

NORTHERN LEHIGH SCHOOL DISTRICT
Regular School Board Meeting
Monday, November 8, 2021
Northern Lehigh Middle School
Auditorium
7:00 P.M.



PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Gary S. Fedorcha, at 7:00 p.m. on Monday, November 8, 2021, in the Northern Lehigh Middle School Auditorium.

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

Members absent: None

Non-members present: Mr. Matthew Link, Mr. Terry Ahner (Times News), Mrs. Susan Bahnick, Mr. Todd Breiner, Ms. Paige Craddock (Sr. Rep.), Mr. Greg Derr, Ms. Danielle Dougherty (Jr. Rep.), Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. Bryan Geist, Mr. David Hauser, Mr. Eric Hill, Mr. Eugene Marks, Mrs. Sherri Molitoris, Atty. Kristine Roddick, Mr. James Schnyderite, and Mr. Michael Strohl

VISITORS Approximately thirteen visitors attended the meeting and two hundred and sixty-four visitors viewed the meeting.

PUBLIC COMMENT Mr. Fedorcha read a statement regarding public comment at board meetings.

Ms. Natalie Snyder - I have some concerns about the attachments that are being listed on the board agenda. I did address this with Mr. Link and he would address this to the board that when you guys put out the board agenda, there's never any attachments with the board agenda. So, we kind of really don't know some of the areas that are being voted on that are being at the board meeting. Like, particularly the committee meetings. When they were public, we could see what occurred at the committee meetings but now we really don't have anything. I can't even see minutes and I wasn't able to attend the Wednesday one so I was kind of left in the dark as to what happened there. So, hopefully you guys can come up with a recommendation to include that in the board agenda. As far as the conferences, I have a little bit of concern of the PDE SAS Institute. I'm questioning why we are sending Mr. Pyne to attend in person when it can be offered virtually. There's a cost savings of \$512 if he were to attend virtually. It would only be \$150. What is the purpose of him going there physically to be housed in a hotel, having meals provided, transportation costs? What is the benefit of this conference? My feelings in regards to this conference, I feel that has infinite emphasis on equity and inclusion which most people know to be considered critical race theory in disguise. If the board is to consider approving the cost for Mr. Pyne to attend this conference before you vote to approve it, please do your research on critical race theory so you can fully understand how you are voting to use taxpayer dollars to fund something that so many people disapprove of. My other item was the textbook which thank you Mr. Link for finally sending me the link to that. I didn't get a chance to fully review it but I did briefly look at it. I just wanted to ask a few questions in regards to the purchase of these books at the cost of \$6,878.50. A few questions to ask before you vote to approve this purchase is why are we not purchasing new textbooks for the high school Spanish classroom that are currently just using handouts for their educational material. Since we have had the high school Spanish I for several years now, doesn't it seem more beneficial to equip that classroom with necessary materials first before equipping a new program that may be removed sometime down the road. Is there possibly a textbook that can be shared between Spanish I and Intro to Spanish? And, how does Spanish I differ from Intro to Spanish? Another item was the appointment of Brad Jones. I am not sure if the board is aware that Brad Jones has a history of being verbally abusive to the girls on the basketball team and many girls have quit. So, I question as to why we are not considering other people for hire when there were definitely other applicants. My last item will be for the end of the evening. Thank you.

Mr. Chad Christman - Evening ladies and gentleman. I'll keep the first couple of comments or questions strictly tied to agenda items. I'll have more later. In here, one of my biggest concerns is we, again this is not a personal attack, we recently hired a new food service director at \$68,000, but right now currently we're serving our children Domino's and Subway up to three times, four times a week. Is there a short-term, long-term solution to this to get something a little bit more nutritional in our schools? You know, maybe in elementary school a child can thrive off one slice of pizza but we got teenagers in here that are growing like a weed. You give them a slice of pizza and they're looking at you like they're lost. That's my biggest gripe on the agenda is making sure we have some kind of short-term, long-term solution. I would really like to hear it before we're dismissed tonight of what you guys have planned in motion for that moving forward. I have other things, but they're not agenda related so I'll wait till the end.

**APPROVE
MINUTES**

Mr. Distler made a motion, which was seconded by Mrs. Kulp that the minutes of the regular board meeting held on October 11, 2021, be approved and ordered filed.

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

ABS: None (0)
Motion carried.

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Carbon Lehigh Intermediate Unit - Mrs. Husack reported that there was a meeting held in October. We are also going through similar things almost all of our districts are; staffing shortages, bus shortages, things like that. So, they are getting creative just like all of us are here at our district level to make sure that we service our students, keep our students in-person, and keep educating them for things that we want to educate them on. Mrs. Husack was asked to be the liaison for their PSBA delegate access meeting which was held virtually on October 23. It was a Saturday, it was two-hours long. It was for all school districts in the state of Pennsylvania and part of what that was, was to provide information specifically around PSBA for treasurer's reports and what is coming up in the legislation and legislative reports moving forward that PSBA and our legislators will be looking at. There's a recording and some information on the PSBA website, you're welcome to go out to take a look at it. The treasurer's report for PSBA was read and introduced by Michael Gossert who is the PSBA Treasurer. He provided information in regards to the statement of activities. Overall, the net income was down last year due to the missing of conferences and grants which were mainly due to the COVID pandemic. School leadership conferences continued to be PSBA's most successful annual events for both members and vendors. Again, this year the conference did remain virtual which decreased the amount of exhibitors. However, member and policy service revenues still remain steady. PSBA updated it's 200 series for online learning classes and it's the leading training provider in the state for Act 55 compliance. PSBA holds webinars and roundtable discussions with current board members, legislative leaders and industry experts throughout the year. The PSBA partnership program continues to grow with the development of new alliance models and the Bulletin magazine that transitioned electronically last year will now revert back to being in print production for the current 2021-2022 fiscal year. Starting in fiscal year 2019, PSBA started exploring the process for a complete associate management software program. They are anticipating a cost for this project to be one to two million dollars. They are currently vetting vendors for the project and hope to have the completely new AMS system launching in 2023. We also voted as a school district as well as our IU's and technical institutes for some of the president-elects and vice presidents of PSBA. Here are some of the election results which were presented during that board meeting. President-elect is David Schapp from the Brentwood Borough School District, Vice President, Allison Mathis from North Hills School District, East Zone Representative is Edward Brown from Upper Darby School District, the Section 7 Advisor, Justin Warren from Central Dauphin School District, the PSBA Insurance Trust trustees, Dr. Richard Frerichs, William LaCoff, and Nathan Mains and then the SBS Forum Steering Committee, Jennifer Davidson from Manheim Township School District, Bethanne Ziegler from Shikellemy School District and Jamie Lynn Zimarofsky from Schuylkill IU 29. The last portion of what we had some input on was specific around the proposed legislative platforms for the 2022 calendar year. These are listed again on the PSBA website, once it's all approved from the delegate meeting. There were three (3) core principles that were discussed with language changes, topics listed in them. Things that we voted on on how that legislation will be passed and looked at throughout the

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2022 year. The first core principle is to support an effective child-centered publication which deals with curriculum and instructional policy. Student assessments including graduation requirements, special education, career and technical education and strategies for our struggling schools. Core principle two (2) was around strengthening the work of local school boards, which includes personnel issues, staffing evaluations, collective bargaining, pension funding. And then the core principle three (3) which is support for increased equity and accountability includes charter school reform, funding formula, uses of local taxes and property tax. There is more in each of those core principles they are listed once they get posted on the PSBA website. Recommend you guys go look at them. There are legislation people who are out there who are legislation will push for changes. So, if you have questions around some of those, it is going to our local legislation to help us get what we're looking for.

