pointed out that the district was comparing the ending year balance which becomes our budgetary reserve, adding that districts define this in different ways. The highest increase occurred in 2005-06 due to the spike in enrollment. Mr. Prinzing said the 4.4% for this year is the maximum allowed by law but the district is not paying for extra students in the district. He concluded that he could not support the budget.

Ms. Kowalchuk indicated her support for the budget and budgetary reserve, noting that there are many costs that cannot be contained because of inflation. She noted that transportation, insurance, alternative education program, debt service, and cyber schools have all increased. She commented on how the district's bond rating is crucial and determined on the strength of the finances of the district.

Mr. Ballard said he was trained as a scientist and engineer and he has to deal with reality as it is and not as he would like it to be. He said one of the factors that has bothered him about the facts that have come up about the budget is called the reverse scientific method. He explained that this is a theory about how you would like things to be and only find the data that supports the theory. He said that this was very dishonest and is not the way to find out the truth. A lot of figures have been thrown out about what the district spends and does not spend. As far as Mr. Ballard knew, no one has come to anyone who actually knows what the figures are. He said the world is considerably more complex than when he graduated in 1964. He talked about the NASA curriculum for physics at that time compared to what is done today. He talked about the need for computer skills to obtain a job and to try to compare what students need today to what was needed in the past is just nonsense.

Referring to the Study of Effectiveness for Consolidating School District, he explained the study that actually put down the core spending for all 501 school districts. East Penn is below the average for the state. From a statewide standpoint, this district is doing pretty well. He urged people to take a look at the factors.

He talked about a series of "myths" that he wanted to dispel. The first one is to provide a "thorough and efficient education." He pointed out that neither of those concepts mean low cost or cheap. The second myth is that it is easy to cut the budget. He pointed out that there are state and federal mandates that the district must comply with and 80% of the budget is determined by contracts. The number of teachers cannot be reduced because of economic reasons. It is against the law. The only way to cut is to eliminate a program or service. He talked about cutting transportation and pointed out that special education students would still need to be bused as well as students on designated hazardous routes. If athletics would be cut, it would only result in approximately \$800,000. AP courses could be eliminated, adding that every program from the smallest to the largest has a group of voters who support it. He said you have to get 51% of the voters to agree before an item is a viable option. An increase in the number of students will mean the budget is going to increase more than inflation. Mr. Ballard said that Myth #3 is that the state is here to help. Typically, the East Penn School District gets 1.5% to 2% when typically the state's inflation numbers are 3% to 4%. With those numbers over a 30 year period, it is why property taxes have gone up when the state is only contributing 18%. He said Myth #4 is blame it on our administrators. He went on a website for the area that deals with local salaries. He said the median salary for a Project Manager III is \$93,349; for an Application Engineering Manager is \$132,299; for a Manufacturing Manager is \$112,000-\$835,000 and a Machine Shop Production Supervisor is \$74,574. Mr. Ballard said that except for the Superintendent that is the range for most of the administrative staff. When there is someone with an earned doctorate, with 25 years of experience, in their field and the district is really a 112 million dollar corporation then consider what that position would pay in the private sector. Mr. Ballard said that there are apparently a lot of people in the area who are then receiving obscene salaries. If all administrative positions were gone, it would only save 3%-5% in the budget. To dispel the final myth, Mr. Ballard indicated that inflation has averaged 3% for over 100 years in the United States. He noted that inflation is an increase in cost to do a job over the course of time. Education is a mandatory job and is not an optional job. He noted that a property tax increase of 4.4% only represents 2.4% of revenue. If the district would have taken the exceptions that are available, East Penn would have been able to have a higher increase. He said no one who is an advocate of not raising taxes has suggested any significant cuts or any program to eliminate. He commented about the budgetary reserve, noting that if the bond companies do not think the district has enough in reserves it will cost the taxpayers millions of dollars. He contended that East Penn has a prudent amount of reserve. He said he was very disturbed about the kind of activity that is going on in trying to misrepresent the budget because it smacks at undermining the American system of government. In addition, Mr. Ballard stated that trying to stir up all kinds of controversy undermines the very principle of representative democracy. Finally, Mr. Ballard said that calling him and telling him that you will not vote for him if he votes for the budget is trying to undermine the principles that he was elected to use his judgment on and make the best decision on. He spoke about being a board member and the responsibility it entails.

