

**NORTHERN LEHIGH SCHOOL DISTRICT**  
**Regular Meeting**  
**Board Minutes**

**Slatington, PA**  
**March 11, 2024**

**Civility and Decorum** – District officials and members of the public are expected to conduct themselves with civility and to afford each other a measure of dignity and respect. Shouting, personal insults, and attacks or any conduct that disrupts the flow of business is considered to be out of order. Members of the public are to direct their comments to the Board in its entirety, cannot single out Board Members for response, nor can a member of the public address specific issues with other members of the community who may be present at the meeting or who are virtually present if it is a virtual or hybrid meeting. In addition, members of the community shall not bring signs or placards to the meeting and shall not applaud or engage in any actions that would impede another community member's right to make comments at the meeting. At the discretion of the Board/Board President, individuals who are disruptive shall be subject to removal from the venue of the Board meeting, unless the disruptive individual agrees to maintain civility and decorum.

**PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Mathias J. Green, Jr., at 7:03 p.m. on Monday, March 11, 2024, in the Northern Lehigh Administration Building Board Room.

**ROLL CALL** Members present: Mr. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)

Members absent: None (0)

Non-members present: Mr. Matthew Link, Dr. Tania Stoker, Ms. Victoria Hanna, Ms. Jalah Cook, Mr. Mr. Todd Breiner, Christopher Mann, Mrs. Michele Dotta, Mrs. Nichole Fink, Mr. Bryan Geist, Mr. David Hauser, Mr. Eric Hill, Mr. David Jones, Mr. Eugene Marks, Mrs. Sherri Molitoris, Mr. Scott Pyne, Atty. Kristine Roddick, Dr. Lori Bali, Mr. James Schnyderite, and Mr. Michael Strohl.

**VISITORS** Approximately 13 visitors attended the meeting and one hundred and thirty-five visitors viewed the meeting.

**PUBLIC COMMENT** Dr. Link commented looks like we have one person, Mr. Tim Weaber, signed up to comment on budget discussion.

Mr. Green commented okay. Remind me when we get there, so I don't just jump.

**APPROVE MINUTES** Mrs. Husack made a motion, which was seconded by Mr. Fedorcha that the minutes of the regular board meeting held on February 12, 2024, be approved and ordered filed.

YEA: Mr. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)

NAY: None (0)  
Motion carried.

**SPECIAL BOARD REPORTS** Carbon Lehigh Intermediate Unit - Mrs. Husack commented Thank you, I have no report this evening other than our meeting will be on Monday, a week from today. We do skip our February meetings for the holidays. Thank you.

Lehigh Career & Technical Institute - Mr. Fedorcha commented you have the copies of the minutes of our meeting. We had a very extensive administrative report showing us where we are looking at going in the next five years and so forth. That also will be on the website if anybody would like to see that. The only other thing I have is that right now we are down to about three school that, three districts, who have not ratified our budget yet, but because of the numbers we are ratified. We're still waiting for the other three and so far there are no negative votes. That's it, sir. students to prepare them to go into education courses to become teachers. So we're putting a new program into place next year. That's it.

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Legislative Report - Mrs. Snyder commented I have nothing to report today.

Lehigh Carbon Community College - Mr. Green commented just a couple things about LCCC and you may have seen some of this in the paper in the last couple of days. There's a push by the governor to combine the community college with the Pashi system and his purpose in doing that is to quote "eliminate duplication" as he is saying. There may be some merit in that, but from what we're hearing all the committees and oversight groups and rules and regulations committees, I think he's going to create more positions than he is going to eliminate. We're not sure yet and every time a question is asked, they're having these meetings, their response inevitably is we're working on that, we're working on that, we'll get an answer on that. There's not a lot of information, but he wants to have it done by June of this year and I'm not sure it's going to happen. The other thing that I guess bothers me is I think we in Lehigh County know what we want to teach our kids in our school and that may or may not be the same as what they're teaching in Kutztown or Erie or something like that. Trying to get everybody on the same curriculum, I don't know how that's going to work I don't know if you're aware of this or not, but LCCC is one of five colleges in the whole United States that has a special contract with Amazon to train their employees because they respected our robotics program, etc... So does that mean we have to share those then with the other community colleges, will we have to share that with Pashi? And there's just so many unanswered questions and they're trying to push this thing through so quickly that I guess I'm a little bit concerned with it. I read an article from Senator David Argall, who is chairman of the education committee, and he's kind of saying this ain't going anywhere. This has stopped before even seeing it, especially you know the billions of dollars that he wants to come up with to fund this. They're saying we don't have an extra billion dollars to do that. So, I'll keep you informed, but there's a lot of push from Harrisburg to make this move forward. So, we'll see what happens. Oh yeah, Gary, and I think we're down to two schools that didn't approve our budget. But again, we only did 2/3 so it's essentially passed.

Committee Reports and/or Meetings

- Minutes of the Education Committee Meeting held on March 4, 2024, were distributed.
- Minutes of the Policy Committee Meeting held on March 4, 2024, were distributed.
- Minutes of the Technology Committee Meeting held on March 4, 2024, were distributed.
- Minutes of the Buildings & Grounds Committee Meeting held on March 4, 2024, were distributed.
- Minutes of the Finance Committee Meeting held on March 4, 2024, were distributed.
- Minutes of the Extra and Co-Curricular Committee Meeting held on March 4, 2024, were distributed.

