

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
January 5, 2009

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Edward E. Hartman, at 7:30 p.m. on Monday, January 5, 2009 in the boardroom located in the Slatington Elementary School.

ROLL CALL Members present: Mr. Donald H. Dengler, Mr. Raymond J. Follweiler, Jr., Mrs. Lauren A. Ganser, Mrs. Lori H. Geronikos, Mr. Mathias J. Green, Jr., Mr. Gregory S. Williams, Mrs. Sandi L. Young, Mr. Edward E. Hartman (8)

Members absent: Mrs. Donna M. Kulp (1)

Non-members present: Mr. Donald Allen, Mr. Jeffrey Bachman, Mrs. Jill Chamberlain, Mr. Greg Derr, Mrs. Lynne Fedorcha, Mr. John Hrizuk, Dr. Linda Marcincin, Mr. Jeremy Melber, Mr. Michael Michaels, Mrs. Laurie Newman-Mankos, Mrs. Karen Nicholas, Ms. Heather Rehrig, Mrs. Diane Ruff, Mr. Michael Showak (Student Rep.), Atty. Charles Stopp (Solicitor), Ms. Taylor Trapp (Student Rep.), Mrs. Aileen Yadush, Mrs. Sherri Molitoris.

VISITORS Approximately three visitors attended the meeting, in addition to Terry Ahner, reporter for The Times News.

APPROVE MINUTES Mrs. Ganser made a motion, which was seconded by Mr. Dengler, that the minutes of the reorganization and regular school board meetings held on December 2, 2008 be approved and ordered filed.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mr. Williams, Mrs. Young, Mr. Hartman (8)

NAY: None (0)

SPECIAL BOARD meeting REPORTS Carbon Lehigh Intermediate Unit – Mr. Donald H. Dengler reported that he attended the annual dinner meeting held at LCTI which was followed by a Board of Directors meeting. At the the General Operating Budget was approved with an increase to Northern Lehigh School District's WADM of \$493.00.

Mr. Green asked when the Board would be given the budgets for special education costs and transportation costs.

Lehigh Career and Technical Institute – Mrs. Lori H. Geronikos reported that she attended the annual dinner meeting held at LCTI which was followed by a JOC meeting. She further stated that the LCTI 2009-2010 budget was approved and briefly reported on it. She also stated that a Northern Lehigh Student, Jessica Delong, is a member of the LCTI National Technical Honor Society.

Legislative Report – Mr. Gregory S. Williams wanted to again congratulate the staff on making AYP. He stated that 30,000 schools in the US failed to make AYP progress under the No Child Left Behind Act during the 2007-2008 school year which is an increase of 28%. Half of those schools missed their achievement goals for two or more years putting almost one in five of the nation's public schools in some stage of federally mandated process to improve student achievement.

Majority Whip, Senator Jane Orie from Allegheny County, is pushing to get cosponsors that would ban the Governor from any further development of the Graduate Competency Assessments. Stopping the GCA measure is one fo PSBA's top legislative priorities for the 2009-2010 session.

He also reported that the state revenue is far below where they were hoping it would be and it is going to be a very difficult budget year.

**SPECIAL
BOARD
REPORTS
(cont.)**

Lastly, the Pennsylvania Public School Employees Retirement System came out with their rate for 2009. The contribution rate for school districts increased slightly from 4.76% to 4.78%. In looking at charts and documentations, it is being projected that in the near future school districts are going to have a very large spike in the contribution rate that they must pay into the retirement system. This spike in the school year 2012-2013 is estimated to be from 11.23% TO 16.40%. The Executive Director for PSERS stated that some school district on their own have begun to create a reserve in anticipation of the large spike. He stated that he feels this is something that our district should consider doing.

Committee Reports and/or Meetings

Minutes of the Technology Building and Grounds Committee Meeting held on December 3, 2008 was distributed.

Minutes of the Finance Committee Meeting held on December 3, 2008 was distributed.

Student Representatives to the Board Report

Mr. Michael Showak and Mrs. Taylor Trapp distributed their written student representative report and verbally reported on its contents.

