

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
May 9, 2022

Civility and Decorum – District officials and members of the public are expected to conduct themselves with civility and to afford each other a measure of dignity and respect. Shouting, personal insults, and attacks or any conduct that disrupts the flow of business is considered to be out of order. Members of the public are to direct their comments to the Board in its entirety, cannot single out Board Members for response, nor can a member of the public address specific issues with other members of the community who may be present at the meeting or who are virtually present if it is a virtual or hybrid meeting. In addition, members of the community shall not bring signs or placards to the meeting and shall not applaud or engage in any actions that would impede another community member's right to make comments at the meeting. At the discretion of the Board/Board President, individuals who are disruptive shall be subject to removal from the venue of the Board meeting, unless the disruptive individual agrees to maintain civility and decorum.

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Mathias J. Green, Jr., at 7:02 p.m. on Monday, May 9, 2022, in the Northern Lehigh Middle School Auditorium.

ROLL CALL Members present: Mr. Chad Christman, Mr. Robin T. Distler, Mr. Gary S. Fedorcha, Mr. Mathias Green, Jr., Mrs. Michelle M. Heckman, Mrs. Gale N. Husack, Mr. Robert J. Keegan, Jr., Mr. Robert L. Kern, Jr., and Mrs. Donna M. Kulp (9)

Members absent: (0)

Non-members present: Mr. Matthew Link, Dr. Tania Stoker, Mr. Todd Breiner, Mr. Greg Derr, Mrs. Nichole Fink, Mr. Frank Gnas, Mr. Eric Hill, Mr. Eugene Marks, Mrs. Sherri Molitoris, Atty. Kristine Roddick, Mr. Michael Strohl, Ms. Paige Craddock (Sr. Rep.), Ms. Danielle Dougherty (Jr. Rep.) and Mr. Terry Ahner (Press).

VISITORS Approximately 11 visitors attended the meeting and seventy-six visitors viewed the meeting.

PUBLIC COMMENT Mr. King commented I didn't really have any formal thing written down to say. I do know the budget is being presented tonight for the 22-23 school year. I admittedly have not been able to pay attention to the committee meetings and so forth, to watch that and see exactly what was said and what wasn't said. I would like to know what justifies our district to raise taxes again, another suggested 4.6 percent. Our district has the highest millage rate in the entire county and I honestly don't see anything for that that justifies the highest millage rate in this entire county. I think every one of you on the board needs to take a long, hard look at the budget and see where this money is going, why we are so far in debt, and why we are now expecting our residents to pay another 4.6 percent because we continue to do this year over year and I don't see anything in the school district that justifies the highest millage rate in this entire county. That's all I have to say.

Mr. Green commented my basic response is there will be a budget presentation later on and you'll hear a lot of the rationale on you know a couple new positions and a couple things like that.

Mr. King commented we need to stop hiring people, we need to start being careful with our budgets.

Mr. Green commented that some of that will be explained when we go through the budget.

Mr. King commented that I know our debts have to be paid, I understand that. But, taking on new debts right now and taking on new projects that are underfunded. I know it's been said before, we were very nervous about spending ESSER funds on things that we're going to need long-term funding going forward. Now, we're stuck holding the bill and you guys expect us to keep paying higher and higher and higher taxes and we have no justification for 4.6 percent increase on the highest millage rate in the entire county.

Mr. Green commented I understand your concern. I think I've heard everyone on the board and the tax increase.

**PUBLIC
COMMENT
(cont.)**

Mr. King commented so before anything gets voted on, that's all I have to say is there's no justification for it all. Thank you.

Mr. Green commented thank you. And that was the only person?

Mr. Link commented that would be the only person on agenda items.

**APPROVE
MINUTES**

Mrs. Heckman made a motion, which was seconded by Mrs. Kulp that the minutes of the regular board meeting held on April 11, 2022, be approved and ordered filed.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp and Mr. Green (9)

NAY: None (0)

Motion carried.

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Carbon Lehigh Intermediate Unit - Mrs. Husack reported that we did have our April meeting Not a whole ton going on, a lot of end of the year stuff going on with planning and preparing for school activities and then going into the summer learning program that the IU does offer, so that'll turn right over as the school year ends. Just a couple quick notes, the general operating budget that we all voted on, the proportionate vote was passed. So, that is good news for our general operating budget. Another item is our upcoming golf tournament which is June 21st. It is out at Old Homestead Golf Course. That does go towards funding the special needs children's foundation and the items like adaptive bikes and things like that our special needs childrens can use. Our next meeting will be next Monday, May 16th at 6:30, it is down at the IU board room. You are welcome to join if you please. Thank you, Mr. Green.

Lehigh Career & Technical Institute - Mr. Fedorcha reported we're kind of back, which I would say, is to as close to normal as we can get at any school district and I'm very happy about that. Our students are back, our teachers are back in the classrooms and in the labs. So, we're kind of moving along in that respect. At our last meeting, we came down to two finalists for our executive director who will be leaving in June. Interestingly enough, there are so many positions out there that the surprise to us was that we had two internal candidates, which we knew would be happening, but we only had three from the outside who would even consider applying and fortunately for us, the two internal candidates surfaced as being the top two. We're prepared now to bring forth a name to this month's board meeting for the replacement of Dr. Rushton. I'm really happy that the two people that we are bringing up are the most qualified and we're going to have a very good replacement for Dr. Rushton for the upcoming years. That's all I have to report right now.

Legislative Report - Mrs. Heckman reported that Governor Wolf signed into law Senate Bill 478, now known as Act 18 of 2020. This establishes provisions for school districts and other local authorities to award contracts for services when no bids are received. So under this new law, if the district or authority advertises and no bids are received, it has to advertise a second time and if no bids are received within 15 days of that second advertisement, the entity, the school district, the municipality can initiate negotiations for services with their provider. So, it provides a little bit more leniency when local authorities are contacting for services. Last week, well about 10 days ago at this point, Department of Education Secretary Noe Ortega resigned his position with the Commonwealth. Governor Tom Wolf has named Eric Hagarty to serve as Acting Secretary. Budget hearings continue in committee for the 2022-2023 state budget. As we all know, remains to be seen. Proposals for consideration on PSBA's 2023 legislative platform are open from May 20th to July 22nd. This is an important time for board members and even the public can comment on what they would like PSBA to add to their lobbying platform for the next calendar year. Don't forget that primary election day in Pennsylvania is Tuesday, May 17th. That's my report.

Lehigh Carbon Community College - Mr. Green reported two quick items. One, our enrollment continues to lag behind what it had been in previous years. We weren't sure what was going to happen with COVID kind of going away, if we were going to get a double class or what, but it's still lingering behind so it hasn't caught up. The other thing I want to mention, there was two committee meetings

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going on at the same time and I was trying to be in that one and ours, but it didn't really work so well. I think I can now say this and make it public, we have been offered an opportunity to give up the donley center in Allentown, which is an older building somewhere between 8th and 9th I'm not exactly sure what the address is, in exchange for the first two floors of a brand new seven story building that's being constructed in Allentown. There was some concern about how this was going to work and our attorneys have been working on the scenario and it looks like as of the meeting tonight, which is happening at the same time ours is, that the board is going to approve moving forward with that. That means just exploring it, not that we're going to trade or anything yet. There are some hang ups. Administration is really excited because we're going to get rid of a 100 year old building for a brand new building, new technology, better hearing, lighting, air conditioning, the whole nine yards, but again there's still some legal ramifications that need to be worked out. It's going to be part of a condominium where we'll be floor one and two, and we'll be one condominium member, floors two through seven will be another condominium members, so there's stuff that needs to be worked out there which is way over my head but we're working on it. So, you might see something about that in the paper shortly and I just wanted to bring everybody up to date. There's no need for us to take any votes at this point, but I'll let you know when we need to.

Committee Reports and/or Meetings

- Minutes of the Technology/Buildings & Grounds Committee Meeting held on April 6, 2022, were distributed.
- Minutes of the Finance Committee Meeting held on April 6, 2022, were distributed.
- Minutes of the Education Committee Meeting held on April 6, 2022, were distributed.
- Minutes of the Policy Committee Meeting held on April 6, 2022, were distributed.
- Minutes of the Community Relations Committee Meeting held on April 6, 2022, were distributed.