Lehigh Career and Technical Institute - Mr. Fedorcha reported that they did have a meeting in October. He is happy to say that right now, we've been going through a process of classes being taken away and put onto a virtual platform because of COVID. Right now, we're back to full capacity and full learning and he's very happy about that. We are not going to have a board meeting in November. It is always a meeting of the whole in which we will be presented the budget and we will also be presented the auditor's report. So that is that November meeting and we will then come back in December with a regular board meeting. Other than that, one of the things that has been decided is that we will, once again this year, have a, not a graduation because we always do a senior awards program for our seniors who are going out. We will be having one, not virtually this year, it will be in-person, unless something happens dramatically with everything else. But, right now we're looking back to doing that. Unfortunately, because of the timing and so forth, we will not be able to do an open house in-person, so we will go back to the virtual. If you're interested in seeing that, please go on the LCTI website and you will be able to tune in and hear it. It will be on for about four (4) nights during that week that we would be having that open house.

Legislative Report - Mrs. Heckman reported that on November 12, a lawsuit that was started in 2014, is finally going to see it's day in court. It's something that school districts have been watching for seven years or longer. Six (6) districts sued Governor Corbett over the Basic School Funding saying that it's unconstitutional, doesn't provide equal education because education is based on or the school funding formula is based so much on property tax. So, obviously, districts with a better tax base are going to provide a higher dollar amount per student than districts with a lower tax base. Six districts, one of which is our neighbor, Panther Valley, you can actually livestream the trial if you are that interested, as I think maybe some of us are. So this will be something we will be following closely because the outcome of this could obviously change education in Pennsylvania. This afternoon, Governor Wolf announced that he would possibly be lifting the mask mandate on January 17. There's no information except for what she just said. So, we'll hope for the best, keep looking for more information and more guidance.

Lehigh Carbon Community College - Mr. Green reported that they also had some legal information given to them at their last meeting and that was our speaker. The first thing that came up that kind of concerned him was if the President's reimbursement plan goes into effect, how will that affect LCCC. And, essentially what they said is that whatever you're charging tuition now, the federal government will reimburse you. Unfortunately, at LCCC of all the community colleges in the state, we have the second lowest tuition rate which means we'll end up getting a lot less money than everybody else. Because we've done a good job in holding the costs down, now we're going to wind up paying for that. Where's the money going to come from? We're looking at 5-6% inflation. The state for four (4) years now has put no extra money in community colleges. They put no money in capital improvements. So, there's nothing coming from the state. The federal could possibly be fixed. Where else do they go? They're going to come back to the local school districts and it's going to be the property owners of the district are going to be forced to pick up the cost of that "tuition reimbursement", that "free tuition". I don't think you have to make \$450,000 to be involved in that, you just have to own a property. The next thing, there was big excitement in Harrisburg because they're opening another community college in Erie County. So, there's a big bureaucracy in Harrisburg who's all excited about opening this college. But, then at the same time they're reporting that the SHE system has had such declining enrollment that they are going to close or consolidate six (6) SHE school systems, State Higher Education. So, on one hand we have a big bureaucracy who's

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all excited about opening a community college, another one who's all excited because we're closing SHE system schools and maybe just get rid of all. I don't know. That didn't make a whole lot of sense to me either. I don't know where we're gonna come up with the money with the inflation that's going on and that's concerning.

Committee Reports and/or Meetings:

- Minutes of the Education/Policy Committee Meeting held on November 1, 2021
- Minutes of the Community Relations Committee Meeting held on November 1, 2021
- Minutes of the Technology/Buildings and Grounds Committee Meeting held on November 3, 2021
- Minutes of the Finance Committee Meeting held on November 3, 2021

Student Representatives to the Board Report - Ms. Danielle Dougherty started with the sports report. It's super exciting and important to recognize our fall sports teams this year. Our awards night for fall athletes was on November 3 and it was at the stadium. It was a little chilly but it was still a nice time. The field hockey, cross country, football, cheerleading, girls' soccer, and boys' soccer teams presented awards for outstanding players, reported on their seasons and recognized their seniors. Paige was a senior for our girls' soccer so it was nice to see her presented as a senior. After the ceremony at the stadium, each sport moved to their areas and presented pins and varsity letters. Danielle got her pin for her junior year playing soccer. For the fall sports, we had our major award winners. We had outstanding cross country runners Jared Thomason and Emma Smith. For outstanding field hockey players, we had Zoe Hathaway and Olivia Horninger. For outstanding girls' soccer, we had Caitlin Kirk and Sophia Lear. And, for outstanding boys' soccer players, we had Bryce Lopinto and Ethan Kunkle. Football awards will be decided at the conclusion of their season. Football won Saturday in the District 11 playoffs 43-14 over Minersville. They will play in the District 11 2A championship game versus Palmerton at Lehighton at noon. Paige and I both play soccer and we made it to the district semifinals last week. Unfortunately, we lost that game, 1-0. It was a heartbreaking game and it was sad for everyone, especially seniors. We still had fun playing and are excited for how far we got this year. We have winter sports starting Friday, November 19 which are boys' and girls' basketball and wrestling.

Ms. Paige Craddock started off with Homecoming. As everyone knows, our dance was cancelled which was really unfortunate but we still had a great pep rally which I think was a complete success considering that we did it outside this year. So, I think we're trying to consider maybe doing that more in the future. Everyone was just a little more excited because we didn't have to wear masks and overall it was a nice experience. Along with that, we had our spirit week so we gave out awards for that and the parade that also went very, very nice, very smooth. She congratulated the football team for winning 63-30. She's looking forward to seeing them in the future. Student council, we held our fall blood drive November 21 in the high school gym which had a very nice turnout. It was nice that we had it inside again. We also had senior dress up day which was October 29. Student council provided prizes for best female costume and group costume. We had a lot more participation which probably had to do with everyone actually being able to be in school. Paige was a sumo wrestler. Patriot Club will be hosting spirit day on November 11 in honor of Veterans' Day. Our high school students have been asked to wear red, white and blue or camo to honor veterans. Northern Lehigh Theatre will be presenting All Together Now which is a collection of Broadway songs. She is not sure if they are streaming that online. That is happening November 12 at 7:00 p.m. and on Sunday, November 14 at 2:00 p.m. Another student council thing, we're doing adopt a family and Toys for Tots. Our communities will be meeting soon to prepare for those because that usually happens around Christmas time. Boxes for Toys for Tots will be located around the school and then Adopt a Family, usually like the teachers do. Years in the past, we've been having difficulty getting teachers especially with everything going on with COVID. We'd really appreciate it if teachers could step up and help Adopt a Family because a lot of people are really in need. American Education Week will be occurring November 15 through the 19th. Student council will be giving out thank you cards to the high school teachers to show our appreciation for them. So, thank you guys for everything that you guys do. The Powderpuff game will be November 18 and the first set will begin at 4:00 to 4:50. The

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freshman girls will be playing the juniors. Sophomores will be playing the seniors and the championship game will be between whatever two win. As of right now, every class is participating. The games are in honor of veterans. Each class will be representing a different branch. The seniors are doing Navy, she's not sure what everyone else is doing. Student council will be hosting a Spirit Day on November 19. The theme for that has not been decided.

