I. A. By notice of the President, Board Members are advised that all financial matters shall be regarded as roll call votes. The minutes should also note that Public Notice was given for this meeting in accordance with Act 84 of 1986.

B. School Board Meeting shall proceed in accordance with School Board Policy.

C. Pledge of Allegiance.

D. Moment of Silence for 9/11 Remembrance.

E. Roll Call

F. Public Comment -- Restricted to Agenda Items.

II. REVIEW AND APPROVAL OF THE MINUTES OF THE PRECEDING MEETING

A. Regular school board meeting held on August 10, 2020. (Minutes)

III. SPECIAL BOARD REPORTS

A. Carbon Lehigh Intermediate Unit ........................................ Mrs. Gale N. Husack

B. Lehigh Career and Technical Institute .......................................................... Mr. Gary S. Fedorcha

C. Legislative Report ................................................................. Mrs. Michelle M. Heckman

D. Lehigh Carbon Community College .................................................... Mr. Mathias J. Green, Jr.

E. Committee Reports and/or Meetings

- Minutes of the Education/Policy Committee Meeting held on September 8, 2020 (Attachment #1)
- Minutes of the Community Relations Committee Meeting held on September 8, 2020 (Attachment #2)
- Minutes of the Technology/Buildings and Grounds Committee Meeting held on September 9, 2020 (Attachment #3)
- Minutes of the Finance Committee Meeting held on September 9, 2020 (Attachment #4)

F. Student Representatives to the Board Report.............................. Mr. Aidan Williams

G. Solicitor's Report ................................................................. Attorney Keith Strohl

H. Assistant Superintendent ................................................................. Dr. Tania Stoker

- Lehigh Co. COVID-19 Relief Grant
I. Business Manager’s Report ................................................................. Mrs. Sherri Molitoris
               Mrs. Rhonda Frantz

J. Superintendent’s Report ................................................................. Mr. Matthew J. Link
    ➢ Welcome – Ceremonial Oath Paige Craddock (Jr. Rep)
    ➢ Opening of Schools
    ➢ Third Day Enrollment
    ➢ Recognition of Retirees - Patricia Jones, Michelle Raber
        Scott DeLong, Janet Hofelich
    ➢ Fall Sports Discussion

K. An executive session will be held at 6:15 p.m. virtually via Google Meet.

IV. PERSONNEL

A. Administrative Transfer - Instructional

1. Elizabeth Flemming
   From:                  High School Biology Teacher
   To:                    Middle School 7th Grade Science Teacher
   Salary:                No change in salary
   Effective:             August 25, 2020

2. Amanda Bashore
   From:                  Peters Elementary Special Education Teacher
   To:                    Elementary Intervention Coordinator
   Salary:                No change in salary
   Effective:             On or about October 2, 2020

B. Administrative Transfer - Non-Instructional

Tina Erkinger
   From: Administrative Assistant to the Director of Support Services
   To: Administrative Assistant to the Assistant Superintendent
   Salary: No change in salary
   Effective: On or about September 30, 2020

C. Resignation

1. Accept the resignation of Julie Niebell from her position as part-time cook’s helper at Peters Elementary School, effective August 13, 2020.

2. Accept the resignation of Sabrina Clouse from her position as part-time cook’s helper at the Middle School, effective August 20, 2020.

3. Accept the resignation of Sally Suda from her position as substitute teacher caller, effective August 20, 2020.

4. Accept the resignation of Katelyn Hugo from her position as district wide permanent substitute teacher, effective August 17, 2020.
5. Accept the resignation of Kristin Garrison from her position as cafeteria aide at Peters Elementary School, effective August 18, 2020.

6. With regret, accept the retirement resignation of Jamie Farber from her position as Administrative Assistant to the Director of Special Education, effective the end of the business day, September 15, 2020. Mrs. Farber will be retiring from the district after six years of service.

7. With regret, accept the retirement resignation of Andrea Thomson from her position as Slatington Elementary Paraprofessional, effective September 30, 2020. Mrs. Thomson will be retiring from the district after 19 years of service.

