

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
August 10, 2020

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order virtually, via Google Meet, by the President, Mr. Gary S. Fedorcha, at 7:30 p.m. on Monday, August 10, 2020.

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 J. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Michele L Martineau, and Mr. Gary S. Fedorcha (9)

Members absent: (0)

Non-members present: Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Mr. Greg Derr, Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. Bryan Geist, Mr. David Hauser, Mr. Eric Hill, Mr. Matthew Link, Mrs. Sherri Molitoris, Mr. Scott Pyne, Mr. James Schnyderite, Dr. Tania Stoker, Attorney Keith Strohl (Solicitor's Office), and Mr. Robert Vlasaty.

VISITORS Approximately one thousand seven hundred visitors viewed the meeting.

APPROVE MINUTES Mrs. Kulp made a motion, which was seconded by Mrs. Martineau, that the minutes of the special school board meeting held on July 20, 2020, be approved and ordered filed.

Roll call.

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

NAY: None (0)

Motion carried.

SPECIAL BOARD Carbon Lehigh Intermediate Unit - Mrs. Husack reported that there was a meeting in July; however, due to our special meeting in July, she was unable to attend. The IU is working on their health and safety plan and reopening plan and they are scheduled to open on time.

Lehigh Career and Technical Institute - Mr. Fedorcha reported that there was no meeting in July. At the last meeting in June, the board adopted an opening of school plan which is posted on the website. This plan mirrors the districts that are doing hybrid.

Committee Reports and/or Meetings

Minutes of the Education/Policy Committee Meeting held on August 3, 2020, were distributed.

Minutes of the Extra and Co-Curricular Committee Meeting held on August 3, 2020 were distributed.

Minutes of the Technology/Buildings & Grounds Committee Meeting held on August 5, 2020, were distributed.

Minutes of the Finance Committee Meeting held on August 5, 2020, were distributed.

Solicitor's Report – Attorney Strohl reported that the legislature passed Act 73 which updated the school code pertaining to sudden cardiac arrest and electrocardiogram testing. PDE will be creating training and equipment guidelines that they will provide to the schools. Districts will be required to provide student athletes a packet which will include a form that each athlete will sign off yearly acknowledging receipt of information on sudden cardiac arrest. Coaches will be required to be trained annually. Any athlete who exhibits signs or symptoms of sudden cardiac arrest shall be removed from that activity immediately until cleared by a physician. Any athlete exhibiting symptoms between activities will also need to be cleared by a physician before returning to that activity. This act will be in effect beginning September 12, 2020.

**SPECIAL
BOARD
REPORTS
(cont.)**

Assistant Superintendent - Dr. Stoker reported that in preparation for this school year, whether it be in person, hybrid, or virtual, our teachers have been offered professional development this summer. Some of the sessions available include: TPAK (Technological Pedagogical Content Knowledge), Google Classroom sessions, best practices for student engagement, and Nearpod which makes lessons interactive.

Dr. Stoker announced that the PCCD COVID and ESSER grants are underway. The PCCD COVID grant was for \$182,692 and is being used for PPE gear for the district. The money has to be spent by October. The ESSER grant was \$324,576 which is being utilized mainly for technology.

Superintendent's Report – Mr. Link announced that after much reflection, he is recommending a change to our previously approved Health & Safety Plan for the reopening of schools. Mr. Link firmly recommends we transition to a hybrid model, or what the state refers to as a blended model. This decision is based on reaching the safest environment for the number of people in a school building at one time. Based on feedback from the community, survey results, feedback from the teachers' association, the only way to open schools as safely as possible is to implement the hybrid model. This is the recommendation of administration as well. This model has the full support of the teachers' association and we thank them for their support, cooperation, patience, and their assistance solving many of the problems that appear on a daily basis. The hybrid schedule proposed will include Group A which will consist of students with the last name of A-L attending in person on Mondays and Tuesdays; Group B which will consist of students with the last name of M-Z, will remote learn on Mondays and Tuesdays and attend in person on Thursdays and Fridays while Group A remote learns. On Wednesdays, all students will be learning remotely. Staff will report every day. Additional cleaning and disinfecting will be done on Wednesdays. Today, PDE put out guidance on how school districts should determine which model they implement to start the school year. PDE guidance recommends using a level of community transmission by county broken down by incident rate per 100,000 residents for the most recent seven days, or the percent of positivity of cases for the most recent seven days. A low level of transmission is less than 10 incident rates per 100,000 residents or less than 5% positivity. Moderate levels are 10-99 incident rates per 100,000 residents or 5-10% positivity rate. Substantial levels are greater than 100 incident rates per 100,000 or greater than 10% positivity rate. Both Lehigh and Northampton counties are in the moderate level. Lehigh County is at 28.3 cases per 100,000 residents and Northampton County is at 27.9 cases per 100,000 residents. PDE is now recommending the hybrid model under these circumstances, and we are recommending the same for the Northern Lehigh School District. PDE defines the hybrid learning model as any model in which the number of students in a school building is reduced to allow for social distancing of six feet. This may be accomplished in several ways including split schedules, schedules that rotate, by day or week, or similar approaches. Blended learning also includes scaffolded approaches that treat grade levels in a different manner. Mr. Link recommends committing to the hybrid model for the entire first marking period which ends on November 4, 2020. It is also recommended that we allow for flexibility for our students with special needs and allow them to attend four days a week. Accommodations will be made for families with different last names of children in the same household by working with the principals directly to select which group is best for the children in that household.

