

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
May 10, 2021

- PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order virtually, via Google Meet, by the President, Mr. Gary S. Fedorcha, at 7:04 p.m. on Monday, May 10, 2021.
- ROLL CALL** Members present: Mrs. Michelle M. Heckman (7:10 p.m.), Mrs. Gale N. Husack, Mr. Robert J. Keegan, Jr., Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Michele L. Martineau, and Mr. Gary S. Fedorcha (7)
- Members absent: Mr. Robin T. Distler and Mr. Mathias J. Green, Jr. (2)
- Non-members present: Mr. Matthew Link, Dr. Tania Stoker, Mrs. Susan Bahnick, Mr. Greg Derr, Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. David Hauser, Mr. Eric Hill, Mr. Eugene Marks, Mrs. Sherri Molitoris, Mr. Scott Pyne, Atty. Avery Smith, Mr. Robert Vlasaty, and Mr. Aidan Williams (Sr. Rep.)
- VISITORS** Approximately one hundred and sixty-seven visitors viewed the meeting.
- APPROVE MINUTES** Mr. Kern made a motion, which was seconded by Mrs. Kulp, that the minutes of the regular board meeting held on April 12, 2021, be approved and ordered filed.
- Roll Call.
YEA: Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (6)
NAY: None
ABS: Mr. Distler, Mr. Green, and Mrs. Heckman
Motion carried.
- PUBLIC COMMENT** Mr. Fedorcha asked Mr. Hill if there was any public comment.
- Mr. Hill stated that there were three (3) participants registered for public comment. All three are not speaking to agenda items, they will be addressed at the end of the meeting. Guests are: Jason Check, Connie Check, and Pauline Grady.
- SPECIAL BOARD REPORTS** Carbon Lehigh Intermediate Unit - Mrs. Husack reported that there wasn't too much to report this evening. Mrs. Husack commented that she hopes to see Dr. Stoker at the CLIU golf tournament on June 22nd. The tournament benefits the special needs foundation. The CLIU was unable to have it last year. A lot of end-of-year items going on at the IU along with preparation for summer programs.
- Lehigh Career and Technical Institute - Mr. Fedorcha reported that LCTI's budget has been passed.
- Legislative Report - Mrs. Heckman did not have a report for this evening.
- Lehigh Carbon Community College - No report his evening.
- Committee Reports and/or Meetings
- Minutes of the Education/Policy Committee Meeting held on May 3, 2021, were distributed.
- Minutes of the Extra and Co-Curricular Committee Meeting held on May 3, 2021, were distributed.
- Minutes of the Technology/Buildings & Grounds Committee Meeting held on May 5, 2021, were distributed.
- Minutes of the Finance Committee Meeting held on May 5, 2021, were distributed.

**SPECIAL
BOARD
REPORTS
(cont.)**

Student Representatives to the Board Report - Mr. Aidan Williams reported that the Student Council holds its blood drive on Thursday, April 29th. The blood drive was held at the stadium. Last week was Teacher Appreciation Week and all the high school teachers received NLSD travel mugs. Aidan thanked them for all the hard work they have done throughout the very challenging year. Northern Lehigh Art Club will be hosting an open air event showcase on May 20th. The event will showcase artwork from in-person and virtual students on the sidewalk in front of the high school from 6 to 8 p.m. The Artist of the Month for March was Kailey Evans and Haven Moore for the month of April. The Slate took home nine awards from the PA Press Club 2021 student journalism contest. They won a best opinion piece with honorable mention to Cody Graverts and Ava Rosario, second place to Ava Rosario and third place to Owen Levan-Uhler. Column and blog where first place went to Avery Diaz, cartoon and comics where second place and honorable mention went to Chase Jones for his submission in the September 2020 and October 2020 editions respectively. Single page layout, first place for their front page submissions and honorable mention to their first place submission We Are Women. NLHS is inviting all interested parents and guardians to participate in free, virtual STEP classes provided by the Center for Humanistic Change from May 18th to 29th. Systematic Training for Effective Parenting is an interactive parental approach to parenting and handling challenging behaviors. Rehearsal for this year's Mr. Northern Lehigh has already begun. This year's contestants are Caleb Hankee, Kenneth Dyer, Dylan Miller and Brenton Krempasky. The competition will be streamed by the beginning of the month and high school students will get to watch it in class at the end of the month too. keystones will be held at the high school from May 18th to May 27th and the rest of the high school will operate on a 2-hour delay schedule on those days. AP exams began on May 4th and will conclude on May 14th. NLMS brought home the best school spirit award in the 2021 Lehigh Valley's What's So Cool About Manufacturing contest. Huge congratulations to Mrs. Frank and Mrs. Chamberlain for their team at the middle school. The Patriot Club is currently conducting their raffle to support the VA Medical Center on June 2nd. The Senior Prom is going to be held on May 15th. It will be a movie night and the students have had the opportunity to vote on which movie will be watched. The final three choices are Central Intelligence, Ferris Bueller's Day Off or Avengers Infinity War. The prom court is comprised of Alexia Mankos, Breanna Hoppes, Emily Hunsicker, Julia Wanamaker, Kristen Guelcher, Maggie Reitz, Natalie Keller, Shaine Mazzocca, Taylor Haydt, Joey Abidelli, Caleb Hankee, Evan Zambo, Brenden Smay, Brenton Krempasky, Charles Wilk, Phil German, Ryan Hammond, and Elijah Jackovitz. At the prom, senior gifts will be distributed and they will be available for pick up at the main office for any seniors that are not able to attend from May 17th to June 11th. The prom is free of charge to all seniors and food and popcorn will be provided. The junior picnic will be held on Saturday, May 22nd at Eagle's Nest Park. Lunch will be provided for all the juniors and many fun activities are currently planned. The senior picnic will be held on Thursday, June 10th starting at 12 p.m. and held at the skeet club. Senior graduation will be held Friday, June 11th. Before the graduation ceremony, there is going to be the high school awards ceremony which will take place at 5:00 p.m. The rain date for both events is June 12th. For spring sports, Girls' Track and Field are 3 and 6, and Boys' Track and Field are 0 and 9. They both have their league championship meet tomorrow. Baseball is currently 1 and 13 in leagues and 1 and 17 overall and softball is 4 and 11 in leagues and 5 and 11 overall.