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Student Representatives to the Board Report - Ms. Victoria Hanna commented hello everyone, it's nice to see you all again. Today, Jalah and I will be giving you guys some information that has and are occurring at the high school and sports report - which is very exciting news. To start, student council will have its annual Spring Dance on Saturday, March 23rd at 7:00 p.m. To promote more students to donate canned foods for our canned food drive, we are giving certain perks to students who donate a certain amount of canned goods. We did this last year and it was a great turnout, so we're probably going to continue doing this in the years coming. Student council will also be having their Spring pep rally on Wednesday, March 27th, during fourth block and it is where spring sports will be acknowledged and lots of very fun activities we have planned for not only students, but also the teachers. PBIS reward day will occur on Friday, March 22nd and this is to award the students for getting through completing their third quarter of the school year. Benchmark assessments occurring this week with math snapshot benchmarks occurring on March 14th and ELA, Bio CDT benchmarks occurring on the 15th. The high school theater club will be hosting their musical of Footloose this week on Thursday, March 14th to Sunday, March 17th. Students today got to witness their preview and it was very, very fascinating. It's great to see how talented so many students. I didn't even realize how good so many students can sing - like it's really impressive. Tickets can be purchased online and at the door, but tickets are being sold out soon which is a good thing. So, if you want to get tickets, I'd get them soon. We hope to see you guys there supporting our theater club. At LCTI, there are 2 Northern Lehigh students who participated in competitions. One student, Darius Adens, competed in a marketing competition in Hershey and Julia Jachowicz also competed in a Deca ICDC competition and won for the second time in a row this year, so that is a great accomplishment for her -

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congratulations. That is all that I have for today and I'll pass it on to Jalah for the rest of the report. Thank you.

Ms. Jalah Cook commented hello everyone, it's great to see you all again. Today, I'll be giving you a few, little miscellaneous events that are happening at the high school as well as our school sports report. The program of studies parent's night was held on Wednesday, March 6th. Course selections for all students currently in 8th, 9th, 10th and 11th grades are occurring at the high school. The Army National Guard is attending the high school for students who are interested in joining. There will be a Coffee and Convo on Wednesday, March 20th in the middle school auditorium at 6:00 p.m. Spring break is from March 28th to April 1st. That is all for the events. Now onto the sports report. Girls basketball team is still going strong and they are heading into what is called "Sweet 16" for state playoffs after they received a silver in districts and won their first state playoff game this past Friday. Their next game will be tomorrow at Catasauqua High School against Merion Catholic at 6:00 p.m. We wish them a very good luck. Monday, March 6th was winter sports awards night. Aubrey Pollard and Katelynn Barthold received MVP awards for girls basketball. Nick Buskirk and Connor Simms also received their MVP awards for boys basketball, and Sam Frame, Jr. received a MVP in wrestling. We want to congratulate all these athletes on their very well-deserved awards. Spring sports has officially started on March 6th. Softball and baseball are having our first game of the season on the 16th at Lehighton and track and field will be having their first meeting on the 19th against Southern Valley here at our home field. On Monday, March 18th, there will be a letter of intent press conference in the high school auditorium for all seniors planning to continue their sports at a collegiate level. That's all I have for tonight, thank you all.

Dr. Link commented thank you. I just want to verify something maybe with our athletic director. The start time for tomorrow evening is?

Mr. Bryan Geist commented 7:30 p.m.

Dr. Link commented okay 7:30 for the girls basketball team at Catasauqua. Okay, thank you. Thank you girls.

Mr. Green commented I have a similar question. When was the last time our girls basketball team won an interstate game?

Mr. Bryan Geist commented 2011.

Mr. Green commented 2011, okay so that was a long, long time ago. Yeah, so that's something to be proud of.

Solicitor's Report - Attorney Roddick commented I do. Kind of a preview. So, one of the Lehigh County schools actually participated in an argument in front of the Pennsylvania Supreme Court on Tuesday involving a charter school in the area. A lot of issues in the case, but 2 of the bigger issues dealt with application for tax exempt status of charter schools and whether or not the school district must reimburse the charter school for the taxes it paid to it before obtaining the tax exempt status. So, I do want to listen to the argument and I hope I can report out with a little bit more depth at the next board meeting.

Business Manager's Report - Mrs. Molitoris commented thank you. At Monday evening's Finance Committee meeting, we looked at our first kind of snapshot high-level view of our 24-25 budget. It did deal a lot with staffing and new programs we're looking at instituting. That presentation will be posted after tonight's board meeting and then it will continue to be refined and actually hit with budget numbers and everything in April's finance committee meeting. So, I look forward to seeing everybody at that finance committee meeting to actually see where our budget is landing. That's it, thank you.

Dr. Link commented would you like to let our community member, Mr. Weaver, speak?

Mr. Green commented okay, sure yeah.

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Mr. Weaber commented thank you for the time to address you tonight. I'm addressing you as the Northern Lehigh Education Association President. I'd like to address some proposed preliminary budget proposals. Some of what I'm going to say may be construed as a focus on the people holding certain positions. That is not the case. I am focusing on the positions and not the people in those positions. I have the highest regard for the people presently holding those positions. Excuse me, I don't have much of a voice. When ESSER's funding became available, new positions were created. This is a result of administration proposals and school board approval. I commend the administration for the creative approach to meeting the needs at that time and the school board's willingness to support those proposals. At that time, some school board members questioned, what would we do when the ESSERs funding ended. School board members were wise to ask these questions. The answer seems to be the proposal to add \$474,200 plus, I think this is right, insurance costs on the budget to pay to retain 1 district-wide ELDP paraeducator, 1 Peters classroom teacher, 1 district-wide TIS, and 1 administrator. I would like to commend administration and school board members for considering to retain the Peters classroom teacher and the district-wide ELDP paraeducator. Every educator would agree that we need more teachers and paraeducators in the classrooms, working with the students, and bringing down the ratio of students to teachers. With this in mind, I would like to ask the administration and school board to really think about whether a districtwide TIS and a director of curriculum, instruction, technology is the best expenditure as part of the \$474,200 plus insurance costs. I'm asking you to consider spending the money on hiring more teachers to meet the anticipated student enrollment growth that was discussed at last Monday's meeting. You are proposing transferring and repurposing positions when it is clear there is money for hiring teachers by this indication of \$474,200. Thank you for your time to address you tonight.

