

**NORTHERN LEHIGH SCHOOL DISTRICT
Board Minutes**

**Slatington, PA
February 7, 2005**

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 7:35 p.m. on Monday, February 7, 2005 in the auditorium located in the Northern Lehigh Middle School.

ROLL CALL Members present: Mr. Franklin D. Beers, Mr. Robert J. Cox, Mr. Bryan C. Dorshimer, Mr. Raymond J. Follweiler, Jr., Mrs. Susan H. Fullas, Mrs. Lauren A. Ganser, Mrs. Lori H. Geronikos, Mr. William H. Hazzard, Mr. Mathias J. Green, Jr. (9)

Members absent: None (0)

Non-members present: Dr. Nicholas P. Sham, Sr., Mrs. Lynn Fedorcha, Dr. Linda Marcincin, Mrs. Karen Nicholas, Mr. John Hrizuk, Mr. David Papay, Mr. Robert Mack, Mr. Brian Geiger, Ms. Christine Stafford, Attorney Charles Stopp (Solicitor), Mr. Jeffrey Bachman, Mrs. Laurie Newman-Mankos, Ms. Andrea Madochick, Ms. Ashley Kunkle, Ms. Jessica Fidler, and Mrs. Doneta Merkle

VISITORS In addition to Sharon Minnich, reporter for the Times News, Terry Ahner, reporter for The Chronicle, and Kirk Jacksits, reporter for The Morning Call, and TV-13, approximately 45 visitors attended the meeting.

Prior to the meeting there was an advertised public presentation on full day kindergarten. The presentation was terminated prior to its completion to begin the regularly advertised school board meeting. Mr. Green indicated that Dr. Sham announced that he would allow some comment under his Superintendent's Report. Mr. Green announced that if the board wanted to extend that it would be up to them to continue discussion at that time or if they would like to pick up discussion perhaps after the agenda.

Mr. Cox indicated that there was nothing that would prohibit them from continuing the discussion at the beginning of the meeting, stating that the board opened the meeting as the law states it has to. Mr. Cox felt that some good information has been presented by the administration and if the board doesn't mind he felt that they should continue the discussion and do the agenda later.

Mr. Dorshimer made a motion, which was seconded by Mr. Beers, to place the full day kindergarten discussion at the end of the meeting so that the board could get through the agenda first.

ROLL CALL: YEA: Mr. Beers, Mr. Dorshimer, Mr. Follweiler, Mr. Green (4)
NAY: Mr. Cox, Mrs. Fullas, Mrs. Ganser, Mrs. Geronikos, Mr. Hazzard (5)
Motion defeated.

Mrs. Fullas made a motion, which was seconded by Mrs. Ganser, to open the floor to discussion on the full day kindergarten presentation immediately.

ROLL CALL: YEA: Mr. Cox, Mrs. Fullas, Mrs. Ganser, Mrs. Geronikos, Mr. Hazzard (5)
NAY: Mr. Beers, Mr. Dorshimer, Mr. Follweiler, Mr. Green (4)
Motion carried.

PUBLIC COMMENT Donna Kulp – Washington Township – Asked permission to reserve the right to have the opportunity to comment on all agenda items.

**ON AGENDA
ITEM**

Discussion
On Full Day
Kindergarten

Dr. Sham and various administrators addressed questions from members of the audience with regard to the administration's proposal for full day kindergarten.

Board
Comment

Mr. Cox informed members of the audience that if they really want to see full day kindergarten happen they need to monitor the budget meetings this year and they will have to bring some people to the meetings to help make this happen.

Mr. Dorshimer asked for clarification on where the funding would be coming from for the full day kindergarten program.

**SPECIAL
BOARD
REPORTS**

Carbon Lehigh Intermediate Unit – Mr. Bryan C. Dorshimer

Mr. Dorshimer reported on items listed on the CLIU Board Briefs publication that was distributed to all board members.

