

NORTHERN LEHIGH SCHOOL DISTRICT

Regular Meeting Board Minutes

Slatington, PA
January 10, 2022

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 7:00 p.m. on Monday, January 10, 2022, in the Northern Lehigh Middle School Auditorium.

ROLL CALL Members present: Mr. Chad Christman, Mr. Robin T. Distler, Mr. Gary S. Fedorcha, Mr. Mathias Green, Jr., Mr. Robert J. Keegan, Jr., and Mr. Robert L. Kern, Jr. (6)

Members absent: Mrs. Michelle M. Heckman, Mrs. Gale N. Husack, Mrs. Donna M. Kulp (3)

Non-members present: Mr. Matthew Link, Dr. Tania Stoker, Mr. Greg Derr, Mr. Bryan Geist, Mr. David Hauser, Mr. Eric Hill, Mr. Eugene Marks, Mrs. Sherri Molitoris, Atty. Kristine Roddick, Mr. James Schnyderite, Mr. Michael Strohl, Mr. Robert Vlasaty, and Ms. Paige Craddock (Sr. Rep.)

VISITORS Approximately 30 visitors attended the meeting and two hundred and seven visitors viewed the meeting.

PUBLIC COMMENT No public comment on the agenda.

APPROVE MINUTES Mr. Distler made a motion, which was seconded by Mr. Fedorcha that the minutes of the reorganization meeting and the regular board meeting held on December 6, 2021, be approved and ordered filed.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mr. Keegan, Mr. Kern and Mr. Green (6)

NAY: None (0)

Motion carried.

Mr. Geist, Athletic Director, presented and read a proclamation to the 2021-2022 Northern Lehigh Football Team along with the coaches for their accomplishments during the 2021-2022 season. The team received a standing ovation. Mr. Green congratulated the team. Coach Tout commented that he couldn't be more proud of this group. This is something they've worked on, this wasn't one year, this was a culmination of a very hardworking group that faced a lot of different circumstances and worked through it. As coaches, we're proud of them. As far as the community, with all the different things going on, we really felt the community embraced us as well as the school district and we'd like to thank you for having us here this evening.

Mr. Vlasaty, High School Principal, explained that one of the graduation requirements at NLHS is to take Civics and take the assessment of civic knowledge. Today, I am proud to present to you eight of these amazing students, last year's juniors, this year's seniors, who earned a perfect score on this assessment. These students were invited to be honored tonight and receive certificates highlighting this accomplishment. Mr. Vlasaty read each name and had each student (who was in attendance) receive their certificate. The students are Gabriel Artimovich, Dameon Brad, Brooke Delancey, Brianna Hess, Alica Quattrocci, Skylar Schellenberg, Robert Schramel, and Mason Walsh. Brooke Delancy arrived at the board meeting later, after work, to accept her certificate which was presented by Mr. Vlasaty.

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Carbon Lehigh Intermediate Unit - No report.

Lehigh Career & Technical Institute - Mr. Fedorcha reported that there are three retirements from LCTI. They are losing their business manager, the Director, Dr. Rushton is also retiring and the Director's secretary is also retiring. They will be looking for a lot of top people. The number of people out there and qualified are very low, so it's going to be an interesting time. They did not elect a President to the board because the President who is going to be the new President, also was not seated, so he will be elected this month. They did elect a Vice President which is Paul Champagne from East Penn. Running smoothly to schedule to all the schools. If there's a snow day, they also do it virtually. Right now we are also in very low numbers of Covid and he's very happy to hear that.

Legislative Report - No report.

Lehigh Carbon Community College - Mr. Green reported that LCCC approved their budget on Thursday night. The budget is up a little bit. Northern Lehigh's share is down a little over a thousand dollars. It will be on the agenda next month for approval.

Committee Reports and/or Meetings - The Policy Committee meeting was held this evening at 6:30 p.m. The remainder of the meetings were not held in January.

Student Representatives to the Board Report - Ms. Paige Craddock reported that Coffee and Convo will be on Thursday, January 13, at 6:00 p.m. in the Library. Keystones are being held currently tomorrow and then Wednesday and Thursday. Tomorrow is mathematics and then literature is online. Final exams are coming up January 20th and 21st. Scores for winter sports were Girls' Basketball, league records is 2-4 and overall record is 3-4. Boys' Basketball, league record is 1-4, overall 2-8. Wrestling, league record is 0-3, overall record is 2-8. The boys are playing tonight at home, good luck to them, and the girls are away. Lastly, a special happy birthday to Danielle because today is a very special birthday so she just wanted to say that and that is all she has for tonight.

Solicitor's Report - No report.