Mr. Green commented thank you, Mr. Weaber.

Assistant Superintendent's Report - Dr. Stoker commented thank you, Mr. Green. Good evening everyone. For the public, outside at the table, and for our board members at your places, you'll find the ESSER grant update for this month. As a reminder, ESSER 1 and ESSER 2 have been expended. ESSER 3 was used over the past month for paying for staff including instructional paraprofessionals, the ELDP teacher and paraprofessional, kindergarten teacher, TIS teacher, administrative positions, T-mobile hotspots, and the nurse at Peters. For ESSER 3B, under afterschool, we used that for tutoring afterschool at the secondary level. For ESSER learning loss, we used that money for projectors for the middle school tent and there were no expenditures for ESSER summer enrichment for this month. Okay, also under my report this evening, I have the monthly data report. We have a powerpoint for you this evening. Good evening everyone, this presentation is the next in the administrative team's efforts to report various types of district data publicly. Tonight's data presentation focuses on local ELA, Math and Science results on benchmark assessments as of the midpoint of the school year. These are data that demonstrate our pathway leading up to the annual state assessments which include our PSSAs and Keystones. We will begin with Peter's data and work our way up to the high school.

Dr. Stoker presents the powerpoint presentation.

Superintendent's Report - Dr. Link commented thank you, Mr. Green. I'd like to start my superintendent's report this evening by, I'm sure many of you are aware that our middle school SAP team has received quite a remarkable honor recently as being named the only secondary school in the entire state. So, let's just kind of frame that for a second, there's 500 school districts in the state of Pennsylvania and most of those school districts have multiple secondary schools at least one middle school and at least one high school and some of them have a few of each. Northern Lehigh Middle School won the secondary SAP award for the year in Pennsylvania. That's quite remarkable. So, that being said, I'd like to turn it over to Mr. Hauser to go into more detail to how exactly they won that and to recognize the key players in that achievement this evening.

Mr. Hauser commented thank you, Dr. Link. Members of the board and community, I would like as the building principal to introduce and acknowledge our Student Assistance Program team. The work of the SAP team is something that can be very heavy. We get cases involving students that need support

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for what could be a litany of reasons. We handle abusive situations, drug and alcohol situations, mental health situations, behavior related to suicidal ideation, self-injurious behaviors, and students just crying out for help. Something is needed. The SAP team takes on that work. There's specialized training that goes into being a SAP team member. We also have to stay current and how a SAP team then functions within the school is kind of up to the team. This team has really excelled at going to the next level. Sometimes we use the cliché that we go above and beyond, I don't want to use clichés to describe this team because they're that exemplary. I'd like to read from the SAP award: This award is presented to a middle or high school student assistance program team that has gone above and beyond, there's that cliché, to identify barriers to learning. A team that supports research-based prevention programs, skilled identification, and also fosters positive connections with students, parents, and the community. As part of the nomination process, here's kind of the certificate we got for it. We started the nomination and recognition process last year and then the evaluation process continued into this year. I was notified in January that we had achieved the award and at the end of February myself and members of the team were invited to Penn State University to accept at the annual Pennsylvania SAP Conference. This is the beautiful award that they gave us, some artwork drawn by a student in Pennsylvania who has benefited from SAP services, with a small banner at the bottom recognizing Northern Lehigh Middle School. So I'd like to pass the award around just for you to look while I'm introducing the team members. First, Maggie Schaffer, please stand. Maggie is our school counselor at the middle school and kind of my right hand at all things student supports, both academic, behavioral and SAP-related items. Next, Mrs. Amanda Bariana, she is a Mathematics instructor at the middle school and has been on the SAP team for a number of years. Next, Mrs. Shannon Jones, she teaches Family and Consumer Sciences at the middle school and has been on SAP for three years. Next, Mr. Time Weaver, Tim teaches essential skills and financial literacy at the middle school. He has been on SAP teams in different buildings in the district and now brings that experience to us. Next, Mr. Jason Reinhard. Jason teaches Health and Physical Education at the middle school. He has done that 60 years - laughter - Mr. Reinhard really goes above and beyond not only does he help with health and physical education, but he also does a lot of our second and third tier student interventions like check-in and check-out and is very, very involved and very hands on. Not present tonight is Mrs. Kim Flipovits, she's an ELA instructor at the middle school and has been on the team for a number of years. Mrs. Linda Brown, a familiar face that we always love to welcome back to Northern Lehigh. I won't say how long Linda has been on the SAP team, she is member emeritus, I will not say retiree. Although she was part of the team that was nominated and went through the evaluation process, so I did make sure that she was recognized as part of this award. She deserves it - hardest working educator I have met in my life. Lastly, I have Mrs. Wendy Textler. Wendy is our Student Assistance Program liaison from the center for humanistic change of the Lehigh valley. Wendy is the person who works with a lot of the SAP teams in the area and specifically nominated Northern Lehigh Middle School. So, Wendy I am going to put you on the spot if you would like to talk about why the nomination or anything about the SAP team.