Lehigh Career and Technical Institute – Mrs. Lori H. Geronikos

Mrs. Geronikos reported that LCTI approved their teacher's contract. She also reported that Northern Lehigh School District had one of only two students appointed to the Vocational Technical School Honor Society.

Legislative Report – Mrs. Lori H. Geronikos

Mrs. Geronikos reported on the Perkins Grant as it applies to LCTI.

Lehigh Carbon Community College – Mr. Mathias J. Green, Jr.

Mr. Green announced that LCCC passed their budget. Northern Lehigh's share went up slightly. He addressed the financial problems the college is having due to state funding that was promised to the college has not been made available

Committee Reports and/or Meetings

All board members received a copy of the minutes of the Policy/Education/Staffing Committee meeting held on January 18, 2005, minutes of the Technology/Buildings and Grounds Committee meetings held on January 12, 2005 and February 2, 2005, minutes of the Community Relations Committee meeting held on January 26, 2005, and minutes of the Finance Committee meeting held on January 31, 2005.

Mr. Green announced that the Policy/Education/Staffing committee meeting scheduled for Monday February 21 will be held on Wednesday, February 23.

Student Representatives Report – Ms. Ashley Kunkle and Ms. Jessica Fidler distributed their written report and reported on its contents.

Superintendent's Report – Dr. Nicholas P. Sham, Sr.

In honor of National School Counseling Week, Dr. Sham acknowledged the counselors in our district and the outstanding work that each of them do every day for the students of our district.

He informed the board that he has met with each administrator to do their mid-year review on their goals and he reported that all of them are working diligently on completing their goals.

He read a letter from Jodi Nestor to the board from the Parks & Recreation Commission regarding the new rims and nets at the elementary school.

He announced that April 20 is the target date for the public report on Act 72.

He announced that the Board/Administration Retreat has been scheduled for April 1 and 2. On Saturday morning there will be a presentation on Act 72 for the board and administration in an effort to make sure that all of the board members become educated about Act 72.

Executive Prior to adjournment, Mrs. Fullas asked for an Executive Session after the meeting to discuss Session negotiations.

PERSONNEL Mrs. Fullas made a motion, which was seconded by Mr. Beers, that the Board of Education approves the following items listed under Personnel:

Appointment- Darlene G. Griffith Temporary Professional Employee
Instructional Assignment: English/Social Studies teacher in the senior high school, replacing Brian Pfingstl who resigned.
Salary: \$37,000.00 (Pro-rated) Step 1- Bachelors on the 2004-2005 NLEA Collective Bargaining Agreement salary schedule.
Effective Date: February 14, 2005

Resignations Accept the resignation of Lauren Hancz from her position as a Temporary Vacancy Replacement elementary counselor in the Slatington Elementary School replacing Suzanne Mengel, effective January 19, 2005.

On January 10, 2005 the board approved a motion to administratively transfer Margaret Butz from her position as lunchroom aide in the senior high school to study hall monitor in the senior high school. Approve the recommendation of the administration to accept Mrs. Butz's resignation from the study hall monitor position and allow her to be administratively transferred back to her lunchroom aide position at the senior high school, effective January 20, 2005.

Extend TVR Sarah White Extension of Temporary Vacancy Replacement Position
Positions Assignment: Grade 7 Learning Support teacher in the middle school replacing Tammy Fristick who has been granted an extension of her unpaid leave of absence.
Salary: \$37,000 (Pro Rated) – Step 1B on the 2004-2005 NLEA Collective Bargaining Agreement Salary Schedule
Effective Date: On or about January 26, 2005
Termination Date: On or about June 17, 2005
(Subject to change for inclement weather & requested extensions.)