Mr. Richwine said that there isn't a person on the Board who would not want to vote for a zero increase in the budget. There are two extreme choices: Wanting the best educational system that we can offer; and the extreme, to get to the cheapest level possible to take the district to the point where we could cut taxes. He said the Board has to balance these philosophies of maintaining a high quality education but not to tax beyond a reasonable amount. The budget has experienced a lot of cuts. He explained that there is extensive work done by the administration and cuts were made before the Board received the budget. He said the budget is not rubber stamped and there is always meaningful discussion. After the budget is passed, the differences are forgotten and the Board works as a team. In his tenure, this Board has tried to maintain quality and to improve where possible and keep taxes reasonable. He concluded that East Penn has had the lowest tax increase over a ten year period; and the third lowest tax rate in the County. He said ten years ago there were 700 students in portable classrooms that, in many cases, were well beyond their reasonable life. At that time, buildings were needed for almost 1100 new students. In the meantime we have received 1500 more students in the last ten years. He called attention to the increase in special education costs that he supported but he felt there needed to be more funding for school districts. The cost to the district has gone up 8 million dollars and state and federal funding has only been \$900,000. He said many of the complaints should be addressed to the state legislators because that is where the changes can be made. The district looked into expanding the Senior Citizen Rebate Program but were limited by the state laws. This is the system of taxation that the district has available. Referring to the costing out study, Mr. Richwine said the list of actions that need to take place indicate that actions must be taken by PDE or the state legislators through amendments to the School Code. He talked about the cooperative work between and among LCTI and the Carbon Lehigh Intermediate Unit. He said there are five members of the Board who no longer have children in the system since they have graduated. He further noted that board members are not paid. He said being threatened because of his vote for the budget does not phase him but, more of a concern, would be seeing everything that he has worked for over the past 12 years "just go down the drain." He said education is worth his sacrifice and, of all the taxes he pays, school tax is the most worthwhile.

Mr. Stolz said he and Mr. Prinzing were attacked because they wanted to cut curriculum programs and neither one of them proposed that action. He said they were proposing a tax holiday

because it would be the first time in five years that taxes were not increased. He said he resented not being considered representative of the district when he went door to door and talked to residents. He commented on earlier remarks about his financial support, claiming that the information was inaccurate.

Mr. Prinzing said that he enjoys being a member of the Board, recognizing that it takes an enormous amount of time and energy. He said the state is considering not putting any money in their rainy day fund this year because of the difficult financial times. He said as a School Board it would take extraordinary leadership to not raise taxes. He said if the Board would come to the table and look at some cuts that he had to offer he thought there would be a good representation of life long residents who are being forced out of their homes because of rising taxes and people who have moved here. He felt there is a battle between what people want the Board to do and what the Board is doing. He said no one has come to the table to say that they are willing to work with him on a budget that may have a tax increase but not the maximum amount required by law. He said he offered several times to sell the delinquent taxes and a 2% departmental cut plus \$200,000 for not doing the second Willow Lane bond issue. He said this adds up to 1.5 million dollar savings to the taxpayers and would represent a 1 mill decrease. He said he would appreciate board members looking at a compromise budget.

Mr. Earnshaw said these discussions took place in earlier public budget meetings. The sale of delinquent taxes is a one time inflow of money. However, there are pending court cases that may mean the district will have to pay the County. This could result in only an income of \$450,000. The next budget year the district would have to make up the deficit plus any inflationary increase. The same thing would happen when you spend the budgetary reserves. The only time that makes sense is when you have one time costs to which you can apply that cost. The five year projections show that if the district would do these things then taxes would go up much more severely in the future. He would not support those cuts because of the long term effects to the district.