Mrs. Heckman asked Mr. Link to explain a little bit more in depth how the teachers will handle the continuity of education when Group A is in school and Group B is at home. Also, will the students have the same teacher for the week and how will that in-person/online integration be handled. Mr. Link answered that teachers will have students in the classroom in front of them four days per week and with the hybrid model, which means fewer students, we are confident that we can obtain six foot social distancing. This model also allows for fewer students riding the bus. While students are at home, they will participate in synchronous, and asynchronous learning meaning that some things will be done independently, but every student will be able to contact a teacher or support staff member, live while they are at home on Wednesdays and the two days they are learning online. We heard that when students are at home, there needs to be more contact with our employees. This does not mean that teachers will be live streaming lessons seven hours a day while students are at home; however, students will have access to our teachers and support staff.

Mr. Fedorcha asked if we will continue with the hybrid model for one marking period if there is no change from the state or the virus itself. Mr. Link answered that if a school district is split into two counties, the recommendation from PDE and the Department of Health, is to side with the county that

**SPECIAL
BOARD
REPORTS
(cont.)**

has the highest rate. If neither county is below the 5% threshold, we will continue the hybrid model. If we drop below that threshold, then we will have to reconsider which model we choose. Mr. Fedorcha added that he believes there has been some misunderstanding on what exactly is Bulldog Academy. Mr. Link replied that Bulldog Academy is a third-party vendor that is not taught by NLSD teachers, but is supported by the district.

Mrs. Martineau questioned if the hybrid model is adopted, will there be an option for parents that want to do full online learning, but not Bulldog Academy. Mr. Link responded that we are not looking to remove Bulldog Academy; however, to be clear Bulldog Academy is going to be more asynchronous work with less contact with third party teachers. If a family is comfortable with Bulldog Academy, they should know there will be minimal contact with NLSD teaching staff. We are looking into having a teacher at the elementary level five days a week dedicated to online learning. At the middle school, there will be times throughout the day teachers on a team will be available. At the high school level, there is operations time built into the schedule.

Mr. Keegan questioned whether there will be any live streaming with a student sitting at home receiving the same instruction as in person students. Mr. Link answered that would more likely happen at the elementary level where we are looking at having a dedicated teacher available online. As we progress up through the grades, it is less likely that we are streaming live from the classroom with students present. Support staff will be available when students are in a remote session. Mr. Keegan stated what prompted his question was that there are parents who do not want their children on camera, and there may be special needs students in a classroom. As an organization, we could have designated seating if that were to occur. Mr. Link answered yes, we are currently working through those scenarios on how a camera could be arranged in a classroom and what can be done to protect confidentiality of students in the classroom. Legal opinion is that it is really no different than having a visitor walking through the school and seeing children in classrooms; however, we are sensitive to the fact that it is live streamed and we are trying to mitigate any of those concerns.

Mr. Kern questioned how our schedule coordinates with LCTI. Mr. Link answered that our high school students' schedules will mirror LCTI's schedule. They will also allow four in person days for students with special needs.