Amanda Beer Extension of Temporary Vacancy Replacement Position
Assignment: Grade 4 teacher in the Slatington Elementary School, replacing Jennifer Schlegel who has been granted an extension of her unpaid leave of absence.
Salary: \$37,000 (Pro Rated) – Step 1B on the 2004-2005 NLEA Collective Bargaining Agreement Salary Schedule
Effective Date: On or about January 26, 2005
Termination Date: Upon return of regular fulltime employee.

Diane Saeger Extension of Temporary Vacancy Replacement Position
Assignment: Grade 2 teacher in the Peters Elementary School, replacing Tracy Ettinger who has been granted an extension of her unpaid leave of absence.
Salary: \$37,000 (Pro Rated) – Step 1B on the 2004-2005 on the NLEA Collective Bargaining Agreement Salary Schedule
Effective Date: On or about January 26, 2005
Termination Date: On or about June 17, 2005
(Subject to change for inclement weather & requested extensions.)

Denise Plotsko* Extension of Temporary Vacancy Replacement Position
Assignment: Grade 5 elementary teacher in the Slatington Elementary School, replacing Laurie Ramsey, who was granted an extension of her child rearing leave.
Salary: \$37,000 (Pro Rated) – Step 1B on the 2004-2005 NLEA Collective Bargaining Agreement Salary Schedule
Effective Date: On or about January 26, 2005
Termination Date: On or about March 21, 2005

(Subject to change for inclement weather & requested extensions.)

*Benefits Waived: Former Northern Lehigh School District employees who retired under provisions of an ERI granting health insurance benefits paid in full or in part and who are contracted to return to service under the emergency provisions of Act 63 of 2004 shall not be entitled to any paid benefits during the period of time they return to service. Benefits shall include health, dental, life, long term disability, vision reimbursement, and

PERSONNEL

(Con't.)

employer paid retirement contributions. The returning retiree shall continue to be entitled to any unexpired benefits provided under the provision of the ERI in effect when they retired.

Appointment
Instructional Michael Bonner* Temporary Vacancy Replacement
Assignment: Elementary Guidance Counselor in the Slatington Elementary School, replacing Suzanne Mengel who has been granted a leave of absence.
Salary: \$37,000 (Pro Rated) – Step 1B on the 2004-2005 NLEA Collective Bargaining Agreement Salary Schedule
Effective Date: On or about February 6, 2005
Termination Date: On or about May 23, 2005

(Subject to change for inclement weather & requested extensions)

*Benefits Waived: Former Northern Lehigh School District employees who retired under provisions of an ERI granting health insurance benefits paid in full or in part and who are contracted to return to service under the emergency provisions of Act 63 of 2004 shall not be entitled to any paid benefits during the period of time they return to service. Benefits shall include health, dental, life, long term disability, vision reimbursement, and employer paid retirement contributions. The returning retiree shall continue to be entitled to any unexpired benefits provided under the provision of the ERI in effect when they retired.

Appointment
Non-Instructional Diana Beltran* (Pending Verification of Clearances)
Assignment: Study Hall Monitor in the senior high school, replacing Margaret Butz who was replacing Dawn Krupa, who resigned.
Salary: \$9.17 Per Hour/6 1/2 Hours Per Day/5 Days Per Week
Effective Date: January 20, 2005
*60-Day Probationary Period

Professional
Contract Kathy Walter 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 Kathy Walter, who has satisfactorily completed three years of service to Northern Lehigh School District:

Substitute
Instructional Approve the following substitute teachers for the 2004-2005 school year at the substitute teacher rates of \$70.00 for 1-10 non-consecutive days; \$80.00 for 11-20 non-consecutive days; and \$90.00 for 21+ non-consecutive days:

Crystal Lovett -- Art
Teresa C. Mosser – All Subject Areas
Kathleen L. Spess – All Subject Areas
Barbara Timbers – All Subject Areas
Jessica L. Miller – All Subject Areas
Daniel J. Shea – All Subject Areas

Adult Aide
Biggs & Littles Approve to appoint Charles Uhler as an Adult Aide for the Biggs & Littles After-School Program at Peters Elementary at a salary of \$8.00 per hour for one hour for three Wednesday afternoons a month from February through May 2005. His salary will be funded through a grant through the Northern Lehigh Educational Foundation.