Wendy commented I'm the SAP manager at the center for humanistic change. I'm responsible for 158 schools between Northern Lehigh and Northampton and out of the schools that I've gone to, our school, the middle school, it's just gone above and beyond any team that I've been on. So, it was an easy decision to nominate the school. I feel very proud to be part of the team, so thank you.

Mr. Hauser commented our SAP team. If you would, please give them a round of applause. The award itself will be on display in the middle school main office and I will take any questions from the board or the public about the SAP team.

Mr. Green commented on behalf of the board, I would like to say thank you to all of you for just going above and beyond in doing that. Where's Terry Ahner when you need him. So, hopefully someone will let him know and you'll all get the recognition that you deserve.

Mr. Hauser commented we did have an article in the Times News. I put a twitter post out as I do from time to time, and he saw that and reached out to me and we did a phone interview, so he did a very nice article. I'm going to frame that up and put that next to the award at the middle school main office.

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Dr. Link commented and again, thank you very much to the entire team. It is my distinct honor now to recognize some very distinguished educators who have made, I suspect a difficult decision I'm not sure, and they are going to be retiring at the end of this school year or very early next school year. I just want to spend a little bit of time recognizing the service that they gave to our students, our community, to their colleagues, during their tenure here at Northern Lehigh School District. I would to begin with, with us this evening, Mrs. Julie Everett. So, thank you for coming. Julie Everett was hired full time in September 1990, as a Biology Teacher. She obtained her Bachelor's Degree in Science from Pennsylvania State University in 1989. After teaching for a few years at the junior high school, Mrs. Everett continued her education at East Stroudsburg University. During her time with our district, Mrs. Everett also served as a game worker, detention monitor, as well as class advisor for many years. She is an excellent teacher, genuinely passionate about the subject of science. Mrs. Everett's enthusiasm is contagious, inspiring our students to engage more deeply with the material and ensuring that every student has the opportunity to succeed. More recently, reaped the benefits of much of that in our recent Keystones. She touched the lives of thousands of Northern Lehigh students over the past 34 years and was a gift to our students and staff and will be dearly missed. Mrs. Everett is retiring from the district after 34 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, we will be honoring your request to have your donation sent to the Slatington Public Library as a token of our appreciation for all you have done for the staff and students in this community. Best wishes to you. Just know that we truly appreciate everything you've done. Would you like to say anything this evening?

Mrs. Everett commented I didn't expect to be so choked up. Thank you.

Dr. Link commented next I would like to recognize Mrs. Gail Lafferty. Gail Lafferty was hired full time in September 1986, as an Elementary Teacher at Slatington Elementary School. She obtained her Bachelor's Degree in both Elementary and Early Childhood Education from Kutztown University of Pennsylvania in 1985. In 2001, Mrs. Lafferty began her role as the Intervention Coordinator and Gifted Support Teacher at the Slatington Elementary School. During her time with our district, she also served as the Math 24 Club Advisor. Mrs. Lafferty's commitment to fostering learning and growth has been evident throughout her tenure. Her expertise and passion for both intervention and gifted education enriched the academic experience for a diverse range of students in the Northern Lehigh School District. She impacted the lives of thousands of students over the past 38 years and was a pillar of support and guidance for both students and staff - she will be dearly missed. Mrs. Lafferty is retiring from the district after 38 years of service. It is my sincere hope that your well-deserved retirement years will bring you much peace and fulfillment. On behalf of the Board of Education and the School District, we will be honoring your request to have your donation sent to the Northern Lehigh 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. Gail, would you like to say anything this evening.

Mrs. Lafferty commented yes, I have my notes. I began reminiscing as I start to purge things from my classroom that either I inherited or that I've accumulated over these years and I realize that this is my 55th year being in school. School has been my life. I started as a kindergartner in September of 1968 at Northwestern Lehigh as a tiger, in August of 1981 I became a Kutztown University Golden Bear, and in December of 1986 I became a Northern Lehigh Bulldog. I have spent more than half of my years in school here at Northern Lehigh, so Northern Lehigh has become my new home. I have survived, or I should say I taught, - laughter - I taught an open concept which wasn't all that bad actually, there were some positives. I taught through reconfiguration of the grade structure, I taught through the renovation process at Slatington Elementary, probably the most difficult time I survived was the pandemic. Teaching at home, teaching online, teaching that hybrid-model, and now more recently the sub-shortage. When I'm called upon to cover, I won't say daily but frequently, but again I've survived all of that. Many times in social situations I'm with teachers from other districts and they say to me and they ask me, how does Northern Lehigh do it? They can provide so much for the students and I say we're a small district, but we are mighty and we do have the support of our administration and our board and I thank you for that. I wish the best for Northern Lehigh in the future and I'll continue to read about, and I'm sure hear about, all the things that are going on in Northern Lehigh. Thank you so much. Thank you for the memories.

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Dr. Link commented again, congratulations, Gail. Next, I would like to recognize another one of our science teachers at the high school, Dr. Deanna Quay. Dr. Quay was hired full time in September 2006, as a Chemistry Teacher at Northern Lehigh High School. She earned her Bachelor's Degree in both Chemistry and German from Lebanon Valley College in 1984. Dr. Quay continued her education and earned her Doctorate Degree in Chemistry from Lehigh University in 1994. In 2011, she began her role as both a Chemistry and German Teacher at the high school. During her time with our district, she also served as the German Club Advisor. Dr. Quay's expertise and passion for science and the language of German enriched the academic experience for a diverse range of students in the Northern Lehigh School District. Her compassion and unwavering commitment touched the lives of thousands of students over the past 18 years and will be dearly missed. Dr. Quay is retiring from the district after 18 years of service. I feel like I just have to go off script here for a second. Deanna has also shared with our entire faculty at the past couple faculty appreciation picnics the best German buttercake I've ever had in my entire life. It's amazing. And I will also say that Deanna has a passion for science and I know I have personally reached out to her when I was trying to find resources for my own children and she led me in the right direction. Her reach has officially gone outside of Northern Lehigh School District. For that I thank you. I genuinely wish that your retirement brings you a wealth of peace 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 moving forward. Is there anything you'd like to share this evening?

