

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
October 14, 2019

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Gary S. Fedorcha, at 7:02 p.m. on Monday, October 14, 2019, in the Administration Office Board Room.

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

Members absent: (0)

Non-members present: Mrs. Susan Bahnick, Mr. Greg Derr, Mrs. Rhonda Frantz, Mr. David Hauser, Ms. Madison Hoffman (Sr. Rep), Mr. Eric Hill, Mr. Matthew Link, Mr. Gene Marks, Mrs. Sherri Molitoris, Mr. James Schnyderite, Dr. Tania Stoker, Attorney Keith Strohl (Solicitor's Office), Mr. Robert Vlasaty, and Mr. Aidan Williams (Jr. Rep.).

VISITORS Approximately seven visitors attended the meeting, in addition to Terry Ahner, reporter for The Times News, and Channel 13.

APPROVE MINUTES Mrs. Heckman made a motion, which was seconded by Mrs. Kulp, that the minutes of the regular school board meeting held on September 9, 2019 be approved and ordered filed.

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

NAY: None (0)

SPECIAL BOARD REPORTS Carbon Lehigh Intermediate Unit - Mrs. Husack reported that the IU has approved their 2019-2020 goals for the year. Copies are available if anyone is interested.

Legislative Report – Mrs. Heckman reported that various pieces of legislation have moved in and out of committee, but nothing was approved by both chambers.

Committee Reports and/or Meetings

Minutes of the Education/Policy Committee Meeting held on October 7, 2019, were distributed.

Minutes of the Extra and Co-Curricular Committee Meeting held on October 7, 2019, were distributed.

Minutes of the Technology/Buildings & Grounds Committee Meeting held on October 9, 2019, were distributed.

SPECIAL BOARD REPORTS Minutes of the Finance Committee Meeting held on October 9, 2019, were distributed.

Student Representatives to the Board Report –Ms. Madison Hoffman and Mr. Aidan Williams distributed their written student representative report and verbally reported on its contents.

Solicitor's Report - Attorney Strohl reported on proposed legislation under House Bill 163 which is proposing to amend the Separations Act which requires large building projects to be contracted out to separate contractors for every phase of the project such as HVAC, electric, plumbing, paving, etc., as opposed to hiring one general contractor who would then take the role of subcontracting to those other contractors. The proposed legislation would remove that requirement with the goal of saving districts costs on projects and simplifying the process of major construction projects.

Superintendent's Report – Mr. Link reported that the Reorganization meeting has been changed from Monday, December 2, 2019 to Tuesday, December 3, 2019. This will be advertised in the newspaper and throughout the district.

**SPECIAL
BOARD
REPORTS
(cont.)**

Mr. Link introduced Mr. Nicholas Sander who is the Student Council Advisor. Mr. Sander thanked the Board and introduced Mr. Aidan Williams - Secretary; Ms. Reagan Pender - Vice President; Brianna Schuck - President; Calvin Shelly - Treasurer; Freshman representative - Alex Feifel and Sophomore representative - Owen Levan-Uhler. Ms. Schuck updated the board on events that were held and that are planned for the school year. She thanked the school board for their support of the students of Northern Lehigh. Mr. Sander added that during the Northwestern game, we will be collecting for Penn State University's THON where the money collected goes to Acute Leukemia research. In the next few weeks, they will be collecting in the buildings as well. Mr. Sander added that the blood drive will be held from 8:00am - 1:00pm this Thursday.

Mr. Link presented the district's goals for the 2019-2020 school year. These goals are the overarching district goals. If the board approves these goals, that will trigger the district wide administrative and building goals.

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

PERSONNEL

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

Rescind Appointment Rescind the motion appointing Ashley King as Substitute Teacher Caller that was approved at the September 9, 2019, school board meeting.

Resignation Accept the resignation of Dawn Dewalt from her position as High School Custodian, effective October 2, 2019.

Accept the resignation of Vicky Papay from her position as Peters Elementary Instructional Paraprofessional, effective September 27, 2019.