Business Manager's Report - Mrs. Molitoris reported that distributed tonight at your board seats was your single audit report that will be on next month's board agenda for approval. Just drawing a little bit of highlight to that, there are three areas where there could be concerns for the budget. Either control deficiencies, significant deficiency or material deficiency. Material deficiency being the worst of them all. She is happy to report that this report is actually absolutely no findings. There was no control deficiency, no significant or no material deficiency. She's very proud of her staff for what they did this past year and she would commend them for a perfect audit on our account. The next thing that is on the board agenda is post issuance compliance. Every year we need to report on the EMMA website which is the municipal securities ruling board because the district has bonds. Every December 28th, she has to post out on that website our current budget, our current AFR and other information about the district. It will be enrollment, our revenue that we received from taxes, our millage rate, our 10 taxed highest taxpayers in our community and then she has to report to the board that that has been completed. That was done before our Christmas holiday break, so we are in compliance with our rulemaking board and filing that information. Next thing on the agenda is Act 1 Resolution. The Act 1 Resolution is on the agenda for approval this evening. We have to do one of two things. We either adopt a preliminary budget by January 31st of every year or we must pass a resolution stating that we will not raise our taxes over the index. Northern Lehigh's index this year is 4.6 percent and we are making a resolution not to raise our taxes over the adjusted index last year. The last thing distributed at your seats, what President Green already talked about, the LCCC budget is on there. It is a \$1,154 decrease and the CLIU budget which is a \$286 increase. Both of those will be on the agenda next month for approval. They're for you to review this month. If you have any questions, please reach out to us.

Mr. Green commended Mrs. Molitoris and her staff on the single audit report.

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Assistant Superintendent's Report - Dr. Stoker gave her report remotely. January is school board appreciation month, on behalf of the stakeholders in the Northern Lehigh School District, I would like to take this opportunity to thank all of our board members for their dedication to the district. We recognize and appreciate the time and effort you put into the governance of our school district every day. We also acknowledge that we are living through unique times in education and appreciate your continued leadership and support in navigating the pandemic. As a token of our appreciation, at each of the board members' places this evening is a library book that is being donated, on your behalf, to one of the school libraries. There is also a message of gratitude from our librarian and a sweet treat candy bar for you to enjoy. Our secondary librarian couldn't be with us this evening but asked me to share the following sentiment with you. Thank you to the board and administration for your continued support of the district libraries. Our district-wide library program remains active and impactful simultaneously adapting to meet the needs of our students and staff while remaining consistent with services to our school community. Your contributions and encouragement allow us to continue providing materials and resources to support our "bulldogs" in all aspects of life as they pursue personal success. You are appreciated. So, on behalf of all the Northern Lehigh School District stakeholders, thank you to each and every one of our school board members for all that you do. Next, Dr. Stoker provided the state testing update. District-wide we have started to administer the access for ELS or WIDA assessments in reading, writing, speaking and listening. These assessments which are given to our English Learners are designated to measure students proficiency in the English language. The testing window is January 6th to February 18th, which seems like a large window, however we do have a "skipped" amount of exams to administer during that time. Mrs. Mattiola, our English Language Development Program Teacher will be administering all of the assessments, which is very close to 100, to our nearly 30 students during that time while Mrs. Beller, our ELDP paraprofessional will continue to work with the students on their daily skills. It will be a tight squeeze getting all of the assessments in but we have a plan for accomplishing it under those time constraints and so far our program team is doing a really great job with that. Last week, as our student representative said, we started the Keystone exams at the high school. On Thursday, we started with Algebra I, then we two weather days that bumped our schedule a little it but, we will resume tomorrow with the remainder of the Algebra I assessment followed by Literature on Wednesday and Thursday and then Friday is the last day of winter Keystones and that will be used for makeups. There are 99 students scheduled to take the Algebra assessment and able to take Literature. There will be a lot of testing going on at the high school this weekend as well. Lastly, Dr. Stoker reported on the ESSER updates. Board members and the audience had paper handouts available of the ESSER grants. Each month we provide an update on spending with regard to the ESSER grants. These are presented and then posted to the NLSD website at <https://www.nlsd.org/Page/2607>.

Superintendent's Report - Mr. Link echoed Dr. Stoker's comments and recognition of the school board members for school board recognition month. He enjoys working with them. He enjoys the support that they give him and the administrative team and the teachers and all of the support staff. There's a lot of experience at the table with the school board directors. Mr. Link officially welcomed Mr. Christman, our newest school board member attending his first board meeting this evening. He has been working actively to go through the required school board training modules and he may be the fastest school board member to have completed them.