Solicitor's Report - Attorney Avery Smith had a brief update on the case that originated in the third circuit, which is the federal circuit, called BL versus Mahanoy Area School District. It was the case of the cheerleader who had Snapchatted a picture of herself holding her middle finger up and typed out some obscenities towards the school district regarding the fact that she hadn't been appointed to the varsity cheerleading team. She was very upset by this and she was suspended by the coach from the cheerleading team because of the Snapchat. She sued the school district based on violation of her first amendment rights. This is a pretty big case when it comes to school districts and freedom of student expression. A lot of this case law has been developing for many, many years and the landmark case on this came out of a case called Tinker versus Des Moines from 1969. So, you can see that these don't come along that often. She sued the school district and in June of 2020 the third circuit held in favor of the cheerleader. The school district appealed and the next level of appeal is the Supreme Court of the United States. King Spry is following this case. They streamed the oral argument in this case on April 28th. Oral argument at the Supreme Court level is an opportunity for the Supreme Court justices to ask specific questions of the attorneys involved and then the attorneys to highlight the points of the case that they believe are especially important or worth emphasizing. The Supreme Court has to make a decision about this case by the

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end of June of this year. What we're looking for from this case is Tinker said that a school district could regulate student speech that happened related to a school event or on school property or a school related activity when that speech caused a substantial and material disruption to your school district. What this case is asking is what if that speech is completely off of school grounds. This student was not at a school sponsored event. When she Snapchatted, she was not on school grounds. It's interesting because obviously in 1969 judges weren't looking at regulating student speech in the era of technology we are in now. So, the question really is if this substantially disrupts your school operation because it upsets people. Kids are doing it electronically instead of doing it at a school sponsored event or on school grounds. What's your ability to regulate? We will be watching this very carefully. King Spry puts all of these on blogs on their website. As soon as they get a decision they will put it on the blog. Mrs. Martineau asked what is the firm's website? Atty. Smith said to go to kingspry.com and in the upper right-hand corner you'll see the word blog.

Assistant Superintendent - Dr. Stoker discussed the Summer Learning Academies. The academies will be held at NLSD to address learning loss caused by the pandemic. As discussed last week at the Education/Policy Committee meeting, the programs will run for six weeks, Monday through Thursday, from June 21st through July 8th, with the exception of July 5th for the holiday, and then again July 12th through the 30th. Breakfast and lunch will be provided for all students. Students will be benchmarked prior to the program beginning and at the end of the program to gauge achievement in growth. The elementary schedule will begin with arrival at 8:30 a.m., breakfast and three blocks of instructional time in Reading, Math, and recreational time. Then, lunch and a closing activity before dismissal at 1:30 p.m. The secondary schedule is similar with arrival and breakfast at 8:00 a.m., three classes, lunch and dismissal at 12:15 p.m. All students are welcome to attend but we are highly encouraging students who are in danger of failing or retention or those who are currently receiving Tier 2 or Tier 3 interventions through the MTSS system to attend. The current curriculum will include the use of an adaptive learning platform at the elementary level that meets students at their level and continues to grow them academically. At the middle and high school levels, curriculum will be from content area courses. Daily attendance is expected and all student rules will remain in effect. Transportation will be offered to students in the district at the beginning and end of the school day. If students at the secondary level are only participating for a course or two, they can be picked up or remain in a study hall until the end of the day. Principals are in the process of getting information out to families and we are in the process of hiring our staff to meet the program needs. The programs are completely free to Northern Lehigh students as they are being fully funded through the ESSER III grants with set-aside monies for learning loss. We highly encourage all students that are interested in attending to do so. We hope that this program continues for multiple years. The ESSERS III funds run through September of 2024. Dr. Stoker thanked the entire administrative team, the faculty and staff who have all come together to create a summer program in a short amount of time.

Business Manager's Report - Mrs. Molitoris, Mr. Link, and Mrs. Frantz shared an updated PowerPoint presentation for the proposed final 2021-2022 budget that is on the agenda for approval. Mr. Link reported that not much has changed since the Finance Committee met last week. Mr. Link explained the funding opportunities with the COVID-19 affects to the budget, PCCD COVID, PCCD COVID II, ESSERS I, ESSERS II, and ESSERS III. These opportunities helped to provide the bipolar ionization devices as well as other PPE type equipment throughout the school district. ESSER I has been completed. ESSER II is \$1,463,002 and ESSER III is \$2,948,680. ESSER III provides supplanting opportunities and requires \$589,736 be spent directly for addressing learning loss. Potential savings are substitutes because there are no subs to go around. Continue to realize savings in utilities due to the previous ESCO project directly related to electricity and heating oil. Mrs. Molitoris explained COVID-19 affects for the 2021/2022 school year and beyond with the Act I Index the the Independent Financial Office (IFO) put out. They put this out in February 2021. They set the 2021 Act I Index at 3.4% and the projected every year going forward. In the 2024-2025 school year it starts to project downward, ending in 2025-2026 at a projected 3.1%. The thought process is that it's going to take a couple of years for us to start to see the effects of COVID and unemployment. The IFO puts these projections out every year. PSERS updates will not be available until June. PSERS projected a rate of 34.95% (Actual is 34.94%) for 2021 and it continues to rise through the 2025 school year. Mr. Link discussed student enrollment and anticipated student enrollment. Mr. Link discussed the employee profile and potential increase in positions to help address learning loss