Accept the resignation of Diana Silvestri from her position as High School Cook's Helper, effective September 20, 2019.

Appointment Administrative B. Geist Motion to appoint Bryan Geist to the position of Athletic Director, in accordance with the attached job description, which may be amended as deemed appropriate by the Superintendent or designee, at a teaching salary of \$85,975.00, plus a stipend of \$9,000.00.

J. Schnyderite James Schnyderite
Assignment: Principal Peters Elementary School
Salary: \$90,000 (prorated for the remainder of the 2019-2020 school year)
Effective: October 15, 2019

Appointment Instructional Samantha Lilly
Assignment: Long Term Substitute
High School Special Education Teacher
Salary: Substitute Teacher Rate Days 1-30; Day 31 and beyond:
\$49,750 prorated (Step 1 Bachelors on the 2019-2020 CBA Salary Schedule)
Effective: October 2, 2019
Termination Date: Upon return of full time teacher

Appointment Non-Instructional Matthew Houser
Assignment: Part-time School Police Officer
Salary: \$18.00 Per Hour plus life insurance benefit
Effective: October 15, 2019

Sally Suda*
Assignment: Substitute Teacher Caller
Salary: \$8,500.00 (prorated) per Year/190 days per year
Effective: October 6, 2019

*60 Working Day Probationary Period

PERSONNEL**(cont.)**

Shawn Wanamaker*

Assignment: High School Cafeteria/Hall Monitor
 Salary: \$11.20 per hour; 4 hours per day, 180 days per year
 Effective: October 15, 2019
 *60 Working Day Probationary Period

Family Medical Leave Approve the request of employee #1310 to take an intermittent family medical leave of absence beginning on or about September 24, 2019, to care for a family member. Employee is requesting to use accumulated sick days.

Approve the request of employee #7056 to take a family medical leave of absence beginning on or about November 22, 2019 for the birth of a child. Employee is requesting to use twenty-eight (28) accumulated sick days. Employee plans to return to her position upon release from her physician, on or about January 22, 2020.

Professional Contracts According to Article II – 1108, subsection (b) of the School Code: "a temporary professional employee, initially employed by a school district on or after June 30, 1996, whose work has been certified by the district superintendent to the secretary of the school district, during the last four (4) months of the third year of such service, as being satisfactory, shall thereafter be a "professional employee" within the meaning of this article." Therefore, it is recommended to approve "professional employee" status as per the school code for the following teachers who have satisfactorily completed three years of service to the Northern Lehigh School District:

William Neal

Associate Director Fall Play/Spring Musical Approve Ryan Cook as Associate Director for the Fall Play/Spring Musical for the NLHS Student Theater Group. Stipend for the Associate Director will be \$2,500.00 and be paid from the General Fund High School Student Activities Fund. The Associate Director will assist the director in all aspects of the production process and perform a variety of tasks in the artistic, educational, and technical realms.

Rescind Co-Curricular Appointment 2019-2020 Rescind the appointment of Cody Bowman - Assistant Football Coach - Shared Stipend - \$2,517.50, which was originally approved at the January 14, 2019, school board meeting.

Co-Curricular Change of Status Approve the motion to change the status of Tyler Svetik, Assistant Boys' Basketball coach - \$4,935.00, which was originally approved at the April 8, 2019, school board meeting to Volunteer Middle School Boys' Basketball Coach for the 2019-2020 school year.

Approve the motion to change the status of Shawn Frame, Volunteer Assistant Football Coach, which was originally approved at the January 14, 2019 school board meeting, to Assistant Football Coach - Shared stipend - \$2,517.50, for the 2019-2020 school year.

Game Workers 2019-2020 Motion to appoint the following individual as a Game Worker for the 2019-2020 school year. Game Workers consist of ticket sellers and takers, game announcers, scoreboard operators, timers, field judges, and scorekeepers. Rate of pay is consistent with the rates approved on the 2019-2020 Supplementary Personnel Salary Schedule.