Mr. Link, Dr. Stoker and the building principals presented the Anti-Bullying Presentation which can be viewed through the NLSD website at: <https://docs.google.com/presentation/d/e/2PACX-1vRnWNgSZwvFAq69Dvk5shN6Xq7yvFRzTKyOez0VTKGomyw3ttNGDh-KrxxHrc-KqfFM6s9qxhKbG4/pub?start=true&loop=false&delayms=60000&slide=id.p>

Mr. Green asked if there were any questions from the audience. Mr. Fahringer commented that he had spoken a couple of weeks ago and he just wanted to say thank you to all of you for putting this together. It is much appreciated. He thinks it was needed, not hide from it. You guys face it head-on and he appreciates that greatly. Shows a lot of character. Every one of you principals, thank you very much, especially Mr. Breiner. He wanted to say thank you personally. When he spoke the last time, he was a little emotional. Mr. Breiner has been fantastic throughout every part of this

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unpleasant situation. His communication skills are phenomenal. His empathy was there for us, even the hours this man works. You have a tremendous asset there. Mr. Green thanked Mr. Fahringer, his family and son.

Mr. Kern commented thank you principals for an outstanding presentation, very thorough. He does like to see the spiraling effect you have starting with kindergarten all the way up to high school. Two words that he didn't hear, that he's just going to tell you as an ex-administrator himself for many, many years—diversity and inclusion. He's assuming through the programs, you're directing at least some of those lessons towards those two issues which obviously are on the forefront for everybody. Other than that, he was very pleased that what he heard, what he sees and obviously it's a very difficult thing when you're dealing with bullying issues. Firsthand, it's very difficult for us as adults to control what comes out of a student's mouth and behavior. He wishes we had the magic dust that we could throw it on them and change their behavior and it's obviously impossible. So, a partnership with parents is essential and he appreciates your efforts and hard work.

Mr. Link gave a mid-year review of the district goals. Mr. Link began by sharing the mission statement. Mr. Link did not read each goal, but shared the slide of the goal with the board members and audience. Achievement and Growth Goal— we want to see our students achieve academically, socially and emotionally and we want to see them continue to make growth. This year, we are in a hold pattern with the data we get from the state. However, we do have some local assessments we can use as predictors towards the big state assessments. At Peters Elementary School, there's been a focus on intervention. It's not often that he's going to say that we need to intervene with our kindergarten students coming in academically, but we do. A lot of times those students that may have been participating in a traditional pre-kindergarten type program or receiving support from their moms and dads and guardians in the household. We know things have kind of gone sideways since late 2019 and a lot of those children have not received traditional supports that they typically would receive even coming into kindergarten. So, in some ways we're already playing catch up with our kindergarten students. We're adapting the reading intervention schedule to allow us to accommodate more first and second grade students in our intervention groups. This was done to address learning loss. Keep in mind we have some students who are now second graders that haven't really had yet a traditional school year. Some of them were actually out all last school year because those families selected to learn virtually. We've done some scheduling changes with the staff that we have available. Mr. Schnyderite and his team have worked hard to rearrange those schedules. He's happy to say that he thinks we now have all our paraeducators in place at Peters Elementary school and we're deploying them in ways to work directly with the students that need the most assistance. Data meetings occurred in November and will be reoccurring over the next few months to examine the most current data related to student success. Slatinton Elementary has WIN time, which stands for What I Need. Whatever that student needs, is what we're going to focus on during that time. So, WIN and core instructional times have been focused on slowing down to address learning gaps that are being identified. Tier I and Tier II academic interventions are occurring in reading and math during the WIN period. Students have been homogeneously grouped using STAR benchmark assessments and interventions are being planned and implemented with different groups in different classes. It's group specific intervention for kids that need the same type of support. We're not going to put them into an intervention group if they don't need that intervention. By the final STAR reading benchmark in June of 2022, our goal is that the percentage of students in the current 5th grade that are at or above benchmark will meet or exceed the percentages of students at or above benchmark for that cohort when tested in 2020. We're tracking cohorts. We want to measure the same group of kids at different times, different snapshots of the current year and through upcoming school years to see if that group of kids is making progress as they advance through the curriculum, knowing that the curriculum becomes more difficult each academic year. To accomplish this, an additional 9% of the students will need to be at or above benchmark. Northern Lehigh Middle School, still focusing on achievement and growth. Monthly benchmarking throughout the first two marking periods, conducted through the STAR, to inform instruction particularly in reading and literacy. Focus points are reviewed with teachers at each faculty meeting. We have already seen a reduction in a number of literacy skills indicated as being below a middle school level. Already, just through that intervention right there, really having teachers focus in on the data we have in our hands, we're seeing a reduction in students that are not at middle school level for literacy type skill sets. The Flex period has become