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funded through the ESSER grants. Mrs. Molitoris discussed the prior year's composite data of prior year's expenditures and revenues. This year, expecting more revenues than expenditures. Looking to put around 750,000 back into the fund balance. Agreed in December with the board resolution that the taxes will not go over 4% which is the adjusted index for Northern Lehigh. The anticipated fund balance at the end of 2021 is anticipated to be 10.5 million. Mr. Link discussed recommendations at each school for additional staff or relocation of staff with no budgetary increase for materials or programs. The 5 additional paraeducators and 2 technology integration specialists, if approved, would be funded through the ESSER fund through the 2023-2024 school year and could potentially go away when the ESSER funds go away. Cost drivers for the 2021-2022 expenditures are salaries, retirement/PSERS, medical, charter school, technology and LCTI (renovations and increased student enrollment). Cost reductions are electric, heating oil, and outplacement of a student who has aged-out. Real Estate collection for 20/21 was 94% collection rate. Recommending 93.75% for the 2021/2022 school year. If the district would happen to do a potential tax freeze so that we would keep our Lehigh County and Northampton County tax collection millage rates the exact same, we would have a loss of \$679,309 in revenues. Per Capita is reinstated to the 2019-2020 rates. EIT collection increased by 10%. There is still a reduction in interest in investments. The district is now in a partnership with Neffs Bank and earning nice interest locally. State and Federal revenues are budgeted flat for Basic Education and Special Education. Projected district expenses are \$33,796,908 and projected revenues are \$33,024,460. This is a budget shortfall of \$772,448. If allowed to increase by 4%, the district would see \$679,309 in additional revenue. Estimated Fund Balance for June 30, 2021 is \$10,507,738. Ending fund balance would be \$9,735,290 for 2021-2022 if the district utilized \$772,448 of fund balance to meet the budget shortfall and freezes taxes. The budget shortfall consists of PSERS increases previously committed of \$131,057, medical of \$28,888 and to balance the budget, \$612,503. The board will need to decide if the district increases taxes or uses fund balance to meet the shortfall. Potential additional revenues not in the current number are in the Governor's Proposed Budget. They are the Basic Education Subsidy increase of \$116,883 and the Special Education Subsidy Increase of \$233,664. Administrative recommendations are to consider a tax increase and utilization of fund balance to generate some revenue for the upcoming year; continue to work with Brandywine for fixed costs for the 2020-2021 school year so subsidy is not affected in the 2021-2022 school year; and continue to look for opportunities to decrease expenditures and/or increase revenues as more information becomes available on ESSER's II and III funding and supplanting opportunities.

Superintendent's Report - Mr. Link reported that last week was a busy week around the district, in a good way. It was officially National Teacher Appreciation Week. The district recognized all employees from support staff to professional staff to administration. All employees were treated to a lunch, which was prepared by our food services department under the leadership of Mrs. Bahnick, and it was pretty amazing. Thank you to Mrs. Bahnick and her team. Every employee also received an NLSD branded insulated water bottle. This week is National School Nurse Appreciation Week from May 6-12, 2021. This school year our school nurses have really gone above and beyond tending to our students and staff making sure everybody stays healthy and safe. Also, Cafeteria Worker Appreciation Day was May 7, 2021, and they all received Heroes Work Here T-shirts from Mrs. Bahnick and honestly they are heroes. Not only have they been feeding all of our students, but this past summer they were feeding all children in the Northern Lehigh School District and they are continuing to make sure we're prepared to do that this summer and on the weekends. May 10-14 is National Police Week and we have two School Police Officers that administration and faculty work closely with to ensure that our campuses remain safe and secure. They also help with professional development, everything from arranging trainings on AED's to first aid to mental health awareness.

Mr. Link acknowledged the Lehigh Valley Educators Credit Union for a very generous donation of \$2,925 to the school district to ensure that our students are fed not just during the school week, but even through the weekends and holidays.

End-of-Year Activities are High School Graduation on June 11, 2021 with a rain date of June 12, 2021. The Last Student Day is June 11, 2021, and the last Teacher Day is June 14, 2021.

Mr. Link recognized retirees who were on a previous agenda. Mrs. Theresa "Terri" Cinicola was hired full time in September 1987, as a Secondary Science Teacher at the Senior High School. She obtained her Bachelor's Degree in Biology from Penn State University in 1981 and her teaching

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(cont.)**

certification from Kutztown University in 1987. Mrs. Cinicola has served in various extracurricular roles as Class Advisor and game worker. In 1997, she was named District Outstanding Conservation Educator in Lehigh County. Mrs. Cinicola is an excellent teacher who met the individual needs of each child as she developed their special talents, not only in the classroom but through extracurricular activities. Mrs. Cinicola 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 will be dearly missed. Mrs. Cinicola will be retiring from the district at the end of the 2020-2021 school year after 34 years of service, which is remarkable. 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 split between the Slatington Public Library and the Education Foundation as a token of our appreciation for all you have done for the staff and students in this community. Best wishes to you, Terri. Mrs. Cinicola thanked all and commented that it's been a pleasure to work for the Northern Lehigh School District.