Student Representatives to the Board Report - Ms. Paige Craddock reported on the career fair which was held on April 22nd in the gymnasium throughout the school day so students could go throughout the school day and look at all of the college and career readiness stuff. A big thank you, without the guidance, administration, our school police officers, the vendors who were there and student council as we like helped run everything. Student council also hosted this spring blood drive with Miller-Keystone on April 28th. We usually have a fall and spring launch, so this was our spring one which was held from 8am to 1pm. All of our appointments were filled, so we were filled for that day. I noticed a bunch of student donors which was great to see. On April 30th, the Junior-Senior Prom was held at Blue Mountain, so we had a fun night up there in the mountain. I would like to thank Mrs. Frew, Mrs. Farber, Officer Gnas, Mrs. Blocker, Mr. Gerould, our chaperone, volunteers and all of the class officers who helped set up because that made the night run very smoothly. On the week of May 2nd was Teacher Appreciation week and student council recognized that week and we made like little northern lehigh totes that we bought and we handed them out to each of the teachers along with little cards. To reward those who followed through with the insubordination-free week at the high school, the positive reward day was held on Friday, May 6th, so there were various games, movies, and a study hall that students could take part in. I watched the volleyball game and I had fun. That was enjoyable for block 4 rather than class. On Thursday, May 12, student art displays will be shown from 6pm to 8pm in the high school library lobby. Our student art will be there so please come out and look at that. This Friday, May 13th, National Honors Society and student council are heading to New York and we're going to spend the day there and have fun as our clubs. Both Paige and I, we actually just came from Mr. Northern Lehigh practice, so that's coming up. This coming Saturday at 7pm is Mr. Northern Lehigh so there's five senior boys along with a senior student host which is a nice surprise that we have this year. Admission is free and we would like to see as many faces from the community as we can. The next thing I have is Keystones, so on May 18th and 19th the biology keystones will be administered in the high school, so that would be like a 2-hour delay schedule. Then on May 20th and 23rd, the algebra literature keystones will be there, so I like that because it's a 2-hour delay for me. Also, I wanted to mention that AP exams were administered last week and past week for various subjects. Today, I actually did the AP calculus exam so that was fun. We hope that all students succeeded and I wish them the best of luck for those who still have exams yet to come. That's all I have.

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Ms. Danielle Dougherty reported about the teacher appreciation week because it was brought to my attention that a few of the teacher aides did not get totes. So, any teachers or teacher aides that are listening and did not get a tote bag, please email me and I will make sure you get one. I am so sorry if you did not. To start my report, I would like to recognize LCTI students and their achievements. Tye Mafa and Brooke Delancey, were both awarded the Elmer Gates Award, so congratulations to them. Tye Mafa for precision machinery and Brooke Delancey for Criminal Justice. They also got Braiden Arnold who made it to the National Skills USA competition for small engine repair, so congratulations to him. We'd also like to congratulate Kendall Hein for receiving the Altruism Award for her selfless acts and kindness and helping others. Additionally, Danielle here was awarded the Dwight D' Eisenhower Leadership Award. So, applause for Danielle. On May 24th, the student council will be going to Elementary Aid Day for our Spring trip. We usually help teachers interact with students and it's really nice to just be able to see some of our old teachers that really helped us be the students who we are today. On May 25th, the Bulldog Games will be held from 10a.m. to 1:30p.m. in place of Special Olympics. They were canceled last year due to COVID, so the national officer and student council are helping to volunteer for this event. Finals for seniors are on May 26th and May 27th. The rest of the finals for the rest of the high school will be on June 7th and June 8th. I'd also like to add that our senior trip was just finalized today and that's also going to be the same day as elementary ages, so I believe that's the 24th, so we'll be going to Pocono Mountain Resort and I'm not exactly sure what we're doing, but I'm sure it's going to be fun. I believe our class picnic is June 1st and graduation is June 3rd at the stadium at 7. Finally, the student council has put out applications for eighth graders who are looking to join the student council next year and we're hoping to get some new young members. I will be there to hopefully see a lot of people. Thank you.

Mr. Link commented actually Paige, I am going to ask if you can stand again, please. We are going to make a little change in the sequence this evening, so we can work with our student representatives. I know that they also want to go support some of their classmates on their senior softball night. I am actually going to give my report now and then we'll pick up with the rest of the agenda in order.

Superintendent's Report - Mr. Link announced that I have the opportunity to do something that I always look forward to do every single school year. There are certain ceremonies and rituals that we do as a school district at the end of each year and one of those is to recognize our senior representative to the school board, that being Miss Paige Craddock. So, I want to share a little bit of information about Paige's accomplishments throughout her time here at Northern Lehigh School District and then a little bit about what the future holds for her. Paige Craddock is a diligent student, she is an excellent self-advocate, she just did so up in the lobby to see if we could kind of switch the sequence a little bit, so she truly is an excellent self-advocate. If she's ever unsure about something in class, Paige participates and is not afraid to ask clarifying questions in order to understand the task better. These skills will help her beyond the classroom because she's not the type of person to sit back and wait for answers to fall in her lap. She is definitely a go-getter. She is reliable and accomplished and accomplishes whatever she sets out to do. Paige is also a great teammate and mentor to other students. She finds a way to give useful, constructive criticism during peer feedback that targets areas where someone can improve while giving helpful tips on how to accomplish that aim. That's one of her essential skills. Working together as a team, being a leader, and being able to give feedback. We have seen her go out of her way on several occasions to give encouragement to peers who are struggling. Everyone agrees that she's a joy to have in the classroom. Paige was a class officer, the historian in 9th and 10th grades. A student council officer as the treasurer in the 11th grade and president in 12th grade. And school board representative in 11th and 12th grade where she has done a wonderful job reporting on all the activities, sports, and other happenings in Northern Lehigh School District. Paige has given her voice to her fellow high school students in her role as school board student representative. She has done so with enthusiasm, responsibility, and integrity. She also participated in yearbook and cheerleading in 9th grade, the musical in 9th and 10th grades, and softball and soccer in 9th through 12th grades. Paige successfully completed honors courses throughout her school career while maintaining a class rank consistently in the top 20. Of course she's been an excellent mentor to Danielle, our junior representative with us this evening, and we look forward to Danielle as she transitions into being our senior representative next year. Paige, we wish you much success in your future endeavors as you further your education while attending

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Lehigh Carbon Community College where you plan to major in engineering. Thank you for going into a STEM field, we really appreciate that. On behalf of the board of education and the school district, we present Paige with this clock as a token of our appreciation for her service to the school district. Congratulations again and thank you for all you've done.

Mr. Link commented so moving along with my report for this evening. Oh, I'm sorry, girls, you are excused. Moving along in my report this evening, I get to partake in another one of those ceremonies that I love to do at the end of the school year and that's to recognize some of our retirements. So, we have a number of retirements I am going to recognize this evening, some of them are with us in the audience tonight. I am going to begin with Miss Elizabeth Case. So Beth, if you could stand? Thank you, Beth. Elizabeth Case was hired full time in May 1994, as a Special Education Teacher at the Middle School. She obtained her Bachelor's Degree in Education from Bloomsburg University in 1994 and obtained her professional teaching certification for Middle level English in 2005 and Mathematics in 2006. Ms. Case has served in various extracurricular roles as Middle School Student Council Advisor, Field Hockey Coach for Junior High School Intramurals, Middle School Track and Field Coach, Assistant Cross-Country Coach and a Game Worker. Ms. Case is an excellent teacher who met the individual needs of each child as she developed their special talents and interests in the classroom and on the fields of competition. Ms. Case touched the lives of thousands of Northern Lehigh school students over the past 27 years. She truly was a gift to our students and staff. She will be dearly missed. Ms. Case will be retiring from the district at the end of the 2021-2022 school year after 27 years of service. It is my sincere hope that your retirement years will bring you much joy and fulfillment. On behalf of the Board of Education and the School District, you will be receiving an engraved apple as a token of our appreciation for all you have done for the staff and students in this community. Beth, best wishes to you. And I have for you, your golden apple.