Mrs. Martineau stated that she was not sure she heard the answer to her question. If a parent chooses to have five days of online learning, would they be able to do so with Northern Lehigh teachers? Mr. Link answered that they are working on that now but it is easier to implement that at the elementary levels. At the middle school and high school level, it would not be live instruction each day. Much of the work would be done independently, but there would be opportunities through those teachers' team times and operations times to reach out to students and answer questions. The expectation from administration is that teachers need to be more available on a daily basis for students that want to participate in online learning. Mr. Link added that he recognizes that this is a change from when we recommended five days of in class instruction, but we have also listened to a lot of the feedback from the community and the guidance from the Departments of Education and Health. We have also been looking at what has occurred in other states that had five day in person instruction and how quickly they had to shut down. This is not easy and we understand that is not easy for families to plan day care within three weeks, but we believe that it is the safest model utilizing guidance that was just issued today.

Mrs. Husack thanked the administration and the board for opening up the discussion. We did listen to the teachers, our community, the administration and the staff. This is not an easy decision for anyone. With the guidance today, we are asking our staff to turn on a dime. Mrs. Husack thanked administration and the teachers for doing that and as we move forward. We can be successful. Mrs. Husack asked what the grading system will be for the fall. Mr. Link answered that we are not looking at doing a pass/fail. Mrs. Husack asked that knowing students learn differently both in the classroom as well as online, how will the students get in touch with those teachers to do a one-on-one, and will those teachers have set times to respond and will they be more available than they were in the spring. Mr. Link responded yes, as recently as today, the conversation was to schedule times either by building level or teacher level, where they would be available for students or even respond to families via our school district email system, or by phone. We are looking at each building using google classroom platform with a few exceptions per subject at the high school level. Teachers may also use

**SPECIAL
BOARD
REPORTS
(cont.)**

the Remind app. Mrs. Husack asked if there was a timeline in place if we do move to a different model, whether it be in person or all virtual, to allow parents time to adjust their schedules. Mr. Link answered that he is not going to recommend full online unless the Department of Health states that due to the spread of the virus in this district, we need to shut down. We are being told the Department of Health will be doing the contact tracing and they will be contacting families. The only other time we would shut down is if the governor mandates schools to shut down. If the spread would be considered low for the county, the department of education recommends that you remain in your current model for at least seven (7) days to see if it remains low. Mr. Link stated that ideally he would like to give two to three weeks to make sure it is trending lower.

Mr. Keegan asked if LCTI was going to split their enrollment by alphabet. Mr. Link answered that they are splitting their student body A-L and M-Z. Mr. Link confirmed that our recommended plan is in line with LCTI's plan.

Mrs. Heckman asked Mr. Link to explain why the board meeting was virtual when we are asking students go into school two days per week. Mr. Link answered that it is part of the governor's mitigation plan. On the school district website, under the Health and Safety Plan, is a FAQ section. The first question explains that part of the governor's targeted mitigation order, meetings are limited to no more than 25 people in attendance. Between administration and the school board, we are close to 25 in attendance. Mrs. Heckman stated that is a question she is frequently asked. Mrs. Heckman asked if the school start and end times will be changed. Mr. Link answered at this time, we are not anticipating changing the start or end times. Mr. Link stated that he and the administration realize that information received from the state level is often contradictory and hypocritical. Mrs. Heckman added that she wanted those questions answered so the public could understand where these directives are derived.

Mr. Green stated that he had the pleasure of sitting in the meeting with the teachers association this morning, and their biggest concern and ours was safety. The plan proposed provides the biggest safety opportunity for our staff and students.

Health and
Safety Plan
Hybrid Model
to start 20-21
school year

Mr. Green made a motion to accept the new Health and Safety Plan proposed model of reopening of schools with students A-L in the buildings Monday and Tuesday, all students virtual on Wednesdays, and students M-Z in the buildings Thursday and Friday. Exceptions will be made for special needs students. This model will remain in effect for the first marking period. Mr. Distler seconded the motion.

Mrs. Heckman asked if students who attend physically on Monday and Tuesday, would not have the same teacher Wednesday-Friday. Mr. Link stated that may be a possibility, but the teacher would be the contact person even in a remote setting. The students that come in on Monday and Tuesday, will not have as much direct access to that teacher on Thursday and Friday. Students will have one teacher, but may receive support from other teachers or support staff.

Mr. Kern asked if Mr. Green's motion could be changed by either an outside organization or the superintendent to have some leeway without voting on the plan over and over again. Mr. Link answered, yes, it is built into the plan. Authorities higher than us can change the plan, but local decisions can be made without going through this process again.