Mrs. Alice Lieberman was hired full time in March 2006, as an ESL/Gifted Teacher districtwide. Mr. Link commented that Alice gets the award for the department with the most name changes over the years whether it's ESL or ELDP. It seemed like every year there was a new acronym. She obtained her Bachelor's Degree in Social Studies from Kutztown University in 1993, her Master's Degree in Curriculum & Instruction in 2000, and her ESL Program Certification from the CLIU in 2005. Mrs. Lieberman has served as the Academic Challenge Eight (ACE) Advisor for many years. Mrs. Lieberman is an excellent teacher who met the individual needs of each child and strived to bring out their special talents. Many times, Mrs. Lieberman was working with the students that had some additional barriers to learning whether it was a language barrier or whether it was a way to accelerate and extend their giftedness, Neither of which is easy and she did an excellent job. Mrs. Lieberman touched the lives of many Northern Lehigh students over the past 15.25 years. She truly was a gift to our students and staff. She will be dearly missed. Mrs. Lieberman will be retiring from the district at the end of the 2020-2021 school year after 15.25 years of service. It is my sincere hope that your retirement years will bring you much joy and fulfillment and many adventures. 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. Mrs. Lieberman thanked all and commented that she's enjoyed coming to work every day and she will really miss it.

Mr. David Oertner was hired full time in September 1983, as a Secondary Science Teacher at the Junior High School. He obtained his Bachelor's Degree in Biology & General Science from Clarion State College in 1982 and his Master's Degree in Education Development and Strategies from Wilkes College in 1988. Mr. Oertner has served in various extracurricular roles as Head Cross Country Coach, Head Girls' Basketball Coach, Head Boys' Basketball Coach, Assistant Track Coach, Intramurals and game worker. Mr. Oertner is an excellent teacher who met the individual needs of all of his students whether it was in the science classrooms, science labs, or out on the basketball court or out on our competitive fields. Mr. Oertner touched the lives of thousands of Northern Lehigh students over the past 39 years. He truly was a gift to our students and staff. He will be dearly missed. Mr. Oertner will be retiring from the district at the end of the 2020-2021 school year after 39 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. Best wishes to you.

Mr. Link thanked all the retirees for their many years of service to the district. Mr. Fedorcha wished all the retirees good luck in the future.

**Executive
Session**

An executive session was held at 5:45 p.m. via Google Meet for the purpose of legal, negotiations and personnel.

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

- Resignation/
Retirement
E. DeAntonis With regret, accept the retirement resignation of Eric DeAntonis from his position as High School Mathematics teacher, effective the end of the 2020-2021 school year. Mr. DeAntonis will be retiring from the Northern Lehigh School District, after 34 years of service.
- C. Cannon With regret, accept the retirement resignation of Claire Cannon from her position as Slatington Elementary Third Grade Teacher, effective the end of the 2020-2021 school year. Ms. Cannon will be retiring from the Northern Lehigh School District, after 31 years of service.
- P. Ingles With regret, accept the retirement resignation of Patricia Ingles from her position as High School Paraprofessional, effective the end of the 2020-2021 school year. Mrs. Ingles will be retiring from the Northern Lehigh School District, after 16.2 years of service.
- J. DeSousa With regret, accept the retirement resignation of Joan DeSousa from her position as Peters Elementary Paraprofessional, effective July 29, 2021. Ms. DeSousa will be retiring from the Northern Lehigh School District, after 12 years of service.
- Medical
Leave Approve the request of employee #0044 to take a medical leave of absence beginning on April 21, 2021, for their own medical reasons. Employee is requesting to use accumulated sick days. Employee plans to return to their position upon release from their physician.
- Sabbatical
Leave Approve the request of employee #7144 to take a Compensated Sabbatical Leave for the 2021-2022 school year.
- Game
Workers
2020-2021 Motion to appoint the following individual as a Game Worker for the 2020-2021 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 2020-2021 Supplemental Personnel Salary Schedule:
- Ryan Cunningham
- Administrative
Transfer -
Non-
Instructional Amanda Grozier*
From: Instructional Paraprofessional-Emotional Support
To: Instructional Paraprofessional-Classroom
Salary: No change in salary
Effective: May 11, 2021
***60 Working Day Probationary Period**
- Appointment
Administrative David Hauser
Assignment: Middle School Principal
Salary: \$100,000
Effective: July 1, 2021
- Appointment
Non-
Instructional Kimberly Deprill*
Assignment: Instructional Paraprofessional
Salary: \$15.00/hour
Effective: May 11, 2021
***60 Working Day Probationary Period**
- Substitute
Non-
Instructional Motion to appoint the following individual as substitute secretary and/or substitute paraprofessionals for the 2021-2022 school year at the 2021-2022 substitute rate as approved on the Supplemental Personnel Salary Schedule:
- Joan DeSousa

PERSONNEL
(cont.)

