

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
April 14, 2014

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Edward E. Hartman, at 7:33 p.m. on Monday, April 14, 2014, in the Administration Office Board Room.

ROLL CALL Members present: Mr. Robin T. Distler, Mr. Gary S. Fedorcha, Mr. Raymond J. Follweiler, Jr., Mr. Mathias J. Green, Mrs. Natalie J. Green, Mrs. Donna M. Kulp, Mr. Gregory S. Williams, and Mr. Edward E. Hartman (8)

Members absent: Mr. Robert J. Keegan, Jr., (1)

Non-members present: Ms. Emily Bevans (Jr. Rep.), Mr. Nathaniel Czarnecki (Sr. Rep.), Mr. Greg Derr, Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. John Hrizuk, Mr. Paul Leonzi, Mr. Michael Michaels, Mrs. Sherri Molitoris, Mrs. Karen Nicholas, Mr. Scott Pyne, Mrs. Tanya Simms, Atty. Charles Stopp (District Solicitor), and Mr. Robert Vlasaty.

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

APPROVE MINUTES Mr. Follweiler made a motion, which was seconded by Mr. Fedorcha that the minutes of the regular school board meeting held on March 10, 2014 be approved and ordered filed.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

SPECIAL BOARD REPORTS Lehigh Career and Technical Institute - Mr. Fedorcha reported that the minutes were attached. Mrs. Green stated that she attended the SkillsUSA competition last weekend. Mr. Michaels added that two of our students placed in the competition; Alexandra Abruzzi took third place in Advertising Design and Austin Berger took first place in Power Equipment Technology.

Legislative Report – Mr. Williams reported that PA Department of Revenue collections are down \$176 million. Mr. Williams added that a bill from the Senate and House Education Committee is addressing the special education funding formula and charter school reimbursement.

Lehigh Carbon Community College – Mr. Green reported that the field is being narrowed and interviews are being conducted, for a new president who should be in place in the next few months. Mr. Green announced that the college is exploring new initiatives related to the Allentown campus, currently located across from the new arena, and the Carbon County campus.

Committee Reports and/or Meetings

Minutes of the Policy/Education Committee Meeting held on April 7, 2014 were distributed.

Minutes of the Technology/Buildings & Grounds Committee Meeting held on April 9, 2014 were distributed.

Minutes of the Finance Committee Meeting held on April 9, 2014 were distributed.

Student Representatives to the Board Report – Ms. Emily Bevans and Mr. Nathaniel Czarnecki distributed the written student representative report and verbally reported on its contents.

Solicitor's Report – Attorney Stopp advised the board about a recent case regarding the potential change to the real estate transfer tax legislation.

Federal and Other Programs Update – Mrs. Nicholas reported that on the agenda for approval this evening is the Bulldog Academy Student Handbook.

**SPECIAL
BOARD
REPORTS
(cont.)**

Mrs. Nicholas reported that on Monday, May 5, 2014, there will be a Preschool Directors meeting at Peters Elementary School to discuss the new PA Core Standards. If any board members are interested in attending, please let Mrs. Nicholas know.

Business Manager's Report - Mrs. Frantz reported that on the agenda for approval this evening is a motion to appoint Reta Stein as tax collector. Due to the passing of her husband, Slatington borough has appointed her tax collector, and the Business Office recommends that the board follow suit.

Mrs. Molitoris reported that on the agenda for approval this evening is a motion to enter into a contract with Xerox for new copiers. The cost savings to the district is approximately \$8,600 per year.

Mrs. Molitoris reported that also on the agenda this evening is a motion to allow taxpayers to use credit/debit cards to pay delinquent taxes. All fees associated with the use of a credit card will be the taxpayer's responsibility.

Mr. Williams asked the board whether there was any interest in going at least partially paperless. Mr. Michaels explained that they tried to do it at his last place of employment and the savings was moot because not everybody had access to view documents electronically and they ended up printing them anyway. Mr. Williams stated that it could be discussed further in committee.

Superintendent's Report - Mr. Michaels announced that he was glad to see so many teachers here this evening and wished it would be like that every meeting to see the challenges the school board faces.

Mr. Michaels announced that an audit review meeting is scheduled for 10:30 a.m. on April, 15, 2014. Mr. Michaels stated that he received the findings from the safety audit. The only deficiencies were the need for a fence for the Middle School area used for gym classes and they recommend we hire a full time School Resource Officer.