Ms. Fuller talked about the CEPTA flyer she received and the fact that it never mentioned the increase in the number of students. It lambasted the politicians and included her name on the flyer. She said she is an unpaid volunteer who had to run for election and the privilege to serve. She is not running for higher office. The quality of education according to the State Board of Education corresponds with the earning power of students. A high school graduate will earn \$10,000 more than a drop-out and a college graduate will earn over \$22,000 more than a high school graduate. She mentioned that a 2008 Emmaus HS graduate will be contributing to social security funds for future recipients. As a society, we have decided to operate this way so that each generation pays for the education of the next generation. She said she personally was counting on the Class of 2008 to pay her social security. All the years she has worked has gone toward paying for the current generation of recipients. To give future classes the same opportunities as the Class of 2008, she announced that she would be voting for the budget.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Richwine-----7

Nay: Prinzing, Stolz-----2

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

1. Personnel

Motion by Ballard, Seconded by Gannon

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

Resignations

- Christopher Jones, Grade 6 Teacher at Eyer MS, effective immediately (Exhibit 1)
- Nicole M. LaBarre, elementary teacher at Macungie School, effective August 13, 2008 (Exhibit 2)
- Adria Creveling, Speech Teacher, effective August 14, 2008 (Exhibit 3)
- Meyre Schmit, Teacher Aide, effective June 16, 2008 (Exhibit 4)
- Audrey Erb, Teacher Aide at LMMS, effective June 30, 2008 (Exhibit 5)
- Patricia Heid, Teacher Aide, effective immediately (Exhibit 6)
- Elizabeth Harrison, Teacher Aide at Emmaus HS, effective immediately (Exhibit 7)
- Jeanne Niewoehner, Special Education Teacher, effective June 13, 2008 (Exhibit 8)

Professional Employee Appointments

Name/Address: Andrea Hajoducko
79 Brookshire Court, Philadelphia 19116

Education Level:	B. S. Degree (1979) M. S. Degree (1999)
Undergraduate School:	East Stroudsburg University
Graduate School:	Drexel University
Certification:	Instructional II, Speech Correction, Ment/Phys. Handicapped, Library Science
Effective:	2008-09 School Year
Assignment:	Speech/Language Vacancy created by D. Mellon resignation
Experience:	10/83-Present: Philadelphia SD
Salary:	\$66,545 (Step M, Year 13, Col. M)
Name/Address:	Aleshea Maurer 5467 Applebutter Hill Road, Coopersburg 18036
Education Level:	B. S. Degree (1992) M. Ed. Degree (1996)
Undergraduate School:	Bloomsburg University
Graduate School:	Lehigh University
Certification:	Instructional II, Ment/Phys. Handicapped
Effective:	2008-09 School Year
Assignment:	Lower Macungie Elementary: Special Education Learning Support Vacancy created by L. Hendricks resignation & subsequent transfers
Experience:	9/96-Present: Bethlehem Area SD
Salary:	\$66,545 (Step M, Year 13, Col. M)
Name/Address:	Eric Smith 109 Victoria Drive, Douglassville 19518
Education Level:	B. S. Degree (2003) M. Ed. Degree (2007)
Undergraduate School:	Millersville University
Graduate School:	Marygrove College
Certification:	Instructional II, Industrial Arts/Technology Education
Effective:	2008-09 School Year
Assignment:	Tech Ed Department - Emmaus HS Vacancy created by R. Ruben retirement
Experience:	8/04-Present: Boyertown Area SD
Salary:	7/03-6/04: Kapolei SD, HI \$51,659 (Step F, Year 6, Col. M0)
Name/Address:	Julianne Smith 916 Crystal Cave Road, Kutztown 19530
Education Level:	B. S. Degree (1998) M. Ed. Degree (2007)
Undergraduate School:	Penn State University
Graduate School:	Kutztown University
Certification:	Instructional II, Ment/Phys. Handicapped, Elementary
Effective:	2008-09 School Year
Assignment:	Wescosville-Special Ed - Autistic Support Vacancy created by D. Richardson retirement & subsequent transfers
Experience:	9/07-Present: Carbon Lehigh IU
Salary:	5/99-6/07: Berks County Intermediate Unit \$58,494 (Step J, Year 10, Col. M)
Name/Address:	Steven Yoder 6352 Larch Circle, Macungie 18062
Education Level:	B. S. Degree (1994) M. S. Degree (2006)
Undergraduate School:	Bloomsburg University
Graduate School:	Wilkes University
Certification:	Instructional II, Social Studies
Effective:	2008-09 School Year
Assignment:	Social Studies, Emmaus HS