Federal and Other Programs Update – Mrs. Lynne B. Fedorcha stated that on tonight's agenda is the approval of the Strategic Plan.

Mrs. Newman stated that on Thursday night in the middle school there will be a Parent Information Night for parents of special education students. Topics being discussed will be transition and the high school student, as well as, special education services in our district. This is a mandate that needs to be done throughout the school year.

Mrs. Fedorcha reported that the district has created a Curriculum and Instruction webpage on the district web site which has C&I information listed.

Mrs. Geronikos asked based on our last strategic plan, how much of our initiatives did the district meet. What percentage of our goals were achieved? Mrs. Fedorcha stated that she felt we made 70% of our goals.

Business Manager's Report – Mr. Jeremy G. Melber stated on the agenda is a motion for an approval of an ERIP for the 2008-2009 school year. He further stated that he distributed at the table this evening the LCTI General Fund and Academic Center Budget and the CLIU #21

General Operational and Programs Services Budget for school year 2009-2010 to all Board members. Approval of these budgets will be on the next board agenda. He also talked about the resolution on the agenda for the tax increase. He stated that it was on the agenda a month ago but the state wants to see a tax structure before the Board passes the resolution. He submitted last years tax structure and now is asking for approval on the resolution from the Board. There is also a motion on the agenda to approve a lease agreement with Xerox for new copiers. The ones currently in the central office duplicating area are in a state of disrepair.

Mrs. Geronikos stated that we are going into budget season and with the meltdown of the mortgage industry, how much of an impact are we going into our budget as far as foreclosures in our district having a negative impact on the taxes that we collect.

Mr. Melber stated that he has not received the assessed value for Northampton County but he did receive for Lehigh County and it is up essentially a couple hundred thousand dollars.

Superintendent's Report – Mr. Michael W. Michaels

Mr. Michaels stated that January is School Board Recognition Month and he presented them with a gift from administration and thanked them for their service to the district.

Mr. Michaels stated that Mr. Melber would be in contact with Mr. Green, the chairperson for the finance committee, shortly to start talking about the district's budgeting thoughts. He stated that the district needs to budget appropriately so it is not an up and down budgeting

SPECIAL BOARD

REPORTS
(cont.)

cycle but more of a straight line. He stated that not only is PSERS going up but the health insurance is also going to spike dramatically next year. The key is that the district needs to work on these issues this budgeting year so the district does not have a major budget increase next year.

This open Mr. Greg Derr stated that Mrs. Fedorcha, Dr. Marcincin and he visited Polk Elementary in Pleasant Valley which was renovated about 3-4 years ago. This building was a steel modular unit built off site and then it is brought in welded and bolted together and put on concrete. is as good as being built onsite. This is the concept that they are recommending to use for renovations at Slatington Elementary. They visited the Kernsville Elementary which is an concept building very close to what Slatington Elementary has here. The Principal gave them a tour and gave them good ideas and suggestions. They also received a tour of Towamensing Elementary School to see what they have done for renovations and gather information. Today he met with the teachers at Slatington Elementary to keep them informed and would like some of them on the committee for the renovations project once the process gets underway.

Mr. Dengler asked if there was a cost saving in building the unit offsite.

is Mr. Derr stated that there may be some cost savings but however the greatest benefit is time. These units are built during the school year while school is in session and as soon as school over they can bring the units in and start setting pieces together and be ready for the opening of school in September with little to no disruption to teaching time.

important like. Mr. Mr. Michaels stated that the group is going out to gather information and come up with ideas. Once they gather the information they want to share this information with the Board of Education and then collaboratively write an RFP for architectural firms. He feels it is not to give architectural firms ideas without locking in on what we as a district would like. Mr. Michaels stated that when the district builds something he would like it to last 40 years not 10. Mr. Michaels stated that Mr. Derr will be inviting board members to take a tour of the Polk Elementary so they can see first hand this structure.