Mr. Michaels asked Mr. Derr to report on the recent meeting with the County Conservation Office. Mr. Derr explained that a site survey was done last week in order to close our conservation permit. They want to see more established grass above the playground at Slatington Elementary so no erosion takes place. The dirt in the stadium area can only be sold or given away to somebody with an open permit with the conservation office.

Mr. Michaels announced that he will be meeting with Rep. Julie Harhart next week. Rep. Harhart asked what she can do to help us. Three areas being addressed are: 1) \$350,000 for PlanCon reimbursement, 2) do something to help us get rid of the dirt pile; 3) charter school costs – Northern Lehigh School District had to pay approximately \$600,000 in charter school bills. Our students should have to go through our own Bulldog Academy before they go to other charter schools.

Mr. Michaels announced that on the agenda for approval this evening is the resignation of two of our finest teachers: Mrs. Renee Evans and Mr. Brian Schell. They are excellent teachers and we wish them well in their retirement.

Also on the agenda this evening, is the Collective Bargaining Agreement. Mr. Michaels thanked Mr. Eric Schmidt, NLEA president, for attending this evening.

Mr. Michaels introduced Mr. Bryan Geist who gave a presentation on how the school performance profile is calculated. Mr. Geist proposed a new plan to realign the math curriculum to the keystone exam and to benchmark every student beginning in seventh grade. This plan will allow us to be proactive instead of reactive to show proper growth and improve our school performance profile. Mrs. Green questioned whether the state changed the rating system over the past few years. Mr. Geist explained that the growth model is a very complex algorithm and the new Keystone exams had an affect on our profile. Mr. Green asked what the profile percentage really means and how does it compare to other districts our size. Mr. Michaels stated that we do know it is an indicator for growth and it could have implications on our budget in the future. Mr. Green stated that he believes this score is a benchmark for the future. Mr. Geist agreed but by implementing this new plan, we know that our scores have to improve because we will be matching the curriculum to the keystone exam and we are not holding back our highest achieving students. Mr. Green stated

**SPECIAL
BOARD
REPORTS
(cont.)**

that he is not comfortable teaching to a test. Mr. Michaels noted that we have to give our students this opportunity to be successful. Mr. Michaels cautioned that it may take three to four years to see progress because one year would not be a fair assessment.

Mr. Hartman reported that an executive session was held prior to tonight's meeting to discuss personnel issues.

PERSONNEL

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

Resignation R. Evans	Accept the retirement resignation of Renee Evans from her position as High School English Teacher effective the end of the work day of her contractual obligations for the 2013-2014 school year. At this time she will begin her retirement from the Northern Lehigh School District after 36 years of service.		
B.Schell	Accept the retirement resignation of Brian Schell from his position as Middle School Social Studies Teacher effective the end of the work day of his contractual obligations for the 2013-2014 school year. At this time he will begin his retirement from the Northern Lehigh School District after 35 years of service.		
D. Martinez	Accept the resignation of Dawn Martinez from her position as Middle School Cook's Helper effective April 11, 2014. Mrs. Martinez will remain on the substitute lists.		
Leave of Absence	Approve a medical leave of absence for employee #6827 effective July 1, 2014 until June 30, 2015. Employee plans to return to his current position upon release from his attending physician.		
Acting Principal P. Leonzi	Approve to pay a stipend in the amount of \$9,000.00 to Paul Leonzi for assuming the duties of Acting Principal at Peters Elementary School, effective July 1, 2014, for the 2014-2015 school year.		
Appointment Non- Instruct- ional J. Herzog	Janice Herzog	Assignment: PCA for Student #2290082 at Slatington Elementary School Salary: \$11.40 Per Hour Monday-Friday, 9:30am-2:00pm up to 180 Student Days a school year plus additional 20 hours for Staff Development according to language in MOU Effective: April 15, 2014 *60 Day probationary period ending June 13, 2014	
Salary Adjustments 2014-2015	Acknowledge the following teacher who has completed the requirements per the Collective Bargaining Agreement that would entitle them to a salary increase for the 2014-2015 school year: Lauri McWilliams From: Step 10B+24 To: Step 10M		
Co-Curricular Appointments 2014-2015	Jeff Miller	Head Boy's Basketball Coach	\$7,155.00
	Trevor Miller	Assistant Boy's Basketball Coach	\$4,650.00
	Anthony Thomas	Head Girl's Basketball Coach	\$7,155.00
	Brandon Hibbler	Assistant Girl's Basketball Coach	\$4,650.00
	Sarah Arndt	MS Girl's Basketball Coach	\$4,558.00
	Steve Hluschak, Jr.	Head Wrestling Coach	\$7,155.00
	Scott Snyder	Assistant Wrestling Coach	\$4,650.00
	Christopher Lalik	Assistant Wrestling Coach (JH)	\$4,650.00
	Kathi Neff	Cheerleading Advisor – Shared Stipend	\$1,581.00
	LeAnn Hoch	Cheerleading Advisor – Shared Stipend	\$1,581.00
Co-Curricular Volunteers 2014-2015	Dennis Rehrig	Assistant Boy's Basketball Coach	
	Joseph Seremula	Assistant Boy's Basketball Coach	
	Jaclyn Follweiler	Assistant Girl's Basketball Coach	
	Michael Hofmann, Jr.	Assistant Girl's Basketball Coach	