Experience: Vacancy created by E. Kahler resignation
8/03-Present: Parkland SD
8/02-6/03: Allentown SD
8/94-6/02: Lewisville (TX) SD
Salary: \$60,669 (Step K, Year 11, Col. M)

Temporary Professional Employee Appointments

Name/Address: Jennifer Glendenmeyer
3917 Sycamore Drive, Northampton 18067
Education Level: B. S. Degree (2008)
Undergraduate School: Bloomsburg University
Certification: Instructional I, Elementary, Special Ed N-12
Effective: 2008-09 School Year
Assignment: Elementary, Special Ed Autistic Support
(New budgeted position)
Experience: None
Salary: \$42,600 (Step A, Year 1, Col. B)

Name/Address: Tracy Urban
1629 Elm Street, Bethlehem 18017
Education Level: B. A. Degree (1999)
M. Ed. Degree (2008)
Undergraduate School: East Stroudsburg University
Graduate School: Lehigh University
Certification: Instructional I, Special Education N-12
Effective: 2008-09 School Year
Assignment: Eyer MS: Special Education Learning Support
Vacancy created by B. Alick retirement
Experience: 8/06-Present: Centennial School at Lehigh
University
1/2002-8/06: Bethlehem Police Department
Salary: \$50,130 (Step A, Year 1, Col. M)

Name/Address: Lisa Rothermel
2172 Ward Road, Pennsburg 18073
Education Level: B. S. Degree (2007)
Undergraduate School: East Stroudsburg University
Certification: Instructional I, Health/Physical Education
Effective: 2008-09 School Year
Assignment: Emmaus HS - Health/Wellness
Vacancy created by G. Legath retirement
Experience: 2/06-Present: East Penn SD (per diem substitute)
Salary: \$42,600 (Step A, Year 1, Col. B)

Full-Time Substitute Teacher Appointment

Name/Address: Michele Maxwell
2076 Newport Road, Newport 17074
Education Level: B. S. Degree
Undergraduate School: Kutztown University
Certification: Instructional I, Art K-12
Effective: 2008-09 School Year
Assignment: Art Department, Emmaus HS
Opening created by T. Maley leave
Experience: None
Salary: \$42,600 (Step A, Year 1, Col. B)

2008-09 Department Chairs

See Exhibit 9

Team Leaders for Eyer MS & Lower Macungie MS

See Exhibit 10

Elementary Level Team Leaders & Subject Area Leaders

See Exhibit 11

Jump Start Summer Program - July 28-August 14, 2008

See Exhibit 12

2008 Summer School Program (Emmaus HS & Middle Schools)

See Exhibit 13

Teacher Transfer List & Elementary Head Teachers

See Exhibit 14

Summer Maintenance Program

New Employees/Possible Alternates - \$7.25/hr.