Mr. Green and Mr. Link commented Thank you.

Elizabeth Case commented thank you and it has been a pleasure.

Mr. Link commented next I would like to recognize Miss Catherine Farole "Nina". Could you stand please? Thank you. So, Catherine Farole was hired full time in October 1983, as a Special Education Teacher, serving at Northern Lehigh Middle School. She obtained her Bachelor's Degree in Elementary Education and Special Education from Kutztown University in 1983. Additionally, Mrs. Farole served as the Middle School Newspaper Advisor. Mrs. Farole is an outstanding teacher who also met the individual needs of each child as she developed their unique talents and interests. Mrs. Farole touched the lives of thousands of Northern Lehigh school students over the past 37.5 years. That's remarkable, thank you! She truly was a gift to our students and staff. Mrs. Farole will be retiring from the district at the end of the 2021-2022 school year after 37.5 years of service and is going to be missed by all of her colleagues, students, administration, and support staff. It is my sincere hope that your retirement years will bring you much happiness and fulfillment. On behalf of the Board of Education and the School District, you will be receiving an engraved apple as a token of our appreciation for all you have done for the staff and students in this community. Best wishes to you. And we have your apple as well.

Mr. Link commented I am not sure if Mrs. Millen is in the audience tonight, I don't see Janet. So next, I would like to recognize Mrs. Janet Millen. She was hired full time in September 1986, as an Art Teacher at Peters Elementary School and Slatington Elementary School. She obtained her Bachelor's Degree in Art Education from Kutztown University in 1983 and obtained her professional teaching certification for Art in 1990. Mrs. Millen is an excellent teacher who met the individual needs of each child as she developed their interests in the arts and strived to make connections among the arts, the curriculum and the students' individual lives. Mrs. Millen touched the lives of thousands of Northern Lehigh students over the past 34 years. She truly was a gift to our students and staff. She is also going to be dearly missed. Mrs. Millen will be retiring from the district at the end of the 2021-2022 school year after 34 years of service. It is my sincere hope that her retirement years will bring her much joy and fulfillment. On behalf of the Board of Education and the School District, we will be honoring her request to have your donation sent to the Slatington Public Library as a token of

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our appreciation for all she has done for the staff and students in this community. Best wishes to her and even though she is not here, if we can give her a round of applause. And our last retirement that we will be recognizing this evening is Mrs. Beverly Overholt. I think I saw Bev, there she is, all right. So, Beverly Overholt was hired full time in August 2005, as a Kindergarten Teacher at Peters Elementary School. She obtained her Bachelor's Degree in Communications from Rutgers University in 1981. In 2002, she then obtained her Masters in Education from Lehigh University and also her professional teaching certification for Elementary Education. Mrs. Overholt is an excellent teacher who met the individual needs of each child as she developed their special talents and interests. Mrs. Overholt touched the lives of thousands of Northern Lehigh students over the past 17 years and was always able to make special connections with our incoming kindergarten students by providing a warm and nurturing classroom. She truly was a gift to our students and staff. She will be dearly missed. Mrs. Overholt will be retiring from the district at the end of the 2021-2022 school year after 17 years of service. Bev, it is my sincere hope that your retirement years will bring you much joy and fulfillment. On behalf of the Board of Education and the School District, we will be honoring your request to have your donation sent to the Slatington Public Library as a token of our appreciation for all you have done for the staff and students in this community. Best wishes to you on your retirement. Thank you, Bev. I will just open it up if any of our retirees would like to say anything this evening. Okay, thank you. Up next, I would just like to announce some of the different professional work groups that we have here and that we'll be honoring them on Monday, this upcoming Monday. So, like Danielle and Paige mentioned in their student reports, we just ended the national teacher appreciation week. This week is national school nurses appreciation week. Today is also cafeteria worker appreciation day. From everyone in our food services department under the leadership of Mrs. Fink with us this evening. And, next week, the week of May 15th to the 21st, is national school police officer week. So, Office Gnas, thank you for everything you do for the school district along with Officer Jones. This upcoming Monday is one of our staff development days and it's a day that we have time and what we're going to do is we're going to have a meal with all of our employees together and just recognize all of our groups and hopefully we can sit down and enjoy each other's company and enjoy a meal together on Monday. So, for all of you, thank you for everything that you do for our students, for us as an administrative team, for our school board and honestly for our entire community.

Mr.Link commented Oh my goodness I almost forgot one, I'd also like to recognize Neff's National Bank. They made a very generous donation to our education foundation in the amount of \$22,500. That donation goes to support our summer STEAM camps at the elementary and middle schools. Neff's Bank has always been a very generous business community partner with the school district and it's because of them we can do things like offer the steam camp, which we'll hear a little bit about later this evening. And that concludes my report, thank you sir.

Solicitor's Report - Attorney Roddick commented there is no report this evening.

Business Manager's Report - Mrs. Molitoris commented that we will do a condensed version of our budget for this coming school year, the 2022-2023 school year.

(Budget Presentation Powerpoint)

Mr. Green commented okay at this time, any questions from the board, anyone?

Mrs. Heckman asked what percentage of the total budget number, the 37 million number, are mandated costs? I think last year it was in the high 60's.

Mrs. Molitoris commented that 66 percent is not our mandated costs, those are our recurring costs so those are your salaries, your benefits, that kind of stuff was at 65 percent last. When we redid the budget again. After we had some of those positions that we cut out last month, we got down to 65 percent which is the total recurring costs.

Mrs. Heckman commented sorry when I say mandated I mean required by existing contracts like things that we can't change, right?

Mrs. Molitoris commented correct.

Mr. Green commented that I'm not sure that's exactly what she was asking, she was saying what percentage of this do we have to do. You know we have to do a lot of things, well I guess we don't really have to do a lot of things, we have to hire teachers, we have to pay them.

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Mrs. Molitoris commented right which would those recurring costs are contract. I am assuming, Michelle, is that what you are talking about, contract?

Mrs. Heckman commented yes like charter school costs, salaries, PSERS, things that are recurring.

Mrs. Molitoris commented that charter school costs were 1.6 million dollars last year. We have transportation that is almost 2 million dollars a year in transportation. And again we have electricity, we have oil, we have all that stuff that is not part of or not something that we cannot do. In other words, we need to have oil to run our buildings, we need to pay for electricity and all of that is in the buildings and grounds budget which is close to 2 million dollars a year in that budget as well.

Mr. Christman commented I know I asked at the committee meeting. maybe I'll ask it again just to help other people that might not have heard the last time. In regards to the fund balance, we currently have about 12.62, is there a minimum that we have to maintain there for specific reasons or how far can we dip into that if we opt to go into that?

Mrs. Molitoris said correct, so from what PASBO has always said, is we want to keep at least three months worth of operating revenues. So, at 37 million dollars you're looking at between 11 and 12 million dollars in fund balance in order to function if the state doesn't come through with their money. So, again I think it was probably about 2 years ago, it was late January until the state even passed their budget. There was a lot of school districts who had to start looking at financing. They had to look at borrowing money because they didn't have the fund balance in order to fall back on. Whereas, if you have the 12 million dollars in fund balance, although it seems like a lot, it's really only 3 months of operating revenue that you can use to help you get through.

Mr. Christman commented okay, thank you.

Mr. Keegan commented recently I believe there was a letter from the Department of Education and that district were going to be looked at if they had more than 8 percent fund balance. Is that across the state or just certain school districts or is that going to be part of an audit?

Mrs. Molitoris commented no, that's 8 percent in your unassigned fund balance and not your overall fund balance.

Mr. Keegan commented alright, that's what I needed to know.

Mr. Christman commented another question. What are the exact percentages of businesses versus homeowners responsibility for tax purposes.

Mrs. Molitoris commented explain to me a little bit more what you're asking.

Mr. Christman commented who the homeowners make up, what part of the makeup of the tax breakup are they?