Mrs. Martineau commented that she doesn't know the exact region, but she thinks our marching band won the championship for Region 2. Mr. Link commented that that is correct, Tournament of Bands, and they were the highest scoring for all size classes. He believes it was the fourth consecutive time they received such an honor.

Solicitor's Report - Attorney Kristine Roddick reported that the Professional Standards and Practices commissions, they may propose changes to the code of professional practice and conduct that governs educators. And, some of the amendments include adding standards addressing appropriate boundaries and in appropriate communications including inappropriate communications via electronic means. The amendments also add or expand standards for addressing misrepresentation and document fraud.

Assistant Superintendent's Report - No report.

Business Manager's Report - Mrs. Molitoris reported on the ESSER grants spending this month. There was a packet at the board members' seat with standings as of October 31, 2021. ESSER I monies we originally received \$324,000 in that grant and that grant is totally expended. ESSER II, currently our allocation was \$1,458,000. We have spent to date \$371,000, giving a subtotal of a little over a million, \$1,086,000 left to spend there. We have encumbrances, actual purchase orders sitting out there of items that we have not received yet for \$341,000, with a remaining balance of \$745,387 not spent. We do have the earmarked with a spending list. We discussed some of those spendings at our committee meetings, buildings and grounds with that, the middle school kitchen eating up probably a good 96% percent of that money that is in there. That money is what's remained as undetermined is zero. That money will be spent once we finish everything that we have earmarked and planned for that money. ESSER III is 2.9 million. \$590,000 has to be earmarked for learning loss, which is our summer school program that happened last summer and will continue for the next three (3) years. To date, spent out of this grant is \$431,000. Subtotals still remaining to spend is 2.5 million. Of that 2.5 million, we have nothing encumbered at this time because most of the spending list that is the 2.1 million are for professional positions, that summer learning program. So, it's things that are not tangible that we have purchase orders for. Remaining left in this grant that we have not spent and nothing is earmarked for now is \$398,000. That is undetermined money at this point in time where we're still just holding out, not sure what we're going to use that money on. The last page, we originally had an announcement that they had an ESSER III second allocation. That allocation for us was \$229,000 but that money is really stringent on what we can use it for. It has to be so much set aside for learning loss. One percent set aside for after school programs and one percent set aside for summer enrichment. We are currently working on how we're spending that money determined in these classifications.

Mrs. Molitoris reported that we completed our 2020-2021 final audit which happened at the end of October. We received our numbers back the other day. On the board agenda this evening is allocation for fund balance. As discussed at finance meetings, our money that we realized and we're putting back into fund balance this year, we are earmarking some of that money for our debt service bond payments that are due to come back and start being paid during the 2022-2023 school year. So, hopefully some of the money we recoup this year will be able to be used to offset those costs because moving forward we're looking at about 3.2 million dollars a year over the next about eight years that we're going to have to pay for bond payments.

Superintendent's Report - Mr. Link began his report by turning some time over to Mr. William Smeltzer who is here from the PSBA and he's going to present two (2) of our school board members with some years of achievements acknowledgements.

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Mr. William Smeltzer introduced himself. He is here on behalf of the Pennsylvania School Board Association to honor two school board directors for their years of dedication and service to the Northern Lehigh School District. School board service has long been a crucial part of our nation's legacy and its commitment to public education. As the first school boards association in the United States, PSBA has a rich history with more than 125 years of service. The consummate school directors are described as ethical, principled individuals with a deep desire to serve. They believe in the value of our public schools and local control of public education for the benefit of all students. Today, school districts are expected to offer more services along with world-class instruction with limited resources. These expectations provide a tremendous challenge for school directors who are unpaid volunteers who give up their time to contribute to the schools and communities they serve. Schools' continued efforts to provide high quality continuous education to all students during the pandemic further highlights the key role school directors play in educating our children. For more than 35 years, PSBA has been recognizing the contribution of dedicated local school directors with long-term service. The honor roll is the association's way of thanking those individuals who exemplify leadership by giving unselfishly of their time and talents for the betterment of the public school serving students across this great commonwealth. It gives him immense pleasure to recognize Mr. Robert Keegan for his eight years of service and Mr. Mathias Green for his forty-four years of service. Mr. Keegan and Mr. Green accepted the award. Board members and the audience applauded and Mr. Hill took pictures. Close to 50% of school directors serve one four-year term, so 44 years, you get a nice plaque. Mr. Link congratulated Mr. Green and Mr. Keegan.

Mr. Link welcomed back Mrs. Rachel Strucko. Mrs. Strucko presented at our Education/Policy meeting last week on the SHINE program offered by Lehigh Carbon Community College (LCCC) and we decided that we'd have her share some information with the entire school board because tonight, on the agenda, is an item to approve a summer camp offering through the SHINE program.

Mrs. Strucko went over some key specifics about the proposal. So, in October we did have LCCC submit for a \$20,000 proposal for a Lehigh County Covid-19 release non-profit grant. We chose to write that grant specifically with Northern Lehigh because it's a wonderful partnership we already have with the district. We really wanted to model the two-week summer camp after our existing SHINE program that we have in Carbon and Schuylkill Counties. The project was developed with the Northern Lehigh School District of choice. If the grant is approved, the camps will support students' educational progress by addressing the learning gaps directly attributed to Covid-19. The camps would be operated at no cost to the Northern Lehigh School District. The camp would provide two-week camps at both Peters and the Slatington Elementary School. Based on the proposal with the adequate grant funding, Peters Elementary will serve 25 students, 1st & 2nd, and then Slatington camp will host 30 students in 4th & 5th grade. The camps were planned to run Monday through Friday, 8:30 to 2:00 and they will provide transportation. They will also provide breakfast and lunch, meeting the federal nutrition guidelines. The program will be grant appropriate instruction targeting ELA as well as math concepts, utilizing our inquiry-based STEM curriculum. Then the last Friday of the week, we will take all the students to our brand new Makerspace on main campus which we're currently developing and we'll do a whole college experience today with our professors and our SHINE teachers just giving them a hands-on experience at our institution to walk around and see what college life is really like. So, we're super excited about this partnership and she really hopes they get the funding to support the program. Mr Link added that if the camp goes well, this could be an opportunity to expand into an after-school program moving into next school year and beyond for our students. Again, hopefully we can partner with LCCC to make that after-school program also available to our students in the elementary buildings at no cost.

As Danielle and Paige had mentioned earlier in their student reports, this upcoming week is American Education Week from November 15-19. The board and administration is so very appreciative of the work and dedication put forth by all of our employees, be it our school teachers, our counselors, our nurses, our paraeducators, our food services department, our school police officers. Everybody truly works together to support our students. So, next week we will be offering some small tokens of appreciation being sent to the buildings for our employees. Again, thank you to all our employees for everything you do, not only during this week but every day throughout the school year and well into the summer. Mr. Link acknowledged the Lehigh Valley Educators Credit Union, they have donated