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more focused on targeting academic improvement. So, we had some time in the schedule at the middle school, that time is now dedicated towards academic improvement using the IXL platform, that's another one of our software databases that we use to assess kids and warehouse data. Weekly Flex lessons in both English language arts and mathematics are assigned to students for remediation or enrichment. An important part of this is we know that we have students that may be delayed, but we can't forget about the students that are on level or achieving at a higher level than it's anticipated. We want to continue to stretch those students as well. Mr. Hauser and his team are doing an excellent job with that. Similarly, we have implemented a band-focused flex period once per week to allow for more band enrichment and to foster growth in music education. We got a lot going on with our academics but a commitment that a group of administrators made to our school board kind of going into the pandemic was that we need to build up our number of students that want to be actively engaged in music education, build up our band numbers again, building up or color guard numbers again. Our band does amazing things with the small numbers that we have. We brought Mr. Carroll from the high school down to the middle school to work closely with Mr. Jonkman to kind of refill that pipeline as they go up into the high school. Finally for the middle school, administration has become an assessment audit. So, in other words, we look at the assessments we use to say, are they assessing what we want them to be assessing. Presently, look at teacher grades for standards and anchors alignment, frequency of standards anchors instruction and common assessment. How we kind of like to phrase this is, does the written curriculum align to the taught curriculum align to the assessed curriculum. There should be a thread that goes through all that, otherwise, we're missing the mark. We're not assessing what we're teaching and we're not teaching what's actually in the curriculum. That's part of a curriculum or rather an assessment in curriculum audit. Northern Lehigh High School was identified back in the 19-20 school year as being in need of targeted support and improvement. This is called a TIS plan, TIS designation for the 19-20 school year. This is specific to students that are either economically disadvantaged or have special needs. They have an individualized education plan. However, when the pandemic came here's another one of those times where they hit pause on receiving our data but also turning our data around to kind of re-evaluate as what we are doing at the public school district and giving us feedback, that has not occurred. So, we're like okay, where do we go with this? We know we need to improve on this. Feedback from the state was if you had that designation, then you still have that designation even if you can show evidence that you are out of that designation category. Doesn't necessarily make sense, but okay. He's happy to report that already through Mr. Vlasaty and his team, they were able to reduce the number of students that we're not heading to meet graduation requirements. Specific to that category of students because that's something that we're specifically measured on. Not only has the number of students in those categories not heading towards graduation reduced. We're actually increasing the ones that are heading towards graduation and our goal is to be greater than or equal to the state average of 91% and they're starting the process over again. We now almost have finished the first semester, so we're able to start using that data to identify new groups of students that are on the verge of falling into this designation category that we don't want to be in or are still currently in that we need to move out of it. District-wide for achievement and growth—through our ESSER III B funds, we are initiating after-school programs in each of the schools to address the academic needs of students that will be happening before this month ends. These programs will have a different focus in each building—literacy, tutoring, homework help, etc. Principals' are currently gauging interest of their staff for these. We're leading these sessions and student interests for participating. We hope to kick off our after-school programs at the end of January, beginning of February. We have allocated funds to run these programs for multiple years as permitted within the grant funding that we have received. The next goal area is the professional development goal. We know that we want our students to succeed. We have to provide the training and professional development tools and resources to our teachers to help our students to be able to succeed. District-wide for this current school year, professional development across the district has focused on our federal and state mandates, our district building initiatives a lot of what you've heard about in the previous slides focusing on achievement and growth, supporting staff with educational tools and instructional practices through the pandemic, engaging students and academics through differentiation of instruction and updating our curriculum. We are going through a massive curriculum overhaul right now K-12. Two hundred and forty plus document revisions are going on right now under the leadership of Mr. Pyne with the support of our curriculum council and teachers in every building. The majority of our in-house professional development has occurred on in-service days. So far, we've had six of them, another