Mrs. Denise Pioli asked why did we wait 21 days prior to school opening to recommend a hybrid plan, thereby ensuring undo difficulty/stress to working parents. This could have been done weeks ago. Mr. Link answered that recommendations from the state have changed, we listened to feedback from the community, teachers, we observed how other districts and states opened, and we are looking at local rates of infection on a daily basis.

Mr. Hill stated that there were many comments/questions regarding Bulldog Academy and our teachers virtual lessons. Mr. Link stated that Bulldog Academy is asynchronous and there is very little live instruction and does not involve our NLSD teachers. Bulldog Academy is a third party vendor and does not align to all of the NLSD curriculum.

Mr. Kern asked if Y care would be available before or after school. Mr. Link stated that for the children who are in the building for the day, services would continue with Y care.

**SPECIAL
BOARD
REPORTS
(cont.)**

Mr. Fedorcha asked that board members hold any emailed questions until after the chat questions have been answered. Questions and answers will be added to the FAQ on the website.

Mr. Hill stated that there was a question about getting extra help for reading. Mr. Link stated for specific questions on help, please reach out to the principal of the building. If your child has an IEP, reach out to Mrs. Dotta. We are still looking to support children to the greatest extent possible to meet their needs.

Mr. Hill read a community question: To be clear, if full remote is decided for a family, a virtual teacher will be an option, and bulldog academy enrollment is not required. Mr. Link answered yes, that is the goal, but it will not be all day virtual learning.

Mrs. Martineau asked if there was a plan in place to continue breakfast and lunches in the hybrid model for those families with food insecurity. Mr. Link answered that we are working through the grab and go lunch model and when we have more information, it will be part of the FAQ.

Mrs. Husack questioned whether we are still on target for August 31, 2020, to be the first day of school. Mr. Link answered, yes.

Roll call.

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

NAY: None (0)

Motion carried.

Mr. Link asked the board to consider delaying the start of sports for the fall season to no sooner than the end of the first week of school. PIAA has paused sports until August 21, 2020, when they will be giving an update. Mr. Link stated that he would like the opening of schools to be a priority before athletics. He is comfortable with voluntary sessions continuing.

Mrs. Heckman asked, if for example, football starts on Monday, if students choose to come that is fine, but they will not be penalized for not attending. Mr. Link responded, if a family chooses not to attend voluntary practices, that cannot be a decision as to whether or not they make the team. Mrs. Heckman asked about NLYAA using our facilities for practices. Mr. Link replied that outdoor facilities would be available. Mr. Link strongly recommended that NLYAA follow our guidelines, but they have their own board of directors.

Sports Reopen- A motion was made by Mr. Green, and seconded by Mr. Kern, that voluntary athletic practices be
ing Date allowed to resume August 11, 2020, but mandatory practices cannot begin before September 8, 2020.

A community member asked how can we allow sports to happen, voluntary or mandatory, if students cannot be in the buildings five days per week. Mr. Link responded that we are allowing voluntary practices because of the tight controls that are in place. We have not had any positive tests on approximately 2,000 screenings since voluntary practices began.

Roll call.

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

NAY: None (0)

Motion carried.

Mr. Link thanked the Hope Lutheran Church for their donations. Recent donations included a check for \$638.30, from the coin drive they conducted, plus a total of \$700 in food donations for the backpack buddy program. The church has been a great partner throughout the school shutdown, summer program, and now our fall program. A big thank you to them for supporting our students.

Mr. Green asked how many meals we have served. Mrs. Bahnick reported that in June, we served 5,819 meals, and in July we served 6,908 meals.

**SPECIAL
BOARD
REPORTS
(cont.)**

Mr. Fedorcha reported that an executive session was held via Google Meet on August 5, 2020 and also prior to tonight's meeting to discuss personnel issues.

PERSONNEL

Mr. Link reported that Item "B" in Personnel will be removed, and item "Q" will be added from the addendum. Mr. Keegan made a motion, which was seconded by Mrs. Martineau that the Board of Education approves the following personnel items:

Retirement/
Resignation
E. Fella

With regret, accept the retirement resignation of EdithAnn Fella from her position as Elementary Intervention Coordinator, effective October 2, 2020. Mrs. Fella will be retiring from the Northern Lehigh School District after 36 years of service.