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\$3,000 to support our Backpack Buddies program. They continue to be a generous donor to our Backpack Buddies program for multiple years now. Lehigh Carbon Community College, LCCC, truly are great partners, they have donated five (5) microscopes to our high school science department and they've also donated furniture to Peters Elementary from their early intervention program. We are appreciative of the generosity of LCCC back to the Northern Lehigh School District. An anonymous donor has donated \$200 towards water bottles for NLSD students. This is the amount necessary above and beyond the allocated ESSER funds for the bottles. We are now able to receive the proof of paperwork so that's the specs that they're going to send us with our branding on it from a vendor for the bottles and we hope to process that purchase order next week. Every student in the district will receive a water bottle to use in our water bottle refilling stations. Another anonymous donor has donated 85 pounds of turkey for the Thanksgiving meals for our students. The turkeys are coming from Jaiindal's Farms. As mentioned earlier by Director Heckman, today at approximately 2:00 p.m. we received notice from Secretary of Education, Noe Ortega, that it is anticipated that on January 17, 2022, the commonwealth K-12 masking requirements will return to local control. Additionally, clarifying guidance, including FAQ's, will be provided in the next few weeks from the Department of Education. So, we look forward to reviewing that guidance when it's released over the next couple of weeks. Mr. Link is happy to announce that NLSD will host a vaccination in partnership with Bechtel's Pharmacy on Tuesday, November 16, 2021, from 4:00 to 7:00 p.m. at the Northern Lehigh Middle School. The clinic will be held for students ages 5 to 11 years old. Students 12 and older, their parents and guardians should contact Bechtel's Pharmacy directly to schedule an appointment to receive a vaccination if they so desire at the pharmacy in Slatington. Mr. Link announced that the holiday dinner will be hosted on December 6, 2021, at 6:00 p.m. in the Middle School annex for the board directors and administrators and our school board solicitor. That will be prior to the board reorganization meeting which will be held at 6:45 p.m. also on December 6, and then following that at approximately 7:00 p.m. will be our regular school board meeting. As a reminder, there are no committee meetings in December. Our next committee meetings will occur in January.

**Executive
Session**

An executive session was held at 6:30 p.m. at the Middle School Library for the purpose of personnel and legal items.

PERSONNEL

Mrs. Martineau commented that she's a little concerned they mentioned that there were allegations with Bradford Jones verbally abusing the girls. Mr. Fedorcha commented that in order to discuss it there needs to be a motion first.

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

Mrs. Martineau commented that she's not sure who brought it up but she's concerned if there are outstanding allegations. Are there records of those complaints anywhere? Mr. Link commented that before we discuss a particular individual, he's going to look to our solicitor. Attorney Roddick commented that the item can be tabled. Mrs. Martineau asked to table Item F. from the agenda until we can investigate what was brought to our attention this evening. Mr. Link recommended that we do not remove all of F., he would recommend just removing a name. The motion was amended to remove the first name under Item F.

Mrs. Martineau made a motion, which was seconded by Mrs. Kulp, that the Board of Education approves the following personal items with the exception of Item F. 1:

Mr. Link asked Mr. Geist, Athletic Director, to please describe to us the timelines for moving forward. Mr. Geist commented that at this point since there is a particular individual that you're going to remove, on November is the opening of our winter sports. So at that point, depending on how the board wants to act, we can move forward and then work with the HR department and get clearance on any type of personnel maneuver but November 19th is the start of our winter season. Mr. Link asked if there was

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anyone else available on staff that can move into that position. Mr. Geist commented that on staff, he's not aware of anybody at this particular point but there are possibilities. Mr Fedorcha looked to the solicitor with his remarks, in doing so, we will not be violating any one's personal... Attorney Roddick commented that the only thing that's on the table is to remove the vote on him.

Retirement/
Resignations
K. O'Donnell

With regret, accept the retirement resignation of Kay O'Donnell from her position as Custodian, effective February 17, 2022. Mrs. O'Donnell will be retiring from the Northern Lehigh School District after 7 years of service.

S. Green

Accept the resignation of Shawn Green from his positions as Game Worker and National Reading Olympics, effective October 13, 2021.

J. Schneck

Accept the resignation of Jacob Schneck from his position as Middle School Boys' Basketball Coach, effective immediately.

Appointment
Non-
Instructional

Tara Williams*

Assignment: Cafeteria/Hall Monitor - Slatington Elementary
Salary: \$13.87/hour
Effective: November 8, 2021
***60 Working Day Probationary Period**

Adrienne Jackson* **

Assignment: Human Resources (HR) Generalist
Salary: \$50,000 (prorated)
Effective: November 15, 2021
***60 Working Day Probationary Period**
**** Pending Verification of Missing Personnel File Items**

Appointment
Administrative

Nichole Fink

Assignment: Director of Food Services
Salary: \$68,000 (prorated)
Effective: November 1, 2021

Substitutes
Non-
Instructional

Motion to appoint the following individuals as substitute custodians for the 2021-2022 school year at the 2021-2022 substitute rate as approved on the Supplemental Personnel Salary Schedule:

Cole Hankee
John Kline

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

Tara Williams - Slatington Elementary Only

Instructional

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

Angela Everett - Elementary - Peters Elementary Only
Kristina Stopper - Guest Teacher
Caitlyn Stout* - Guest Teacher
***Pending Verification of Missing Personnel File Items**

Family
Medical
Leave

Approve the request of employee #7004 to take a medical leave of absence beginning on or about October 6, 2021, for their own medical reasons. Employee is requesting to use accumulated sick and personal days. Upon exhaustion of eligible days, employee is requesting an unpaid family medical leave. Employee plans to return to their position upon release from their physician.

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Approve the request of employee #1115 to take approximately a six week medical leave of absence for their own serious health reasons beginning on October 22, 2021. Employee requests to use sick days during their leave of absence and plans to return to their current position upon release from their attending physician.

Co-Curricular Appointments 2021-2022	Bradford Jones	Assistant Girls' Basketball Coach (MS)	\$5136 (Tabled)
	William Watkins*	Assistant Girls' Basketball Coach (JV)	\$5136

*Pending Verification of Missing Personnel File Items

Co-Curricular Volunteers 2021-2022	Samuel Yadush	Assistant Boys' Basketball Coach
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YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau and Mr. Fedorcha (9)

ABS: None (0)
Motion carried.

POLICY

Mrs. Heckman 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 #150 - Title I Comparability of Services - Programs, as presented after the first reading.
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Approve school board policy #622 - Federal Fiscal Compliance - Finances, as presented after the first reading.

Board Policy Second Reading	Approve school board policy #122 - Extracurricular Activities – Programs, as presented after the second reading.
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Approve school board policy #123 - Interscholastic Athletics – Programs, as presented after the second reading.

Approve school board policy #123.2 - Sudden Cardiac Arrest – Programs, as presented after the second reading.

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

ABS: None (0)
Motion carried.

CONFERENCE

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

S. Molitoris PASBO	Sherri Molitoris - PASBO Conference - March 8-11, 2022 - Hershey Lodge - Hershey, PA - Registration: \$349.00; Lodging: \$526.14; Travel: \$73.92; Meals: \$75.00 - Total Approximate Cost: \$1,024.06 - Funding: Business Office Budget
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S. Pyne PDE SAS Institute	Scott Pyne - PDE SAS Institute - December 6-8, 2021 - Hershey Lodge - Hershey, PA - Registration: \$150.00; Lodging: \$319.68; Travel: \$87.92; Meals: \$50.00 - Total Approximate Cost: \$607.60
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**CONFER-
ENCES**
(cont.)

S. Pyne PDE Data Summit Scott Pyne - PDE Data Summit - March 21-23, 2022 - Hershey Lodge - Hershey, PA - Registration: \$175.00: Lodging: \$374.12: Travel: \$87.92; Meals: \$50.00 - Total Approximate Cost: \$687.04

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

ABS: None (0)
Motion carried.

**CURRIC-
ULUM AND
INSTRUCTION**

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

Smart Music As per the recommendation of the administration, Education/Policy Committee and Finance Committee, purchase a 3 year (11/9/21-6/30/24) Smart Music license for the elementary band program at a cost of \$3,304.67, funding through ESSER grant for learning loss.