Dr. Quay commented thank you for all the years of doing what I love.

Dr. Link commented thank you, we appreciate it. Next, I would like to recognize Mr. Tim Weaber, who's also here in the audience this evening. Mr. Weaber was hired full time in September 1996, as an Elementary Teacher at Peters Elementary School. He obtained his Bachelor's Degree in Elementary Education from Gordon College in 1986. In 2008, Mr. Weaber became a Technology Teacher for grades 3-6 in Slatington Elementary School. Demonstrating a commitment to ongoing professional development, he earned his Masters Degree in Educational Administration in 2011 from the University of Scranton. During his time with our district, he also served as the Bulldog Academy Teacher, Summer STEAM Camp Director, and Teacher of the gifted, as well as noted earlier, the President of the Northern Lehigh Teachers Education Association. Mr. Weaber's multifaceted involvement exemplifies his dedication to providing a well-rounded and enriching educational experience for every student over the past 28 years. He truly was a gift to our district and has left a lasting impact on students and colleagues alike. Mr. Weaber is retiring from the district after 28 years of service. I extend my heartfelt wishes for happiness and fulfillment during your retirement years, Tim. On behalf of the Board of Education and the School District, we will be honoring your request to have your donation sent to the Northern Lehigh Education Foundation as a token of our appreciation for all you have done for the staff and students in this community. I would also like to recognize Tim outside of his teacher role. So, Tim and I have come to know each other over about the last six years or so. Through his leadership with the association, working closely with the administration and most directly myself, we've overcome a lot of barriers to good education for our students. One of our retirees kind of mentioned earlier you know kind of educating our children and supporting families through the pandemic. Tim, I couldn't have done it without you. We couldn't have done it without you, so I appreciate your leadership in that realm as well. It will be missed. That being said, Tim, is there anything that you'd like to share this evening?

Mr. Weaber commented I didn't have anything written down. Before I came to Northern Lehigh, I lived in 11 places in my life. I came here in 7th grade. Northern Lehigh School District, Slatington School District at the time, became my home. I'm proud to say I graduated from Slatington High School, my daughters graduated from Northern Lehigh and I had the greatest privilege in the world coming back here and teaching in this district. For anybody who has never taught, teaching is one of the greatest privileges I think in the world. To come in every day, looking forward to seeing that spark in a child, and knowing that can happen at any time, and still can happen, is just an amazing experience. I've been a teacher here, a student here, there's only one more step to go here in the district - who knows. I may be up there soon. Thank you.

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**(cont.)**

Dr. Link commented thank you, Mr. Weaber. Okay, we do have one other teacher, retiree, this evening and unfortunately he could not join us because he recognizes that he needs to build that transition and that is Mr. David Carroll. David Carroll was hired full time in September 1997, as a Music Teacher at Northern Lehigh High School. He obtained his Bachelor's Degree in Music Education from West Chester University in 1987. Demonstrating a commitment to ongoing professional development, in 1994, he earned his Professional Certification in Music K-12 from Millersville University. During his time with our district, he also served as the Northern Lehigh Senior and Junior High Band Director and Summer Band Program Director. Mr. Carroll's commitment to music education exemplifies his passion for providing an enriching educational experience for every student over the past 28 years. He has not only imparted musical knowledge but has also instilled invaluable life lessons through the universal language of music - He truly was a gift to our district. Mr. Carroll is retiring from the district after 28 years of service. He is currently with the band boosters right now as they plan for upcoming summer activities and into the fall. I extend my heartfelt wishes to Mr. Carroll as he embarks on the well-deserved journey of retirement. Mr. Carroll could not be here with us tonight as he is currently at the Northern Lehigh Band Boosters Meeting prioritizing the need to guide the transition process with the band. On behalf of the Board of Education and the School District, he will also be receiving an engraved apple as a token of our appreciation for all he has done for the staff and students in this community. So if we could also give Mr. Carroll a round of applause. We do have one other very long-term integral part to operations here at Northern Lehigh School District in the audience with us this evening, she gets them as they come in to us in kindergarten, I would like to acknowledge Mrs. Kathy Reese. But, I'm also going to turn it over to Mr. Schnyderite who has worked most closely with her over the last few years at Peter's Elementary School.