Mrs. Molitoris commented I honestly am going to have to get back to you with that. I know I have that on my desk. The paperwork we get from the county says how much is residential versus how much is business. We don't have a lot of business. Ours is predominantly district taxpayers for local home assessment. Which is why our taxes are so high, because we do not have the industry in our school district, that is correct.

Mr. Christman commented thank you.

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Mrs. Molitoris commented you're welcome.

Mr. Green commented is there anyone else? Any questions, comments, any one? If I can, Mr. Christman, just to pick up on your comment there, and this is something that I saw in the paper and I may have mentioned this earlier. There was a company that wanted to build a warehouse over on Howertown Road, and I don't know the specifics but the newspaper indicated that the gentlemen from the warehouse company said that if they were allowed to build it they would donate x amount of dollars to the county, x number of dollars to the township and 2.2 million dollars to the school district for one warehouse. If you drive through some of those areas there's just one after another. You're going through Broadhead Avenue in Bethlehem and you see all the businesses over there. We don't have any of that, Mr. Christman, unfortunately as you are well aware. I wish we just had one warehouse who would send us one check for 2.2 million and we wouldn't have any of these discussions, you know. It would be all so much easier, unfortunately, we don't in Northern Lehigh and so that's what we have to put up with. Your question is well posed, but it's mostly on the homeowners. We don't have a Whitehall Mall, we don't have a Costco, we don't have any of those things so here we are. Okay, if there's no other questions on the budget, we'll go to the bond and refinancing discussion. I'll give it back to Sherri.

Mrs. Molitoris commented actually that's just on there for the board to discuss whether they want to look at bond refinancing or not. Stephen, do you have that powerpoint to pull up again? Yes it is the same one, so it's going to be those scenarios presented to us by Mr. Remig from PFM.

(Financing Discussion Powerpoint).

Mrs. Heckman commented when we are looking at the yellow column, the new money column, I know that we had discussed some of that new money would be possibly used for some of the new projects in the budget presentation. We are not under any obligation to decide when we decide to either refinance and go with any of these scenarios or approve this budget, what we would actually use that new money for, correct?

Mrs. Molitoris commented we have 3 years to spend it so whatever we're going to borrow we need to know what we're going to spend it on because we only have so many years to spend it.

Mrs. Heckman commented but we would have 3 years to make those decisions and spend it?

Mrs. Molitoris commented I don't think so. I think you need to go in with a game plan on what you want to spend it on.

Mr. Link commented we would have to show that to our bond council so they can advise us as to whether we're going to get our return kind of the life expectancy to match the length of the loan.

Mrs. Molitoris commented correct.

Mr. Green commented I think it's 85 percent over 3 years you have to spend, correct?

Mrs. Molitoris commented I think it could be by the first two years or so, but I think by the end of the third year I think you have to spend it all. It all has to be established.

Mrs. Molitoris commented I thought it had to be spent in total by the three years.

Mr. Green commented so to answer your question we don't need to make that decision tonight or next week, but you know we can't wait 2 years to make it either, right.

Mrs. Heckman commented correct. The follow-up to my question where I was going was in that budget presentation, there's a baseball project that sort of has a random dollar amount at this point in the millions. We are not committing to that in any way, correct?

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Mr. Link commented if you're going to add new monies into the debt restructuring, we would have to commit to 1 or multiple projects for it to be able to get through bond counsel. So, we do not need to do that tonight, but we would have to do it when you approve any sort of debt restructuring if you were to do so in June.

Mrs. Heckman commented okay, thank you.

Mr. Link commented you're welcome.

Mr. Green commented anyone else?

Mr. Keegan commented I know interest rates are variable, do we have any clue on what kind of interest rates we're going to get? I don't see it up there, maybe it's right in front of me.

Mrs. Molitoris commented I think it's on the first slide. I think it was currently right where the interest rates were at. So, that's currently where he's trending them out. Somewhere between 2.4 and 2.8.

Mr. Keegan commented and my next question is were we able to do this sooner or we're restricted on how often you can request it yourself? Because when the interest rates were lower, a few months ago or even a year ago, we weren't allowed to.

Mrs. Molitoris commented right, you could do them on a taxable basis versus a non-taxable basis. So, we waited to go further so that we could get more of our bonds into a non-taxable area so that we wouldn't have to pay tax on top of the fact of refinancing them.

Mr. Keegan commented thank you.

Mr. Green commented if you remember we looked at that 2 years ago and weren't able to do it so we kind of.

Mr. Keegan commented it was kind of a rhetorical question. I kind of knew, but I don't know if everybody else remembers.

Mr. Green commented also I think when he made the presentation, help me out, I think he did say that the half percent increase that the feds were looking at.

Mrs. Molitoris commented yes, had already been part of that, correct.

Mr. Keegan commented so at some point, if we go down this road, it'll get locked in?

Mrs. Molitoris commented yes, which is why they were saying they would you know, if we're going to move on it we need to move on it sooner rather than later because we don't know where the rates are going one, and our first bond payment is due September 1st of next school year, so the sooner we can get it going so that we can refinance the bonds and make it before our first payment is due in September of next year.

Mr. Keegan commented this is another general question, most school districts have debt.

Mrs. Molitoris commented most school districts have debts going out 25 to 30 years.

Mr. Keegan commented that is really more for the public, I know that. Whenever they can, it's usually to the taxpayers advantage that we go out and restructure our debt whenever we can and get a better rate.

Mrs. Molitoris commented correct and the million dollars relief in the not having to pay that out of our budget means it's less money. We have to raise taxes because we don't need to pay that million dollar bill.

Mr. Keegan commented so, for the public then, when we do this we're really trying to save taxes and we're trying to look at not only for the present but also for the future, going out multiple, multiple years and when half of us won't even be here. Alright, I'm in support of restructuring our debt. I want that plainly to be said and heard because I think it makes sense and it's good for the community and it will be able to afford upgrades in baseball or wherever we decide. I think it's very important, but I want to make sure we don't forget about educational programming. It's not just about sports and facilities. It's more about some of the other more important things I think we deal with and that's the achievement of our students. Thank you. 1:20:37.

Mr. Kern commented Mrs. Molitoris, there was a comment made during the presentation about our current situation of our district in comparison to other districts, as far as our debt and as far as our years of debt.

Mrs. Molitoris commented we have a very short debt turnaround schedule, correct. And that's what they said that we are in a very good financial position to be able to restructure these bonds, spreading them out over a longer period of time to reduce our overhead expenditure for our bond payments, correct.

Mr. Kern commented but obviously in the long run, going out to year 2034 or 35, we're obviously going to be paying more money on the debt itself although we're extending it out that many more years.

Mrs. Molitoris commented you are correct.

**SPECIAL
BOARD
REPORTS
(cont.)**

Mr. Green commented after we adopt the budget, I will open this up again if someone wants to make a motion of any kind to proceed in any way shape or form with the bond refinancing and if we do, we do, if we don't, we don't. We know what's in the budget. Just so everybody's aware of what we're going to do. We'll take a look at that, okay with you? Thank you. Okay, any other questions on budget, finance presentation? All done, Sherri?

Mrs. Molitoris commented I am done, thank you very much.