Shawn Wanamaker

Co-Curricular Volunteer Resignation Accept the resignation of Tyler Svetik from his position as Volunteer Assistant Baseball Coach for the 2019-2020 season, which was originally approved at the August 12, 2019, school board meeting.

Co-Curricular Volunteers 2019-2020 Cody Bowman Assistant Football Coach

PERSONNEL**(cont.)**

Substitute Instructional Motion to renew the appointment of the following substitute teachers for the 2019-2020 school year at the 2019-2020 substitute teacher rates as approved on the Supplemental Personnel Salary Schedule:

James Fisher - Social Studies
 Candace Steffie - Elementary
 Alyssia Wechsler - Home Economics - K-12; Special Education - K-12

Motion to appoint the following individual as substitute teacher for the 2019-2020 school year at the 2019-2020 substitute teacher rates as approved on the Supplemental Personnel Salary Schedule:

Holly Frantz - Spanish

Substitute-Non-Instructional Cafeteria Worker Motion to appoint the following individual as substitute cafeteria worker for the 2019-2020 school year at the 2019-2020 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Diana Silvestri

Unpaid Volunteer Approve the following unpaid volunteer aide in the Peters, and/or Slatington Elementary School, and Middle School for the 2019-2020 school year:

Holly Frantz

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

NAY: None (0)

Mr. Link congratulated Mr. James Schnyderite on being named Peters Elementary Principal. Mr. Schnyderite has been serving as the interim principal and after a search process, he was unanimously selected.

Mr. Link congratulated Mr. Matthew Houser on being named the new part-time School Police Officer.

POLICY

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

Board Policy First Reading Approve school board policy #004 – Board Procedures – Membership, as presented after first reading.

Board Policy Second Reading Approve school board policy #208 – Pupils – Withdrawal from School, as presented after second reading.

HS Aevium Club Final Application Approve the final club/activity application for the Senior High School Aevium Club. This club has enjoyed success and the students gained knowledge of the group and how to motivate their classmates. The Northern Lehigh Education Association recommended stipend for the advisor of this club is \$200.00 beginning with the 2019-2020 school year. Upon approval by the Board, the approved stipend will be added to the Collective Bargaining Agreement, as per policy #122.

Bulldog Chess Club Final Application Approve the final club/activity application for the Senior High School Bulldog Chess Club. This club has enjoyed success and the students are provided the opportunity to learn a strategy game and practice with their peers and advisor. The Northern Lehigh Education Association recommended stipend for the advisor of this club is \$200.00 beginning with the 2019-2020 school year. Upon approval by the Board, the approved stipend will be added to the Collective Bargaining Agreement, as per policy #122.

POLICY**(cont.)**

- HS Computer Programming Club Final Application Approve the final club/activity application for the Senior High School Computer Programming Club. This club has enjoyed success and the students are provided with goals to work towards, and are provided an opportunity to create a cooperative learning environment. The Northern Lehigh Education Association recommended stipend for the advisor of this club is \$712.00, beginning with the 2019-2020 school year. Upon approval by the Board, the approved stipend will be added to the Collective Bargaining Agreement, as per policy #122.
- HS Library Club Final Application Approve the final club/activity application for the Senior High School Library Club. This club has enjoyed success and the students plan to incorporate more community events and district-wide partner programs. The Northern Lehigh Education Association recommended stipend for the advisor of this club is \$672.00, beginning with the 2019-2020 school year. Upon approval by the Board, the approved stipend will be added to the Collective Bargaining Agreement, as per policy #122.
- HS Patriot Club Final Application Approve the final club/activity application for the Senior High School Patriot Club. This club has enjoyed success and the students have been active in community events such as Veterans Appreciation BBQ, assisting the American Legion with flag placement in cemeteries, as well as district sponsored activities. The Northern Lehigh Education Association recommended stipend for the advisor of this club is \$672.00, beginning with the 2019-2020 school year. Upon approval by the Board, the approved stipend will be added to the Collective Bargaining Agreement, as per policy #122.
- HS Spanish Club Final Application Approve the final club/activity application for the Senior High School Spanish Club. This club has enjoyed success and the students have hosted two cultural events, taught lessons at the Elementary level, and attended culturally diverse field trips. The Northern Lehigh Education Association recommended stipend for the advisor of this club is \$600.00, beginning with the 2019-2020 school year. Upon approval by the Board, the approved stipend will be added to the Collective Bargaining Agreement, as per policy #122.
- SE Math 24 Initial Club Application Approve the initial club/activity application for Slatington Elementary School Math 24 Club. This club will allow students to practice and hone their mental math computation skills as they practice to compete against students from other school districts. The club will meet one day each week for five weeks prior to the Math 24 competition. This club will adhere to the guidelines within Policy #122.
- YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (9)
NAY: None (0)