Mr. Schnyderite commented thanks, Dr. Link. So I'm here, it is my pleasure to be here, to recognize Mrs. Reese. I still remember the first day I met Mrs. Reese who was at an interview, we had a chance to get to know each other and I shook her hand and she asked me one question, does anyone have an idea about what that question might have been about? Her only question to me was, do you like Aerosmith? And we went into a long diatribe on the difference between early Aerosmith and late Aerosmith and Steve Tyler's slow demise into you know not being a hit but still a rockstar. And I said to myself, I could work with this lady. It was a very short time after that we had the chance to work together and basically over the last 5 years we've spent everyday during school, over the summer, and evenings and phone calls together. I'll tell you one good thing, you know obviously her career speaks for herself, she's a bulldog, she's held a number of roles within our district, most recently obviously, how many years at Peters, Mrs. Reese? 11 years as administrative secretary. One of the things I wanted to share with the board and I think this is the, I heard her say recently to someone, she probably didn't think I was listening, but I'm always listening. She said to someone very recently, the thing that she cares most about is the safety of our staff and students. I'll tell you that one of the things that I value most about her and I can tell you that for every moment that I've been in that office for the past 5 plus years, every single person who enters that building, she makes sure that she knows that person is supposed to be there and every student who leaves that building every single day, she makes sure that she oversees that the person leaves with the person they're supposed to leave with. In other words, Mrs. Reese makes Peter's Elementary School safer and makes us better and certainly has over the past 5 years made me better. I wanted to honor Kathy this evening. Kathy is a worker, she's a busy person, and I think that she's probably sad that she's retiring. I'll tell you it's hard work taking care of a husband. You can ask my wife, she knows. I'm sure she'll be very busy taking care of her husband, Bill, being a mom and grandma, which I know she loves to be, and going on many, many camping trips. Kathy, on behalf of myself, Peter's Elementary School, I know you know this but I'm going to say it, we are absolutely going to miss you and I wish you the best of retirement.

Dr. Link commented Kathy, would you like to say anything this evening?

Mrs. Reese commented thank you for allowing me all the positions, all the opportunities that I've had at Northern Lehigh. Thank you for educating all 6 of my children.



**SPECIAL  
BOARD  
REPORTS  
(cont.)**

Dr. Link commented thank you for everything you've done. Okay, one last announcement this evening and I would like to officially notify the board and again, too bad Terry Ahner's not here because he's been after me about this, our graduation date for this year's commencement will be May 31st. The rain date will be June 1st of June 2nd, if necessary. The May 31st graduation time is slated to start at 7:00 p.m. That concludes my report this evening, sir.

Mr. Green comment thank you very much. I met somebody today named Bobby McGee, is that name? Except this was a guy, it wasn't a girl Bobby, but. Thank you all for your many years of service. I didn't add them up, but it's a couple hundred here I guess. So, thank you very much.

**Executive  
Session**

Mr. Green commented an executive session was held at 6:00 p.m. in the Northern Lehigh Administration Building. We talked about personnel and negotiations.

Mr. Green commented speaking of personnel, I need to make a couple of changes on the agenda. If you go to page 3, item D, 2. The name Crystal Schaller has salary to be determined, that would be \$14.00 per hour. You want to make that change. And then, if we go to item H on page 4, Chase Reph, that assistant baseball coach, they used the wrong salary there and the wrong year. That should be \$1,717.50. So, with those changes, is there a motion to approve the items under personnel? Any questions on those?

Mr. Kern commented yes, Mr. Green, you said basketball coach and it's baseball coach.

Mr. Green commented oh okay, thanks Bob. I'm sorry.

Mrs. Husack commented and to clarify, that's the current year?

Mr. Green commented yeah, it's baseball just starting now and they put in next year salary. and I think that should be this year's salary and I think they also put the wrong position, but yeah. Thanks Bob.

**PERSONNEL**

Mr. Fedorcha made a motion, which was seconded by Mrs. Kulp, that the Board of Education approves a motion to approve personnel items A through L:

**Retirement  
T. Weaber**

With regret, accept the retirement resignation of Timothy Weaber from his position as the Essential Skills, Bulldog Academy and Teacher of the gifted at Northern Lehigh Middle School, effective the end of the working day on September 16, 2024. Mr. Weaber will be retiring from the Northern Lehigh School District after 28 years of service.

**J. Everett**

With regret, accept the retirement resignation of Julie Everett from her position as Biology Teacher at Northern Lehigh High School, effective the end of the last working day for the 2023-2024 school year. Mrs. Everett will be retiring from the Northern Lehigh School District after 34 years of service.

**D. Quay**

With regret, accept the retirement resignation of Deanna Quay from her position as Chemistry Teacher at the Northern Lehigh High School, effective the end of the last working Day for the 2023-2024 school year. Dr. Quay will be retiring from the Northern Lehigh School District after 18 years of service.

**G. Lafferty**

With regret, accept the retirement resignation of Gail Lafferty from her position as Intervention Coordinator/Gifted Support Teacher at the Slatington Elementary School, effective the end of the last working Day for the 2023-2024 school year. Mrs. Lafferty will be retiring from the Northern Lehigh School District with over 38 years of service.

**D. Carroll**

With regret, accept the retirement resignation of David Carroll from his position as Northern Lehigh Band Director and Music Teacher at the Northern Lehigh Middle School, effective the end of the last working day for the 2023-2024 school year. Mr. Carroll will be retiring from the Northern Lehigh School District after 28 years of service.

**PERSONNEL****(cont.)**

K. Reese

With regret, accept the retirement resignation of Kathy Reese from her position as Administrative Assistant at Peters Elementary School, effective the end of the working day on June 12, 2024. Mrs. Reese will be retiring from the Northern Lehigh School District with over 21 years of service.

Resignation

D. Smith

Accept the resignation of Deborah Smith from her position as Cook's Helper at Northern Lehigh High School, effective at the end of the work day on February 23, 2024.

J. Walters

Accept the resignation of Jessica Walters from her position as Paraprofessional at Slatington Elementary School, effective at the end of the work day on February 23, 2024.

J. Murray

Accept the resignation of John Murray from his position as Head Varsity Boys Soccer Coach, effective at the end of the day on February 28, 2024.

M. Rex

Accept the resignation of Megan Rex from her position as ELDP Paraprofessional, effective at the end of the work day on March 22, 2024.