Assistant Superintendent's Report - Dr. Stoker commented thank you, Mr. Green. First, on the agenda this evening is state standardized testing. About two weeks ago, we began PSSA state testing in our elementary and middle schools. We've completed the ELA and Math and then this week we are finishing up with Science at the middle school. We had about 700 students across grades 3 through 8 tests in the PSSA's. We're currently in the process of finishing up those exams and doing our make-ups. As one of our student reps discussed, we'll be starting our high school keystones. They begin on the 18th and 19th in Biology. Lit and Algebra on the 20th and 23rd. Then we'll also be doing those at our middle school for Algebra on the 24th and 25th. I just want to thank our principals, teachers, paraprofessionals and especially our IT department for all of their hard work and administering those tests and we've done so with pretty few issues. Especially with technology as we give all those online. So, thank you to everybody involved in testing. Next, on the agenda is the ESSER update. Outside on the table there should be some spending updates for anybody in the public. They're also at the board's places. Just to give a quick update, and these will be posted on the website as of tomorrow, we used some money over the past month for ESSER regarding hot spots which we have a monthly fee for those. We used the money to pay for a nurse that we have at Peters Elementary School. Then, some of our additional positions that we were able to hire through ESSER like our Director of Educational Technology Curriculum and Instruction, our Technology Integration Specialists, our Paraprofessionals and also the Social Worker that we've added on. So we've been using the funds throughout to pay for those salaries and benefits. Lastly, if you direct your attention to the device on the stage this evening. Thanks to the generous grant of \$1,000 from the Rotary Club of Slatington, the Northern Lehigh Summer STEAM Camp staff were able to purchase the hydroponics grow tower that you see on the stage. The grow tower will be used as part of the steam camp hands-on lessons to learn about different options for growing food and connected career possibilities. There are also plans for the grow tower to be utilized as an instructional tool as part of

their science curriculum. Additionally, the after-school garden club will have the opportunity to use the tower for a multi-grade learning experience. This is just one example of how donations made by organizations and individuals to the Northern Lehigh STEAM camp provide opportunities to purchase materials to expand and grow the educational experiences of our students at the Northern Lehigh School District. There is a sign on the device that you can't see, but it's laminated up there so that anybody who does use that can see that that's a donation from the rotary club. So, we want to thank the rotary club this evening and I would like to thank Mr. Tim Weaber for going forward and getting this grant and being able to get this device for our Summer STEAM camp and also to be utilized during school. So, thank you for doing that. Also, at your places, there's a Summer STEAM camp flyer. This is an invitation from our Summer STEAM camp Director and Coordinator for any of the Board Members that would like to stop by Summer STEAM Camp and take a look at some of the activities that are happening with our students. So, please stop by if you have the ability over the summer. Thank you that's my report this evening.

Mr. Green commented okay, we're having a discussion here on whether or not we can, in fact, put refinancing on the agenda tonight. We certainly can discuss it, but there's some question as to whether or not since expenditure of funds, it has to be posted 24 hours in advance which obviously we're not doing and I just got my finger slapped, I'm sorry.

Attorney Roddick commented you can certainly bring it up again.

Mr. Green commented we can have some rational discussion, but we can't actually or officially authorize or take a vote on it since it's not actually on the agenda. Our fault, we won't do that again. But anyway, we got Dr. Stoker and I think we're through with all of that.

Executive Session An executive session was held at 6:15 p.m. at the Middle School Library for the purpose of personnel items.

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

Resignation /Retirement J. Remaley Accept the resignation of Jody Remaley from her position as Paraprofessional at Slatington Elementary, effective the end of the 2021-2022 school year.

S. Beers Accept the resignation of Stephanie Beers from her position as Cook's Helper at Slatington Elementary, effective the end of the day June 8, 2022.

S. Duncan Accept the resignation of Sara Duncan from her position as Cook's Helper, effective April 1, 2022.

Appointment Instructional Megan Starnier Professional Employee
Assignment: Special Education Teacher Middle School
Salary: \$66,575 (Step 9 Masters+24 on the 2022-2023 CBA Salary Schedule)
Effective: August 23, 2022

Brittany Warner-Maidman Temporary Professional Employee
Assignment: Art Teacher Elementary Schools
Salary: \$62,075 (Step 4 Masters on the 2022-2023 CBA Salary Schedule)
Effective: August 23, 2022

Appointment Non-Instructional Sharon Kanas
Assignment: Cafeteria Monitor Slatington Elementary
Salary: \$13.87
Effective: May 16, 2022

PERSONNEL**(cont.)**

Administrative

Transfer

Nicole Nightlinger

Instructional

From:

Teacher on Special Assignment (ToSA)

To:

Special Education Teacher Middle School

Salary:

No Change in salary

Effective:

August 23, 2022

Administrative

Transfer

Rebecca Edwards

Non-

From:

10 Month Office Paraprofessional High School

Instructional

To:

12 Month Office Paraprofessional High School

Salary:

No Change in salary

Effective:

February 7, 2022

Family
Medical
Leave

Approve the request of employee #6824 to take a medical leave of absence for the birth of a child, beginning on or about August 26, 2022. Employee is requesting to use accumulated sick and personal days. Upon exhaustion of eligible days, employee is requesting an unpaid family medical leave. Employee plans to return to their position upon release from their physician.

Approve the request of employee #6929 to take a medical leave of absence for their own medical reasons beginning on March 15, 2022. Employee is requesting to use accumulated sick, personal and vacation days during this time. Upon exhaustion of paid days off, the employee is requesting a 12 week FMLA beginning on May 27 and ending on August 18, 2022.

Unpaid
Medical
Leave

Approve the request of employee #7277 to take an unpaid medical leave of absence beginning on May 6, 2022, for their own medical reasons. Employee is requesting to use accumulated paid time off prior to unpaid days. Employee plans to return to their position upon release from their physician.

After-School
Program
Positions -
Funding
Through
ESSER III

Amanda Grozier

Paraprofessional

Hourly Rate

Summer
Program
Positions -
Funding
Through
ESSER IIINamePositionRateCompletion Prog.Prem. Pay

Manuel Gonzalez

Secondary Coord

\$6,290

up to \$1,000

Susan Beil

Elementary Coord.

\$6,290

up to \$1,000

Megan Farkas

Paraprofessional

Hourly Rate

up to \$750

Denise Minnich

Paraprofessional

Hourly Rate

up to \$750

Jessica Jones

Paraprofessional

Hourly Rate

up to \$750

Kassandra Beller

Paraprofessional

Hourly Rate

up to \$750

Amy Dobie

Paraprofessional

Hourly Rate

up to \$750

Angela Everett

Instructor

CBA Curr. Rate/Hr.

up to \$1,000

Katlyn Fake

Instructor

CBA Curr. Rate/Hr.

up to \$1,000

MaryAnn Mattioli

Instructor

CBA Curr. Rate/Hr.

up to \$500

Blasia Dunham

Instructor

CBA Curr. Rate/Hr.

up to \$500

Extended
School
YearNamePositionRateCompletion Prog.Prem. Pay

Kayla Perkowski

Instructor

CBA Curr. Rate/Hr.

Up to \$1,000

Ryan Stilwell

Instructor

CBA Curr. Rate/Hr.

Up to \$1,000

Tammy Frstick

Instructor

CBA Curr. Rate/Hr.

Up to \$1,000

PERSONNEL**(cont.)**

Stephanie Stilwell	Paraprofessional	Hourly Rate	Up to \$750
Sheila White	Paraprofessional	Hourly Rate	Up to \$750
Tara Hengst	Paraprofessional	Hourly Rate	Up to \$750
Robin Blocker	Paraprofessional	Hourly Rate	Up to \$750

Extended School Year - Transportation Professional
 Approve to continue to employ Jenn Haas as transportation paraprofessional for student #2390125. The extended school year program runs June 27- August 5. Approve compensation for three hours per day at her agreed upon 2021-2022 and 2022-2023 hourly rate plus the completion program premium pay of \$750.

Summer MS STEAM Camp Positions - Funding Through ESSER III B

Jessica Jones	Paraprofessional	2021-2022 Hourly Rate
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Co-Curricular Appointment 2022-2023
 Motion to appointment the following Co-Curricular positions for the 2022-2023 school year:

Michael Bauer	MS Boys' Basketball Coach	\$5,034
Matthew Egan	Assistant Boys' Basketball Coach	\$5,136
Christopher Heery	Head Girls' Basketball Coach	\$7,901
Stephen Huschak	Winter Intramurals	\$924
Nick Hosford	Assistant Wrestling Coach	\$5,136
Ryan Kern	Assistant Wrestling Coach	\$5,136
Michael Lehtonen	Winter Intramurals	\$924
Michele Richards	Cheering Advisor	\$3,492
Scott Snyder	Head Wrestling Coach	\$7,901
Joseph Tout	Winter Intramurals	\$924
Patrick Wanamaker	Head Boys' Basketball Coach	\$7,901
William Watkins	Assistant Girls' Basketball Coach	\$5,136

Co-Curricular Volunteers 2022-2023

Andrew Arnold	Assistant Wrestling Coach
Chad Groover	Assistant Wrestling Coach
Dylan Hofmann	Assistant Wrestling Coach
Bradford Jones	Assistant Girls' Basketball Coach
Timothy Whalen	Assistant Wrestling Coach
Jacob Waylen	Assistant Boys' Basketball Coach
Samuel Yadush	Assistant Boys' Wrestling Coach

Rescind Summer Program Positions

Rescind the motion appointing Anthony Tulio as an Instructor for the Summer Program that was approved at the April 11, 2022, school board meeting.