Heggerty Videos As per the recommendation of the administration, Education/Policy Committee and Finance Committee, purchase Heggerty Phonemic Awareness Videos at a cost of \$79.98 for 1 year, funding through ESSER grant for learning loss.

Fifty Nifty Activity Books As per the recommendation of the administration, Education/Policy Committee and Finance Committee, purchase Fifty Nifty Activity Books at a cost of \$849.49, funding through ESSER grant for learning loss.

Zearn As per the recommendation of the administration, Education/Policy Committee and Finance Committee, purchase Zearn for Peters Elementary School and Slatington Elementary School at a cost of \$2,500 per building for the 2021-2022 school year, funding through ESSER grant for learning loss.

Spanish Textbooks As per the recommendation of the administration, Education/Policy Committee and Finance Committee, purchase a classroom set of textbooks with 5-year digital license for the 8th grade Intro to Spanish course at a cost of \$6,878.50, funding through district Curriculum and Instruction budget.

S'More Subscriptions As per the recommendation of the administration and Finance Committee, purchase four 1-year (11/9/21-11/9/22) S'More subscriptions to be used by building and district administration at a cost of no more than \$600 total, funding through respective building and department budgets.

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

ABS: None (0)
Motion carried.

**NEW
BUSINESS**

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

Trustee LCHBC Appoint the Business Manager or their designee to serve as the trustee on behalf of the Northern Lehigh School District in the Lehigh County Health Benefits Consortium and Dental Plan Consortium.

LTCC Representatives Appoint Sherri Molitoris as the Northern Lehigh School District representative and reappoint Heather Kenyon as alternate representative to the Lehigh Tax Collection Committee (LTCC).

**NEW
BUSINESS**
(cont.)

SHINE Summer Program	Per the recommendation of the administration and Policy/Education Committee, approve the Lehigh Carbon Community College SHINE Summer Program for the 2021-2022 school year at no cost to the Northern Lehigh School District.
HR Generalist Agreement	Approve the new Salary and Benefit Agreement between the Northern Lehigh School District and the Human Resources (HR) Generalist. YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau and Mr. Fedorcha (9) ABS: None (0) Motion carried.
<u>FINANCIAL</u>	Mr. Kern made a motion, which was seconded by Mr. Keegan, that the Board of Education approves the following financial items:
Financial Reports	Approve the Following Financial Reports: <ol style="list-style-type: none"> 1. General Fund Account month of July, August, September 2021 2. NLHS Student Scholarship Account month of October 2021 3. NLHS Student Activities/Clubs Account month of October 2021
List of Bills	Approve the Following List of Bills: <ol style="list-style-type: none"> 1. General Fund months of October & November, 2021 2. Cafeteria Fund months of October & November, 2021
Abatement/Exoneration	Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented.
Barracuda Backup Server	As per the recommendation of administration and the Technology/Buildings and Grounds Committee, approve the purchase of the Barracuda Backup Server Unlimited Cloud Storage Subscription at a cost of \$8,664.00, funding through the Technology Department budget.
AED Inspection 2-Year Contract	As per the recommendation of administration and the Technology/Buildings and Grounds Committee, approve the 2-Year contract for AED inspection through School Health at a cost of \$9,709.00, funding through the PCCD Competitive Grant and Buildings and Grounds Budget.
NRG Tridium Software	As per the recommendation of administration and the Technology/Buildings and Grounds Committee, approve the NRG Tridium Software service agreement for HVAC system upgrade at a cost of \$4,900.00, funding through the Buildings and Grounds Budget.
SafeTransport Upgrade	As per the recommendation of administration and the Technology/Buildings and Grounds Committee, approve the SafeTransport hardware upgrade at a cost of \$9,900.00, funding through the PCCD Competitive grant.
Parent Transportation Contract	As per the recommendation of the administration and the Technology/Buildings and Grounds Committee, approve the transportation contract at the IRS reimbursement rate with the parent of Student #2390257.
Parent Transportation Contract	As per the recommendation of the administration and the Technology/Buildings and Grounds Committee, approve the transportation contract at the IRS reimbursement rate with the parent of Student #3190178.

FINANCIAL
(cont.)

Upgrade of
Maintenance
Cell Phones

As per the recommendation of the administration and the Technology/Buildings and Grounds Committee, approve the new Verizon cell phone agreement for upgrade of the Maintenance cell phones, funding through the Buildings and Grounds Budget.

Fund Balance
June 30, 2021

Approve to designate Fund Balance ending June 30, 2021 as follows:

1. Committed Fund Balance:

Health Insurance	\$ 803,867.00
PSERS Increases	\$ 1,854,115.07
Total Committed:	\$ 2,657,982.07

2. Assigned Fund Balance:

Assigned Current Yr Usage	\$ 386,592.00
Technology	\$ 981,342.00
1:1 Computer Laptop Ins	\$ 75,000.00
Replacement Equipment	\$ 1,390,415.00
Long Range Maintenance	\$ 1,865,586.33
Future Debt Service Payments	\$ 2,402,731.00
Slatington Elementary SA	\$ 12,367.49
Peters Elementary SA	\$ 28,129.81
Refreshment Stand:	\$ 23,257.71
High School Scholarship	\$ 20,556.68
Total Assigned:	\$ 7,185,978.44

3. Unassigned Fund Balance: \$ 2,124,126.70

4. Restricted Fund Balances:

High School Scholarship:	\$ 126,813.56
Slatington Elementary Student Actv:	\$ 1,088.91
Total Restricted Fund Balances:	\$ 127,902.47

5. Nonspendable: \$ 49,917.77

6. Total Fund Balance: \$12,145,907.45

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

ABS: None (0)
Motion carried.

LEGAL

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

Expulsion
Hearing
Waiver
Approval

The Board agrees to expulsion hearing waiver for Student #2390014. 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.

The Board agrees to expulsion hearing waiver for Student #2590091. 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.

LEGAL
(cont.)

The Board agrees to expulsion hearing waiver for Student #2390043. 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.

The Board agrees to expulsion hearing waiver for Student #2790132. Student and guardian have agreed to waive their right to a formal expulsion hearing in front of the School Board and have also agreed to disciplinary action outlined in the waiver.

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

ABS: None (0)
Motion carried.

INFOR-
MATION

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meetings held on September 20, 2021.

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on September 2, 2021 and the Fall Fact Sheet.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on September 22, 2021.

RECOG-
NITION
OF
GUESTS

Mr. Fedorcha recognized the guests.

Mrs. Natalie Snyder - This has to do with Governor Wolf's reporting today and I just want to ask the board to please make sure that when we are considering what we are doing with the masking and removal of it, if that so be, that we take into consideration if recommendations are that mask must be worn for people who are unvaccinated, that you guys consider not doing that because it would be considered discrimination against people. So, I just want to say that whatever guidance Governor Wolf comes out with and his mandating of vaccines and all this stuff, as we know there are some vaccines being mandated but they're not truly mandates. You can get religious exemptions for these things. I just want to make it clear that people should have that right to have a religious or philosophical exemption from wearing a mask or a vaccine or receiving a vaccine.

