

# NORTHERN LEHIGH SCHOOL DISTRICT

## Regular Meeting Board Minutes

Slatington, PA  
February 14, 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 7:02 p.m. on Monday, February 14, 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., Mrs. Michelle M. Heckman, Mrs. Gale N. Husack, Mr. Robert J. Keegan, Jr., and Mrs. Donna M. Kulp (8)

Members absent: Mr. Robert L. Kern, Jr. (1)

Non-members present: Mr. Matthew Link, Dr. Tania Stoker, Mr. Todd Breiner, Mr. Greg Derr, Mr. Bryan Geist, Mrs. Nichole Fink, Mr. Frank Gnass, Mr. Eric Hill, Mrs. Sherri Molitoris, Mr. Scott Pyne, Atty. Kristine Roddick, Mr. James Schnyderite, Mr. Michael Strohl, Ms. Paige Craddock (Sr. Rep.) and Ms. Danielle Dougherty (Jr. Rep.)

**VISITORS** Approximately 8 visitors attended the meeting and seventy-nine visitors viewed the meeting.

**PUBLIC COMMENT** Mr. Justin Jachowicz - Health & Safety Plan - Just in regards and I know I had said before, not in person but through writing a letter, that the board needs to restore power to vote. I know we had discussed this before and whether or not you do agree with what Mr. Link does or does not with the Health & Safety Plan, that's your job as board directors is to vote. So, even if it's 9-0 vote on any change or update. I just think that's how it should be. I mean we ran into this last Spring 2021 when we tried to go in-person and it was recommended not and then we ended up going four days a week. At that point, it did go to a vote there. Again, I'm going to advocate that we do that. That we definitely have to have the board vote on all these issues that we can't just have Mr. Link do it himself and quite frankly, I mean it's kind of hanging him out to dry whether he wants to do it or not. I mean he's the sole decision maker for the entire school district and we have a board of directors of nine that should also be involved in that process. So, I'm going to ask that you know at this point add to the docket tonight to vote to do that. The second part of that deals with the solicitor and just that we chose to follow what was then deemed in the legal mask mandate has that been discussed with the solicitor at all in terms of like why we chose to follow that when it was deemed void or illegal. That's the question I don't know if you want to answer it or, but that's just some comments I had dealing with the health and safety plan.

Mr. Link commented that the answer is yes, we absolutely consult with our solicitor through the entire process and through the appellate process for the mask order. We were required to follow it until it was overturned. The day that it was overturned, the next day we announced that we're going to go back to masking optional. So, yes, we have ongoing conversations with our school solicitor.

Mr. Jachowicz commented that it's very unfortunate that the representation it was deemed void, correct? So it was non-existent from the very beginning which it should never happen and we chose to follow it for a number of months when we had our own plan in place. It just seemed that we got bad advice in that situation.

**PUBLIC  
COMMENT  
(cont.)**

Mr. Link commented that he respectfully disagrees.

Mr. Green asked Attorney Roddick if she would like to comment. Attorney Roddick commented, no, Mr. Link summarized it appropriately. It was an appeal, it was being challenged but it wasn't overturned until it was overturned. Legally, we were required to follow that order until it was overturned and we changed it at that point. So, we can't play Monday morning quarterback with items like that. If they're a valid order when they're issued until they're challenged, we have to follow them.

Mr. Green commented that with regards to giving the responsibility to Mr. Link, and that's a two-way street, I understand your point specifically. On the other hand, if we have a meeting on a Monday night and theoretically the state changes it Tuesday morning, now we have to call another special meeting which might drag out for another, who knows, week or something like that until we can officially, formally come back together and change, so that's the other side of the coin that I think you have to weigh. I think Mr. Link might talk later on this evening about a possibility that might change in the next couple of days and does he have the right to go ahead and do that or do we have to call another meeting.

Mr. Jachowicz commented that I just understand from my perspective that everybody votes even if it's 9-0 every single time or if it takes a day or two instead of a special session. I just feel like we vote for the school board to be here, and they're not voting on those big ticket issues. That was a big item and it still is.

**APPROVE  
MINUTES**

Mrs. Kulp made a motion, which was seconded by Mr. Distler that the minutes of the regular board meeting held on January 10, 2022, be approved and ordered filed.

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

NAY: None (0)

Motion carried.