N.Rehrig

With regret, accept the retirement resignation of Nancy Rehrig from her position as Bookkeeper II, effective January 15, 2021. Mrs. Rehrig will be retiring from the Northern Lehigh School District after 37 years of service.

J. Battista

With regret, accept the resignation of Jeremy Battista from his position as Middle School Science Teacher, effective August 7, 2020.

S. Sherman

With regret, accept the retirement resignation of Sharon Sherman from her position as Confidential Secretary to the Superintendent, effective November 17, 2020. Mrs. Sherman will be retiring from the Northern Lehigh School District after 11 years of service.

Appointment
Instructional

Ryan Cunningham
Assignment:
Salary:

Effective:

Temporary Professional Employee
Senior High School Health & Physical Education Teacher
\$59,475 (Step 2 Masters on the 2020-2021 CBA Salary Schedule)
August 25, 2020

Damon Rex
Assignment:

Salary:

Effective:

Professional Employee
Middle School/Slatington Elementary Health & Physical Education Teacher
\$60,375 (Step 5 Masters on the 2020-2021 CBA Salary Schedule)
August 25, 2020

Mariel Cordero-Ledesma
Assignment:
Salary:

Effective:

Termination Date:

Long Term Substitute
Secondary Spanish Teacher
\$50,750 (Step 1 Bachelor's on the 2020-2021 CBA Salary Schedule)
August 25, 2020
Upon return of full time teacher

Samantha Lilly
Assignment:
Salary:

Effective:

Termination Date:

Long Term Substitute
Senior High School Special Education Teacher
\$50,750 (Step 1 Bachelor's on the 2020-2021 CBA Salary Schedule)
August 25, 2020
Upon return of full time teacher

Douglas Hunt*
Assignment:
Salary:

Effective:

Termination Date:

Long Term Substitute
Senior High School English Teacher
Substitute Teacher Rate Days 1-30; Day 31 and beyond:
\$50,750 (Step 1 Bachelor's on the 2020-2021 CBA Salary Schedule)
August 25, 2020
Upon return of full time teacher

***Pending Verification of Missing Personnel File Items**

PERSONNEL (cont.) Approve the request of employee #7225 to take a family medical leave of absence for the birth of Medical a child, beginning on or about October 9, 2020. Employee is requesting to use thirty (30) Family Leave accumulated sick days. Upon exhaustion of eligible days, employee is requesting a three week family medical leave. Employee plans to return to her current teaching position on or about December 14, 2020.

Approve the request of employee #1310 to take an intermittent family medical leave of absence beginning on or about August 25, 2020, to care for a family member. Employee is requesting to use accumulated sick days.

Sabbatical Leave Approve the request of employee #5100 to take a Compensated Sabbatical Leave for the first half of the 2020-2021 school year.

Approve the request of employee #650 to take a Compensated Sabbatical Leave for the first half of the 2020-2021 school year.

Substitute Detention Supervisor Approve to appoint the following person as Substitute Secondary Detention Monitor for the Senior High School for the 2020-2021 school year. Work will be on an as needed basis and compensation will be at a salary of \$20.00 per hour worked.

Allison Rosene

Substitute Instructional Motion to appoint the following substitute teacher for the 2020-2021 school year at the 2020-2021 substitute teacher rates as approved on the Supplemental Personnel Salary Schedule:

Douglas Hunt* - English

***Pending Verification of Missing Personnel File Items**

Co-Curricular Appointment 2020-2021	Robin Blocker	Sophomore Class Advisor	\$ 726.00
	Blasia Dunham	MS Foreign Language Club	\$1,000.00
	Matthew Newhard	Assistant Football Coach - Shared Stipend	\$2,568.00
	Scott Gerould	Patriot Club	\$ 685.00
	Krystle Tiedeman	Library Club	\$ 685.00
	Jon Prive	Chess Club	\$ 204.00
	Michael Lehtonen	Computer Programming Club	\$ 726.00
	Gail Lafferty	Elementary Math 24 Club	\$ 200.00
	Nicole Nightlinger	Aavidum Advisor	\$ 204.00
	Jason Reinhard	MS Winter Intramural - CPR	\$ 924.00

Co-Curricular Appointment Renewal Motion to renew the appointment of the following Co-Curricular positions for the 2020-2021 school year:

	Susan Bachman	Elementary Scholastic Scrimmage	\$ 501.00
	Jennifer Balliet	Decorating Club - Shared Stipend	\$ 153.00
	Shelby Bailey	MS Student Council - Shared Stipend	\$ 714.00
	Amanda Bariana	MS Student Council - Shared Stipend	\$ 714.00
	Amanda Bariana	Math Counts	\$ 463.00
	Christopher Barnes	Sr. High Newspaper Advisor	\$2,080.00
	David Carroll	Senior High Band Advisor	\$5,413.00
	David Carroll	MS Band Director	\$ 792.00
	Blasia Dunham	MS Jr. Nat'l Honor Society Advisor - Shared	\$ 237.50
	Blasia Dunham	MS Newspaper Advisor	\$ 524.00
	Katherine Farber	Junior Class Advisor	\$ 726.00
	Jess Frew	Junior Class Advisor	\$ 726.00
	Scott Gerould	Sophomore Class Advisor	\$ 726.00
	Jason Graver	MS Jr. Nat'l Honor Society Advisor - Shared	\$ 237.50
	Shawn Green	Nat'l Reading Olympics Advisor	\$ 501.00
	Todd Herzog	Sons of Liberty Club	\$ 510.00
	Steven Jonkman	Elementary Band Advisor	\$ 902.00

<u>PERSONNEL</u>	Tracy Karpowich	Senior Class Advisor	\$ 726.00
<u>(cont.)</u>	Sarah Kunkel	SADD Advisor	\$ 635.00
	Sarah Kunkel	Spanish Club - Shared Stipend	\$ 306.00
	Michael Lehtonen	Senior High Scholastic Scrimmage Advisor	\$ 924.00
	Alice Lieberman	Academic Challenge Eight Advisor	\$ 501.00
	Susan Mendes	Garden Club	\$ 510.00
	Lori Middaugh	Decorating Club - Shared Stipend	\$ 102.00
	Nicholas Sander	Sr. High Student Council Advisor	\$2,377.00
	Janelle Sheckler	National Honor Society Advisor	\$ 565.00
	Tamara Stubits	Girls' On the Run Club	\$ 510.00
	Krystle Tiedeman	Debate Advisor	\$1,583.00
	Randall Utsch	Majorette/Band Advisor	\$2,377.00
	Maria VanNorman	Senior Class Advisor	\$ 726.00

Brandywine Transportation Bus Drivers Motion to approve the following bus drivers from Brandywine Transportation to transport Northern Lehigh School District students for the 2020-2021 school year:

Anna Bauer	Olga Martinez
Tina Beltz	Marian May
Kathleen Bentzoni	Lisa Neff
David Bilheimer	Beverly Owens
Patricia Bortz	John Owens
Marie Christen	Melody Petri
Misty Christman	Sheryl Rex
Kathryn Coniglio	Eric Schaner
Dawn Dewalt	RuthAnnSeip
Courtney Diaz	Julie Senefeld
Schelene Fritzinger	Natasha Shimko
Tanya Fritzinger	Wanda Shimko
Brian Geiger	Amy Livermon
George Grossman	Barbara Stankovic
Jeanette Henritz	Melissa Strohl
Warren Henritz	Amy Thomson
Ashley Heyer	Larry Trimble
Nikki Kibler	Donna VanHorn
Michael Knauss	Susan Yesik
Jean Kutchera	Sherry Zellers
William Larrison	David Zellers
Linda Leibold	Lynne Ziegler
Earl Loch	Bruce Zimmerman
Tammy Marsh	Stuart Henritz
Amber McClurg	

Professional Contracts According to Article II – 1108, subsection (b) of the School Code: “a temporary professional employee, initially employed by a school district on or after June 30, 1996, whose work has been certified by the district superintendent to the secretary of the school district, during the last four (4) months of the third year of such service, as being satisfactory, shall thereafter be a “professional employee” within the meaning of this article.” Therefore, it is recommended to approve “professional employee” status as per the school code for the following teachers who have satisfactorily completed three years of service to the Northern Lehigh School District:

Shelby Bailey	Elizabeth Hannon
Blasia Dunham	Tamara Stubits
Rajeev Gupta	

Assistant Athletic Director J. Tout Approve to continue the appointment of Joseph Tout as Assistant Athletic Director for the 2020-2021 school year at a stipend of \$3,500.00. He will assist the Athletic Director in all Athletic Director duties and responsibilities and will be responsible for athletic fundraising activities.