Co-Curricular 2021-2022 Motion to renew the appointments of the following Co-Curricular positions for the 2021-2022 school year:

Joseph Tout	Head Football Coach	\$7,901
Stephen Hluschak	Assistant Football Coach	\$5,136
Dylan Hofmann	Assistant Football Coach	\$5,136
Matthew Davis	Assistant Football Coach	\$5,136
Gregory Kosciolik	Assistant Football Coach	\$5,136
Matthew Neward	Assistant Football Coach	\$2,568
Zachary Merkle	Assistant Football Coach	\$2,568
Derek Long	Assistant Football Coach	\$2,568
Shawn Frame	Assistant Football Coach	\$2,568
Kimberly Seiler	Head Field Hockey Coach	\$5,712
Megan Leadbetter	Assistant Field Hockey Coach	\$3,173
Cassandra Keiser	Middle School Field Hockey Coach	\$3,016
Michael Lehtonen	Head Cross Country Coach	\$4,733
Jason Reinhard	Head Girls' Soccer Coach	\$5,712
Henry Ojeda	Assistant Girls' Soccer Coach	\$3,173
Todd Hertzog	Fall Intramural	\$924
Patrick Wanamaker	Fall Intramural	\$924
Gregory King	Fall Intramural	\$462
Katherine Farber	Fall Intramural	\$462
Patrick Wanamaker	Head Boys' Basketball Coach	\$7,901
Ryan Cunningham	Assistant Boys' Basketball Coach (JH)	\$5,136
Jacob Schneck	MS Boys' Basketball Coach	\$5,034
Scott Snyder	Head Wrestling Coach	\$7,901
Nicholas Hosford	Assistant Wrestling Coach	\$5,136
Ryan Kern	Assistant Wrestling Coach (JH)	\$5,136
Megan Filchner	Cheering Advisor	\$3,492
Joseph Tout	Winter Intramurals	\$924
Stephen Hluschak	Winter Intramurals	\$924
Michael Lehtonen	Winter Intramurals	\$924

Co-Curricular Volunteers 2021-2022	Andrew Arnold	Assistant Wrestling Coach
	Shelby Bailey	Assistant Girls' Soccer Coach
	Matthew Egan	Assistant Boys' Basketball Coach
	Frank Heffernan	Assistant Wrestling Coach
	Devin Glose	Assistant Boys' Basketball Coach
	Chad Groover	Assistant Wrestling Coach
	Janelle Morales	MS Cheering Coach
	Christine Quattrocchi	Assistant Cheering Coach
	Shauna Rausch-Garcia	Assistant Cheering Coach
	Michele Richards	MS Cheering Coach
	Jason Schneck	Assistant Boys' Basketball Coach
	Shawn Wanamaker	Assistant Field Hockey Coach
	Timothy Whalen	Assistant Wrestling Coach

Mr. David Hauser asked to speak. Mr. Hauser thanked the board for the consideration and he's looking forward to jumping in as the Middle School Principal. He thanked the search committee, the board and the three principals that have mentored him, Mrs. Chamberlain, Mr. Vlasaty, at Northern Lehigh, and Mrs. Howland at Lehigh for grooming him for this position. Thank you for the consideration, he is honored and humbled.

Mr. Fedorcha thanked Mr. Hauser and added that he was unanimously chosen by the nominating committee.

Roll Call:

YEA: Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7)

NAY: None (0)

ABS: Mr. Green and Mr. Distler (2)
Motion carried.

Mr. Link congratulated Mr. Hauser.

POLICY

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

- Board Policy First Reading Approve school board policy #305- Employees - Employment of Substitutes, as presented after the first reading.
- Board Policy Second Reading Approve school board policy #113.1 - Programs - Discipline of Students with Disabilities, as presented after the second reading.
- Approve school board policy #113.2 - Programs - Behavior Support, as presented after the second reading.
- Approve school board policy #113.5 - Programs - Confidentiality of Special Education Student Information, as presented after the second reading.
- Board Policy Annual Review Per the recommendation of the Education/Policy Committee and Administration, approve and accept the mandated annual review of policy #918 - Community – Title I Parent and Family Engagement, with no changes.
- Non-Resident Students Approve the request of a parent of a Kindergarten student #3390018 at Peters Elementary School, who is moving out of the district, to allow their student to finish the 2020-2021 school year in the Northern Lehigh School District in accordance with student policy #202.
- Approve the request of a parent of a 7th grade student #2690199 at Northern Lehigh Middle School, who is moving out of the district, to allow their student to finish the 2020-2021 school year in the Northern Lehigh School District in accordance with student policy #202.

Roll Call:

YEA: Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7)

NAY: None (0)

ABS: Mr. Distler and Mr. Green (2)
Motion carried.

CURRICULUM AND INSTRUCTION

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

- Flexible Instruction Days Approve the use of Flexible Instructional Days (FIDs) to meet the 180 instructional day requirement of the public school code for the 2021-2022 through the 2023-2024 school years and authorize the Board President to sign the Board Affirmation Statement.
- Summer Band Camp Amendment Approve a tuition free one-week elementary summer band program and also approve a stipend for summer band program director, Steven Jonkman. Mr. Jonkman's stipend will be \$1,000.00 to be paid out of ESSER funds for learning loss. The summer band program will run Monday, August 16, 2021, until Friday, August 20, 2021.

**CURRICULUM AND
INSTRUCTION**
(cont.)

Extended School Year (ESY) Approve to conduct an Extended School Year Program for students with special needs from July 12-15, 19-22, 26-29. The program will run Monday-Thursday from 9:00AM -12:00PM. Approve to employ Kayla Perkowski, Ryan Stilwell and Greg Deiter for four hours per day at the Teacher Collective Bargaining Agreement amount of \$30 per hour plus completion bonus of \$1000. Further, approve to employ paraprofessionals, Stephanie Stilwell, Lisa Fisher, Robin Blocker, Joan DeSousa, and Megan Farkas for three hours per day at their agreed upon 2021-2022 hourly rate plus a completion bonus of \$750. Approve to employ Tracy Hoffman, as the school nurse, for three hours a day at the Teacher Collective Bargaining Agreement amount of \$30 per hour plus completion bonus of \$1000. This will be fully funded through the ESSER grant.