8. Accept the resignation of Lisa Hoever from her position as Permanent Substitute Teacher, effective the end of the business day, September 16, 2020.


D. Appointment - Instructional

1. Gabrielle Werkheiser  
   Assignment: Senior High School Secondary Science Teacher  
   Salary: $59,175 (prorated) (Step 1 Masters on the 2020-2021 CBA Salary Schedule)  
   Effective: August 31, 2020

2. Katelyn Hugo  
   Assignment: Peters Elementary Kindergarten Teacher  
   Salary: Substitute Teacher Rate $120 Days 1-30; Day 31 and beyond: $50,750 (prorated) (Step 1 Bachelor's on the 2020-2021 CBA Salary Schedule)  
   Effective: August 25, 2020  
   Termination Date: Upon return of full time teacher

3. Kimberly Bayer  
   Assignment: Senior High School Mathematics Teacher  
   Salary: Substitute Teacher rate Days 1-30; Day 31 and beyond $50,750 (prorated) (Step 1 Bachelor's on the 2020-2021 CBA Salary Schedule)  
   Effective: August 25, 2020  
   Termination Date: Upon return of full time teacher

E. Appointment - Non-instructional

1. Melissa Wagner*  
   Assignment: Confidential Administrative Assistant to the Superintendent  
   Salary: $50,000.00 (prorated)  
   Effective: On or about September 15, 2020

*50 Working Day Probationary Period  
*Pending Verification of Missing Personnel File Items
2. Shelly Pender
   Assignment:  Substitute Teacher Caller
   Salary:
   Effective:  August 25, 2020
   *60 Working Day Probationary Period

F. Family Medical Leave

1. Approve the request of employee #1650 to take a twelve week family medical leave of absence beginning on August 25, 2020, for his own medical reasons. Employee is requesting to use accumulated sick days. Employee plans to return to his teaching position upon release from his physician.

2. Approve the request of employee #2780 to take a medical leave of absence beginning on August 25, 2020, for his own medical reasons. Employee is requesting to use accumulated sick days. Employee plans to return to his teaching position at the beginning of the 2021-2022 school year.

3. Approve the request of employee #21 to take an intermittent family medical leave of absence to care for a family member.

G. Salary Adjustments

Acknowledge the following teacher who has completed the requirements per the Collective Bargaining Agreement that would entitle them to a salary increase for the 2020-2021 school year:

   Tayler Urban
   From:  Step 5B
   To:  Step 5B+24

H. Co-Curricular Appointment 2020-2021

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chris Hamm</td>
<td>Elementary Chorus Advisor</td>
<td>$677.00</td>
</tr>
<tr>
<td>Chris Hamm</td>
<td>Fall Play Director</td>
<td>$1,684.00</td>
</tr>
<tr>
<td>Chris Hamm</td>
<td>Spring Musical</td>
<td>$3,172.00</td>
</tr>
<tr>
<td>Brad Jones*</td>
<td>MS Girls' Basketball Coach</td>
<td>$5,034.00</td>
</tr>
<tr>
<td>Cassandra Keisor</td>
<td>MS Field Hockey Coach</td>
<td>$3,016.00</td>
</tr>
<tr>
<td>Zachary Merkle</td>
<td>Assistant Football Coach - Shared Stipend</td>
<td>$2,568.00</td>
</tr>
<tr>
<td>Damon Rex</td>
<td>MS Fall Intramural Net Sports</td>
<td>$924.00</td>
</tr>
<tr>
<td>Damon Rex</td>
<td>MS Spring Intramural Net Sports</td>
<td>$924.00</td>
</tr>
<tr>
<td>Patrick Wanamaker*</td>
<td>Head Boys' Basketball Coach</td>
<td>$7,901.00</td>
</tr>
<tr>
<td>Marijo Whalen*</td>
<td>Assistant Girls' Basketball Coach</td>
<td>$2,568.00</td>
</tr>
</tbody>
</table>