**SPECIAL  
BOARD  
REPORTS**

Carbon Lehigh Intermediate Unit - Mrs. Husack reported that tonight we will be voting on the CLIU operating budget that is for the buildings, grounds and technology only part of the budget, there was no increase to our district, there was actually a decrease of a small number. The other portion of it is all pay to use services. So, if any of our students would use a service, we would pay for that service outside of that. That is not part of this budget. Another update, we do receive a student count of how many students go through the CLIU programs. Currently, in January, we had 60 of our district students attending. Every month we do a topic of one of the administrative members, professional members, at the IU presents what that program is about. Our January meeting was specific around the speech therapy portion and assistive technology. Just wanted to touch a little bit on that, Northern Lehigh currently has 11 students in that program and the IU currently holds 15 therapists in that program where they do anywhere between 15 to 360 minutes per month, per student all at paid services. One of the items that she wanted to touch on is the assistive technology and the library that they have that we can share that. Currently, they have 83 different technology tools within their library that they service our students with. So, there's an array of information, an array of different learning options that our students who go to the IU have access to. Some pretty neat things when we talk about what they have and what we can use and share. Really great programs out there. And, to finalize the year, she will continue to be the board vice president at the IU until the end of June. Her current term ends and will be voting on a new member for next fiscal year.

Lehigh Career & Technical Institute - Mr. Fedorcha reported we're moving along very well at LCTI. Very few changes that we've been making with the COVID and so forth. Fortunately, we've been on an upward of doing well. We are going to be losing our executive director. He is going to be retiring. We're going to be going into a search for that. We have just replaced our business manager and we're also going to be looking for an assistant for our executive director. His secretary is also retiring and that position is going to be a very hard one to fill because of all she does. We will be voting on the budget in our session here. The LCTI board voted unanimously to pass it on to the districts and

**SPECIAL  
BOARD  
REPORTS  
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then once the districts vote on it, it will be ratified and put in place as our budget. Our budget here at Northern Lehigh is showing a little bit of increase. It is a good increase because what happens is our budget is based on the number of students and how it is distributed between the districts is based on a five-year average of the number of students that we send. Over the past three years we have been sending more students which again, he feels is a very good thing. There's so much to offer our children down at LCTI.

Legislative Report - Mrs. Heckman reported that this week Governor Wolf delivered his eighth and final budget address, a 43.7 billion dollar spending plan, which again includes an emphasis on education. The proposed plan includes 8.6 billion for basic education which is about a 22% increase. The budget also includes an increase of 200 million for special education. However, as we know, it's February so we have months and months of watching this change. The Governor also proposed a flat charter school tuition rate of \$9,800 per student. And, thank you to Mr. Link for providing the link to the PASA website which has a cost saving estimator. If this would come to fruition, Northern Lehigh would save about \$400,000 on charter school costs if there was a flat charter school tuition rate. The PA House and Senate are busy conducting hearings examining the budget. Things will change for the next two, three, four months. The PSBA Advocacy Day 2022 will be held April 25th. There'll be a virtual component but most of it will be in-person in Harrisburg. This is a wonderful opportunity for board members or really anyone to get in front of our elected officials that represent us and other elected officials that don't necessarily represent our area and talk about issues that are important for the district. This year we have three board members who are committed. If anyone else is interested in registering and making the trip to Harrisburg, please contact Mrs. Heckman. It's a wonderful day. We didn't get to do it last year and we didn't do the COVID year.

Lehigh Carbon Community College - Mr. Green reported that LCCC's budget is coming up tonight. Northern Lehigh is saving a little bit over a thousand dollars, not much, but it's moving in the right direction. LCCC has produced a video and it's representing some people who have applied there. Some students who have gone through. The NLSD I.T. Department played four student videos from LCCC for the board members and audience. Mr. Green commented that for students who are considering applying and maybe it'll be just enough to push them over the end that they will take that experience.

Committee Reports and/or Meetings

Minutes of the Policy Committee Meeting held on January 10, 2022, were distributed.

Minutes of the Education Committee Meeting held on February 9, 2022, were distributed.

Minutes of the Policy Committee Meeting held on February 9, 2022, were distributed.

Minutes of the Technology/Buildings & Grounds Committee Meeting held on February 9, 2022, were distributed.

Minutes of the Finance Committee Meeting held on February 9, 2022, were distributed.