Substitute Instructional

Motion to appoint the following individual as substitute teacher for the 2021-2022 school year at the 2021-2022 substitute teacher rates as approved on the Supplemental Personnel Salary Schedule:

Talia Lewis*

*Pending Verification of Missing Personnel File Items

PERSONNEL**(cont.)**

Brandywine Transportation Bus Drivers/Aides Motion to approve the following bus drivers/aides from Brandywine Transportation to transport Northern Lehigh School District students for the 2021-2022 school year:

Corrina Varliek - Van Driver
Kathleen Oswald - Van Driver

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp and Mr. Green (9)

NAY: None (0)

Motion carried.

Mr. Link commented I would like to recognize and congratulate Ms. Megan Starnier who's with us this evening. Megan will be one of our new Special Education Teachers at the middle school. Welcome to Northern Lehigh School District, we're excited to work with you. Thank you.

POLICY

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

Board Policy First Reading Approve school board policy #323 - Tobacco and Vaping - Employees, as presented after the first reading.

Approve school board policy #810.1 - Drug/Alcohol Testing - Covered Drivers - Operations, as presented after the first reading.

Approve school board policy #810.3 - School Vehicle Drivers - Operations, as presented after the first reading.

Board Policy Second Reading Approve school board policy #318 - Attendance and Tardiness - Employees, as presented after the second reading.

Approve school board policy #331 - Job Related Expenses - Employees, as presented after the second reading.

Approve school board policy #332 - Working Periods - Employees, as presented after the second reading.

Approve school board policy #334 - Sick Leave - Employees, as presented after the second reading.

Approve school board policy #815.1 - Social Media - Operations, as presented after the second reading.

Approve school board policy #845 - Identification Badge - Operations, as presented after the second reading.

Field Trip

National Honor Society/Student Council - High School – New York City, NY – May 13, 2022 – This trip is fully funded by the High School National Honor Society/Student Council students.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp and Mr. Green (9)

NAY: None (0)

Motion carried.

**CURRIC-
ULUM AND
INSTRUC-
TION**

Mrs. Kulp made a motion, which was seconded by Mr. Kern, that the Board of Education approves the following curriculum and instruction items:

Lit Camp	As per the recommendation of the administration and the Education Committee, approve the purchase of Scholastic LitCamp for use in the Open Horizons Summer Program for a total cost of \$5875.10 to be funded through ESSER III.		
CLIU 21 TransPerfect Agreement	As per the recommendation of the administration, allow administration to sign the CLIU 21 TransPerfect Agreement to provide language interpreting related services as needed for the 2022-2023 school year.		
Hogan Learning LLC	As per the recommendation of the administration, approve to authorize proper officials to enter into an agreement for one Northern Lehigh School District student with special needs to attend Hogan Academy Learning Academy LLC in accordance with the promises and covenants contained in the agreement. This agreement is effective August 22, 2022 and terminates on August 18, 2023.		
Pediatric Therapeutic Services Agreement	As per the recommendation of the administration, authorize administration to sign the Pediatric Therapeutic Services Agreement to provide services to the Northern Lehigh School District, effective July 1, 2022 through June 30, 2025. Funding through Special Education Budget.		
Induction and/ or New Teacher Program	Approve the following teachers as helping teachers in the Northern Lehigh School District Induction Program for the 2022-2023 school year:		
	<u>Helping Teacher</u>	<u>Inductee or New Teacher</u>	<u>Stipend</u>
	Nicole Nightlinger	Megan Starnier	\$200.00
	Susan Mendes	Susan Holland	\$200.00
	Jennifer Butz	Brittany Warner-Maidman	\$200.00

Mr. Green commented, would you like to comment on any of these at all?

Mr. Link commented no, these have all gone through the various committees and have the support of administration and the associated committees.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp and Mr. Green (9)

NAY: None (0)

Motion carried.

**NEW
BUSINESS**

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

Drum Corps International	As per the recommendation of the administration and Technology, Buildings & Grounds Committee, approve to allow Drum Corps International to utilize the High School, Fields, Field House, and Stadium Complex, on August 4-6, 2022 for Santa Clara Vanguard to practice and prepare for their competition in Allentown the evening of August 6, 2022. Their rehearsal in Bulldog Stadium is open to the local community at no cost to spectators.		
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YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp and Mr. Green (9)

NAY: None (0)

(a) FINANCIAL Mr. Green commented we are going to do financial, but we are not going to do election of a treasurer, so it would be items a through j under financial.

(a) FINANCIAL

(cont.) Mr. Distler made a motion, which was seconded by Mrs. Kulp that the Board of Education approves the following financial items:

Financial Reports	<p>Approve the Following Financial Reports:</p> <ol style="list-style-type: none"> 1. General Fund Account month of April 2022 2. Cafeteria Fund Account month of April 2022 3. NLMS Student Activities/Clubs Accounts month of April 2022 4. NLHS Scholarship Account month of April 2022 5. NLHS Student Activities/Clubs Account month of April 2022
List of Bills	<p>Approve the Following List of Bills:</p> <ol style="list-style-type: none"> 1. General Fund months of April and May, 2022 2. Cafeteria Fund months of April and May, 2022
Rochester Midland Corporation Funding	As per the recommendation of the administration and Technology, Buildings & Grounds Committee, approve the awarding of a 3 year service agreement for water treatment services for cooling towers, chilled water and hot water systems by Rochester Midland Corporation Funding is from the 22 - 23 SY building and grounds general operating budget.
Slatington Tax Collector	Approve the resolution to appoint Jon Rinker as Slatington tax collector, effective February 21, 2022 due to the resignation of Gwyneth Jones.
Deputy Tax Collector	Approve and appoint the following individual as required by House Bill 1590, deputy tax collector be appointed in the event the tax collector becomes incapacitated.
ProCare Services	BOROUGH OF SLATINGTON: Deborah Rinker
	As per the recommendation of administration, approve the agreement with ProCare to provide contracted services of a certified school psychologist to the Northern Lehigh School District from May 3, 2022 to June 30, 2022. Funding through the Special Education Budget.
Frontline Education	As per the recommendation of administration, approve to authorize proper officials to continue an agreement between the Northern Lehigh School District and Frontline Education for the purpose of providing web-based applications for planning, reporting, monitoring and archiving student data in compliance with federal and state mandated regulations. The cost for these services will be \$3479.45, this is an increase of \$181.39 for the 2022-2023 school year.
Fuel Bid	As per the recommendation of the administration and Technology, Buildings & Grounds Committee, approve the awarding of fuel bid to the following company with a contract period of July 1, 2022 to June 30, 2023:
	<u>#2 GRADE FUEL OIL TANK TRANSPORT DELIVERY</u>
	Awarded to Petroleum Traders at a firm price of \$3.1639 per gallon (item #3 on bid summary).
USA Staffing Services	As per the recommendation of the administration, approve the agreement with USA Staffing Services' to provide contracted services of a Licensed Practical Nurse to the Northern Lehigh School District for the 2022-2023 school year. Funding through the ESSER grant.
CLIU Tech Pool Consortium	Allow administration to sign the CLIU Technology Pool Consortium Agreement for the 2022-2023 school year, cost not to exceed \$792.00.
	YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp and Mr. Green (9)
	NAY: None (0)
	Motion carried.

(b) FINANCIAL

Treasurer Nominations Mr. Green commented we now have to elect a treasurer for the next year. I would wonder if anyone wants to nominate anyone?