C. Schaller

Accept the resignation of Crystal Schaller from her position as Northern Lehigh High School Paraprofessional, effective at the end of the work day on March 22, 2024.

J. Seip

Accept the resignation of Jana Seip from her position as Peters Elementary Office Paraprofessional, effective at the end of the work day on May 3, 2024.

Rescind

Appointments

D. Smith

Rescind the motion appointing Deborah Smith as Cook's Helper that was approved at the February 12, 2024, school board meeting.

R. McDaniel

Rescind the motion appointing Rose McDaniel as Cook's Helper that was approved at the February 12, 2024, school board meeting.

Appointment

Non-Instructional

## 1. Cole Hankee

Assignment: Custodian Second Shift  
 Salary: \$17.20/hour  
 Effective: March 12, 2024  
 \*60 Working Day Probationary Period

## 2. Crystal Schaller \*

Assignment: Cook's Helper  
 Salary: \$14.00/hour  
 Effective: February 9, 2024  
 \*60 Working Day Probationary Period

## 3. Janna Seip \*

Assignment: Administrative Assistant  
 Salary: \$35,750  
 Effective: May 6, 2024  
 \*60 Working Day Probationary Period

Special Sick

Leave

#3875

Approve the special leave request for employee #3875 effective February 23, 2023 through March 8, 2023 and April 11, 2023 through June 9, 2023.

Co-Curricular

Appointments

2023-2024

Maria Schaffer

MS Aevium

\$542.05 (prorated)

Chase Reph

Asst. Baseball Coach (Shared Stipend)

\$2,593.50

**PERSONNEL****(cont.)**Co-Curricular  
Adjustments  
2023-2024

Motion to adjust the August 14, 2023 appointment of Nicole Nightlinger as Middle School Avidum Club Advisor from a rate of \$1,500 to \$957.95 for duties performed from August 28, 2023 through her resignation date of February 15, 2024.

Co-Curricular  
Appointment  
2024-2025

Motion to appoint the following Co-Curricular positions for the 2024-2025 school year:

Allison Chruscial	Head Field Hockey Coach	\$5,769
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Co-Curricular  
Volunteers  
2023-2024

Motion to appoint the following Co-Curricular volunteers for the 2023-2024 school year:

Shannon Jones	Softball Coach
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Krise  
Transportation  
Bus Drivers &  
Aides

Motion to approve the following bus drivers and aides from Krise Transportation to transport Northern Lehigh School District students for the 2023-2024 school year:

Daniel Grayson
Mary Kuklinski

Salary  
Increase  
D. Nagy

Per the Northern Lehigh Educational Support Personnel Collective Bargaining Agreement, approve Dawn Nagy to receive the rate of pay of \$23.31 per hour, for performing Head Cook duties effective on February 21, 2024, and terminating on March 1, 2024.

K. Garrison

Per the Northern Lehigh Educational Support Personnel Collective Bargaining Agreement, approve Kristin Garrison to receive the rate of pay of \$23.31 per hour, for performing Head Cook duties effective March 4, 2024, and terminating on or about March 8, 2024, or upon return of employee on an approved medical leave of absence.

Appoint  
Personnel

Approve the Superintendent to appoint qualified personnel to vacant positions during the period of time from March 12, 2024 through the next regularly scheduled board meeting.

YEA: Mr. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)

NAY: None (0)  
Motion carried.

**POLICY**

Mr. Christman made a motion, which was seconded by Mr. Fedorcha, that the Board of Education approves the following policy item A:

Board Policy  
First Reading  
#705

Approve school board policy #705 - Facilities and Workplace Safety - Property, as presented after the first reading.

#800

Approve school board policy #800 - Records Management - Operations, as presented after the first reading.

YEA: Mr. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)

NAY: None (0)  
Motion carried.

**CONFERENCE**

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

## A. Barianna

Amanda Barianna - NJECC24: A New ERAI of Learning- March 12, 2024- Montclair State University- Registration: \$130- Lodging: \$0- Travel:\$130.25- Meals: \$0- Total Approximate Cost: \$270.25- Funding: Middle School Budget.

YEA: Mr. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)

NAY: None (0)  
Motion carried.

**CURRICULUM AND INSTRUCTION**

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

## CLIU Notice of Adoption

A. Approve to adopt the Carbon Lehigh Intermediate Unit's Notice of Adoption of Policies and Procedures and Use of Funds by School District for submission with the 2023-2024 IDEA B, Section 611 project application, as presented.

## CLIU Intergovt. Agreement

B. As per the recommendation of the administration, approve to authorize the superintendent to execute an intergovernmental agreement between the Northern Lehigh School District and the Carbon Lehigh Intermediate Unit #21 to provide special education services for the 2024-2025 school year.

## Gwynedd Mercy Univ. Affiliation Agreement

C. Approve administration to enter into an Affiliation Agreement with Gwynedd Mercy University in order to provide our students with greater options to earn concurrent high school/college credit. The term of the Dual Credit Affiliation Agreement between Northern Lehigh School District and Gwynedd Mercy University will be for March 12, 2024 to March 11, 2025.

## Slippery Rock University Affiliation Agreement

D. Approve administration to enter into an Affiliation agreement between Slippery Rock University and Northern Lehigh School District for a teacher preparation program. This program allows students at Slippery Rock University to student teach in our district in order for them to complete their practicum hours needed for graduation. The term of this agreement will be for March 12, 2024 to March 11, 2029.