Mr. Chad Christman - Just to reiterate, January 17, the tentative day to relax masking, I would like to encourage the current board to reconsider your vote. And, again, this is nothing personal to you Mr. Link, to take back control of our Health and Safety Plan. Instead of having one person in control of the entire operation of what changes do or do not happen. Again, it's nothing personal, even if it was myself, it's just a tremendous burden to put on one person. I think it's almost reckless to have one person in control, that it would be nice to have a checks and balances system to make sure we have multiple people, multiple different views to make sure we're dotting our i's and crossing our t's. What has me a little nervous is, I'm hoping I'm wrong on this, but it sure looks like the writing is on the wall for next year for Tom Wolf to mandate vaccinations for all students in schools. I hope I'm wrong on that, I'm just making assumptions. If that does happen, I understand this year there has been a tremendous increase in the amount of students that are doing charter schools. And, I understand there's communication about charter reform which I admit needs to happen. If those mandates go into effect, I sure hope you guys are prepared for more people to be enrolled in charter schools because that will happen. The other thing I have a little bit of a concern of, actually I believe Mrs. Husack touched on it last time, we have an excess of a lot of ESSER funds that are going to a lot of positive things, very thankful for that, my concern is what happens when those funds are expunged at the same time or similar time that the LCTI bond is due. It seems like, I sure hope we have some planning in place to make sure we are funded appropriately without a massive tax increase that's going to really jeopardize all our residents, especially our seniors. Also, it's been a little bit, Mr. Green, I want to thank you for your input earlier. I enjoyed your education on the economics and taxes on that. That was good information to know, thank you. I just want to know, we can play the if,

and I could've, should've, would've all night, all night long until midnight. I just really hope that we're being careful here with these mandates and vaccinations, following these orders. In a couple years from now, again hopefully I'm wrong, if there's ever any medical issues that come from these vaccinations that become mandatory, starting here locally, who's responsible for those future lawsuits. There could be some pretty significant pending problems. Other than that, that's all I got.

Mr. Eric King passed on speaking.

Mr. Jason Fahringer - I'm a little bit emotional about this subject as it pertains directly to my son, Jackson, and I'm just going to try my best to read off of this, so I apologize if I'm not making eye contact. I'm not trying to be rude and my time is short. First thing I wanted to go over tonight was a time limit that's placed on parents who wish to address the board. I fully understand the need to keep these meetings moving, I've also been to my fair share of them both in person and virtually. On average, there's not a whole lot of parents that choose to speak, five or six of them you get an evening. That's really not a lot of time. I also feel that the constant reminders about our allotted time left is unneeded and at times comes across as rude and condescending. I would think that the board would want to hear from the community, feedback is a good thing, constructive criticism is a good thing. Listening to the parents of the district, the ones you represent, allows you insight into what our issues are. Not everyone can find childcare to attend these meetings. Not everyone can get out of work on time either. My boss was nice enough to let me out early tonight so that I could be here to meet the timeframes to sign up to speak in person. There are also a lot of people who are uncomfortable speaking publicly, myself included. I'm sure that the issues and concerns brought forth by the relatively few that attend are shared by many other parents in the community. Listening to us gives you a chance to check the collective temperature of the parents in this district. Five minutes is just not enough time in certain circumstances. My next topic of discussion is what really drove me to be here and that's the bullying, repeatedly, of my son Jackson. We've had multiple incidents on his bus and in the classroom. The first incident was on the bus where a kid hurled homophobic and racist slurs at him that I will not repeat in this building. My son did nothing wrong and his accounting of the events were corroborated by his peers and the bus driver as well as the principal. The offending child was given an assigned seat on the bus. About a week later the same child, again unprovoked, left his assigned seat, walked to the back of the bus where my son was and told him when he got off the bus that day, he was going to punch him in the face. That kid did exactly what he said he was going to do. Bus stopped, walked to the back and struck my son in the face two times. My son's story was again corroborated by his peers, those on the bus. Again, he did nothing wrong. So at that point, as a father, my patience has been exhausted. Once Jackson was back at school after a very long Corona quarantine, the same kid, along with a few other kids in Jackson's class, in the classroom this time, decided to call him gay and say that he likes boys. That day on his way home from the bus, the same kid that we've now had three incidences with, his sister called my son gay on the bus. Now that's four times in a very short school year, four times. Every single time that this has happened, the Slatington principal, I must say has done a phenomenal job. I'm asking politely for my extended time. If you choose not to give it to me, you may collectively do that, I don't have much more to say. Mr. Link said that you and your wife have both signed up so you can give time to each other. So that was corroborated again by multiple classmates. The very next week, one of the same kids called him gay, again in class. In all of these instances, my son has somehow managed not to namecall back or get physical with any of the other children. He is aware that if he is to defend himself, he would be in just as much trouble as all the other kids that are bullying him. I personally find that policy to be incredibly dangerous. You would collectively have me teach my child that he's not allowed to defend himself from being physically and verbally assaulted and I take issue with that. Your policy in regards to bullying, in my very humble opinion, has been an abject failure. You allowed the same kid to sit on the same bus and in the same class as my son after multiple incidents. How do you think that must feel for him at eight years old to know that a kid that has insulted him, punched him in the face, is allowed to sit in the same room. You're normalizing that behavior. All the while now, my kid, who's done nothing wrong, has to sit there and take it. Think about that for a minute, please. What would you tell your own children if they were in this situation and what would you do as parents? My wife and I have tried to teach our children that violence is not the answer to one's problems. We try to teach them the golden rule, treat others as you would like to be treated. It's a very simple thing to understand and thankfully my son has been listening. But, there comes a point where enough is enough and I am far past that point. I was raised to handle a bully in an entirely different way. I understand that was a different time and it's an

entirely different world we now live in. I am not naive to that. I just feel that your policy and the way you choose to handle things creates a victim mentality and I am not okay raising a victim. I just want to make that very clear. My son is intelligent beyond his years emotionally and scholastically. These are very formative years for him and I do not think that the messages being sent by the district's policies are good for him now or in the long run.