Mr. Fedorcha commented I would like to thank Donna Kulp for the years of service as our past treasurer and I would like to put her name in to be treasurer again this year.

Mr. Green commented that we have Donna Kulp's name in nomination. Are there any other nominations? Donna Kulp has been nominated, are there any other nominations? Is there a motion to close nominations?

Mr. Fedorcha made a motion, which was seconded by Mr. Distler that the Board of Education approves the election of Donna Kulp as Treasurer.

Election of Board Treasurer Donna Kulp Election of a Treasurer for the 2022-2023 fiscal year, as required by Section 404 of the Pennsylvania School Code of 1949, as amended.

RECOMMEND That the Board of Education elects Mrs. Donna Kulp as Treasurer for the 2022-2023 fiscal year, effective July 1, 2022 through June 30, 2023.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp and Mr. Green (9)

NAY: None (0)

Motion carried.

ADOPTION

OF PROPOSED FINAL BUDGET FOR 2022-2023 Mrs. Husack made a motion, which was seconded by Mrs. Kulp, that the Board of Education approves the adoption of the proposed final budget for 2022-2023:

It is recommended that the Board of Education adopts the proposed general fund final budget of the Northern Lehigh School District for the 2022-2023 school year in the amount of \$37,650,443.00. The preliminary budget is adopted with a 24.5768 millage rate for Lehigh County and a 70.2118 millage rate for Northampton County.

Mrs. Kulp commented that I'd like to say to the board, I had no desire to go to the top limit, I think it was 4 point something. I'd like the administration and the board to consider coming down a little from the 4.7 percent increase.

Mr Green commented, are there any other comments?

Mrs. Heckman commented Mr. Green can you explain why we need to put in a percentage tonight and how it can change at the next board meeting?

Mr. Green commented sure. There's a state law, I think it's called something one, but you essentially have some convoluted formula that they say every district can only increase taxes up to a certain amount and that's based on teacher's salaries and just a whole bunch of stuff and that's the maximum that you can approve in the budget unless you go to the public for exceptions. We're not looking to go to the public for exceptions, so what we're doing tonight to be on the safe side is improving the maximum amount because if we only approve a 3 percent tonight, we can't go up to 4 percent then next month. We cannot go any higher than what we approve tonight, so the motion on the table is to go the maximum amount tonight and I think I've ever already heard a discussion about asking the administration to look at some ways to reduce that. Hopefully, the state will come through with some more information by then. I don't know, call your state rep and tell them to vote in the budget, you know, help us out. But this is the maximum amount that we can raise

the taxes. And just for the public, f.y.i., no one's saying it's going to be that amount. That's the maximum we could do it. Does that answer your question?

ADOPTION OF PROPOSED Mrs. Heckman commented that it does, thank you for the explanation. I just thought it was important.

FINAL BUDGET FOR 2022-2023 Mr. Green commented yes it was, thank you for that. Any other questions?

(cont.) Mr. Christman commented I just want it to be known that I am also not in favor of the 4.6 at all whatsoever, and that I would be in favor of a combination of bond restructuring and possible fund balance if needed to bring that number as close to zero as possible.

Mr. Green commented thank you, appreciate your comments. Anyone else?

Mr. Keegan commented I do have a comment. When the state gives out its money and when local districts are forced to raise taxes, because we are, they look at local effort. If there is a zero percent increase, that's no local effort. And what happens after that is that the following year the state gives you less money than they had given you in previous years. So, you have to show some effort to the local taxpayer. The problem in Pennsylvania is that it's all on the property owner or the homeowner. And like what was said before, we don't have much business in our community and until our state legislature changes the tax structure and takes the major burden off of the property owner, we're kind of stuck. I don't like to give taxes and I don't like to raise taxes. I have voted no many times because of that and it's not to hurt our community or to hurt the district or our students. But, it's a protest against what this state legislature has done in the past and continues to do. Until they change the tax structure, we are really bound to raise taxes at a certain level every year or we even get less money from the state. So, going after this board may make a difference, but it's really the state legislature that can make the changes that need to happen across Pennsylvania. We're not the only school district in this amount of trouble when it comes to finances. Not that we're in a lot of trouble, but there are other districts around us that are in far worse shape financially than we are. So, I just need to make that statement. I'm not in favor of 4.6 either and I will vote no, but at some point we have to have a budget and it has to be able to pay for the bills. And at some point we're all going to vote, I'm thinking June is that final vote. So, I just needed to say that, thanks.

Mr. Green commented thank you Mr. Keegan for those comments. Anyone else? One last time.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Kern,
Mrs. Kulp and Mr. Green (8)

NAY: Mr. Keegan (1)

Motion carried.

Mr. Green commented a little more discussion on the bond refinancing and I think the board needs some kind of sense of direction on where people are, what they're feeling and what they want to do? Do you want them to continue to look at this? Do you want them to further refine it? Do you want other numbers? Is there any other information that you want or need? If they do, let's give them that direction tonight so they know what they're looking at. When we come back at the next committee meeting or the next public meeting, hopefully we'll have things in place and as someone suggested, if we're going to do it rates certainly aren't going to come down in the next month. So, I'm looking for discussion at this point.

Mr. Christman commented as of right now, just looking at the options, I'm probably in favor of Option 1 just because it does give us some flexibility, gives us taxpayers a break. But, 1A I personally feel is a little too much as far as term length because yes I understand we'll save that one million up front, but it's going to cost us a significant amount extending it 14 years I think it was. So, I'm all for some kind of restructure, but I think we have to be cautious as bad as how far we'll go.

Mr. Link commented just for clarity it would extending it 4 years past our current debt not an additional 14 years past our current debt.

Mr. Distler commented Mr. President I'm in favor of restructuring for new money.

ADOPTION

OF PROPOSED Mr. Green commented okay, Mr. Distler, so you're more in favor of 1A is that correct?

FINAL BUDGET

FOR 2022-2023 Mr. Distler commented yes.

(cont.)

Mr. Green commented anyone else? Any comments?

Mrs. Heckman commented I think the restructuring needs to be looked at, I'm just not sure how far I'm comfortable kind of stretching that out. The one doesn't have quite as big of impact right away, so I'm trying to look at that. So, I'm leaning towards the 1A option to extend it out a little bit more for some stability.

Mr. Green commented thank you.

Mr. Keegan commented I like Option 1A because this gives us the most flexibility and the best use of the money.

Mr. Green commented thank you. Mr. Kern, any thoughts?

Mr. Kern commented I have a lot of thoughts. I know what my brain is telling me to, but sometimes my heart tells me something different. I'm not a big fan of moving our debt down the road and kind of kicking it to be someone else's problem. You know, we're looking at extending it 4 or 5 years down the road as far as paying it back. Whether we're going to be at this table or not, I don't know how I feel about that. But, I do recognize the benefits that it can give us and the flexibility it can give us. Then, I guess it's prayers the hope that economically things change down the road because those payments are going to come back eventually. So, that's kind of my thoughts. If I was going to, as I said in our committee meetings, if we're going to decide to restructure, then we need to go all the way. We're not going to go halfway at it and 1A gives us that most flexibility and if that's what the board desires, I would agree with that.

Mr. Green commented thank you.

Mr. Christman made a motion, which was seconded by Mr. Keegan, that the Board of Education approves the adoption of the legal notices for per capita taxes for 2022-2023:

Mrs. Heckman commented this is my second restructure that I've been on this board for and I, like Mr. Kern, don't love doing this. However, I would be in favor of scenario 1. I understand that 1A provides more immediate relief, but I understand that we might be the school district with the shortest debt schedule at this time, but looking at the overall local effort in column 16 for both scenarios and just the time difference, but I really don't feel comfortable with 1A with new money going out to 2037. So, that's where my heads at right now.

Mr. Green commented thank you. Any direction, Donna?

Mrs. Kulp commented I am leaning toward 1A, but if I hear enough rational I mean I may go with 1A, but right now I prefer number 1.