Currently district not Mr. Melber stated that a prior Board incurred \$24,000,000 worth of debt (line of credit) for renovations. Every year that money is not used, a portion of that money goes away. that amount is very small but in a few years, that debt will fall drastically. When the district decides to move ahead with renovations and use that debt to pay for the renovations any kind of payment to pay off that debt structure is not subject to the rules of Act I.

not Mr. Michaels stated that he would like to see the administrative offices in the same building in an annex down the road. He strongly encouraged that the administrative offices be on campus close to everything.

PERSONNEL

Mr. Green made a motion, which was seconded by Mrs. Ganser, that the Board of Education approves the following personnel items:

Appointment
Non-Instructional

Heather Kuntz*
Assignment: PCA for Student #2190093 at Peter Elementary School, replacing Jonell Dye who resigned
Salary: \$10.00 per hour/6 ½ hours per day/5 days per week (2008-2012 Educational Support Staff Memorandum of Understanding)
Effective: December 9, 2008
***60 day Probationary period ending on or about February 6, 2009**

Jennifer Kropf* **
Assignment: PCA for Student #1790200 at Slatington Elementary School, budgeted new position in 2009-2010 school year
Salary: \$10.00 per hour/6 ½ hours per day/5 days per week (2008-2012 Educational Support Staff Memorandum of Understanding)
Effective: January 6, 2009
***60 day Probationary period ending on or about March 6, 2009.**

****Pending verification of missing personnel file items**

PERSONNEL**(cont.)**

Resignation
N. Reily Accept the resignation of Nicole Reily from her position as 2nd Grade Teachers Aide in the Peters Elementary School effective December 23, 2008. Ms. Reily has accepted a position with a local accounting firm.

Substitute
Instructional Approve the following substitute teacher for the 2008-2009 school year at the 2008-2009 substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:

Michael Sosik* - Elementary

***Pending verification of missing personnel file items**

Family
Medical
Leave
of Absence
E. Kiss Approve the request of Ellen Kiss, High School Special Education Aide, to take a family medical leave beginning December 14, 2008. Mrs. Kiss is requesting a 12 week family medical leave to be followed by an unpaid leave, if necessary. She is requesting this leave to care for a family member and will return to her position as soon as possible.

T. Simms Approve the request of Tanya Simms, High School Health & Physical Education Teacher, to take a family medical leave beginning on or about March 2, 2009 and continuing until on or about May 4, 2009. She plans to return to her current position upon release from her doctor.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mr. Williams, Mrs. Young, Mr. Hartman (8)

NAY: None (0)

Transition
HS/MS
School/
Assistant
Principal Mrs. Geronikos made a motion, which was seconded by Mr. Dengler, that the Board of Education authorizes administration to advertise and move forward with the hiring of a Transition High Middle School Assistant Principal.

Mr. Williams stated that he will be voting against this motion. His no vote tonight is really a not now vote. He stated that at this time if we can get by without positions and make this district still work without them, we must try to do so. As things improve in the economy and get better, this is the first thing he is pushing for in the future. He wants to see this current savings in the budget being set aside for the possible increase to PSERS and energy costs.

Mrs. Geronikos stated that she understands and respects his decision but she has been on this Board long enough to know once you **lose** it you never get it back. That is why she will be voting in favor of this motion.

Mr. Hartman stated that he also feels the same way as Mr. Williams feels and that in today's economy the district can not afford this position but this is a position he would like to bring back in the future.

ROLL CALL:

YEA: Mrs. Geronikos, Mr. Green, Mrs. Young (3)

NAY: Mr. Dengler, Mr. Follweiler, Mrs. Ganser, Mr. Williams, Mr. Hartman (5)

Motion Defeated.

POLICY
Education

Mr. Williams made a motion, which was seconded by Mrs. Geronikos, that the Board of approves the following policy items:

Board Policy
Second
Reading Approve school board policy 140.1 – Programs – Extracurricular Participation By Charter/Cyber Students, as presented after second reading.

Approve school board policy 249 – Pupils – Bullying/Harassment, as presented after second reading.