Zachary Nielsen

Daniel Reinert

Resignation

-Brian Winnie, Music Teacher at Lower Macungie MS, effective June 17, 2008 (Exhibit 8A)

Appointment of Professional Employees

Name/Address:	Heather Greene 509 North Second Street, Emmaus
Education Level:	B. A. Degree (1995) M. Ed. Degree (2004)
Undergraduate School:	Ithaca College
Graduate School:	Kutztown University
Certification:	Educational Specialist I, Secondary School Counselor
Effective:	2008-09 School Year
Assignment:	Guidance Department, Emmaus HS Vacancy created by P. Stiles retirement
Experience:	8/04-Present: Northampton Area SD
Salary:	\$50,040 (Step D, Year 4. Col. M)

Name/Address:	Rebecca Mace 1407 Mohr Circle, Macungie 18062
Education Level:	B. A. Degree (1996) M. A. Degree (1998)
Undergraduate School:	Drew University
Graduate School:	New York University
Certification:	Instructional II, Chemistry
Effective:	2008-09 School Year
Assignment:	Chemistry, Emmaus HS Vacancy created by J. Hnatow retirement
Experience:	8/04-Present: Bethlehem Area School District 1/04-6/04: Pennridge SD 6/98-6/03: Manhattan Center for Chemistry & Math New York City SD
Salary:	\$60,669 (Step K, Year 11, Col. M)

Appointment of Temporary Professional Employees

Name/Address:	Adriane Barton 3648 Vista Drive, Macungie 18062
Education Level:	B. S. Degree (2006)
Undergraduate School:	Kutztown University
Certification:	Instructional I, Elementary, Spec Ed, N-12
Effective:	2008-09 School Year
Assignment:	Special Ed Learning Support, LMMS Vacancy created by J. Niewoehner resignation
Experience:	7/06-Present: East Stroudsburg SD
Salary:	\$43,200 (Step C, Year 3, Col. B)

Name/Address:	David Budinas 4474 Valley Green Drive, Schnecksville 18078
Education Level:	B. S. Degree (2008)
Undergraduate School:	Kutztown University
Certification:	Instructional I, Elementary, Special Ed, N-12
Effective:	2008-09 School Year
Assignment:	Special Ed Learning Support, Eyer MS Vacancy created by retirement of M. Wolfe
Experience:	None
Salary:	\$42,600 (Step A, Year 1, Col. B)

Name/Address:	Douglas Spadt 221 North Second Street, Emmaus
Education Level:	B.A. Degree (2002) M. Ed. Degree (2006)
Undergraduate School:	Moravian College
Graduate School:	Lehigh University
Certification:	Instructional I, Elementary, Special Ed, N-12
Effective:	2008-09 School Year
Assignment:	Special Education, Emotional Support, LMMS Vacancy created by K. Ruch resignation
Experience:	9/06-Present: Centennial at Lehigh University
Salary:	\$52,165 (Step C, Year 3, M +12)

Name/Address:	Heather Wilson 25 Chimney Hill Court, Richboro 18954
Education Level:	B. S. Degree (1997) M. S. Degree (2001)
Undergraduate School:	Ithaca College
Graduate School:	East Stroudsburg University
Certification:	Instructional I, Speech & Language Impaired 8/98
Effective:	2008-09 School Year
Assignment:	Speech & Language Vacancy created by A. Creveling resignation
Experience:	1/08-6/08: Bucks County IU 6/01-10/07: ProCare3, Omaha, NE 8/98-8/99: KenCrest Services, Plymouth Meeting, PA
Salary:	\$54,144 (Step H, Year 8, Col. M)

Appointment of Administrative Assistant

Name/Address:	Beth Iobst 413 S. Fifth Street, Emmaus
Assignment:	EHS Athletic/Activities Office New Position, consolidating 3 teacher aide positions
Effective:	July 1, 2008
Salary:	\$23,400 (35 hrs /wk.)