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one coming up on Monday. We have ten in the calendar total. We've utilized an administrative retreat for our own professional development as administrators. That took place in the summer. New teacher induction days, faculty meetings, small group or one-on-one sessions, synchronous and asynchronous type modules for our faculty. Professional development has been facilitated by district and building administrators, school psychologists, our school police officers, our school nurses, teacher leaders, our technology integration specialists as well as external supports such as our opening day speaker, Jonathan Mooney, focusing on climate and culture, I4TL, Imagine Learning and Read180, our curriculum package. As part of that partnership with them, they send trainers to work with our administrative team and professional support staff. PASS is one of the surveys we've recently took, our student took to give us feedback again on culture and climate in the buildings and Center for Humanistic Change and of course there's certain things we have to be aware of legally so that we stay in compliance with what we're doing and we often look to our law firm King Spry for those type of professional development sessions. Culture and Climate—we know that people are stressed right now, students, our employees, our community members because of everything that's going on in the world right now. We need to be able to say that we want to support them through all this so they can continue to function at a high level. District-wide, we had one of our CPI, Crisis Prevention Intervention, instructor's was recertified in non-violent crisis intervention with a focus on trauma-informed care through our train-the-trainer model. At this point in the school year, all paraprofessionals and the crisis team at Peters Elementary school have been recertified. We've had two district personnel become certified trainers so they can train our people in-house. We've added Character Strong to our Middle School Emotional Support classroom to address social emotional learning for students with special needs. Every building in our district has a Threat Assessment Team to review, discuss and follow up on any threats. The Middle School has built a new, strong partnership with the Crime Victims Council. Coffee and Convos are going on at the secondary level and parent engagement meetings continue to go on at the elementary level. Time is given during team meetings to discuss students experiencing Adverse Childhood Experiences and how the impact of these events may be manifesting in the classroom or other school environments. The High School is working directly with the CLIU consultants to address trauma-informed care, social emotional learning and self care. Instructional Technology Goals—since March 2019 instructional technology has taken on not only a new meaning but is needed at a level we've never seen before. We were at a place going into the pandemic that some school districts were not, only because of the amount of technology that we had readily available not only for our employees but for our students. And, to be able to push that out into the home setting fairly quickly. Yes, we had some learning to do and yes, we had to kind of figure some things out as we went but we were in a place where we could say, okay, we're going to switch to virtual learning quickly and that's because of instructional technology that we had available at that time in the district and it's only grown since then. This year as we continue to add to or upgrade technology, this year we targeted Peters Elementary and Slatington Elementary. Every student was given a new Chromebook. We installed 16 new interactive projectors in the high school classroom. The technology department has worked with our Assistant Superintendent and the Director of Instructional Technology, Curriculum and Instruction on the implementation of EdInsight and BrightBytes. This is a data collection type of tools, data analysis, and data warehousing. We can use all that to better form our decisions as they relate to curriculum. Ultimately, our technology department is kind of like our special forces of technology. When somebody needs something in the classroom, or in one of the buildings or up at the administration building, we put in a work ticket and Mr. Hill's team responds usually within the hour and we have someone deployed to that site to try to fix it. However, if we know that we have something that we're going to need ahead of time, they get there early, they set everything up and they stay late to break it all down. This is the first time we're doing this type of presentation in this auditorium and so far I'm very happy with how they're going. District Operations Goal—this has to do with the actual kind of physical plant of the district. Some things that we have achieved either at the end of last school year or during this school year, we are at the beginning stages of a new middle school kitchen renovation and upgrade funded through ESSERS. The equipment has been ordered, it's being manufactured. All indicators are that it will be on-site the first day after school ends. Reorganization of our business and HR office and food services offices due to mid-year retirements resulting in reduction in personnel costs while ensuring continuity of services. Through that restructuring, we're able to decrease some costs but also have enough staffing available where the work continues and we're ready to do it. The new playground was installed at Peters Elementary resulting in a safer play area

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which also meets industry standards for accessibility. We secured a new five-year contract with Brandywine Transportation. We've been very fortunate with our bus drivers, van drivers and aides. Installation of new 4G Safe Transport GPS devices on school buses and vans. Installation of upgraded docking stations for bus camera hard drives and updated associated computer software.

Mr. Green thanked Mr. Link for the presentation. Mr. Green instructed the board that they will be doing a mid-year evaluation of the Superintendent and he would be distributing the packets.

Mr. Link reviewed the NLSD Health & Safety Plan. Part of the requirements for school districts now is that every six months we have to do a public review of the Health & Safety Plan of anything that has changed. We made some changes right before winter break and then we made some changes right after winter break. The most recent changes occurred on our first day back from winter break and those were the last revisions. Tomorrow on the website, the date of last review will be switched to January 11th. When we began, we had the very stringent kind of quarantining and isolation policies. Before winter break, we switched that to quarantining if you're a close contact, if you're symptomatic with some caveats to that. Guidance changed with no forewarning from the CDC near the end of winter break. We reviewed that and we spent a lot of time administratively reviewing different iterations that we went through. What we have here, in particular in the contact tracing, isolation and quarantine section is that it's kind of a hybrid of what we were doing before winter break. The guidance released by the CDC and or PA Department of Health during the winter break resulting in what you see here in front of you. Most significantly, the isolation time for people that test positive is now five days. Day zero remains the day that they first had symptoms or if they're asymptomatic, the date that they were tested. They can end isolation when they are fever-free without the aid of fever-reducing medicine and their other symptoms are decreasing. We strongly encourage a student or employee to wear a mask for five consecutive days after ending isolation. CDC language, PA Department of Health language must collectively, we decided to go with strongly encouraged because that was a decision the school district made even prior to the revisions when we went masks optional. Student employee close contacts we still have to identify who close contacts are, that's a state requirement. We still post those numbers on our district website at the end of each day and every Friday he submits a report to the Department of Education on the number of close contacts and the number of people that actually tested positive that were in our buildings. Will still notify parents however we changed that a little bit as well. It's not necessarily a phone call from the nurse to a parent what we realize now is we can use our community outreach system to connect just to the families that need to be connected and let them know if their son or daughter is a close contact or not and that it's recommended that they quarantine for the required amount of time but if they're symptomatic, they must quarantine. All household members of positive cases must quarantine whether they have symptoms or not, unless they are fully vaccinated or had COVID-19 within the last 90 days and remain symptom free. So those are the significant changes that we're going to share in a review this evening and we're looking to post this up on our website tomorrow with a new date for review.