Approve school board policy 334 – Administrative Employees – Sick Leave, as presented after second reading.

POLICY Approve school board policy 414 – Professional Employees – Physical Examination, as presented (cont.) after second reading.

Approve school board policy 434 – Professional Employees – Sick Leave, as presented after second reading.

after Approve school board policy 534 – Non-Professional Employees – Sick Leave, as presented second reading.

Approve school board policy 810.1 – Operations – Drug/Alcohol Testing, Covered Drivers, as presented after second reading.

Approve school board policy 810.2 – Operations – Drug/Alcohol Testing, Covered Drivers, as presented after second reading.

Board Governance Standards/ Code of Conduct Approve to reaffirm the school board standards and code of conduct referenced in school board policy #011 – Local Board Procedures – Board Governance Standards/Code of Conduct as recommended by the Pennsylvania School Board Association.

Field Trip 5th Grade – Slatington Elementary School – State Museum & Capital Building, Harrisburg, PA – June 11, 2009 – Funded through PTO and student fundraising efforts

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mr. Williams, Mrs. Young, Mr. Hartman (8)
NAY: None (0)

OLD BUSINESS Mr. Williams wants to know what the district is doing to make sure everything that needs to get done in the high school and middle school buildings are getting done.

Mr. Michaels thanked Mr. Allen, Mrs. Yadush and Mrs. Chamberlain for being troopers about this. There has been more than one heartfelt discussion about this issue. They assured him that no matter how the vote goes they will do a good job. He has assured Mrs. Yadush and Mrs.

help Chamberlain that if they need help with observations he would be more than willing to observe teachers. Mrs. Fedorcha has also offered her help in this area. He knows that there will be some extra added duties. Mrs. Chamberlain could not make a recent chorus program and he attended for her.

NEW BUSINESS Mrs. Ganser made a motion, which was seconded by Mr. Dengler, that the Board of Education approves the following new business items:

Strategic Plan 2008-2014 Approve to accept the 2008-2014 Northern Lehigh School District Strategic Plan, as presented and recommended by administration. The 5 reports are comprised of: **(Distributed to All Board Members at prior Board Meeting)**

- Professional Development
- Teacher Induction
- Education Technology
- Academic Standards and Assessment
- Student Services

Resolution for School Board Director Recognition WHEREAS, Pennsylvania’s public school board members, elected by the citizens, have served the Commonwealth of Pennsylvania and local communities in representing the public’s interest in public education since the passage of the Free School Act in 1834; and

Month -
January 2009

WHEREAS, local school directors represent their communities' beliefs and values when making decisions about the operation of school districts, giving of their time and talent, without compensation, to provide high-quality educational opportunities that prepare children to live as productive members of society; and

NEW
BUSINESS
(cont.)

WHEREAS, school board members ensure that standards for achievement are met and serve as advocates for the public education of the students and the enhancement of the community, incorporating the community's view of what students should know and be able to do at each grade level; and

WHEREAS, school directors are accessible to their district residents and accountable for the performance of the district's schools, serving as the community's watchdog and ensuring that tax dollars are spent wisely on education; and

WHEREAS, the "Pride & Promise – Public Schools . . . Achieve" public awareness campaign is working to highlight the success and value of public education, as well as promote the effectiveness and commitment of local school boards to providing all Pennsylvania children with an excellent education; and

WHEREAS, the contributions of the men and women who serve on the Northern Lehigh Board of School Directors:

- Donald H. Dengler
- Raymond J. Follweiler, Jr.
- Lauren A. Ganser
- Lori H. Geronikos
- Mathias J. Green, Jr.
- Edward E. Hartman
- Donna M. Kulp
- Gregory S. Williams
- Sandi L. Young

should be recognized and appreciated by those who benefit from the workings of our public school system;

NOWHEREFORE BE IT RESOLVED that the Board of Director of the Pennsylvania School Boards Association hereby proclaims the month of January as School Director Recognition Month in this commonwealth; and

FURTHER RESOLVE that this proclamation be communicated to all school districts, school officials and local communities in a planned program which brings visibility and awareness of the role of locally elected school officials to the citizenry of this commonwealth.