Mrs. Tamara Fahringer - Mrs. Fahringer had someone speak on her behalf due to a vocal cord disorder. Mr. Brian Shaner read the letter. To support Jason Fahringer's comments, I would like to share with you some statistics on bullying. According to the National Center for Educational Statistics report in 2019, 20.2% of students report being bullied. On that same report, 41% of students who reported being bullied at school indicated that they think the bullying would happen again. According to a McAllen and Feeder 2013 report, school-based bullying prevention programs decreased bullying up to 25%. Forty-six percent of bullied students report notifying an adult at school about the incident. According to the CDC's 2019 report, students who experience bullying are at an increased risk for depression, anxiety, sleep difficulties, lower academic achievement and dropping out of school. Students who experience bullying are twice as likely as non-bullied peers to experience negative health effects such as headaches and stomachaches. Students who report being frequently bullied are at increased risk for suicide related behavior according to the CDC's 2014 report. Bullied students indicate that bullying has created a negative effect on how they feel about themselves, their relationship with friends and family, their schoolwork and their physical health, again, the National Center for Educational Statistics. As you already heard from Jason's speech, our son has been continually bullied this year both on the school bus and in the classroom. Let me remind you that Jackson has only been in school for approximately five weeks this year thanks to an unnecessary extended quarantine which kept him out of school for multiple weeks. He attended a charter school last year and is considering returning for multiple reasons. Unfortunately, our son has had an unwelcoming experience in the short time he has been at Slatington Elementary. Racial epithets and homophobic slurs are unacceptable. All these incidents were unprovoked as proven by the school investigation. So, one question that she wanted to ask is that can we please confirm that the audio and video is working on all transportation vehicles. Would anybody on the board be able to answer that question, at this point in time? And, if not at this moment, in time would they be able to provide that answer to Mrs. Fahringer? Mr. Link asked if Mr. Fedorcha would like him to answer that. Mr. Shaner commented thank you sir, no offense to you, I would like the board to answer that. These are your stakeholders, these are your constituencies of the people that vote for you. Can somebody on the board please provide an answer regarding the audio and video equipment on the transportation that the school provides? Mr. Fedorcha said that from the board, we assume and I use that very carefully because I know what it means to assume, that we do have that in place. If it is not in place, it is certainly not anything that the board is aware of. Mrs. Fahringer asked who is responsible to ensure the safety and quality of these video footage and quality on the transportation? I've contacted the transportation department; no response to multiple emails. So, who's monitoring the QA of those security measures? We don't know? We don't QA? Mr. Fedorcha commented that at this point, he hopes that the contract of our, contractor of our school buses are aware of the rules and regulations and whatever is established through policy is following that. Again, I apologize for the term assume, I can only assume that. Mrs. Fahringer commented, so reach out to the transportation company that we're contracted with to confirm that. Mr. Link commented that cameras are provided, monitored and serviced in conjunction between Brandywine Transportation Company and the Northern Lehigh School District as a joint effort. Mr. Shaner continued, so this leads me into the lack of anti-bullying education across the district that has been confirmed in-person by Dr. Stoker, Mr. Hauser and Mr. Strohl. As many of you are aware, there are a ton of anti-bullying resiliency and social and emotional learning opportunities available for the district. I attended the parent engagement meeting for the elementary and middle school last month and was taken aback by the lack of any programs, activities, or events for students and staff regarding these topics. As you recall, districts that have these programs in place have 25% less bullying that occurs. Unity Day was just a few weeks ago and our district did nothing. Can anyone explain why Northern Lehigh, who reports a great increase in bullying this school year alone, has not developed a solid program to address these issues. Can the board answer, is there an anti-bullying program that's in place? Mr. Fedorcha commented that he believes we have policies and such in place that have been approved by the board, yes. Mrs. Fahringer commented, education for the youth and staff on how to manage bullying in the schools? That's what I mean by bullying program. Mr. Link commented, I'll look to the board if they want this to be a Q&A at this time or if they want to just be a comment. I can assure

you that all schools have positive behavior intervention and support programs actively being implemented and each building. Mr. Fedorcha commented that he would prefer not being Q&A only because we may not have the proper answers at this time and he doesn't want to get into a debate whether we have all those answers. So, we could take the questions and address it at the board level sometime. Mr. Link commented sure and he thinks it would be appropriate if administration maybe give a presentation on anti-bullying practices within Northern Lehigh School District that are currently in place. Mr. Fedorcha commented he thinks that would be great. Mr. Link reminded Mr. Shaner that we're down to about 30 or 40 seconds now, he's combined 15 minutes for the three of you. Mr. Shaner commented okay and continued. Can we explain why the only response, and the board will have to answer to this so I apologize this is my last question, can we explain why the only response to our ongoing emails is from Mr. Breiner? None of the emails, since the first incident of bullying has been communicated, have been addressed or acknowledged by the administration, school board members, the transportation department or others. A simple email acknowledging that a parent is struggling with some bullying by the school board, I think would go a long way and I don't think that's a lot to ask. Thank you very much for your time. I appreciate you letting me speak.

Mr. Link commenced that we have two online submittals for public comment. Mrs. Husack commented that the first one was received today, Monday, November 8, at 12:57 p.m., by Pauline Grady. Good evening, I hope this email finds you all well. I have a few questions in regards to tonight's agenda. My first question is regarding the conferences that are being attended at Hershey Lodge. In the past, as per meeting minutes, those who attended did not stay at Hershey Lodge, instead stayed at a cheaper hotel within the Hershey area. If we are trying to be fiscally responsible, why is lodging being approved at Hershey Lodge? This is a premiere resort that is incredibly expensive. There are cheaper options within miles of the lodge. Why has the district decided to put forth the money for such expensive lodging? Also, it is my understanding that these conferences can be attended virtually. Again, in the name of being fiscally responsible, why are those who registered not attending virtually? My next question would be in regards to the money set aside for water bottles for the student body. These water bottles were budgeted into the ESSER funds, yet here we are 3 months into school without the purchase of said water bottles. I noticed on the agenda tonight that someone donated \$200 for water bottles. Why did we accept a donation for water bottles when this is something that was already budgeted in the school year? My last question, but by far the most important in this email, is in regards to the food service program and the food that is currently being served to the student body. Dominos and Subway has been a constant go-to lunch for several weeks now. When they aren't being served Dominos and Subway, the food served is subpar, barely edible. Prisoners get fed better than the kids at our school and that is far from a joke. You recently approved the hiring of a new Food Service Director for the district with a salary of around \$68,000. I would hope that the disaster that currently is our food program will be at the top of the list of things to work on. We put together a Health and Safety Plan for COVID, with one current student currently ill with the virus, perhaps we should put together a plan for the food service department and attack that problem with the same vigor we do for COVID, maybe we'll be able to get some well-rounded, healthy meals in the school for the kids. Thank you for your time. Mr. Link asked if the board would like any response to any of those questions? Mr. Fedorcha asked the board members if they wanted a response to them. Mr. Link responded. In response to the question about conferences, we have historically approved lodging at the site of the conference unless lodging is full at that site. We did a look back to 2014. In that case, when the site is full, we use other recommended sites supported by conference organizations which run shuttles to the alternate site to the site of the location. That has been our practice since 2014. That's when we stopped looking back. As far as virtual conferences, I will look to the board if that's the direction that they want to go. As far as the second question, we accepted, as noted earlier, we accepted the donation because we were contacted by someone who wished to remain anonymous but has specifically earmarked the money for water bottles. We are working with a vendor that has provided the best quote within the dollars allotted within ESSER for the purchase of the water bottles. So when an anonymous donor contacted us and said they wanted it to go towards water bottles, we accepted it. As far as the food services, just for some accuracy here, we have served Subway only once since the start of the school year, during that time, we've been making homemade soups to go with it. But, since the initial Subway offering, we have changed it to make our own sandwiches in-house and we are sourcing those products from local providers to make those sandwiches. Pizza we are getting from Dominos because the manufacturers have not had it available. So, the people that provide it to our suppliers have not been able to supply it in the bulk that we need.