Student Representatives to the Board Report - Ms. Paige Craddock commented on the offers she got from LCCC. As a person who's going into engineering, coming out of high school she's going to have four credits towards her degree. So, she would like to thank everyone who has made that opportunity available to her and other students. Ms. Craddock reported that the student tutoring program has begun on February 1st, and so far it has been very successful with 20 students that have attended. It's only math and biology and if any parent is wondering why it's only math and biology, students were able to vote on what they wanted and those were the two major things that were requested. She also recognized and congratulated an LCTI student who placed in the SkillsUSA competition in the field of CNC Technician, Ty Moffitt placed second. In the field of CNC Turning Specialists, Alexander Neas placed second. In Medical Math, Brayden Tocci placed second. In Motorcycle Technology, Brayden Arnold placed second. In Welding, Ethan Arnold placed second and Robbie Schramel placed third and Brooke Delancy placed fourth in Criminal Scene Investigation. Another congratulations to the students of the Honors Band. That would be Diego Fenstemaker, Reese Johnson, Caitlin Kirk, Cydney Krause, Cameron Kuntz, Owen Levan-Uhler, Parker Musselman, Lauren Nicholas, Cameron Torres, Nate Walters, and Joshua Weaber. The concert will be held on February 19th at 2:00 p.m. and it's at Northwestern. In our high school lobby there's a brand new

**SPECIAL  
BOARD  
REPORTS  
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kiosk. There's information about CareerLink. It is being used to link the employment of colleges and careers and it's to help pathways for future jobs if you're not wanting to go to college. PA CareerLink, Angie Vazquez will be at the high school on February 23rd from 8:00 to 3:00 or 4:00 to help give out information and help students along with their path or whatever they would like to do. There is going to be a bulldog statue in honor of the Class of 2020 is making its way to campus and it being temporarily housed at the district office. Normally, the student council does candy cane sales in December and because of COVID it was really hard, so we just didn't want to do anything with food and whatnot. Something new that we're going to be doing in the wintertime because normally this is our downtime for student council. We used to have these little love valentines where you get compatibility, something cheesy, but no one really ever does it. So, she wanted to do something different and instead we did these teeny little valentines that used to be handed out in second grade and everybody seemed to love it. They were handed out today and they were really adorable.

Ms. Danielle Dougherty reported that she is Junior Class President and they are having a fundraiser event on Wednesday, February 23rd at Chick-fil-A. You go to Chick-fil-A and between 5:00 and 8:00 p.m. say that you are supporting Northern Lehigh Class of 2023 and by whatever you want and the class receives a certain amount of the proceeds. Student council has been talking and working on their Spring Dance which will be on March 26th. Along with this, they're using their food drive. So, if you bring in a certain amount of cans, you get money off of your ticket. A lot of people usually take advantage of it. You can get almost \$10 off your ticket. Ms. Dougherty presented the sports report. A big congratulations to Emma Niebell who scored her 1000th point at the game against Northwestern on February 1st. Along with this, Emma was chosen as Morning Call, Times News, and BRC TV Athlete of the Week. Congratulations to her and the rest of the team. Danielle is also part of the basketball team as they head to Districts. Our district playoff basketball game is on February 25th and we still don't know who we're going to play. For wrestling, the District IX 2A Tournament is being hosted at Freedom High School on February 25th and 26th. Good luck to all of our wrestlers that are competing. The spring season begins on March 7th which is softball, baseball, and track and field.

Mr. Green asked the student representatives, we've eliminated the masking mandate, what are your feelings as students having had that eliminated? And, you don't have to comment if you don't want to. Ms. Craddock commented that she thinks it's nice that everyone is given a choice of what they can do. I mean, I know a lot of people believe that there should be a mask and some believe there shouldn't. Honestly, I feel like there's so much we just don't know and I feel like just giving it the right to the people is just very kind of you guys. Ms. Dougherty commented I think the same thing. I like not having the mask on but I understand the health issues previously with having the masks.

Mr. Link thanked the representatives for sharing the accomplishments of Emma, the musicians, and all our LCTI award recipients. The bulldog is temporarily in the district office. If you're up that way, please check it out and it will be placed permanently in the stadium complex inside the fencing once we get the base and the fence and the lighting ready to go. It's going to look pretty remarkable once it's in the stadium to commemorate the classes that have donated it but also as a true mascot within our stadium for the fans and student athletes and all our students to be proud of.