PSSA Excel Approve to appoint JoAnn Wasilkowski as the PSSA Excel Mathematics teacher in the

Math Tutor senior high school. She will teach ten sessions after school from 2:35 to 3:35 p.m. and will be compensated for two hours for each session taught (one hour for preparation and one hour for teaching at the rate of \$19.00 per hour.

PSSA Excel English Tutor Approve to appoint Renee Evans as the PSSA Excel English teacher in the senior high school. She will teach ten sessions after school from 2:35 to 3:35 p.m. and will be compensated for two hours for each session taught (one hour for preparation and one hour for teaching at the rate of \$19.00 per hour.

PERSONNEL

(Con't.)

Induction Approve the following teacher in the Northern Lehigh School District Induction Program for the Program beginning in February 2005 and continuing until February 2006:

<u>Helping Teacher</u>	<u>Inductee</u>	<u>Stipend</u>
Renee Evans	Darlene Griffith	\$750.00

ROLL CALL: YEA: Mrs. Fullas, Mrs. Ganser, Mrs. Geronikos, Mr. Hazzard, Mr. Cox, Mr. Green (6)

NAY: Mr. Dorshimer, Mr. Follweiler, Mr. Beers (3)

Motion carried.

POLICY

Conferences

Mr. Cox made a motion, which was seconded by Mr. Hazzard, that the Board of Education approves the following items listed under Policy:

Approve the request of Dr. Nicholas Sham to attend a Dale Carnegie Training seminar in King of Prussia on March 31 and April 1, 2005. Expenses for this conference, entitled High-Impact Presentations, includes \$1695.00 for registration and will be funded through the 2004-2005 Superintendent's budget.

Approve the request of Karen Nicholas to attend the 7th Annual Conference for Pennsylvania Kindergarten Teachers in Harrisburg, PA on March 7 and 8, 2005. Expenses for this conference includes (free registration for principal), \$210.00 for lodging, \$40.00 for meals for a total cost of \$250.00 and will be funded through the general fund in the Curriculum Budget.

Approve the request of Marsha Burnard, kindergarten teacher, to attend the 7th Annual Conference for Pennsylvania Kindergarten Teachers in Harrisburg, PA on March 7 and 8, 2005. Expenses for this conference includes \$275.00 for registration, \$210.00 for lodging, \$40.00 for meals for a total cost of \$520.00 and will be funded through the general fund in the Curriculum Budget.

Approve the request of Deborah Geiger, kindergarten teacher, to attend the 7th Annual Conference for Pennsylvania Kindergarten Teachers in Harrisburg, PA on March 7 and 8, 2005. Expenses for this conference includes \$275.00 for registration, \$112.00 for lodging, \$20.00 for meals for a total cost of \$407.00 and will be funded through the general fund in the Curriculum Budget.

Approve the request of Dawn Mayer, kindergarten teacher, to attend the 7th Annual Conference for Pennsylvania Kindergarten Teachers in Harrisburg, PA on March 7 and 8, 2005. Expenses for this conference includes \$275.00 for registration, \$210.00 for lodging, \$40.00 for meals, \$67.50 for travel, for a total cost of \$592.70 and will be funded through the general fund in the Curriculum Budget.

Approve the request of Susanne Hegedus, kindergarten teacher, to attend the 7th Annual Conference for Pennsylvania Kindergarten Teachers in Harrisburg, PA on March 7 and 8, 2005. Expenses for this conference includes \$275.00 for registration, \$112.00 for lodging, \$20.00 for meals, \$64.00 for travel, for a total cost of \$471.00 and will be funded through the general fund in the Curriculum Budget.