**CONFER-
ENCES**

Mr. Distler made a motion, which was seconded by Mr. Green, that the Board of Education approves the following conferences:

Rhonda Frantz – A/CAPA Annual Conference – November 13-15, 2019 – Hotel Hershey - Hershey, PA – Registration: \$305.00, Lodging: \$275.00, Travel: \$87.00 - Total Approximate Cost: \$667.00 – Funding: Business Office Budget.

Matthew Link – AASA-PASA 2021 PA Cohort National Superintendent Certification Program – November 6-7, 2019 – PASA Offices – Harrisburg, PA – Lodging: \$128.00; Travel: \$88.73 - Total Approximate Cost: \$216.73 – Funding: Superintendent's Budget.

Allison Chruscial – CFES Brilliant Pathways National Conference - October 31- November 2, 2019 - Sagamore Resort – Bolton Landing, NY – Meals: \$100.00; Total Approximate Cost: \$100.00 – Funding: Superintendent's Budget.

Matthew Link – CFES Brilliant Pathways National Conference - October 31- November 2, 2019 – Sagamore Resort – Bolton Landing, NY – Meals: \$100.00; Total Approximate Cost: \$100.00 – Funding: Superintendent's Budget.

**CONFER-
ENCES
(cont.)**

Maria Van Norman – CFES Brilliant Pathways National Conference - October 31- November 2, 2019 – Sagamore Resort – Bolton Landing, NY – Meals: \$100.00; Total Approximate Cost: \$100.00 – Funding: Superintendent’s Budget.

Robert Vlasaty – CFES Brilliant Pathways National Conference - October 31- November 2, 2019 – Sagamore Resort – Bolton Landing, NY – Meals: \$100.00; Total Approximate Cost: \$100.00 – Funding: Superintendent’s Budget.

Matthew Houser – NASRO Basic SRO Course - November 18-22, 2019 - Berks IU #14 – Reading, PA – Registration: \$495.00; Meals: \$75.00; Travel: \$223.30 - Total Approximate Cost: \$793.30 – Funding: School Police Officer’s Budget.

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

NAY: None (0)

**CURRIC-
ULUM AND
INSTRUC-
TION**

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

Use of Funds Agreement IDEA 619

Approve the use of funds agreement with CLIU#21 for IDEA Part B, Section 619 pass through funds for the 2019-2020 school year in the amount of \$2,097.00.

CLIU Overdrive Agreement 2019-2020

Allow administration to sign the agreement for the CLIU Overdrive Consortium for the 2019-2020 school year to provide e-books, audiobooks, and other digital content at a cost of \$2,000.00

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

NAY: None (0)

**NEW
BUSINESS**
District Goals 2019-2020

Mrs. Kulp made a motion, which was seconded by Mr. Green, that the Board of Education approves the following new business items adding item “c”:

Approve the Northern Lehigh School District Goals for the 2019-2020 school year.

Petition PLRB to remove Athletic Dir. from NLEA

Motion to authorize the administration to proceed with a Petition for Unit Clarification to the Pennsylvania Labor Relations Board to remove the Athletic Director position from the NLEA bargaining unit.