*Pending Verification of Missing Personnel File Items

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christopher Bennett</td>
<td>Assistant Baseball Coach (JV)</td>
<td>$3,335.00</td>
</tr>
<tr>
<td>Katherine Farber</td>
<td>Head Softball Coach</td>
<td>$5,266.00</td>
</tr>
<tr>
<td>Megan Filchner</td>
<td>Cheerleader Advisor</td>
<td>$3,492.00</td>
</tr>
<tr>
<td>Mary Frank</td>
<td>MS Yearbook Advisor</td>
<td>$924.00</td>
</tr>
<tr>
<td>Scott Gerould</td>
<td>Assistant Track Coach</td>
<td>$3,335.00</td>
</tr>
</tbody>
</table>
Rajeev Gupta Assistant Track Coach - Shared Stipend $1,667.50
Chris Hamm Middle School Chorus Advisor $792.00
Chris Hamm Senior High School Chorus Advisor $1,980.00
Todd Herzog Sr. High Spring Intramurals - Weightlifting $924.00
Stephen Hushak Sr. High Winter Intramurals - Weightlifting $924.00
Nick Hosford Assistant Wrestling Coach $5,136.00
Ryan Kern Assistant Wrestling Coach (JH) $5,136.00
Gregory King Head Baseball Coach $5,266.00
Michael Lehtonen Head Track Coach $5,266.00
Michael Lehtonen Sr. High Winter Intramurals - Winter Track $924.00
Derek Long Assistant Track Coach $3,335.00
Zachary Merkle Assistant Baseball Coach $3,335.00
David Oertner Assistant Track Coach $3,335.00
Drake Pristash Assistant Track Coach - Shared Stipend $1,667.50
Jason Reinhard Assistant Softball Coach (JV) $3,335.00
Kenneth Shankweiler Head Girls' Basketball Coach $7,901.00
Scott Snyder Head Wrestling Coach $7,901.00
Joseph Tout Sr. High Spring Intramurals - Weightlifting $924.00
Joseph Tout Sr. High Winter Intramurals - Weightlifting $924.00

J. Webpage Maintenance

1. Approve a stipend in the amount of $500.00 for Mr. Andrew Kern for High School website maintenance and working with students during the 2020-2021 school year. Mr. Kern has constant contact with teachers, secretaries, and administrators in an effort to update the website on a daily basis with the latest information, handouts, and scheduled events. Stipend to be funded by the General Fund High School Student Activities Fund.

2. Approve a stipend in the amount of $1,000.00 for Mr. Andrew Kern for maintenance and updates of the district website during the 2020-2021 school year. Stipend to be funded by the superintendent's budget.

3. Approve a stipend in the amount of $500.00 for Mr. Andrew Kern for Middle School website maintenance and working with students during the 2020-2021 school year. Mr. Kern has constant contact with teachers, secretaries, and administrators in an effort to update the website on a daily basis with the latest information, handouts, and scheduled events. Stipend to be funded by the General Fund Middle School Student Activities Fund.

4. Approve a stipend in the amount of $500.00 for Ms. Janet Bashore for maintenance and updates of the Peters Elementary website during the 2020-2021 school year. Stipend to be funded by Peters Elementary principal's discretionary account.

5. Approve a stipend in the amount of $500.00 for Ms. Kori Dilibio for maintenance and updates of the Slattington Elementary website during the 2020-2021 school year. Stipend to be funded by Slattington Elementary principal's discretionary account.
K. Game Workers 2020-2021

Motion to renew the appointment of the following list of people as Game Workers for the 2020-2021 school year. Game workers consist of ticket sellers and takers, game announcers, scoreboard operators, timers, field judges and scorekeepers. Rate of pay is consistent with the rates approved on the 2020-2021 Supplemental Personnel Salary Schedule:

Becky Adams
Amanda Bariana
Chris Bennett
Cody Bowman
Jennifer Butz
Elizabeth Case
Allison Chruscial
Theresa Cinicola
Matthew Davis
Gregory Dieter
Julie Everett
Jamie Farber
Shawn Frame
Jessica Frew
Scott Gerould
Shawn Green
Harold Greene
John Guelcher
Michael Hammond
Elizabeth Hannon
Brent Herzog
Todd Herzog
Kevin Hoffman
Dylan Hoffman
Patricia Jones
Andrew Kern
Greg King
Michael Lehtonen
Derek Long
Vonda Lorson
Zachary Merkle
Kayla Micklos
Kathy Nowlin
David Oertner
Shelly Pender
Robyn Pristash
Kathleen Reese
Dennis Rehrig
Nancy Rehrig
Derrick Reinert
Jason Reinhard
Nicholas Sander
Shelley Smith
Scott Snyder
Tamara Stubits
Shawn Wanamaker
James Yadush

L. Substitute

1. Instructional

Motion to renew the appointment of the following substitute teachers for the 2020-2021 school year at the 2020-2021 substitute teacher rates as approved on the Supplemental Personnel Salary Schedule:

Thomas Battista - Health & Physical Education
Kimberly Bayer - Elementary 4-6; Math 7-8
Mariel Cordero-Ledesma - Spanish
James Fisher - Social Studies
Katelyn Hugo - Pre-K - 4
Jessica Jackovitz - PK-6
Shannon Jones - Elementary
Morgan Klotz - Elementary & Special Education
Samantha Lilly - Elementary & Special Education
Patricia Passick - Art K-12
Candace Steffle - Elementary
Nadine Tomkins* - PK-4

*Pending Verification of Missing Personnel File Items
2. Non-Instructional

a. Motion to renew the appointment of the following individuals as substitute secretary and/or substitute paraprofessionals for the 2020-2021 school year at the 2020-2021 substitute rate as approved on the Supplemental Personnel Salary Schedule:

   Jessica Jackovitz
   Joan Jones
   Stephanie Richards
   Amanda Trelease
   Dawn Tullio
   Janice Wasilkowski

b. Motion to renew the appointment of the following individuals as substitute cafeteria worker for the 2020-2021 school year at the 2020-2021 substitute rate as approved on the Supplemental Personnel Salary Schedule:

   Stephanie Richards
   Amanda Trelease
   Janice Wasilkowski

c. Motion to renew the appointment of the following individuals as substitute custodian workers for the 2020-2021 school year at the 2020-2021 substitute rate as approved on the Supplemental Personnel Salary Schedule:

   Steven Andrews
   Francis Cross
   Sara Duncan
   Eric Schaner

d. Motion to renew the appointment of the following individual as substitute cafeteria/hall monitor worker for the 2020-2021 school year at the 2020-2021 substitute rate as approved on the Supplemental Personnel Salary Schedule:

   Joan Jones

e. Motion to renew the appointment of the following individual as substitute nurse for the 2020-2021 school year at the 2020-2021 substitute rate as approved on the Supplemental Personnel Salary Schedule:

   Marilyn Keenly

M. Co-Curricular Volunteers 2020-2021

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrew Arnold</td>
<td>Assistant Wrestling Coach</td>
</tr>
<tr>
<td>Anna Leigh Conway</td>
<td>Assistant Girls' Basketball Coach</td>
</tr>
<tr>
<td>Matthew Egan</td>
<td>Assistant Boys' Basketball Coach</td>
</tr>
<tr>
<td>Chad Groover</td>
<td>Assistant Wrestling Coach</td>
</tr>
<tr>
<td>Joshua Hamm</td>
<td>Assistant Baseball Coach</td>
</tr>
<tr>
<td>Frank Heffernan</td>
<td>Assistant Wrestling Coach</td>
</tr>
<tr>
<td>Shannon Jones</td>
<td>Assistant Girls' Basketball Coach</td>
</tr>
<tr>
<td>Shannon Jones</td>
<td>Assistant Softball Coach</td>
</tr>
<tr>
<td>Christine Quattrocchi</td>
<td>Assistant Cheerleading Coach</td>
</tr>
</tbody>
</table>
V. POLICY