Solicitor's Report - Attorney Roddick gave the board an update on a very recent mask decision that came down from the United States Districts Court for the Eastern District of Pennsylvania. Although the Governor's order requiring masking mandate declared void because the proper legal procedures to create the order was not followed, there is still case law that affirms the school district's discretion to require masks or to make masks optional, which many districts have done. In this particular case, it is the Perkiomen case. A number of parents of some disabled students filed a complaint under the Americans with Disabilities Act and the Section 504 of the Rehabilitation Act, claiming that masking was discriminatory against their immunocompromised children. The complaint also included a motion for a preliminary injunction. The court did grant the preliminary injunction. In essence, holding that to end the mandate would violate ADA by putting immunocompromised students at risk. They kind of looked at the effect masking had and concluded that either students that have disabilities may be excluded from school or if they do attend, it could substantially increase their risk of death or illness. The only decision that came down was the granting of the motion for the preliminary injunction as a

**SPECIAL  
BOARD  
REPORTS**  
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result of that, Perkiomen School District must continue to enforce the masking order until the court makes a decision on the substantive portions of the complaint.

Business Manager's Report - Mrs. Molitoris gave a brief update, Mr. Green, Mrs. Husack and Mr. Fedorcha all did a very good job, on the three budgets that are on the board agenda tonight for approval. Mrs. Heckman did a very nice job on the Governor's budget. As she stated, it's a very aggressive budget right now, it has to go through both cabinets of the House. At this point in time we're not really sure where the budget's going to land. More to come in the future once we hear more.

Assistant Superintendent's Report - Dr. Stoker gave an update on the ESSER grants. The board members were given copies of the update and copies were available for the public and will be posted on the website at [www.nlsd.org/site/Default.aspx?PageID=2607](http://www.nlsd.org/site/Default.aspx?PageID=2607).

The 2022-2023 Middle School Curriculum Guide and High School Program of Study are on the agenda for approval and consideration this evening. The updates that were discussed at the Education Committee meeting were also updated within the high school program of study.

Mr. Keegan commented that he noticed in his email and on the website we got a survey for the Comprehensive Plan. Did that go out to the whole community? Dr. Stoker commented that the Comprehensive Planning survey is on our website. Anyone that would like to respond to that, you can click on as soon as you go onto our webpage at nlsd.org, it'll pop up and you can go ahead and respond to the questions that are on it. Internally, it was sent out to all of our staff and it was also sent to grades 7 through 12 because we weren't sure that our younger students in our elementary would be able to answer the questions or understand the content. There was also a community outreach message that went out to all families in the district. Mr. Keegan asked who developed it. Dr. Stoker commented that we developed it as a core team for the Comprehensive Plan along with our partners and consultants through the Institute for Teaching and Leading. Dr. Harrington, who works with us, helped us design it. It's one that's been used in other districts, but it was customized to our district. Mr. Keegan wanted to point out that for the community members, it's important to take advantage of this opportunity. When I look at our website, our mission statement and all the things that go with it are from 1997, so that's 25 years. It's time that we got into the new century and it's time that we readjust and look at what's important for our students in Northern Lehigh. I'm passionate about this, so please when you talk to people, make sure they go online and take advantage of the opportunity to make comments on the Comprehensive Plan. Dr. Stoker added that the survey will be open until February 25th.

Mr. Christman asked Dr. Stoker for clarification regarding ESSER 3 and the possibility of extending it from 2024 to 2026, partially because of sustainment issues. Dr. Stoker commented that that was one of the points brought to Secretary Cardona. Mr. Christman commented that he just wants to make sure that we are careful with what we're spending ESSER 3 for that they're not recurring expenses that are going to become a budget issue after 2026. Dr. Stoker commented that some of what we're spending money on they are and some are not, but every decision that's made as an admin team and brought through committee to the board level, one of the discussions that we have is, is this something that needs to be brought beyond the pandemic. And, if it does need to go beyond the pandemic, how will it be sustained within the district or building budget. So, it may be reallocation of funds or it may be finding grant monies for whatever that happens to be. That's a conversation that we have everytime we spend money out of those grants.