## East Stroudsburg University Affiliation Agreement

E. Approve to authorize proper officials to execute an Affiliation Agreement between Northern Lehigh School District and East Stroudsburg University for a teacher preparation program. This program allows students at East Stroudsburg University to student teach in our district in order for them to complete their practicum hours needed for graduation. This agreement will commence on March 12, 2024 through March 11, 2029.

## Northern Lehigh School District Calendar

F. As per the recommendation of the administration, approve the 2024-2025 Northern Lehigh School District Calendar, allowing administration to post the calendar upon receipt of the CLIU new teacher instruction days.

## Local School District Holidays

G. As per the recommendation of the administration, approve the resolution to identify Official Local School District Holidays (OLSDH) in accordance with PA School Code Section 1502.

## Community Services for Children

H. As per the recommendation of the administration, authorize Community Services for Children to operate the Head Start Pre-K program at Peters Elementary School from August 1, 2024 through July 31, 2025. The only obligation to the district is to provide one classroom.

**CURRIC-  
ULUM AND  
INSTRUC-  
TION**  
(cont.)

- YEA: Mr. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)
- NAY: None (0)
- Motion carried.

Mrs. Kulp commented I just wanted to say to Dr. Stoker, thank you very much for getting those student-teacher positions here. I think it's great that Northern Lehigh is able to help and try and get that teacher shortage a little bit less. So, thank you very much.

**NEW  
BUSINESS**

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

- United Way of the Greater Lehigh Valley A. As per the recommendation of administration and the Buildings and Grounds Committee, approve the superintendent to execute a letter of support for the United Way of the Greater Lehigh Valley grant partnership opportunity per the attached fact sheet.
- Feasibility Study B. Approve administration to develop and post a Request for Proposals (RFP) for a district wide comprehensive feasibility study.

- YEA: Mr. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)
- NAY: None (0)
- Motion carried.

**FINANCIAL**

Mrs. Frantz made a motion, which was seconded by Mrs. Snyder that the Board of Education approves the following financial items A through F:

- Financial Reports A. Approve the Following Financial Reports:
1. NLSD Investments for the month of February 2024
  2. General Fund Account month of February 2024
  3. Cafeteria Fund Account month of February 2024
  4. NLHS Student Scholarship Account month of February 2024
  5. NLHS Student Activities/Clubs Account month of February 2024
  6. NLMS Student Activities/Clubs Accounts month of February 2024
- List of Bills B. Approve the Following List of Bills:
1. General Fund months of February and March, 2024
  2. Cafeteria Fund months of February and March, 2024
  3. Capital Construction months of February, 2024
- FSDirect C. As per the recommendation of administration and the Buildings and Grounds Committee, approve to enter into a contract with FSDirect for facilities scheduling services for three years at a cost of \$2,186.73 per year, to be funded through the Buildings and Grounds budget.
- Pole Vault Pit D. As per the recommendation of administration and the Extra and Co-Curricular Committee, approve the purchase of a Pole Vault Pit at a cost of \$19,075.00 to be paid from the Athletic department budget.
- Buyboard National E. As per the recommendation of administration and the Extra and Co-Curricular Committee, approve administration to join the Buyboard National Purchasing Cooperative at no cost to the district.

**FINANCIAL**  
**(cont.)**CLIU Student  
Driver Program

- F. Approve to authorize proper officials to ratify a contractual agreement between the Northern Lehigh School District and the Carbon Lehigh Intermediate Unit #21 to continue the Student Driver Education Program at no cost to the district, effective July 1, 2024 through June 30, 2025

YEA: Mr. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)

NAY: None (0)

Motion carried.

**LEGAL**

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

Expulsion  
Hearing  
Waiver  
#2690197

The Board agrees to expulsion hearing waiver for Student #2690197. 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. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)

NAY: None (0)

Motion carried.

**CORRESPONDENCE**

Mr. Green commented any correspondence?

Mrs. Husack commented no correspondence this evening.

**INFORMATION**

Minutes of the Lehigh Carbon Community College Board of Trustees meetings held on January 4, 2024.

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on December 18, 2023.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on January 24, 2024.

**RECOGNITION OF GUESTS**

Mr. Green commented were there any other guests?

Dr. Link commented I have no other guests.

Mr. Green commented I have a question for our student reps, and it won't affect you, but have you had any discussion at all about this lunch and learn I think that's what we're calling it?

Ms. Jalah Cook commented oh yeah, we did have a meeting about it. I think it's a really cool concept. I think it will be very useful I think for kids, especially who have a little bit of harder classes, to get their stuff done. But yeah, teachers have been talking about it. It's good

Mr. Green commented and you think it's a pretty good idea?

Ms. Jalah Cook commented yes.

Mr. Green commented okay thank you. I didn't want to put you on the spot, but that was a real big spot.

**ADJOURN-  
MENT**

Mr. Fedorcha made a motion, which was seconded by Mr. Kern, that the regular meeting of the Northern Lehigh School District Board of School Directors adjourned.

YEA: Mr. Chad Christman, Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (9)

NAY: None (0)

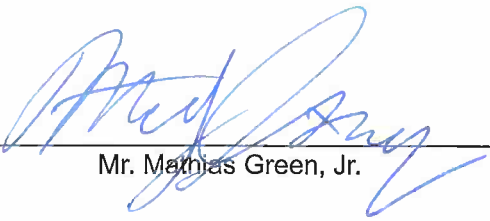
Motion carried.

Respectfully submitted,



Gale N. Husack  
Secretary

ATTEST:



President

Mr. Mathias Green, Jr.

**BOARD APPROVED**

**APR 08 2024**

**Northern Lehigh  
School District**