J. Haas Bus Para-professional Approve to continue to employ, Jennifer Haas, as transportation paraprofessional for student #2390125, This extended school year program runs June 28-August 6, 2021. Approve compensation for three hours per day at her agreed upon 2020-2021 for June 28-30 & 2021-2022 hourly rate effective July 1, 2021 plus the completion bonus of \$750. This will be fully funded through the ESSER grant.

Summer Academies Per the recommendation of the Education/Policy Committee, approve the 6-week Elementary, Middle School, and High School Summer Academies for Summer 2021 to be held Monday through Thursday, from June 21, 2021 to July 8, 2021 (no session July 5th) and July 12, 2021 through July 30, 2021, at no cost for students. This will be fully funded through the ESSER grant.

Roll Call:

YEA: Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, Mrs. Heckman, and Mr. Fedorcha (7)

NAY: None (0)

ABS: Mr. Distler and Mr. Green (2)
Motion carried.

**OLD
BUSINESS**

Mrs. Kulp made a motion, which was seconded by Mrs. Martineau, that the Board of Education approves the following old business item:

NLEA CBA Amendment (Dates) Amend the motion to approve the new Collective Bargaining Agreement, as recommended by the School Board Negotiations Committee, between the Northern Lehigh School District and the Northern Lehigh Education Association, with corrected dates, effective August 1, 2021, through July 31, 2023.

Roll Call:

YEA: Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, Mrs. Heckman, Mrs. Husack, and Mr. Fedorcha (7)

NAY: None (0)

ABS: Mr. Distler and Mr. Green (2)
Motion carried.

**NEW
BUSINESS**

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

NLESPA CBA Approve the Collective Bargaining Agreement between The Northern Lehigh School District and Northern Lehigh Educational Support Personnel Association, effective July 1, 2021, through June 30, 2024.

NLESPA MOU Approve the Memorandum of Understanding between The Northern Lehigh School District and Northern Lehigh Educational Support Personnel Association for hiring of a maintenance person with specialized skills, effective May 11, 2021, through June 30, 2021.

**NEW
BUSINESS
(cont.)**

Specialized Skills Position	As per the recommendation of the Technology/Buildings and Grounds committee, approve to allow administration to interview and hire a maintenance person with specialized skills prior to the June 14, 2021 board meeting.
Graduation 6/11/21	Approve the recommendation from administration, that graduation be set for Friday, June 11, 2021, at 7:00 p.m. in Bulldog Community Stadium, with a rain date of Saturday, June 12, 2021, at 10:30 a.m.
Extend Contracts of Co-Directors	Approve to extend the contracts until December 31, 2021, with no changes between the Northern Lehigh School District and the Co-Director of Business Affairs/Human Resources and Co-Director of Business Affairs/ Payroll & Employee Benefits.
HomeTown Ticketing	As per the recommendation of the Extra and Co-Curricular Committee, approve the implementation of HomeTown Ticketing to provide paperless ticket purchasing of school district sponsored events.
	Roll Call: YEA: Mr. Kern, Mrs. Kulp, Mrs. Martineau, Mrs. Heckman, Mrs. Husack, Mr. Keegan, and Mr. Fedorcha (7) NAY: None (0) ABS: Mr. Distler and Mr. Green (2) Motion carried.
<u>(a) FINANCIAL</u>	Mrs. Husack made a motion, which was seconded by Mrs. Kulp, that the Board of Education approves the following financial items:
Financial Reports	Approve the Following Financial Reports: 1. General Fund Account month of March and April, 2021 2. NLHS Scholarship Account month of April 2021
List of Bills	Approve the Following List of Bills: 1. General Fund months of April and May, 2021 2. Cafeteria Fund months of April and May, 2021
Frontline Education	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 \$3,298.06, this is an increase of \$152.56 for the 2021-2022 school year.
CLIU Technology Pool	Allow administration to sign the CLIU Technology Pool Consortium Agreement for the 2021-2022 school year, cost not to exceed \$792.00.
BCIU Tax Bill Services	Authorize administration to renew an agreement through June 30, 2022 with Berks County Intermediate Unit for tax bill services related to the 2020 and 2021 tax years.
Axis Insurance Co.	Appoint Axis Insurance Company as the 2021-2022 Student Accident and Athletic Insurance Carrier beginning August 1, 2021. The renewal rate is \$25,250.00, to include all interscholastic sports, band and cheerleading. Voluntary school coverage is \$22.00 for the school time rate and \$88.00 for the 24-hour rate. There is no increase over last year's rate.

(a) FINANCIAL
(cont.)

- SWANK
Movie
Licensing Authorize administration to enter into an agreement with Swank Movie Licensing USA for the Northern Lehigh High School for a term of three (3) years at a cost of \$1,393.00, funding through ESSER funds.
- Brandywine
Transportation, Inc. As per the recommendation of the Technology/Buildings & Grounds Committee, approve a five (5) year Student Transportation contract with Brandywine Transportation Inc. effective July 1, 2021 through June 30, 2026, at the proposed rates as presented. Brandywine Transportation Inc. will lease the bus garage on the property at the agreed upon cost stipulated in the agreement for the duration of the contract.
- Pavement
Maintenance
Contractors,
Inc. As per the recommendation of the Technology/Buildings & Grounds Committee, approve the proposal from Pavement Maintenance Contractors Inc., to clean, seal coat and stripe pavement area of the bus lot and stadium area at a cost not to exceed \$18,650.00 and Peters Elementary at a cost not to exceed \$18,955.00, funding through the 2020-2021 Buildings & Grounds Budget.
- HALO
Foggers
Formal Bid As per the recommendation of the Technology/Buildings and Grounds Committee, approve administration to formally bid for the purchase of five (5) Halo Fogger machines and HaloMist disinfectant, funding through the ESSER Grant.
- Event Tents
Formal Bid As per the recommendation of the Technology/Buildings and Grounds Committee, approve administration to formally bid the purchase of two (2) 20' x 40' Event Tents, funding through the ESSER Grant.
- Blade
Center As per the recommendation of the Technology/Buildings & Grounds Committee, approve the purchase of an HPE Server/SAN BladeCenter from Integra One at a cost not to exceed \$194,559.86, funding through the ESSER grant.