Educational Conferences - Exhibit 15

That the East Penn Board of School Directors approve the expenses for the individuals attending the educational conferences listed on Exhibit 15.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine, Stolz-9

2. Authorization to Apply for Federal/State Funds

Motion by Earnshaw, Seconded by Ballard

RESOLVED, That the East Penn Board of School Directors authorize the administration to apply for federal funds under Title I, Title II, and Title III:

Title I: Federally funded supplemental education program that provides financial assistance to local educational agencies to improve educational opportunities for educationally deprived children.

Tentative Allocation: \$567,091.00

Title II: Federally funded supplemental education program that provides financial assistance to improve the skills of teachers and the quality of instruction in core academic subjects in public elementary and secondary schools.

Tentative Allocation: \$196,181

Title III: Language Instruction for Limited English Proficient and Immigrant Students.

No Tentative Allocation to date. 2007-08 was \$26,762.00

Accountability Block (State) Grant: 2008-09 - \$590,746
(Grant includes Full-Day Kindergarten Supplement)

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine--8

Nay: Stolz-----1

7. Business Operations

1. Bill List Approval

Motion by Earnshaw, Seconded by Kowalchuk

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.

Treasurer's Report

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

Approval of District 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, boiler coverage and automobile, to Insurance Company of N A (PSBA Insurance Trust Program) through USI (Flanigan, O'Hara, Gentry and Associates) at the quotation price of \$208,337.

Note: Last year this policy was awarded to ACE USA for a total premium of \$207,344.

UMBRELLA COVERAGE

RESOLVED, That the East Penn Board of School Directors accept the Recommendation of the Insurance Advisory Council and award the contract for \$15 million umbrella coverage to Old Republic Insurance Company (PSBA Insurance Trust Program) at a quotation price of \$24,800 through USI (Flanigan, O'Hara, Gentry and Associates).

Note: Last year this policy was awarded to Old Republic Insurance Company for a total premium of \$25,048.

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, including an enhanced employment liability endorsement, to The Pennsylvania School Boards

Insurance Trust at a quotation rate of \$38,533 through the Miers Insurance Agency.

Note: Last year this policy was awarded to the Pennsylvania School Boards Insurance Trust for a total premium of \$41,355.

WORKERS' COMPENSATION POLICY

RESOLVED, That the East Penn Board of School Directors accept the recommendation of the Insurance Advisory Council and award the contract for Workers' Compensation Insurance to School Boards Insurance Company of Pa., Inc. (PSBA Insurance Trust Program) at the quotation price of \$336,313 through USI (Flanigan, O'Hara, Gentry and Associates).

Note: Last year this policy was awarded to Old Republic for a total premium of \$339,202.

STUDENT/ACCIDENT INSURANCE

RESOLVED, That the East Penn Board of School Directors award the contract for Student/Accident Insurance to ACE American Insurance Company for the Interscholastic all-sports Package AAA, which includes junior and senior high school football, junior and senior high school interscholastic and intramural sports, gym classes, band, cheerleaders and majorettes, loss of use, and expanded sports/medicine rider and \$10,000,000 catastrophic accident medical benefit for the total annual premium of \$17,963 for primary excess over \$100.00 plan, as made available through Mid-Penn Insurance Associates, Inc.

And be it further

RESOLVED, That the East Penn Board of School Directors make available the voluntary enrollment primary excess over \$100 student insurance plan AA with a maximum benefit of \$500,000, which is offered to parents on a voluntary basis through Boston Mutual Life Insurance Company for \$30 for school-time coverage and \$116 for 24 hour coverage, through Mid-Penn Insurance Associates, Inc.

Note: Last year this policy was awarded to Boston Mutual Life Insurance Company at a total premium of \$15,200.

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

Aye: Ballard, Earnshaw, Fuller, Gannon, Jones, Kowalchuk, Prinzing, Richwine---8
Nay: Stolz-----1

2. Authorization to participate in contracts issued by the Department of General Services for the 2008-09 year

Motion by Earnshaw, Seconded by Ballard

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:

