

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
February 14, 2011

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Edward E. Hartman, at 7:30 p.m. on Monday, February 14, 2011 in the Middle School Auditorium.

ROLL CALL Members present: Mr. Gary S. Fedorcha, Mr. Raymond J. Follweiler, Jr., Mrs. Lauren A. Ganser, Mrs. Lori H. Geronikos, Mrs. Natalie J. Green, Mrs. Donna M. Kulp, Mr. Gregory S. Williams, Mr. Edward E. Hartman (8)

Members absent: Mr. Mathias J. Green, Jr. (1)

Non-members present: Mr. Donald Allen, Mr. Jeffrey Bachman, Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Mr. Greg Derr, Ms. Heather Heiney (Student Rep.), Mr. John Hrizuk, Dr. Linda Marcincin, Mr. Jeremy Melber, Mr. Michael Michaels, Mr. Eugene Marks, Mr. Justin Molitoris (Student Rep.), Mrs. Karen Nicholas, Mr. Paul Rearden, Ms. Heather Rehrig, Attorney Charles Stopp (Solicitor), Attorney Keith Strohl (Solicitor's Office), Mary Kay Williamson, Mrs. Aileen Yadush and Mrs. Sherri Molitoris.

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

APPROVE MINUTES Mrs. Ganser made a motion, which was seconded by Mr. Fedorcha that the minutes of the regular school board meetings held on January 10, 2011 be approved and ordered filed.

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

NAY: None (0)

2010 FOOTBALL PROCLAMATION Mr. Hartman read a proclamation honoring the 2010 Football Team for their achievements during the 2010 football season.

Mr. Williams announced that board member Mr. Mathias J. Green, Jr. arrived at 7:32PM.

Mr. Green made a motion, which was seconded by Mrs. Geronikos, that the Board of Education accepts the 2010 Football Proclamation.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

SPECIAL BOARD REPORTS Carbon Lehigh Intermediate Unit – Mr. Gary S. Fedorcha reported the minutes from the meeting are attached to the agenda and Board Briefs are at your seat. The CLIU budget is also on the agenda for approval this evening.

Lehigh Career and Technical Institute – Mrs. Lori H. Geronikos reported she met with Dr. Hornberger to discuss plans for future cost cutting measures taking place at LCTI. She would be willing to discuss this information personally with anyone who may have questions. She stated that Mr. Michaels has volunteered to be on a task force to deal with future financing for LCTI. She further stated that recently LCTI held a commercial photography electronic imaging contest in conjunction with CLIU #21 and Northern Lehigh had two first and two second place winners in the contest.

of **SPECIAL
BOARD
REPORTS**
(cont.)

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legislature to
create

scholarship
districts.
voucher and no
money back
else.

Legislative Report – Mr. Gregory S. Williams reported on SB200 which passed both Senate and House Committee. This Senate Bill establishes standards for the management of concussions and traumatic brain injuries to student athletes involved in interscholastic sporting competitions or other athletic events. He further advised the Board on current information concerning vouchers. He stated that PSBA is at the forefront of this issue and has an enormous amount of resources available to them. He wanted to point out that PSBA is preparing opposition to the Bill and will present testimony at the Senate Education Committee Hearing on Wednesday. One of the great concerns over the Bill has to do with the constitutionality of it. They will point out a Federal Supreme Court case showing that this is something constitutionally allowed. The problem with that is, it has nothing to do with Pennsylvania State Constitution and the Pennsylvania State Constitution is much stricter when it comes to money going to religious schools. There is definitely going to be a legal battle over this issue and will cost the public money. Secondly, this Bill is out there and there is much pressure from the Republican Governor and the Republican controlled legislature to get the Bill passed. The Bill will be phased in over three years. Year one the Bill will create a scholarship program to help low income children who are currently attending a public school. Eligible children would have to be attending a presciently lowest achieving school. The criteria for presciently lowest achieving school is over a one year span. In year two the program will expand to non-public education facilities and during year three, the tuition program will become available to all low income children residing anywhere in the state no matter what school they are attending. Another huge question is how much is the scholarship actually going to be worth and how those finances are going to affect public school districts. Lastly, in any incidents that a student is awarded and uses a scholarship as a voucher and no longer is enrolled in that non-public school, there is no language that returns that money back to the public school district. It will go back to the Board to be awarded to somebody else.

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Bill

Mrs. Geronikos stated that when the voucher issue came up years ago it did not work because the vouchers would not fully fund the non-public education and that parents would be responsible to pay a portion of the tuition. She asked if there was anything different in this Bill this time that would make it more attractive to parents this time around.

Mr. Williams stated that nothing he has seen has showed an exact dollar amount. He stated that he thinks it sounds as if it is going to be based on the states aide ratio to the local district.

Mr. Michaels stated that one of his major concerns is, will the voucher program be used for recruitment of athletes. And secondly, he said we are a school district that does not accept tuition students. Are we going to have to accept vouchers? In discussions with the new Secretary of Education he made it clear that the Governor is going to be pushing vouchers and that this is a coalition of urban Democrats out of Philadelphia and Pittsburgh that are pushing for this as well as Republicans.

Lehigh Carbon Community College – Mr. Mathias J. Green, Jr. reported he has a few comments on the budget but that he will wait for the business manager to make his comments and then bring it forward later.

Committee Reports and/or Meetings

Minutes of the Policy/Education Committee Meeting held on February 7, 2011 were distributed.

Minutes of the Technology/Buildings and Grounds Committee Meeting held on February 9, 2011 were distributed.

Student Representatives to the Board Report

Mr. Justin Molitoris and Ms. Heather Heiney distributed their written student representative report and verbally reported on its contents.

Solicitor's Report – Attorney Charles Stopp reported on a current court case involving a Right to Know request. The request was for weekly reminders that were given out by the superintendent to

school board members. The courts determined that these items are not a public record and are not covered under the Right to Know Law.

SPECIAL BOARD REPORTS (cont.)

Federal and Other Programs Update – Mrs. Karen A. Nicholas reported that PDE is releasing current PVAAS data. At a recent Policy Committee meeting, the committee viewed a short video clip from PDE which was made for school board members to become familiar with PVAAS data. If anyone is interested in viewing the video they should contact Mrs. Nicholas.

Business Manager's Report – Mr. Jeremy G. Melber stated he distributed this evening the LCCC Operating, Debt Service and Capital Expenditures Budgets for the board to review and will be on next months agenda for approval. Under that budget Northern Lehigh is seeing a \$77.00 decrease in their share. CLIU's budget is on the agenda this evening for approval and Northern Lehigh's share is a decrease of \$104.00.

Recently there have been meetings held to roll out the Retirement Incentive. Currently there are approximately 8-10 teachers interested in the Retirement Incentive. He further reported budget to date is showing a shortfall of \$1,176,039 deficit but this number does not include any teacher retirements. After running numbers taking into effect retirement of teaching staff, the budget is at a deficit of \$264,000 which is within the Act I index. However he feels once he looks at this budget and puts his financial plan into place, he feels this district is on target for a 0% tax increase. He thinks we will balance this budget without a tax increase providing no unforeseen circumstances. He will know more at the next board meeting once we see the Governor's budget and the state's plan for basic education subsidy and by April we will know what teacher's will be taking advantage of the Retirement Incentive.

Lastly he stated the bond resolution for the second phase of the bond issue for the renovation project at Slatington Elementary school is on the agenda for approval. He introduced Mr. Les Bear, district financial advisor, and Jens Damgaard, from Rhoades & Sinon, who gave presentations on the bond issue and answered questions from the Board of Education.

Superintendent's Report – Mr. Michael W. Michaels

Mr. Michaels stated that at the Board will go into executive session at the conclusion of the meeting with Attorney Stopp to discuss a legal item.

Administration has been constantly working with the Retirement Incentive Plan and numbers. Mr. Michaels and the teacher's union leadership have met on numerous occasions talking about the retirement plan and staff member's administration should talk to concerning the retirement incentive. He believes there will be between 8 and 11 potential retirements.

Administration is very concerned about the budget process and, as a team, has been working very hard on the upcoming budget. Their goal is to pass a budget with the least impact to tax payers as the district can.

Mr. Michaels stated that the district is looking at the possibility of starting school before Labor Day. Students would begin Monday thru Thursday of the week prior to Labor Day and have off on Friday thru Monday for Labor Day break. This would give students 4 days before Labor Day and teachers would come in the week before the students for four days of teacher in-service. He stated when potential snow make-up days would be and that school would be over during the first week of June if there are no additional snow days being added to the end of the school year calendar.

PERSONNEL

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

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|------------------------------|----------------------------|---|
| Appointment
Instructional | Kyle Turner
Assignment: | Temporary Vacancy Replacement
1 st grade Peters Elementary replacing employee
who was granted a leave of absence |
| | Salary: | Substitute Teacher Rate Days 1-30; |

Effective: Day 31 and beyond \$42,435 prorated
(Step 1 Bachelors on the 2010-2011 CBA Salary Schedule)
February 7, 2011
Termination Date: Upon Exhaustion of Teacher's 12 Week Leave
(May 2, 2011)

PERSONNEL
(cont.)

Melissa Black*
Assignment: Temporary Vacancy Replacement
Elementary Music Teacher replacing employee
who was granted a sabbatical for the 2nd semester of the
2010-2011 school year
Salary: \$42,435 prorated
(Step 1 Bachelors on the 2010-2011 CBA Salary Schedule)
Effective: January 27, 2011
Termination Date: On or About June 20, 2011

Stephen Reimert
Assignment: Temporary Vacancy Replacement
Middle School Social Studies replacing employee
who was granted a leave of absence
Salary: Substitute Teacher Rate Days 1-30;
Day 31 and beyond \$42,435 prorated
(Step 1 Bachelors on the 2010-2011 CBA Salary Schedule)
Effective: January 24, 2011
Termination Date: Upon Exhaustion of Teacher's 12 Week Leave
(April 18, 2011)

***Pending Verification of Missing Paperwork**

Family Medical Leave Approve the request of employee #3250 to take a Family Medical Leave beginning on January 24, 2011 for their own medical reasons. The employee will be using accumulated sick days in conjunction with the Family Medical Leave. Employee plans to return to current teaching position upon release from their attending physician on or about April 18, 2011.

Unpaid Leave of Absence Approve the request of Suzanne Mengel, Slatington Elementary Guidance Counselor, to take an unpaid leave of absence on May 31 & June 1, 2011. She is requesting to use these two unpaid days in conjunction with one personal day on May 27, 2011 so she can attend a family function in Arizona. Correspondence received from the Education Association states that this request will not be considered as precedent setting for future requests.

Request for Inclusion in 2010-2011 Retirement Incentive Plan Approve the inclusion of Ralph L. Williams, 5th grade teacher, in the Northern Lehigh School District's 2010-2011 Retirement Incentive Plan adopted by the Board of Education on January 10, 2011.

Resignations Retirement R. Williams Accept the retirement resignation of Ralph L. Williams from his position as 5th grade teacher, provided that the Board of Education approves his inclusion in the 2010-2011 Retirement Incentive Plan, effective on the day following his contractual obligations for the 2010-2011 school year with the date being determined by the Board upon completion of snow make-up days. At this time he will begin his retirement from the Northern Lehigh School District after 39 years of service.

F. Wagner Accept the resignation of Fred Wagner as Assistant Girls Soccer Coach. Due to an increased work load at his current job he is unable to continue as assistant coach.

Co-Curricular Volunteers 2010-2011 Fred Wagner Assistant Girls Soccer Coach

Co-Curricular Jason Reinhard Assistant Girls Soccer Coach \$2,720.55
Melissa Black Elementary Chorus Advisor (Shared Stipend) \$ 290.17

Appointments
2010-2011

Co-Curricular Appointments 2011-2012	Elizabeth Ache	Middle School Field Hockey Coach	\$2,585.61
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PERSONNEL**(cont.)**

Unpaid Volunteer Approve the following unpaid volunteer aide in the Middle School for the 2010-2011 school year: Robin Blocker

Salary Adjustments Acknowledge the following instructional assistant who has achieved Highly Qualified Status and has supplied proof of such status to the Superintendents Office. This individual is entitled to a \$1.00 per hour salary increase for the 2010-2011 school year per the Memorandum of Understanding with the Educational Support Staff.

Denise Hoffman

Acknowledge the following teachers who have completed the requirements per the Collective Bargaining Agreement that would entitle them to a salary increase for the second half of the 2010-2011 school year:

Jennifer Butz

From: Step 4B+24
To: Step 4M

Melissa DeFrain

From: 4B+24
To: 4M

Substitute Instructional Approve the following substitute teachers for the 2010-2011 school year at the 2010-2011 substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:

Sharon Fehlinger* – Music
Jacqueline Leslie – Physics
Trisha Loch* – Elementary
Jordan Smith – Health & Physical Education
Matthew Sutjak – Social Studies
Courtney Wehr* – Elementary & Middle Level Math 7-9
Katie White – Biology

***Pending Verification of Missing Documents**

Non-2010-Instructional Approve the following individual as a substitute aide for the 2010-2011 school year at the 2011 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Kimberly Antolick
Melanie Mohr*

***Pending Verification of Missing Documents**

Approve the following individual as a substitute cook's helper for the 2010-2011 school year at the 2010-2011 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Melanie Mohr*

***Pending Verification of Missing Documents**

Approve the following individual as a substitute custodian for the 2010-2011 school year at the 2010-2011 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Kimberly Antolick

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
 NAY: None (0)

POLICY

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

POLICY
(cont.)

Homebound Instruction

It is recommended that the Board of Education grant homebound instruction for a 12th grade student, Student No. 1110860, for five hours per week, effective January 10, 2011 and continuing until April 10, 2011.

It is recommended that the Board of Education grant homebound instruction for a 9th grade student, Student No. 1490037, for five hours per week, effective March 16, 2011 and continuing until May 9, 2011.

Agreement Of Sponsorship

Approve the Agreement of Sponsorship To Attend Another Pennsylvania Community College for Tyler Ritz, in accordance with the guidelines established under Policy #912. Beginning in the Spring of 2011 he will be a fulltime student at Northampton Community College to pursue his course of study in Culinary Arts.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
 NAY: None (0)

NEW
Education
BUSINESS

Mr. Green made a motion, which was seconded by Mrs. Geronikos that the Board of Education approves the 2011-2012 LCCC Operating, Debt Service, and Capital Expenditures Budget.

Mr. Green briefly discussed the budget book with the Board of Education and additionally they asked questions concerning it.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
 NAY: None (0)

FINANCIAL

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

Financial Reports

Approve the Following Financial Reports:
 General Fund December 2010 and January 2011
 NLMS Student Activities Account month of January 2011
 NLHS Student Activities and Scholarship Acct for the month of January 2011

List of Bills

Approve the Following List of Bills:
 General Fund month of January & February
 Cafeteria Fund month of January
 Athletic Fund month of January
 Refreshment Stand month of January
 Construction Fund month of January
 Capital Reserve Fund month of January

Per Capita Abatement/ Exonerations

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

Single Audit 2010. 2009-2010

Accept the 2009-2010 audit and management report for the single audit ending June 30, 2010. A copy of the audit was distributed at the January 10, 2011 school board meeting.

General Obligations Bond Resolution Motion to approve the bond resolution as presented by bond council to authorize the issuance of General Obligations Debt Series of 2011 for \$10,000,000.00.

CLIU 2011-2012 Budget Approve a resolution regarding the 2011-2012 Carbon Lehigh Intermediate Unit Operational and Program Services budget. Total expenditures equal \$2,431,237.00 an increase of \$148,955.00 (6.53%) over the 2010-2011 budget. Northern Lehigh's share is proposed to be \$19,610.00 a decrease of \$104.00 from the 2010-2011 budget. A copy of the budget was distributed at the January 10, 2011 school board meeting.

FINANCE
(cont.)

PenTeleData 5 Yr Service Agreements Approve entering into a five (5) year Service Agreement with PenTeleData for One (1) Gigabit Point to Point connectivity between Slatington Elementary School and Carbon Lehigh Intermediate Unit #21 in the amount of \$1,300.00 per month.

Point Approve entering into a five (5) year Service Agreement with PenTeleData for Dark Fiber to Point connectivity between Slatington Elementary School and Peters Elementary School in the amount of \$1,350.00 per month.

PenTeleData connectivity 3 Yr Service Agreements Approve entering into a three (3) year Service Agreement with PenTeleData for T1 between Slatington Elementary School and Peters Elementary School in the amount of \$400.00 per month. This telecommunications line is for telephone connectivity only.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

**CORR-
ESPON-
DENCE**

Mr. Williams stated the district had received a notice from PDE asking for a clarification on an audit from fiscal years 2007 & 2008. This is currently being handled.

**INFOR-
MATION**

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on December 8, 2010 were distributed.

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on December 2, 2010 and January 6, 2011 were distributed.

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on December 20, 2010 were distributed.

**ADJOURN-
MENT**

Mr. Follweiler made a motion, which was seconded by Mr. Fedorcha, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:32 p.m.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

Respectfully submitted,

Gregory S. Williams
Secretary

ATTEST: _____ President
Edward E. Hartman