Mr. Green asked for comments or questions. An audience member spoke but the first part was inaudible. If there's five people living in my house and only three people are testing positive, she just thinks it's unfair that the kids that are in that household, like I might have a college student who has been in her bedroom the whole entire time, yet my two kids would have to stay home for five days. It's not fair to them, they're missing too much school, they're struggling. Mr. Link commented, so again, our data is district-wide data, he can't speak to individual households. He would encourage you to reach out to the building principals to see what we can do to support them more directly while they're quarantined. He is happy that the quarantine time has been reduced, cut in half. Audience member commented that she thinks a doctor should be able to make the call to say that if a child has symptoms then they should stay home. If they have no symptoms, they should be going to school up until the point that they develop symptoms. Once they develop symptoms, then they should stay home. Mr. Link commented that he respectfully disagrees, but thank you. Mr. King, an audience member, commented that over Christmas in his house, he slept right next to his wife without a care in the world, couldn't catch it if he tried. The hospitals are allowing staff members to go back that are actually testing positive because they're vaccinated but yet we're telling people that in your household you may or may not actually have COVID, so you need to lose educational class time. He knows it's

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guidance. He knows you guys are doing what you're told to do on this but you can't (inaudible). Mr. Link commented that he's working off what he sees in the district, the trends that we're seeing for household spread. He can't speak to the community or individual household members.

Mr. Green commented that members have an ethics form in front of them that needs to be filled out by May 1, and returned.

Executive
Session

An executive session was held at 6:00 p.m. at the Middle School Library for the purpose of personnel.

PERSONNEL

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

Retirement/
Resignations
T. Mertus

With regret, accept the retirement resignation of Thomas Mertus from his position as Special Education Teacher at Slatington Elementary, effective January 7, 2022. Mr. Mertus will be retiring from the Northern Lehigh School District after 17.5 years of service.

M. Wagner

With regret, accept the retirement resignation of Melissa Wagner from her position as Confidential Administrative Assistant to the Superintendent, effective April 13, 2022. Mrs. Wagner will be retiring from the Northern Lehigh School District after 1.5 years of service.

N. Kaercher

Accept the resignation of Nicole Kaercher from her position as Instructional Paraprofessional at Slatington Elementary, effective December 17, 2021.

T. Battista

Accept the resignation of Thomas Battista from his position as Substitute Teacher, effective immediately.

W. Brown

Accept the resignation of Wendy Brown from her position as Substitute Cafeteria Worker, effective November 29, 2021.

M. Filchner

Accept the resignation of Megan Filchner from her position as Head Cheering Coach, effective December 8, 2021.

S. Yesik

Accept the resignation of Susan Yesik as Cook's Helper at the Middle School, effective December 22, 2021.

K. Farber

Rescind the motion appointing Katherine Farber, Fall HS Intramural that was approved at the May 10, 2021 school board meeting, due to lack of student participation.

Appointment
Non-
Instructional

Earl Loch*

Assignment:	Maintenance
Salary:	\$18.49/hour
Effective:	December 27, 2021
*60 Working Day Probationary Period	

Susan Yesik*

Assignment:	Custodian
Salary:	\$16.21/hour
Effective:	January 3, 2022
*60 Working Day Probationary Period	

Sara Duncan*

Assignment:	Cook's Helper
Salary:	\$13.50/hour
Effective:	January 12, 2022
*60 Working Day Probationary Period	

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Family/
Medical
Leave Approve the request of employee #7322 to take an unpaid medical leave of absence beginning on December 7, 2021, for their own medical reasons. Employee plans to return to their position on January 3, 2022, or upon release from their physician.

Approve the request of employee #5130 to take a medical leave of absence beginning on February 23, 2022, for their own medical reasons. Employee is requesting to use accumulated sick days. Upon exhaustion of eligible days, employee is requesting a family medical leave. Employee plans to return to their position upon release from their physician.