A. Board Policy First Reading

1. Approve school board policy #308 – Employees - Employment Contract/Board Resolution, as presented after first reading. (Attachment #5)

2. Approve school board policy #146.1 – Programs - Trauma Informed Approach, as presented after first reading. (Attachment #6)

VI. CONFERENCES

VII. CURRICULUM AND INSTRUCTION

A. Induction Program

Approve the following teachers as helping teachers in the Northern Lehigh School District Induction Program for the 2020-2021 school year:

<table>
<thead>
<tr>
<th>Helping Teacher</th>
<th>Inductee</th>
<th>Stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Theresa Cinicola</td>
<td>Gabrielle Werkheiser</td>
<td>$800.00</td>
</tr>
</tbody>
</table>

VIII. OLD BUSINESS

IX. (A) NEW BUSINESS

Approve to designate and authorize the following to sign summary offense notices for district students for the 2020-2021 school year, after consultation with the superintendent:

Mr. Frank Gnas – School Police Officer
Mr. James Schnyderite – Peters Elementary School Principal
Mr. Scott Pyne – Slatington Elementary School Principal
Mrs. Jill Chamberlain – Middle School Principal
Mr. Robert Vlasaty – High School Principal
Mr. David Hauser – Secondary Assistant Principal

IX. (B) NEW BUSINESS

Election of PSBA Officers

RECOMMEND .... That the Board of Education elects the following candidates as officers for the Pennsylvania School Boards Association, effective January 1, 2021 through December 31, 2021.

President-elect: David Hein

Vice President: Sabrina Backer
                David O'Keefe

Treasurer: Michael Gossert

Insurance Trust Trustee (3 year term): Michael Faccinneto; Marianne Neel
IX. (C) NEW BUSINESS

1. Licensed Practical Nurse Agreement

   Approve a four year Memorandum of Understanding Agreement with the Licensed Practical Nurses, effective July 1, 2020. (Distributed to Board Members Only)

2. Paraprofessionals Agreement

   Approve a four year Memorandum of Understanding Agreement with the Paraprofessionals, effective July 1, 2020. (Distributed to Board Members Only)

3. Confidential Administrative Assistant to the Superintendent

   Approve the new Salary and Benefit Agreement between the Northern Lehigh School District and the Confidential Administrative Assistant to the Superintendent. (Distributed to Board Members Only)

IX. (D) NEW BUSINESS

Per the recommendation of the Technology/Buildings & Grounds Committee, approve the motion to disallow pets in the fenced area used for school sports and activities near the Northern Lehigh Middle School.

IX. (E) NEW BUSINESS

Per the recommendation of the Technology/Buildings & Grounds Committee, approve the motion to disallow the use of the stadium and track for activities other than school district sanctioned events.

X. FINANCIAL

A. Approve the Following List of Bills:
   1. General Fund months of August & September, 2020
   2. Cafeteria Fund month of August, 2020

C. Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented. (Attachment #7)

D. Approve the invoice from the Northern Lehigh Recreation Authority in the amount of $6,504.58, for services provided during the 2020 summer recreation programs at Peters Elementary and Slattington Elementary Schools for Northern Lehigh School District students. (Attachment #8)

E. Approve the Institute for Teaching and Leading (i4tl) service contract to provide consulting services in the area of learning model design and administrator coaching related to virtual teaching and learning. The cost for the 2020-2021 school year is $24,500.00. (Attachment #9)

XI. LEGAL

XII. CORRESPONDENCE
XIII. INFORMATION

A. Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on July 20, 2020. (Minutes)

B. Minutes of the Lehigh Carbon Community College Board of Trustees meetings held on July 2, 2020 (Minutes) and August 6, 2020. (Minutes)

C. Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on June 24, 2020. (Minutes)

XIV. RECOGNITION OF GUESTS

XV. ADJOURNMENT