PERSONNEL**(cont.)**

Policy #122 List Approval In accordance with school board policy #122, approve the attached list of clubs and activities and their stipends for the 2020-2021 school year.

Permanent Substitute Teachers Approve to continue the employment of the following individuals as District Wide permanent substitute teachers for the 2020-2021 school year. They will be paid a daily per diem rate of \$120 and will receive district health benefits according to the Affordable Care Act regulations with co-payment amounts equivalent to that of district personnel.

Katelyn Hugo
 Lisa Hoever
 Valerie Marks
 Tara Marques

Co-Curricular Volunteers 2020-2021	Michele Richards	Middle School Cheerleader Advisor
	Kim Corle	Band Advisor
	Steven Jonkman	Band Advisor
	Jason Steigerwalt	Band Advisor
	Rebecca Steigerwalt	Band Advisor

Unpaid Volunteer Approve the following unpaid volunteer aide district-wide for the 2020-2021 school year.

Christine Stafford*

***Pending Verification of Missing Personnel File Items**

Roll call.

YEA: Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

Mr. Link wished Mrs. Fella a happy retirement. The amount of children she has helped in her 36 years of service can't be replaced. Mrs. Rehrig is retiring with 37 years of service. Mr. Link stated he has enjoyed working with her and he will miss their morning chats. Mr. Link thanked Mrs. Sherman for being his administrative assistant since he started with the district. He wished her all the best in her new journey with her husband in Florida. Mr. Link welcomed Mr. Ryan Cunningham and Mr. Damon Rex, who is a NL alumni. Mr. Cunningham thanked the board and he appreciates the opportunity and is excited about starting with the district. Mr. Rex thanked the board as well and stated it's what he wanted to do his whole career. Mr. Fedorcha thanked the retirees for their service and wished them well. Mrs. Kulp stated that her son had Mrs. Fella as a student and she will be deeply missed.

POLICY

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

Board Policy Second Reading Approve school board policy #216– Pupils – Student Records, as presented after second reading.

Approve school board policy #237 – Pupils - Electronic Devices, as presented after second reading.

Approve school board policy #335 – Employees – Family and Medical Leaves, as presented after second reading.

Approve school board policy #805 – Operations – Emergency Preparedness, as presented after second reading.

Approve school board policy #805.1 - Operations - Relations with Law Enforcement Agencies, as presented after second reading.

POLICY**(cont.)**

- List of Organizations In accordance with School Board Policy #707, approve the list of organizations and their appropriate group designation as presented by the Director of Support Services.
- MS Math 24 Initial Club Application Approve the initial club/activity application for the Middle School Math 24 Club. This club will allow students to practice and hone their mental math computation skills as they practice to compete against students from other school districts. The club will meet one day each week for five weeks prior to the Math 24 competition. This club will adhere to the guidelines within Policy #122. The stipend to Amanda Bariana for the 2020-2021 school year will be \$200.00.
- HS Art Club Initial Club Application Approve the initial club/activity application for the High School Art Club. This club will allow a space for students to practice the arts and further refine their talents and skills. The club will create activities that promote the arts for Northern Lehigh School District and the community. The club will meet twice weekly on Tuesdays and Thursdays. This club will adhere to the guidelines within Policy #122. The stipend to Stephen Shuey for the 2020-2021 school year will be \$200.00.
- Roll call.
 YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (9)
 NAY: None (0)
 Motion carried.
- CURRIC-
ULUM AND
INSTRUC-
TION**
- Special Education Agreement Whitehall Area S.D. Mrs. Kulp made a motion, which was seconded by Mr. Distler, that the Board of Education approves the following curriculum and instruction items:
 Approve to authorize proper officials to enter into an agreement for one Northern Lehigh School District student with special needs to attend the Whitehall-Coplay School District in accordance with the promises and covenants contained in the agreement. This agreement is effective for the 2020-2021 school year.
- Behavioral Health Private Academic Approve to authorize proper officials to enter into an agreement between the Northern Lehigh School District and Behavioral Health Associated Licensed Private Academic School for the purpose of furnishing regular education or special education programs for students for the 2020-2021 school year.
- Center for Humanistic Change SAP Program Approve to authorize the Superintendent to execute a letter of agreement for the 2020-2021 academic year with the Center for Humanistic Change, Inc. to provide Student Assistant Program (SAP) Liaison services. The Student Assistance Teams in our school district will use these services.
- Induction Program Approve the following teachers as helping teachers in the Northern Lehigh School District Induction Program for the 2020-2021 school year:
- | Helping Teacher | Inductee | Stipend |
|-----------------|-----------------|----------|
| Jamie Bigley | Katlyn Parsons | \$200.00 |
| Scott Gerould | Ryan Cunningham | \$200.00 |
| Jason Reinhard | Damon Rex | \$200.00 |
- Lehigh University School Study Council Approve to allow administration to continue membership in the Lehigh University School Study Council at a fee of \$1,250.00 for the 2020-2021 school year, to be paid from the Superintendent's budget.