PERSONNEL
(cont.)

Kaitlyn Hoch	Assistant Cheering Advisor
Megan Howells	Assistant Cheering Advisor
Andrew Arnold	Assistant Wrestling Coach
Marcus Hardiman*	Assistant Wrestling Coach
Nick Hosford	Assistant Wrestling Coach
Brett Martinez	Assistant Wrestling Coach

***Pending Verification of Missing Personnel File Items**

Substitute-
Instructional Approve the following substitute teacher for the 2013-2014 school year at the 2013-2014 substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:

Stephanie Blaker* – Secondary Math and Language Arts/Reading
***Pending Verification of Missing Personnel File Items**

Substitute-
Non-
Instructional Approve the following individual as a substitute cafeteria worker for the 2013-2014
Cafeteria school year at the 2013-2014 substitute rate as approved on the Supplementary Personnel Salary Schedule:
Elizabeth Doll*

***Pending Verification of Missing Documents**

Unpaid
Volunteer Approve the following unpaid volunteer classroom aide in the Peters and/or Slatington Elementary school for the 2013-2014 school year:
Sharon Karpiszin

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp,
Mr. Williams, Mr. Hartman (8)

NAY: None (0)

POLICY

Mr. Distler made a motion, which was seconded by Mrs. Kulp, that the Board of Education approves the following policy item:

Board Policy Approve school board policy #222 – Pupils – Tobacco Use, as presented after first
First Reading reading.

Board Policy Approve school board policy #005 – Local Board Procedures – Organization, as presented
Second Reading after second reading.

Student- Approve the new Bulldog Academy Online Student-Parent Handbook, as presented.
Parent Hand-
Book Bulldog
Academy

Use of Grant permission, according to Board Policy #707, for the Slatington 150th Celebration
Stadium committee to use the district stadium on Sunday, August 10, 2014. Further approve District
Fees Waived Administration to waive the use of facility costs for this request
Slatington
150th

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp,
Mr. Williams, Mr. Hartman (8)

NAY: None (0)

**CURRIC-
ULUM AND
INSTRUC-
TION**

Mr. Follweiler made a motion, which was seconded by Mr. Fedorcha, that the Board of Education approves the following curriculum and instruction item:

Facilities
Plan
Committee
Report
2014-2015

RESOLVED: It is recommended that the Northern Lehigh School District Board of Directors approve the 2014-2015 Facilities Plan Committee Report that was adopted by the CLIU Facilities Plan Committee on February 25, 2014. In addition, the Board reaffirms its commitment to the original construct of the Facilities Planning, approved November 1, 1989, which consists of a series of prioritized inquiries to be considered in determining future locations of the CLIU and school district special education classes.

**CURRIC-
ULUM AND
INSTRUCTION
(cont.)**

Special Education Plan Report 2014-2017 Approve the Special Education Plan reporting beginning July 1, 2014 – June 30, 2017, as presented.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

**NEW
BUSINESS**

Mr. Williams made a motion, which was seconded by Mr. Fedorcha, that the Board of Education approves the following new business item:

NLEA Collective Bargaining Agreement 2014-2017 Approve the new Collective Bargaining Agreement, as recommended by the School Board Negotiations Committee, between the Northern Lehigh School District and the Northern Lehigh Education Association.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

FINANCIAL

Mr. Fedorcha made a motion, which was seconded by Mr. Williams to approve the following Financial items:

Financial Reports General Fund Account month of March
NLHS Student Activities and Scholarship Account months of January, February and March

List of Bills Approve the Following List of Bills:
General Fund months of March and April
Refreshment Stand month of March
Cafeteria Fund month of March

Simplex-Grinnell 5 Yr Service Agreement 2014-2019 Approve renewal of a five year service agreement (July 1, 2014– June 30, 2019) with SimplexGrinnell for monitoring of fire alarm systems at all 4 district school buildings, the maintenance garage and field house in the amount of \$2,275.00 per year. Further approve SimplexGrinnell for annual inspections of fire alarm systems at the 4 district school buildings, the maintenance garage and field house in the amount of \$9,308.00 per year.