Approve the request of Mary Smith, high school guidance counselor, to attend a

Pennsylvania School Counselors Association conference in State College, PA from April 20-23, 2005. Expenses for this conference include \$270.00 for registration, \$100.00 for travel, \$65.00 for lodging and will be funded through the senior high guidance budget.

Approve the request of Sheila Lanshe, high school guidance counselor, to attend a Pennsylvania School Counselors Association conference in State College, PA from April 20-23, 2005. Expenses for this conference include \$270.00 for registration, \$100.00 for travel, \$65.00 for lodging and will be funded through the senior high guidance budget.

POLICY

(Con't.)

Approve the request of Lori Geronikos to attend the PSBA Legislative Leadership Conference in Hershey on March 6 and 7, 2005. Expenses for the conference include \$275.00 for registration, \$30.00 for meals, and \$111.18 for lodging for a total approximate cost of \$416.18 and will be paid for through the general fund.

New Board
Policy – 2nd
Reading

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

Approve to adopt new school board policy #904.2 – Community – Civility/Orderly Conduct, as presented after second reading.

Approve to adopt new school board policy #141 – Programs – Identification Badge, as presented after second reading.

Existing Board
Policy – 1st
Reading

Approve revisions to existing school board policy 434 – Professional Employees – Sick Leave, as presented after first reading.

Close An
Account

Approve the request of the senior high school to close the EAST (Enrichment in the Arts, Science and Technology) Account in accordance with the Student Activities Account guidelines. The account is inactive and it is recommended that the funds be transferred to the Student Council Account for the benefit of the entire student body.

Mr. Cox wanted to amend the motion to require staff members to double up on rooms when attending conferences. There was no second to that motion and after some discussion Mr. Cox indicated that he supports the program but would like to see doubling up on rooms. The Policy/Education/Staffing committee will place this item on their agenda for discussion.

ROLL CALL: YEA: Mrs. Fullas, Mrs. Geronikos, Mr. Hazzard, Mr. Beers, Mr. Cox, Mr. Green (6)
NAY: Mr. Follweiler, Mrs. Ganser, Mr. Dorshimer (3)

Motion carried.

FINANCIAL

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

PC Abate-
ments

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

Construction
Account Bills
2004 AAA
Financing

Approve payment of bills from the Construction Account 2004 AAA Financing, as presented

Cash Manage-
ment Portfolio

Approve the Arthurs Lestrage Cash Management Portfolio for the month of December 2004, as presented.

NL Middle
Fund

Approve the Northern Lehigh Middle School Student Activities Account Fund Statement for the School month of December 2004, as presented.

Statement

NL Athletic Fund Report Approve the Northern Lehigh Athletic fund report for the month of January 2005 as presented.

NL Refresh- Stand Report Approve the Northern Lehigh Refreshment Stand Financial Report for month ended January 31, ment 2005 as presented.

FINANCIAL

(Con't.)

NL Sports Accounts Financial Report Approve the Northern Lehigh Sports Accounts Financial Report for the month ended January 31, 2005 as presented.

Service Agree- ments Pen TeleData Approve to enter into a one (1) year Service Agreement with PenTeleData for a Point to Point connectivity between Slatington Elementary School and Carbon Lehigh Intermediate Unit #21 in the amount of \$1100.00 per month.

Approve to enter into a one (1) year Service Agreement with PenTeleData for a Point to Point connectivity between Slatington Elementary School and Peters Elementary School in the amount of \$867.00 per month.

Compensation for Tax Collectors Move to establish compensation rates effective July 1, 2005 for Northern Lehigh School District Rates elected and appointed real estate and per capita tax collectors as follows:

Base Annual Salary	\$400.00
First 2000 bills collected	\$1.50 each
Per Bill Collected over 2000	\$1.25 each

Distribution CLIU Budget (Info Only) The Carbon Lehigh Intermediate Unit 2005-2006 Operation and Program Services Budget was distributed for review. A motion to adopt this budget will be placed on the February 14 agenda.