Roll Call:

- YEA: Mrs. Kulp, Mrs. Martineau, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, and Mr. Fedorcha (7)
- NAY: None (0)
- ABS: Mr. Distler and Mr. Green (2)
- Motion carried.

(b) FINANCIAL

- Treasurer
Nominations Mrs. Martineau nominated Mrs. Donna Kulp for Treasurer, seconded by Mr. Kern.

Mr. Fedorcha closed nominations.

Mr. Kern made a motion, which was seconded by Mrs. Husack, that the Board of Education approves Mrs. Donna Kulp as Treasurer:
- Election of
Board
Treasurer
Donna Kulp Election of a Treasurer for the 2021-2022 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 M. Kulp as Treasurer for the 2021-2022 fiscal year, effective July 1, 2021 through June 30, 2022.

Roll Call:

- YEA: Mrs. Kulp, Mrs. Martineau, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, and Mr. Fedorcha (7)
- NAY: None (0)
- ABS: Mr. Distler and Mr. Green (2)
- Motion carried.

LEGAL

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

Expulsion
Hearing
Waiver

The Board agrees to expulsion hearing waiver for Student #2390093. 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.

Roll Call:

YEA: Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7)

NAY: None (0)

ABS: Mr. Distler and Mr. Green (2)
Motion carried.

**INFOR-
MATION**

Minutes of the Carbon Lehigh Intermediate Unit #21 Board of Directors meeting held on March 15, 2021.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on March 24, 2021.

**ADOPTION
OF PRO-
POSED FINAL
BUDGET FOR
2021-2022**

Mrs. Martineau made a motion, which was seconded by Mrs. Husack, that the Board of Education approves the adoption of proposed final budget for 2021-2022:

Proposed
Final Budget
2021-2022

It is recommended that the Board of Education adopts the proposed general fund final budget of the Northern Lehigh School District for the 2021-2022 school year in the amount of \$33,796,908.00. The preliminary budget is adopted with a 24.0257 millage rate for Lehigh County and a 67.9123 millage rate for Northampton County.

Mr. Fedorcha commented that this will be voted on again in June. There could be changes to this.

Roll Call:

YEA: Mrs. Heckman, Mrs. Husack, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (6)

NAY: Mr. Keegan (1)

ABS: Mr. Green and Mr. Distler (2)
Motion carried.

**ADOPTION
OF LEGAL
NOTICES FOR
PER CAPITA
TAXES FOR
2021-2022**

Mr. Kern made a motion, which was seconded by Mrs. Kulp, that the Board of Education approves the adoption of legal notices for per capita taxes for 2021-2022:

Legal

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

**ADOPTION OF LEGAL
NOTICES FOR PER CAPITA
TAXES FOR 2021-2022
(cont.)**

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 Colleen Bresnak - Assistant Secretary/Treasurer
125 South Walnut Street
Slatington, PA 18080
610-767-2131

Roll Call:

YEA: Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and
Mr. Fedorcha (7)
NAY: None (0)
ABS: Mr. Distler and Mr. Green (2)
Motion carried.

**RECOG-
NITION OF
GUESTS**

Mr. Fedorcha asked Mr. Hill if there were any guests. Mr. Hill announced the first person to speak, Jason Check. Mr. Hill asked Mr. Check to state his full name and address and he had five minutes to address the board.

Jason Check, 6519 Apple Butter Road, Slatington, PA, 18080. Mr. Check stated that he's here to represent the Class of 2020. He served as the vice president and he holds that title dear. He thanked Mr. Link, Mr. Vlasaty, and Mrs. Molitoris for their help so far. Due to COVID, the Class of 2020 had a lot of leftover funds. They made approximately \$10,500. Typically, the class would spend all their money with farewell or the class trip and even in years past they've given out gift cards. But, due to COVID, they weren't able to meet so the funds kind of expired. So, in the meantime we talked to our class advisers and we tried to figure out a solution there. They at one point told us that the money would be safe for us to use at a point after COVID was over. So, originally there was an idea to do something in December but COVID was not even near the end in December of 2020. We decided to basically just wait and we talked about having a five year reunion and using the funds to pay for it. However, when recently inquiring about where the money is, it turned out that the money had not been saved for us. Mrs. Molitoris provided examples and proof that the state does not require anything due to COVID to change the typical rule, so that's why he's here. Typically, the class account is closed after graduation because typically the class officers and advisor would spend the money or use it to donate something to the school. We have spent countless hours to raise this money and we planned on using it to fund our end of year, end of high school activities. However, that obviously did not happen. We had multiple fundraisers and we spent a lot of time on them. It's important to us that something happens with the money. He's here to find a solution. He believes the money is in the student activities fund. We're also wondering if we can't get the money back to plan something for our future, whether we have the access to buy something for the school and basically pick where the money goes. We would be okay with doing something for the school with it. COVID has made the situation for us, typically you wouldn't see a situation like this, so we're wondering what solution could be made.