Physio Control 3 Yr Service Agreement 2015-2017 Approve a three year service agreement (January 1, 2015 – December 31, 2017) with Physio Control for yearly inspection and one Lithium battery replacement of the districts AED machines located in the 4 district school buildings, the field house and the district office. Total cost is \$6,510.00 for three years of service; billed yearly at a rate of \$2,170.00 per year

Altronics 5 Yr Service Agreement 2014-2019 Approve a five year service agreement (July 1, 2014 – June 30, 2019) with Altronics Security Systems for monitoring of burglar alarm systems and recorded openings/closings for the 4 district school buildings and field house. Total cost for service for the 2014-2015 school year is \$2,993.25, \$3,083.00 for 2015-2016, \$3,175.50 for 2016-2017, \$3,270.75 for 2017-2018, and \$3,369.00 for the 2018-2019 school year.

Xerox 5 Yr Lease Agreement Authorize administration to enter into a five year lease agreement with Xerox for the leasing of 2 new copiers. The copiers will be placed in the central duplicating room in the Slatington Elementary School. The new lease agreement will be \$724.00 per month less than our current lease agreement which equates to a savings of \$8,688 per year. The district machines that are being replaced are 5 years old and are beginning to show signs of aging.

Credit Card Payments For Delinquent Taxes Approve the resolution requiring all individuals or entities utilizing credit cards or debit cards for payment of delinquent real estate taxes to pay the charges or fees associated with the transaction.

FINANCIAL
(cont.)

New Slatington Tax Collector R. Stein Approve the resolution to appoint Reta M. Stein as the borough of Slatington tax collector due to a vacancy.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)
NAY: None (0)

INFORMATION

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on February 6, 2014 and March 6, 2014 were distributed.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on February 26, 2014 were distributed.

Minutes of the Carbon Lehigh Intermediate Unit #21 Board of Directors meeting held on January 29, 2014 were distributed.

RECOGNITION OF GUESTS

Mr. Thomas Nolan, Bethlehem, stated that he would like to speak on behalf of his girlfriend Christina Flyte, Slatington borough, whose son attends Northern Lehigh High School. Mr. Hartman asked Ms. Flyte to tell the board her issue. Ms. Flyte stated that her son got kicked off the baseball team due to a misdemeanor. She stated that everybody knew he was on probation and everything and he still got kicked off. Everybody wanted him to sign up, he changed his life around, he is changing his life around, and they still kicked him off. She stated that she doesn't see why taking a positive thing away from a child is going to help him. Mr. Hartman questioned whether the young man was in the High School. Ms. Flyte stated yes. Mr. Hartman said that she should follow the chain of command and talk to the principal of the High School, Mr. Vlasaty. She should make an appointment to sit down and discuss the issue with him before going any further. Mr. Nolan stated that they were given the code of conduct to sign when he enrolled. Mr. Hartman reiterated that they should discuss it with Mr. Vlasaty. Mr. Hartman stated that they should make an appointment with Mr. Vlasaty who is seated in the back of the room. Mr. Hartman thanked them for coming.

Mr. Williams thanked the board for passing the new teacher's contract and he thanked the association for their hard work and for the great working relationship. Mr. Williams thanked the teachers in attendance for the great job that they do.

Mr. Michaels recognized Mr. Paul Leonzi, Acting Principal at Peters Elementary, who was in attendance.

Mr. Michaels echoed Mr. Williams thanking the teacher negotiation team and the Board of Education for doing a great job working together for the students. Mr. Michaels thanked Mr. Williams for staying calm. Mr. Eric Schmidt thanked the board for their efforts in working towards an agreement that was fair for both sides.

ADJOURNMENT

Mr. Follweiler made a motion, which was seconded by Mr. Fedorcha, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:23 p.m.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)
NAY: None (0)

Respectfully submitted,

Gregory S. Williams
Secretary

ATTEST: _____ President
Edward E. Hartman