Act 1
Tax Levy
Resolution

NORTHERN LEHIGH SCHOOL DISTRICT
BOARD OF DIRECTORS
RESOLUTION

WHEREAS, on June 27, 2006, the Pennsylvania legislature passed Act 1 of Special Session 2006, entitled the "Taxpayer Relief Act" (hereinafter "Act 1");

school

WHEREAS, Act 1 requires school districts to limit tax increases to the level set by an inflation index unless the tax increase is approved by voters in a referendum or the district obtains from the Department of Education or a court of common pleas certain referendum exceptions;

WHEREAS, Act 1 does, however, allow a board of school directors to elect to adopt a resolution indicating that it will not raise the rate of any tax for the support of the public schools for the following fiscal year by more than its index, provided this resolution must be adopted no later than 110 days prior to the date of the election immediately preceding the upcoming fiscal year;

WHEREAS, the Northern Lehigh School District index for the 2009-2010 fiscal year is 5.6%;

NEW BUSINESS
(cont.)

WHEREAS, the Northern Lehigh School District Board of Directors has made the decision that it shall not raise the rate of any tax for the support of the Northern Lehigh School District for the 2009-2010 fiscal year by more than its index.

AND NOW, on this 5th day of January, 2009, it is hereby **RESOLVED** by the Northern Lehigh School District (hereinafter "District") Board of Directors (hereinafter "Board") the following:

1. The Board certifies that it will not increase any school district tax for the 2009-2010 school year at a rate that exceeds the index as calculated by the Pennsylvania Department of Education.
2. The Board certifies that it will comply with the procedures set forth in Section 687, of the Pennsylvania Public School Code (hereinafter "School Code"), 24 P.S. §6-687, for the adoption of its proposed and final budget.
3. The Board certifies that increasing any tax at a rate less than or equal to the index will be sufficient to balance its final budget of the 2009-2010 fiscal year.
4. The Administration of the District will submit the District's information on a proposed increase in the rate of a tax levied for the support of the District to the Pennsylvania Department of Education on the uniform form prepared by the Pennsylvania Department of Education no later than five days after the Board's adoption of this Resolution.
5. The Administration of the District will send a copy of this Resolution to the Pennsylvania Department of Education no later than five days after the Board's adoption of this Resolution.
6. The Board understands and agrees that by passing this Resolution it is not eligible to seek referendum exceptions under Section 333(f) of Act 1 and is not eligible to request approval from the voters through a referendum to increase a tax rate by more than the index as established for the 2009-2010 fiscal year.
7. Once this Resolution is passed, the Administration of the District is not required to comply with the preliminary budget requirements set forth in paragraphs (a) and (c) of Section 311 of Act 1. Provided, however:
 - (a) The Board understands and agrees that, upon receipt of the information submitted by the District as set forth in paragraphs 4 and 5 above, the Pennsylvania Department of Education shall compare the District's proposed percentage increase in the rate of the tax with the index.
 - (b) Within ten days of the receipt of this information, the Pennsylvania Department of Education shall inform the District whether its proposed tax rate increase is less than or equal to the index.
 - (c) If the Pennsylvania Department of Education determines that the District's proposed increase in the rate of the District's tax exceeds the index, the District is subject to the preliminary budget requirements as set forth in paragraph (a) and (c) of Section 311 of Act 1.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mr. Williams, Mrs. Young, Mr. Hartman (8)

NAY: None (0)

Early Retirement

Mrs. Ganser made a motion, which was seconded by Mr. Williams, that the Board of Education approve to adopt an Early Retirement Incentive Plan, for all eligible professional employees,

Incentive Plan on a voluntary basis, for the 2008-2009 school year.
for 2008-2009

NEW BUSINESS
to (cont.)

Mr. Green shared his thoughts on why he feels the Board should not approve this motion. The upcoming increase in the district's contribution rate to PSERS, the amount of resources needed to train a new teacher, etc.