<u>CURRIC- ULUM AND INSTRUC- TION</u>	Approve to authorize administration to execute an Affiliation Agreement between the Northern Lehigh School District and Muhlenberg College for a teacher preparation program. This program allows students at Muhlenberg College to student teach in our district in order for them to complete their practicum hours needed for graduation. This agreement will terminate July 31, 2025.
Muhlenberg College Affiliation Agreement	
PA-ETEP Amendment	Approve to authorize administration to execute an amendment to the PA-ETEP Agreement to include an annual licensing fee for a custom forms module for the education evaluation process at a cost of \$1,405.00 for the 2020-2021 school year.
	Roll call. YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (9) NAY: None (0) Motion carried.
<u>NEW BUSINESS</u>	Mr. Green made a motion, which was seconded by Mr. Keegan, that the Board of Education approves the following new business item:
Emergency Instructional Time Template 520.1	Approve the Emergency Instructional Time Template 520.1 for the 2020-2021 school year. YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (9) NAY: None (0) Motion carried.
<u>FINANCIAL</u>	Mr. Distler made a motion, which was seconded by Mr. Green, that the Board of Education approves the following financial items:
List of Reports	Approve the following Financial Reports: General Fund Account month of June, 2020 (Unaudited) NLHS Scholarship Account month of June, 2020 (Unaudited) PE, SE, MS, NLSH Student Activities/Clubs Account month of of June, 2020 (Unaudited)
List of Bills	Approve the Following List of Bills: General Fund months of June, July & August, 2020 Cafeteria Fund months of June, July & August, 2020
Per Capita Abatements/ Exonerations	Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented.
Closing of Class of 2020 Account	Approve the request of the Senior High School to close the Class of 2020 account in accordance with the Student Activities Fund guidelines. The account balance is \$10,575.52, and the funds will be transferred to the Student Council account.
Closing of MS 7th Grade Team Account	Approve the request of the Middle School to close the 7th grade team account in accordance with the Student Activities Fund guidelines. The account balance is \$787.67, and the funds will be transferred to the Middle School Student Council account.
Closing of MS 8th Grade Team Account	Approve the request of the Middle School to close the 8th grade team account in accordance with the Student Activities Fund guidelines. The account balance is \$1,942.67, and the funds will be transferred to the Middle School Student Council account.

FINANCIAL
(cont.)

Supplemental Salary Schedule Approve the Supplemental Personnel Salary Schedule for the 2020-2021 school year, as presented.
Roll call.
YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (9)
NAY: None (0)
Motion carried.

INFOR-
MATION

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meetings held on May 18, 2020, and June 15, 2020, were distributed.

Minutes of the Lehigh Carbon Community College Board of Trustees meetings held on May 7, 2020, and June 4, 2020, were distributed.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on May 20, 2020, were distributed.

Mr. Hill stated that the community is questioning whether we will be doing temperature checks and is it going to be done before they get on the bus, at school or do families have to self-check. Mr. Link answered that we are continuing to ask our families to go through the screening process at home. Quick reference cards will be mailed to each family. For safety reasons, we are unable to do them at the bus stops. We are working on a plan to take temperatures of each student, each morning, before they enter the building. We will reach out to the families if a child has a temperature. Mr. Fedorcha asked families to please self-check at home to avoid exposing other children on the bus and to avoid having the children wait to be picked up at the school.

Mrs. Husack thanked the administration, staff, and students for their cooperation as we plan out this school year.

ADJOURN-
MENT

Mrs. Husack made a motion, which was seconded by Mr. Keegan, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:58 p.m.

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President
Gary S. Fedorcha