Game
Workers
2021-2022 Motion to appoint the following list of people as Game Workers for the 2021-2022 school year. Game workers consist of ticket sellers and takers, game announcers, scoreboard operators, timers, field judges and scorekeepers. Rate of pay is consistent with the rates approved on the 2021-2022 Supplemental Personnel Salary Schedule:

Diana Detweiler

Substitute
Non-
Instructional Motion to approve the appointment of the following individual as a substitute paraprofessional for the 2021-2022 school year at the 2021-2022 substitute rate as approved on the Supplemental Personnel Salary Schedule:

Brittany Tremper - Peters Elementary Only

Co- Curricular Appointments 2021-2022	Gregory King	Fall HS Intramural	\$554.40 (Adjusted Amount)
	Zachary Merkle	Fall HS Intramural	\$369.60
	Megan Filchner	Cheerleading Advisor	\$1746 (Adjusted Amount)
	Michele Richards	Cheerleading Advisor	\$1746

Bus Drivers/
Aides Motion to approve the following bus drivers/aides from Brandywine Transportation to transport Northern Lehigh School District students for the 2021-2022 school year:

Kevin Barrett - Bus Driver
Annette Kopicz - Van Driver/Aide

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mr. Keegan, Mr. Kern and Mr. Green (6)

NAY: None (0)

Motion carried.

POLICY

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

Board Policy
First
Reading Approve school board policy #137.1 - Extracurricular Participation by Home Education Students - Programs, as presented after the first reading.

Approve school board policy #146.1 - Trauma-Informed Approach - Programs, as presented after the first reading.

Approve school board policy #236.1 - Threat Assessment - Pupils, as presented after the first reading.

Approve school board policy #805 - Emergency Preparedness and Response - Operations, as presented after the first reading.

POLICY
(cont.)

Approve school board policy #805.2 - School Security Personnel - Operations, as presented after the first reading.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mr. Keegan, Mr. Kern and Mr. Green (6)

NAY: None (0)

Motion carried.

CONFERENCE

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

K. Tiedeman Krystle Tiedeman - PSLA Annual Conference - April 21-23, 2022 - Hershey Lodge - Hershey, PA - Registration: \$200.00; Lodging: \$379.98; Travel: \$83.44; Meals: \$55.00 - Total Approximate Cost: \$718.42 - Funding: High School Budget

S. Green Shawn Green - PSLA Annual Conference - April 21-23, 2022 - Hershey Lodge - Hershey, PA - Registration \$250.00; Lodging: \$379.98; Travel: \$95.94; Meals: \$55.00 - Total Approximate Cost: \$780.92 - Funding: Peters/Slatington Elementary Budget

M. Dotta Michele Dotta - PDE Bureau of Education Annual Conference - March 2-4, 2022 - Hershey Lodge, Hershey, PA - Registration \$225.00; Lodging: \$315.00; Travel: \$94.77; Meals: \$60.00 - Total Approximate Cost: \$694.77 - Funding: Special Education Budget

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mr. Keegan, Mr. Kern and Mr. Green (6)

NAY: None (0)

Motion carried.

NEW BUSINESS

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

Resolution for School Board Director Recognition Month **WHEREAS**, the role of locally elected school officials has served the Commonwealth of Pennsylvania and local communities in meeting the needs of public education since the passage of the Free School Act in 1834; and

WHEREAS, these local boards have discharged their responsibilities to public education in a manner which has placed public education in the forefront of our educational systems; and

WHEREAS, locally elected officials have distinguished themselves and their communities in this non-paid, volunteer public service commitment; and

WHEREAS, the contributions of these men and women who serve on the Northern Lehigh Board of School Directors:

Chad Christman
Robin T. Distler
Gary S. Fedorcha
Mathias J. Green, Jr.
Michelle M. Heckman
Gale N. Husack
Robert J. Keegan, Jr.
Robert L. Kern, Jr.
Donna M. Kulp

should be recognized and appreciated by those who benefit from the workings of our public school system;

**NEW
BUSINESS**
(cont.)

NOW THEREFORE BE IT RESOLVED that the Board of Directors of the Pennsylvania School Boards Association hereby proclaims the month of January as School Director Recognition Month in this commonwealth; and

FURTHER RESOLVE that this proclamation be communicated to all school districts, school officials and local communities in a planned program which brings visibility and awareness of the role of locally elected school officials to the citizenry of this commonwealth.

Administrator Compensation Plan Approve the new Administrator Compensation Plan between the Northern Lehigh School District and the Northern Lehigh Middle Level Management Team.

Mr. Green noted that there were five additional days put into the contract for administrators. That was not in the copy of the contract that was received. A total of 25 vacation days.

Director of Bus. Affairs Compensation Plan Approve the new Compensation Plan between the Northern Lehigh School District and the Director of Business Affairs.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mr. Keegan, Mr. Kern and Mr. Green (6)

NAY: None (0)

Motion carried.