Mr. Green commented I would like 1A and the reasons are a couple fold. First of all, you incur expenses when you refinance and I guess if we're going to incur those expenses then I realize there's a gradual scale there, but some of the others are fixed and I guess I would rather just spread that cost out over a larger bond issue than a smaller one. But more importantly, I think if I look at the differences between 1 and 1A, we're getting almost \$400,000 more relief. One is 2,4 and the other one is 2,0,0,4. And I almost got those numbers mixed up before. So, we're looking at almost \$400,000 more in relief if we go with that. And I think we need that relief now. We need that extra \$400,000 and I think by doing that, taking some money out of our fund balance, I think we can knock that tax increase down pretty close to zero as some people were asking. Maybe not to zero, but I think we can put a dent in it. I would probably look at 1A if I was voting on this now, which I'm not.

PUBLIC
COMMENT

Mr. Eric King commented it was hard for me to read up on the screen everything that was presented. Did I hear correctly though, even after all this, there's still a one point something, a budget shortfall going forward after all that?

**PUBLIC
COMMENT
(cont.)**

Mrs. Molitoris commented it's not after the bond refinancing. That's prior to the bond refinancing and with a \$630,000 tax increase built in there.

Mr. King commented okay, I just wanted to make sure I heard the numbers correctly on that, okay. At least we're restructuring the debt I think is good. I like everyone's opinions on it. I don't want to kick that can 15 years down the road, because everyone at this table knows more things are going to happen in those 15 years down the road that we're just going to be here restructuring a bond anyways. So, thinking long term is good, it helps us out immediately, I get that. But, we also have to think long term, a 10 year plan down the road to say okay do we need a baseball field in the immediate 2 or 3 year picture or can that be a 5 year plan down the road type thing. So, plan those things accordingly so we're not being whacked with budgets 4 percent every year going forward. Thank you.

**ADOPTION
OF LEGAL
NOTICES
PER CAPITA
TAXES FOR
2022-2023**

Mr. Christman made a motion, seconded by Mr. Keegan, that the Board of Education approves the adoption of the legal notices per capita taxes for 2022-2023:

Authorize the Secretary to publish a Legal Advertisement notifying every resident or inhabitant within the territorial limits of the school district of Northern Lehigh attaining eighteen (18) years of age, and every resident or inhabitant in said school district to notify the proper Per Capita Tax Enumerator within twelve (12) months of his or her becoming a resident or inhabitant, in accordance with the School Laws of Pennsylvania, Section 680, as amended June 16, 1972, Act 138. The assessors to contact are as follows:

BOROUGH OF WALNUTPORT

Annette Lacko – Borough Secretary
Walnutport Borough Building
417 Lincoln Ave. Walnutport, PA 18088
610-767-1322

WASHINGTON TOWNSHIP

Joan Jones - Assistant Secretary/LST Tax Collector
Washington Township Municipal Building
7951 Center St., Emerald, PA 18080
610-767-8108

BOROUGH OF SLATINGTON

Daniel Stevens - Borough Manager
125 South Walnut Street
Slatington, PA 18080
610-767-2131

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp and Mr. Green (9)

NAY: None (0)

Motion carried.

LEGAL

Expulsion
Hearing
Waiver
Approval
#2590128

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

The Board agrees to expulsion hearing waiver for Student #2590128. Student and guardian have agreed to waive their right to a formal expulsion hearing in front of the School Board and have also agreed to disciplinary action outlined in the waiver.

#2590144

The Board agrees to expulsion hearing waiver for Student #2590144. Student and guardian have agreed to waive their right to a formal expulsion hearing in front of the School Board and have also agreed to disciplinary action outlined in the waiver.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern,
Mrs. Kulp and Mr. Green (9)

LEGAL
(cont.)

NAY: None (0)
Motion carried.

INFORMATION

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on February 3, 2022.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on March 23, 2022.

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on March 21, 2022.

RECOG-
NITION
OF
GUESTS

Mr. Green recognized the guests.

Mr. Tim Weaber commented to address as the Northern Lehigh Education Association President. First, it was mentioned earlier tonight about this month, May 2nd to the 6th was National Teacher Appreciation week. First, I'd like to thank the administration for their expression of appreciation. I can only speak for myself right now being a Northern Lehigh graduate, living in the school district, it's an honor and privilege to work in this district as a teacher. For me, there's no higher honor than to work with children and see their growth, and see their successes. I want to thank you for that privilege and honor than all of us teachers that work here experience. When I was interviewed over 27 years ago for a teaching position in the district, something that was said to me stuck with me and I'll never forget it. The superintendent at the time said that over the course of my career in the district, the district would invest over a million dollars into me. I'm sure over 27 years, that number has gone up. So, the teachers in this district are a great investment for this district and it's very important that we make sure that we take care of that investment. I want to share some statistics of a survey that was put out by teachers paid teachers. Now, I'm sure there's different surveys out there, but this one was done in February of 2022. Some of the things I am going to say are the result of that survey. Two different findings here as a result of post-pandemic. 62 percent of teachers report that there is a teacher shortage in their schools. Right now, we're staffed and we appreciate that. But, one of the things we're seeing is a lack of substitutes. If you talk to any superintendent throughout the state of Pennsylvania, I think they'll probably tell you the same thing - that they're seeing teacher shortages. I remember when I was teaching over in Peter's Elementary years ago I had a student teacher and I think there was about 11 student teachers there at one time. We don't have any student teachers in that building anymore because the institutions around us have reduced what they're doing. So, we're losing teachers. We don't have teachers coming through the ranks anymore and that's scary, it's only going to get worse. Another result of the survey said, post-pandemic, 68% of teachers are saying that student behaviors are worse than pre-pandemic and I know they're working on many different things to try to improve that. But that does add a stress to the teachers as we try to work with that. There's many reasons for that happening. As a result of some of the findings that they found in the survey, 48 percent of the teachers surveyed didn't feel valued as professionals. I am only telling you that because I think we need to remember that and try to continue to encourage all our professionals. Get into the classrooms, get into what they're doing, find out what they're doing so that they feel you're there. Another result of the survey was that 48 percent of the teachers are considering a job-related change, almost 50 percent. That's scary because we don't have teachers to replace them, so we have to do all we can to try and keep those teachers that we have, those investments that are going to cost us over a million dollars over the course of their career. I'm going to try to keep this short. Teachers surveyed in this survey reported there was a teacher shortage. 43 percent felt that because of the shortage, because of the lack of subs that there's an increased demand on those teachers - 43 percent. I talked to a teacher just today at one of our buildings, who's in the elementary class, and because of lack of subs and having to fill in for other teachers. I know that this wasn't that persons prep period, but they have not had a break in the special days where they can use that time to contact parents or other things, they can't do that in the morning because that's when parents are

RECOGNITION OF GUESTS (cont.)

taking their kids to the bus stop. So, that's just one example. I'd really like to challenge the school board and the administration, to do all you can. To do two things, one is to find substitutes, do something, hire a service. Also see what demands we can reduce on the teachers because their load is heavy. If you walk around, talk to teachers, you can see that. This has been a tough year. Do all you can, okay, so thank you and thank you for all your support.

Mr. Chistman commented to take a minute and recognize the patriot club is hosting a veterans appreciation barbecue this sunday at 1pm at the skeet club. Those guys in that group are doing some really good things. So, if you have veterans in your circles let them know. I think you're supposed to RSVP by tomorrow. So, better late than never I guess.

Mr. Green commented okay, thank you. Anyone else? If not, we're back to a motion to adjourn.

ADJOURNMENT

Mr. Kern made a motion, which was seconded by Mr. Christman that the regular meeting of the Northern Lehigh School District Board of School Directors adjourned at 8:52p.m.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp and Mr. Green (9)

NAY: None (0)

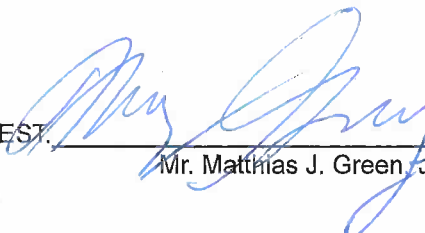
Motion carried.

Respectfully submitted,



Gale N. Husack
Secretary

ATTEST



Mr. Matthias J. Green, Jr.

President