Connie Check, 6519 Apple Butter Road, Slatington, PA 18080. Mrs. Check stated that Jason covered most of what she was going to touch on too. The fact that the Class of 2020 had in excess of \$10,500 of which, typically, would be spent on the senior class picnic, the senior class trip, the senior farewell. Obviously, all of which was taken away from them by a global pandemic. She understands that no one could have predicted or planned for such an event but, she's representing the parents of the class who spent countless hours doing countless fundraisers. Beating their friends and family to death to purchase items that they probably didn't need to raise these funds. We're just looking for maybe an exception to the rule where we can have an exception to extensions to spend

RECOGNITION OF GUESTS (cont.)

this money on. If they can't have it for a five year class reunion, if they could purchase something that the school may need some kind of statue or trophy case. So that when we look at this, we can instead of it being a negative impact, looking at the Class of 2020 as a positive impact where we can say not that theirs is a one of a global pandemic, but maybe a positive outcome. So, that's what she's pleading for basically an exception due to the fact that school was not in session since March 13th. Therefore, making the job very difficult to get done and asking for any exceptions at that point. She feels that the ball was dropped when it came to communication and she feels that that was not a best asset of the advisory team that was leading our class officers. She doesn't know where the communication was dropped but it was told to this class that they would be willing to extend it and the money would be in the class activity fund when they came and needed it and now we've been told otherwise. We're just looking for some suggestions. Looking for an end to a bad situation and see if we can come up with a positive solution due to the pandemic. She understands that there's rules and regulations but she also feels that there's an exception to any rule and as long as someone is willing to go that extra mile and see it through, she thinks there's a possibility we can do something for the kids. Thank you.

Mr. Link asked Atty. Smith to give the parameters of what we're required to work within and then see if we can come to a positive outcome from a negative situation.

Atty. Smith commented that they did look at this issue and there are two things that really dictate exceptions that you can make. The school code discusses what the funds that are raised by a class or another student group can be used for. They have to be used for certain purposes. It says activities related to the school program and there's certain case law that defines what the school program is. It also allows school districts to make policies on how to use the funds and timelines. The school district in this case did have a policy on this and that policy is board policy #618 and that policy dictates that the funds be used for one purpose, to promote the general welfare, education, and morale of all the students and to finance normal, legitimate, extracurricular activities of the various individual student activity groups. They can be used to finance a program of activities not a part of the regular curriculum. So, she thinks, at one point one of the suggestions might have been for a class reunion but unfortunately, there is case law out there that says the class reunion is not an activity within those parameters. Finally, the policy does say that the student activity funds have to be used for the students currently in school and must be closed by June 30th of the graduation year. As everyone mentioned, obviously COVID was a very unexpected circumstance, from a legal perspective the district can certainly make exceptions when it comes to its policy as long as those exceptions don't violate the school code. The school code does not dictate by when you need to use certain funds. So, as long as you make sure that those funds are being used for activities related to the school program. Again, you would probably run it by the solicitor's office again one more time before you take the dive. There are probably some areas where you discuss mutually some beneficial ways of using those funds and again the district would have the discretion, the board would have the discretion to waive a policy requirement on the timeframes.

Mr. Link paraphrased by saying it has to benefit the entire student body, so that would be all students currently in the high school, grades 9 through 12, inclusive of all those students. His understanding is that it can't be put towards things like capital type projects, like building improvements and those types of things. Is that accurate? Atty. Smith commented that she doesn't see anything that requires it to benefit every single student in the school. It just has to be related to the school program. Your policy does say that it has to be used to promote the general welfare, education and morale of all students. So again, there's the difference between the statute which just says purposes of activities related to the school program and then your policy which says it has to promote the general welfare of everybody. Arguably, under your policy if it's benefiting a sect of students, that's not for the benefit of all of your students, but the board would have the discretion to make certain exceptions to the policy as opposed to exceptions to the statute. She would never advise the board to make exceptions to the statute. She would not recommend using the funds based on everything that we just went through for capital improvements. Mr. Link asked if it's feasible that the class officers from the Class of 2020 could work with our current class officers to come up with a couple of recommendations to bring back to the board? And then we could have them reviewed through a legal lens but also through general conversation with the school board and administration. Atty. Smith commented yes, that's a great idea. You guys know better than anyone, those students and

the administration, what you need. Come up with some potential solutions everyone's comfortable with and then if you want to run it by legal one more time, they'd be happy to give you an opinion. Mr. Link asked Jason if he was amicable to working with the current class officers to brainstorm some ideas to bring back at an upcoming board meeting or to send to the district and we can have it vetted through Atty. Smith. Jason commented definitely, he thinks that would be a great option. Mr. Link asked Mr. Vlasaty to be the liaison between this year's current class officers and if he could work with getting input from last year's class officers including Mr. Check and if we could have recommendations seven to ten days prior to the next school board meeting so it can be sent to Atty. Smith to review.

Mr. Fedorcha agreed and commented that if it falls within the parameters that are needed and if the board needs to make a motion to waive the policy due to the COVID situation that we were in, which was unforeseeable and no control on, it can be brought to the board for action next month.

Mr. Link thanked Mrs. Check and Mr. Check for their input tonight and he appreciates their patience as we work through this process. This is a new one for us.

Mr. Link asked Mr. Hill if there were any other guests. Mr. Hill commented that there was one more guest that signed up, Pauline Grady, but it looks like Pauline left the meeting halfway through.

**ADJOURN-
MENT**

Mrs. Husack made a motion, which was seconded by Mrs. Kulp, that the regular meeting of the Northern Lehigh School District Board of School Directors adjourned at 8:33 p.m.

Roll Call.

YEA: Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, Mrs. Heckman, and Mr. Fedorcha (7)

NAY: None (0)

ABS: Mr. Distler and Mr. Green (2)

Motion carried.

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President
Gary S. Fedorcha