High School Sound System Upgrade Approve the Base Price Quote and Alternates #1 and #2 for the Modification and Upgrade to the High School Sound System at a total cost of \$25,644.00. Work to be completed by Communication Systems, Inc. (CSI) of Allentown.

YEA: Mr. Beers, Mr. Cox, Mr. Dorshimer, Mr. Follweiler, Mrs. Fullas, Mrs. Ganser, Mrs. Geronikos, Mr. Hazzard, Mr. Green (9)

NAY: None (0)

NEW BUSINESS

Mr. Dorshimer asked to have some clarification about the hoops and nets mentioned in the minutes of the Parks and Recreation Committee meeting. He asked to have this item placed on the next Buildings and Grounds Committee meeting.

Deny Grievance Before The Board From The NLEA Mr. Green made a motion, which was seconded by Mr. Beers, that the Board of Education approves to deny the grievance, thereby finding in favor of the administration and against the grievance.

YEA: Mr. Beers, Mr. Cox, Mr. Dorshimer, Mr. Follweiler, Mrs. Fullas, Mrs. Ganser, Mrs. Geronikos, Mr. Hazzard, Mr. Green (9)

NAY: None (0)

Mrs. Geronikos reported that she received a called by Mrs. Marilyn Kaul requesting that someone from

the board or administration be represented on Future Focus. This committee meets the third Wednesday of each month from 7:00 p.m. in the Slatington Borough Hall.

**INFORM-
ATION**

All board members received a copy of the following minutes:
Minutes of the Carbon Lehigh Intermediate Unit Board of Directors meeting held on December 20, 2004.

Minutes of the Washington Township Board of Supervisors meeting held on December 14, 2004.

Minutes of the Borough of Slatington Parks & Recreation Committee meetings held on November 15, 2004, December 20, 2004 and January 18, 2005.

**INFORM-
ATION**
(Con't.)

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on January 6, 2005.

Minutes of the Lehigh Career & Technical Institute Joint Operating committee meeting held on December 1, 2004 and the LCTI Director's Report for January 2005.

**CORRES-
PONDENCE**

Notification has been received from the PA Department of Education of their approval of PlanCon Part I: Interim Reporting for Change Order Numbers H-4 and H-6 for the middle school additions/alterations. A copy of this document and appended materials will be entered into the official minutes of this meeting. (See Attached)

**RECOG-
NITION OF
GUESTS**

Brian Shaner – Washington Township – He asked why there were different amounts for five different teachers attending the same conferences.

Ed Ziegler – Borough of Slatington – Addressed the board with several questions:

1. He stated that he used to attend bid opening and most of the time he was the only taxpayer in attendance. The last time the bids were opened for garbage collection he, Mr. Geiger and the previous business manager were the only people in attendance. He also found out that the school district is paying a monthly fee for four containers for the recycling program. He informed the board that there is money in Harrisburg in a recycling fund for these containers.
2. He asked the board to reconsider not using Portnoff Associates to collect delinquent taxes. He visited their office and reported that this company is very unorganized. The staff in the Tax Claim Bureau should be collecting these taxes for the district.
3. He addressed the fact that there are no tax enumerators checking households for per capita taxes. How can the district bill taxpayers when there are no enumerators?

**ADJOURN-
MENT**

Mr. Dorshimer made a motion, which was seconded by Mr. Beers, that the regular meeting of the Northern Lehigh School District Board of School Directors be adjourned at 8:59 p.m.

YEA: Mr. Beers, Mr. Cox, Mr. Dorshimer, Mr. Follweiler, Mrs. Fullas,
Mrs. Ganser, Mrs. Geronikos, Mr. Hazzard, Mr. Green (9)
NAY: None (0)

Respectfully submitted,

Bryan C. Dorshimer
Secretary

ATTEST: _____ (President)
Mr. Mathias J. Green, Jr.