Authorize paying employee if ABS defaults on FSA

Northern Lehigh School District provides a medical related benefit for employees commonly known as “Section 125 Flexible Spending Account” (the Medical Benefit Plan). Northern Lehigh School District has contracted with Alternative Benefit Systems to administer the Medical Benefit Plan. In the event Alternative Benefit Systems fails to pay employee claims that are eligible for payment for the Medical Benefit Plan year September 1, 2018 through August 31, 2019, Northern Lehigh School District Board of Directors authorizes administration to pay the employee the amount of the claim.

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

NAY: None (0)

<u>FINANCIAL</u>	Mr. Keegan made a motion, which was seconded by Mr. Kern, that the Board of Education approves the following financial items.
Financial Reports	Approve the following Financial Reports: General Fund Account month of September, 2019 (Unaudited) NLMS Student Activities Account months of August & September, 2019 (Unaudited) NLHS Student Activities Account months of August & September, 2019 (Unaudited) NLHS Scholarship Accounts months of August & September, 2019 (Unaudited) Capital Construction months of June - September, 2019 (Unaudited) Cafeteria Fund months of June - September, 2019 (Unaudited)
List of Bills	Approve the Following List of Bills: General Fund months of September & October, 2019 Cafeteria Fund months of September & October, 2019
Per Capita Abatements/ Exonerations	Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented.
Slatington Library Donation	Approve to release the \$5,000.00 donation to the Slatington Public Library that is budgeted in the 2019-2020 school year.
Portnoff Agreement Delinquent Tax Collector	RESOLVED, the Board of Education approves the addendum to the agreement with Portnoff Law Associates, Ltd. to be the delinquent real estate tax collector for the 2019 tax year.
Statewide Tax Recovery	Approve the appointment of Statewide Tax Recovery as the delinquent per capita tax collector for the 2019 tax year.
KRE Termination Agreement 2019-2020	Approve to terminate the agreement between the Northern Lehigh School District and KRE Security/ Investigations, Inc. that was approved at the August 12, 2019 school board meeting, for the 2019-2020 school year.
Deputy Tax Collector Walnutport	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: Borough of Walnutport: Brandy Wanamaker
Kajeet Agreement	Per the recommendation of the Education/Policy and Technology/Buildings & Grounds Committee Meetings, approve an agreement with Kajeet to provide CIPA-compliant, education-only filtered Internet access for our students who do not have internet access at their home, so they can utilize their laptops for homework and projects. Devices will be funded from the Technology budget.
Better than Best Concrete Stadium Sidewalk	Approve to authorize administration to enter into an agreement with Better Than the Best Concrete, LLC, to replace the deteriorating sidewalk at the stadium at a cost not to exceed \$7,500.00. This project will be paid from the 2019-2020 general fund budget.
Provident Energy Resolution	Authorize administration to allow Provident Energy to include our electricity usage needs in their request for proposal for electricity from July 1, 2021 to June 30, 2024. The Board of Education further authorizes administration to sign and enter into an agreement to purchase electricity for the district from July 1, 2021 through June 30, 2024, in the event that future year early purchasing is favorable for the district and time does not allow for a board meeting to take place.

FINANCIAL
(cont.)

Postage
Machine
Lease (5yr)

Authorize administration to enter into a contract with Key Business Solutions FP for a Post Base 65 postage machine in the amount of \$130.00 per month, for sixty-three (63) months. The monthly cost includes all postage machine supplies and maintenance/repair costs.

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

NAY: None (0)

LEGAL
Expulsion
Waiver

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

The Board agrees to expulsion hearing waiver for Student #2090097. 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. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp,
Mrs. Martineau, and Mr. Fedorcha (9)

NAY: None (0)

INFOR-
MATION

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on August 19, 2019, were distributed.

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on September 5, 2019, were distributed..

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on August 28, 2019, were distributed.

ADJOURN-
MENT

Mr. Keegan made a motion, which was seconded by Mrs. Husack, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 7:35 p.m.

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

NAY: None (0)

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President
Gary S. Fedorcha