YEA: None (0)

NAY: Mr. Dengler, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mr. Williams, Mrs. Young, Mr. Hartman (8)

Mrs. Ganser made a motion, which was seconded by Mr. Dengler, that the Board of Education approve to cancel next weeks regular school board meeting.

Mr. Williams stated that he feels there are things he knows we should be doing and talking about.

week
the

Mrs. Geronikos stated that they Board years ago would meet in committee meetings the first and then the following week would be the board meeting when the Board voted on what committees were recommending.

Mrs. Ganser stated that many districts only have one voting board meeting a month. She stated that sometimes the district is struggling to find items for the second agenda that is only 6 days later.

Mr. Melber stated that if there is no board meeting next week the bills for this month will not be paid.

Mrs. Ganser withdrew her motion.

Mr. Green stated that next week he would like a report on why our high school PSSA Science scores were not good.

Principal
a county

Mrs. Yadush reported that her and Mr. Allen attended a Truancy meeting with the LCTI's Group. They are in the process of creating a committee to be involved in the creation of wide program that creates a more consistent approach to truancy in the county.

FINANCIAL

Mr. Green made a motion, which was seconded by Mrs. Ganser that the Board of Education approves the following financial items:

Per Capita
Abatements

Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented.

Renew Lease
Agreement
Xerox

Authorize the business manager to renew the 60 month lease agreement with Xerox Corporation for replacement/upgrade of two (2) existing central duplicating copy machines at a total annual cost not to exceed \$38,569.00. This contract shall be based on PEPPM school pricing and shall include all consumable supplies and maintenance.

knows

Mrs. Ganser questioned all the "undeliverable's" listed on the per capita abatement/exonerations list. She asked if the tax collectors are following up with trying to locate these people. She some of the people on the list still live in our district.

Mr. Green asked the solicitor if the excuse for not paying your taxes is that you did not receive your taxes a legal excuse? He was under the impression that if you did not get your taxes that was not an excuse not to pay your taxes.

Attorney Stopp said it is not an excuse. He said the Board may want to defer the action on this item and ask the tax collector for a report as to what steps were taken and what other steps can be taken that have not been taken.

Table
Per Capita
Motion

Mr. Green made a motion, which was seconded by Mrs. Geronikos, that the Board of Education approves to table the motion to approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented.

FINANCIAL

(cont.)

Vote to Table Motion
 YEA: Mr. Dengler, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mr. Williams, Mrs. Young, Mr. Hartman (8)
 NAY: None (0)

Renew Lease Agreement Xerox
 Mr. Green made a motion, which was seconded by Mrs. Ganser, that the Board of Education approves authorizes the business manager to renew the 60 month lease agreement with Xerox Corporation for replacement/upgrade of two (2) existing central duplicating copy machines at a total annual cost not to exceed \$38,569.00. This contract shall be based on PEPPM school pricing and shall include all consumable supplies and maintenance.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mr. Williams, Mrs. Young, Mr. Hartman (8)
 NAY: None (0)

CORR-ESPONDENCE

Mr. Williams stated that PSBA sent out a reminder about the Travel Accident Insurance. The Board also received a letter from CLIU #21 that at the December 15, 2008 meeting the Board of Directors took action to elect Carbon Lehigh Intermediate Unit Board Members by a mail ballot which will be mailed in April, 2009. There is no convention planned for April.

INFORMATION

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on November 6, 2008 was distributed.
 Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on November 17, 2008 was distributed.

RECOGNITION OF GUESTS

Mrs. Ganser stated that hired security personnel are smoking on district property outside the doors of the high school building during sporting events.

ADJOURNMENT

Mrs. Ganser made a motion, which was seconded by Mr. Follweiler, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:42 p.m.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mr. Williams, Mrs. Young, Mr. Hartman (8)
 NAY: None (0)

Respectfully submitted,

Gregory S. Williams
Secretary

ATTEST: _____ President
Edward E. Hartman