FINANCIAL

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

Financial Reports Approve the Following Financial Reports:

1. General Fund Account months of September, October, November, and December 2021
2. Cafeteria Fund Account months of July, August, September, October, November and December 2021
3. NLHS Student Scholarship Account month of December 2021
4. NLHS Student Activities/Clubs Account month of December 2021

List of Bills Approve the Following List of Bills:

1. General Fund months of December 2021 and January 2022
2. Cafeteria Fund months of December 2021 and January 2022

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

Resignation of G. Jones Accept the resignation of Gwyneth A. Jones as Tax Collector of the Borough of Slatington, effective January 1, 2022.

Act 1 Tax Levy Resolution

**NORTHERN LEHIGH SCHOOL DISTRICT
BOARD OF DIRECTORS**

RESOLUTION

WHEREAS, on June 27, 2006, the Pennsylvania legislature passed Act 1 of Special Session 2006, entitled the "Taxpayer Relief Act" (hereinafter "Act 1");

WHEREAS, Act 1 requires school districts to limit tax increases to the level set by an inflation index unless the tax increase is approved by voters in a referendum or the school district obtains from the Department of Education or a court of common pleas certain referendum exceptions;

FINANCIAL
(cont.)

WHEREAS, Act 1 does, however, allow a board of school directors to elect to adopt a resolution indicating that it will not raise the rate of any tax for the support of the public schools for the following fiscal year by more than its index, provided this resolution must be adopted no later than 110 days prior to the date of the election immediately preceding the upcoming fiscal year;

WHEREAS, the Northern Lehigh School District index for the 2022-2023 fiscal year is 4.6%;

WHEREAS, the Northern Lehigh School District Board of Directors has made the decision that it shall not raise the rate of any tax for the support of the Northern Lehigh School District for the 2022-2023 fiscal year by more than its index.

AND NOW, on this 10th day of January 2022, it is hereby **RESOLVED** by the Northern Lehigh School District (hereinafter "District") Board of Directors (hereinafter "Board") the following:

1. The Board certifies that it will not increase any school district tax for the 2022-2023 school year at a rate that exceeds the index as calculated by the Pennsylvania Department of Education.
2. The Board certifies that it will comply with the procedures set forth in Section 687, of the Pennsylvania Public School Code (hereinafter "School Code"), 24 P.S. §6-687, for the adoption of its proposed and final budget.
3. The Board certifies that increasing any tax at a rate less than or equal to the index will be sufficient to balance its final budget of the 2022-2023 fiscal year.
4. The Administration of the District will submit the District's information on a proposed increase in the rate of a tax levied for the support of the District to the Pennsylvania Department of Education on the uniform form prepared by the Pennsylvania Department of Education no later than five days.
5. The Administration of the District will send a copy of this Resolution to the Pennsylvania Department of Education no later than five days after the Board's adoption of this Resolution.
6. The Board understands and agrees that by passing this Resolution it is not eligible to seek referendum exceptions under Section 333(f) of Act 1 and is not eligible to request approval from the voters through a referendum to increase a tax rate by more than the index as established for the 2022-2023 fiscal year.
7. Once this Resolution is passed, the Administration of the District is not required to comply with the preliminary budget requirements set forth in paragraphs (a) and (c) of Section 311 of Act 1. Provided, however:
 - (a) The Board understands and agrees that, upon receipt of the information submitted by the District as set forth in paragraphs 4 and 5 above, the Pennsylvania Department of Education shall compare the District's proposed percentage increase in the rate of the tax with the index.
 - (b) Within ten days of the receipt of this information, the Pennsylvania Department of Education shall inform the District whether its proposed tax rate increase is less than or equal to the index.
 - (c) If the Pennsylvania Department of Education determines that the District's proposed increase in the rate of the District's tax exceeds the index, the District is subject to the preliminary budget requirements as set forth in paragraph (a) and (c) of Section 311 of Act 1.

FINANCIAL
(cont.)

Shanti Project As per the recommendation of the administration, approve to enter into a contract with Shanti Project for the 2022 calendar year at a cost of \$35,000.00, funded through PCCD Grant.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mr. Keegan, Mr. Kern and Mr. Green (6)
NAY: None (0)
Motion carried.

INFOR-
MATION

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meetings held on October 18, 2021.

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on October 7, 2021.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on October 27, 2021 and November 22, 2021.

RECOG-
NITION
OF
GUESTS

Mr. Green recognized the guests. No one present chose to speak. No emails were received.

ADJOURN-
MENT

Mr. Distler made a motion, which was seconded by Mr. Kern, that the regular meeting of the Northern Lehigh School District Board of School Directors adjourned at 9:15 p.m.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mr. Keegan, Mr. Kern and Mr. Green (6)
NAY: None (0)
Motion carried.

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President
Mr. Matthias J. Green, Jr.