This is a common barrier for school districts across the country right now. Reasons for Domino's and current changes regarding our weekly menu are because the manufacturers are not producing enough for the demand due to staffing issues. Vendors can't get truck drivers to get the product from the supplier to our kitchens. We had been down as far as eight, and currently down six positions in our food services department. There are staffing issues, not only in Northern Lehigh district but in all school districts and many employers regionally at the state level and across the nation. Our grocery vendor broke the contract for this school year the day after our first delivery was to arrive. The other vendor, US Foods, announced that they would no longer deliver. We had to drop back and figure out what we were going to do. They followed the provisions within those contracts to give us enough notice to say that they were opting out of the contracts. They are doing it because they don't have the personnel to produce the product or the personnel to get the product to us. We had to figure out how to get food for our children and we had to become very creative in doing so. As far as the comments about food barely edible, that's very subjective and he fully disagrees with that. Our food services department does a phenomenal job with the resources and staffing they have available and the product they have available. In fact, our breakfast and lunch participation has been higher this year than in any other year, looking back for 12 years. Our participation rates are 70-80% in all buildings for lunch. Usually we would serve about 30-40 breakfasts, we're now serving nearly 200 at the high school, that's just the high school. The feedback from the students is that they appreciate and they like the options that they have available. Mrs. Kulp commented that Mrs. Bahnick has personally gone and got items that we need to serve our students and I think she should be commended for that. Mr. Fedorcha commented that the vendor thing is an issue not only with schools, but with anyone. And, particularly, we are not getting the food that we had gotten. Our vendors are not there anymore. They are not doing the supplying. I compliment our current director for doing all she has done to make sure that we did have enough food to feed our children. But I also want to remind everyone that this is the same director who also through the entire time of Covid served meals to all of our students even those when we were not in school and had to do pick up. We tried to make sure that we gave a quality lunch to all kids, all children. I really need to say that I feel that we are doing that and I compliment particularly our food staff. Mrs. Husack said she'd like to make a comment on the conferences, in particular, the same reason that we all sit here and say we want the schools open is the same reason why I think it's super important that our staff, administration, teachers, district personnel are doing out and attending these conferences. It's education for our administrators. It's education for those people to come back to our district and make us bigger and better. Yes, Hershey Lodge might be expensive, but that is part of our district budget. It's part of things that make us better as a district. The idea is not to go out every week and do this but there are specific conferences out there that I think is really important for our staff and administration to go to. To talk to other professionals in the same areas and the same information and to come back and to make us better. So, not that I want to see us go to every conference if it means nothing to us. But, I think it's super important that we as an administration allow our administration, our teachers, our staff to go get education. We want them to come back and be better than what they are today. So, I have no problem approving conferences and conferences in person for the same reason that we want our students in our buildings learning because we're going to learn better doing that.

Mrs. Husack read an email comment that was received Monday, November 8, at 4:03 p.m. by Justin Jachowicz. Mr. Link, below are my comments for the school board meeting tonight. It is still absurd that no exemptions will be made to not wear a mask during the meeting. I will be contacting the Pennsylvania State Police and Slatinton Police Department to assure that no action can be taken from the school as I am not violating a law of any kind and simply trying to express my grievances to the school board as part of my First Amendment right. Justin Jachowicz, 6465 Woodbury Drive, Slatinton, Pennsylvania 18080. At the October school board meeting, several board members questioned my Right to Know request and strangely asked what a Right to Know request was and how much it cost to the school district. I would think as a board member, many being on the board for several years, these individuals would have working knowledge and understanding of Pennsylvania law. It was embarrassing and awkward to watch and I hope the other board members help educate and inform these people of the rights and responsibilities of schools and other public entities and the type of information they are required to provide to the public as part of the Sunshine Law. School directors or administrators do not get to do whatever they want without the public being able to request records to provide oversight. I asked for all of my copies to be electronic at no cost to the district other than the time needed to fulfill the request, which again is part of the district's responsibility to taxpayers. The Northern Lehigh community

has made a statement with over 3,000 write-in votes, that they are concerned and unhappy with the current board of directors. There is a lack of engagement and understanding of how parents feel and want their school to be run. It was also sad to see two campaigning school board directors take to social media and negatively speak and present false information about the write-in candidates and trying to bully community members and defaming character for wanting to get involved with decisions being made within our school. This movement is much more than mask mandates. It is about having a school board that listens to and makes decisions based on what is best for the community and not themselves. I will ask the current board to put in motion this evening to reassert their power as a democratic committee and remove the autonomy Mr. Link has over the Health and Safety Plan. Our board of directors should be voting on any and all updates to the Health and Safety Plan. As local districts like Jim Thorpe move to remove quarantine for students, our board is steadfast in removing themselves from the decision-making process. Northern Lehigh School District is in a clear violation of Pennsylvania School Code by illegally quarantining healthy children. This community needs leaders and not followers as we have seen throughout the Covid-19 pandemic. Since our Health and Safety Plan is requiring masks, I am requesting to have studies done from St. Luke's Health Network and Lehigh Valley Health Network to show the efficacy of mask wearing in our specific district. Otherwise, Mr. Link and the board are blindly following contradictory studies and data without due diligence to actually prove that the policies in place are actually working. I was referred by Mr. Link to the FAQ sheet which provided links to the CDC website for studies about mask wearing but still have not been provided any studies that directly show masks work. Can any board member please respond to me directly with the specific studies that show masks prevent the spread of Covid-19? I would also encourage you all to review the studies actually posted on the CDC website if you have not already, they are far from definitive. Please confirm receipt of this email and that it will be read at the meeting this evening, Justin Jacowicz.

Mr. Fedorcha commented duly noted in the minutes, that letter has been received and read at this meeting this evening. Is there anything else, Mr. Link? Mr. Kern commented that I'd like to respond, Mr. Fedorcha. Reading those comments about taking Mr. Link as our sole proprietor or our leader in the Health and Safety Plan. So when Governor Wolf makes his announcement that says that we could remove masks on the 17th of January, I guess then we should wait till the February school board meeting which would then really extend the time periods kids have to wear masks in school by approximately two to three weeks. We are in constant communication with Mr. Link. Mr. Link has constant communication with us regarding the Health and Safety Plan. It is by no means a one-man show. We are in constant contact. We know exactly what's going on with the mandates that have been put on this board by our Governor whether you believe in that or not, it's the truth. In fact, our autonomy as far as getting sued by the community is in jeopardy if we don't follow the mandates. I encourage all of you to run for the board, sit here, don't follow the law, and then something happens and the public sues you personally. You're going to give up your house because you're not going to listen to a mandate that was given by the Governor. I'm a little tired of listening to this mask mandate. Nobody likes it. I'd be the first one to tell you I hate this thing, I can't stand it. But, it's what we're told to do, by law, in Pennsylvania and we're going to well follow it. As far as Mr. Link being responsible, I fully support his professionalism and the communication.

An audience member asked about public comment. Mr. Link commented you've had your opportunity to do it, I'll look to our solicitor, but we are following our policy, sir. Attorney Roddick commented that we are following policy. Audience member commented he was missed. Mr. Link recognized that he was on the list. Ty Moffit was allowed to speak. Mr. Moffit - As a small voice of the student body, I'd like to personally thank all the parents for organizing our homecoming dance after the all too short notice we were given that it was cancelled. These community members banded together in four hours to organize a Plan B to something that the school put no forethought into creating an alternative option. This event was made possible by many disgruntled parents and through the donations of countless Northern Lehigh businesses. I'd like to extend a thank you to all Northern Lehigh businesses, parents, and community members for stepping up and becoming a voice for many years to come of the incompetence of the Northern Lehigh School District. Mr. Fedorcha commented I would just like to correct one part of it. Certainly it was unfortunate that it rained and the weather was the way it was and we had to not cancel it, we postponed it. I believe that also was said at a prior meeting or at some point Mr. Link shared. Mr. Link commented that we only postponed it. The initial message did go out as a cancellation, that was a miscommunication. It is actively being planned for a spring spirit week, homecoming dance, and pep

rally. Mr. Moffit commented yeah but my problem with that is it was communicated to the student body as a cancellation after all, basically most of the student body have already bought stuff for homecoming and we're prepared for that. Mr. Fedorcha commented yes, I understand, thank you Ty.

**ADJOURN-
MENT**

Mr. Keegan made a motion, which was seconded by Mrs. Husack, that the regular meeting of the Northern Lehigh School District Board of School Directors adjourned at 8:45 p.m.

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

ABS: None (0)
Motion carried.

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President