Superintendent's Report - Mr. Link shared that we just recently wrapped up National School Counselor Appreciation Week that was February 7-11, 2022. National School Counseling Week 2022 focuses public attention on the unique contributions of school counselors within US schools. The 2022 theme of school counseling was "Better Together". Special recognition to our school counselors: Mrs. Kelly Kromer, Mrs. Sue Mengel, Mrs. Linda Brown, Mrs. Allison Chruscial and Mrs. Raquel Hoffert. They deserve to be recognized every school day. They do a tremendous job, not just during this week, year round, even in the summer supporting our students and their families, and their colleagues. Last week was also Food Services Worker Appreciation Week and that was founded by

**SPECIAL  
BOARD  
REPORTS**  
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the Association of Nutrition and Food Service Professionals back in 1991. The program celebrates the accomplishments and hard work of those in the food services industry. These individuals keep food and food safety forefront and maintain both state and federal regulations. And, let me tell you, there is a lot of state and federal regulations when it comes to the school lunch program and the national nutrition program. Our Food Services Department does a phenomenal job. Mrs. Nichole Fink and her staff continue to serve our students and they continue to serve them in a manner that he thinks really goes above and beyond. In some cases, what is even available to our students, they figure out and they get it to them. So, congratulations and thank you. Tomorrow is School Police Officer Appreciation Day. It is a special day to show appreciation for school-based law enforcement officers and encourages all citizens to show their gratitude with displays of support and personal messages. This day was recently made official by the National Association of School Resource Officers or NASRO. Our two school police officers, Officer Frank Gnas, who is also our School Safety and Security Administrator, and our other school police officer, David Jones. Officer Gnas, thank you for all you do and keeping our students, faculty and visitors safe on the school grounds. The last two years, they've really stepped outside the role as school police officers. In many ways they are supporting us on, in some ways almost the social services side. Meaning, they go out and they're checking on students that maybe we haven't heard from in a while. Especially when we were operating in a hybrid. They're going out, they're reaching out to families doing student welfare checks. They also go above and beyond, so thank you Officer Gnas. Mr. Link recognized one of our recent retirees, Mr. Tom Mertus. He was hired full time in August 2005 as a special education teacher serving Slatington Elementary School. He obtained an Associate's Degree in Fine Arts from Montgomery County Community College in 1981. A Bachelor's of Fine Arts Degree in Graphic Design from Kutztown University in 1983 and certified in Elementary and Special Education in 2001 from Kutztown University. Additionally, Mr. Mertus has served as a game worker for the district over different years for different events. Mr. Mertus was an outstanding teacher who met the individual needs of each child as he developed their new, unique talents and interests. When you're working in special education department and with students with special needs, it really is about the needs of the individual child and he did that each day. Mr. Mertus touched the lives of thousands of Northern Lehigh school students over the past 17 and a half years. He truly was a gift to our students and staff and will be dearly missed. Mr. Mertus retired from the district on January 7, 2022, again after 17 and a half years of service. It is my sincere hope that in his retirement he will find much happiness and fulfillment. It is my understanding that he has now stepped into a different career but still continuing to serve others. On behalf of the board of education and the school district, we will be honoring his request to have a donation given to the Slatington Public Library as a token of our appreciation for all he has done for the staff and students in this community. Again, best wishes to Mr. Mertus as he moves forward in retirement. Mr. Link is happy to report that we have received a donation from the Lehigh Valley Educators Credit Union along with all other school districts in Lehigh County. The Lehigh Valley Educators Credit Union and their generosity to Northern Lehigh School District and all school districts, we received a \$5,000 donation to be used to improve student education. Funds must be used for the students benefits only including educational enhancement and miscellaneous items not funded through the school's budget. So this is for kind like the things we want to be able to do for kids but there's no place in our budget to be able to code it to. Here we have an opportunity to through their generosity to work towards getting some of those things that we would like to see our students have. Mr. Link shared some information and a recommendation on our COVID Health and Safety Plan. He's happy to share that if any of you have been tracking the data on the district website, the week of January 10th, so about two weeks after the return from winter break, we saw our biggest spike in positive cases for both students and employees since the week of September 13th. After September through October, most of November, cases remained relatively low for students and very low for employees. After Thanksgiving break, it started to creep up a little bit again and then after winter break we had that week where we had that one week we had 33 cases for students and nine cases. A step down the following week and then a step down the following week. In the last three weeks, we've only had two cases for employees and we've been averaging about seven cases for students over the last three weeks. Numbers are going down. I think that mirrors the trend that we're seeing locally. I checked Lehigh County and Northampton County's report last week, and they're almost down by half in the number of positive cases and the percentage of people testing positive. What I would like to recommend this evening, and we double-checked with the Pennsylvania Department of Health, our epidemiologist liaison with them, is that we end contact

**SPECIAL  
BOARD  
REPORTS**  
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tracing in a way that we are no longer sending out notifications to parents if their child may be a close contact of a student that has tested positive. The Department of Health said we are able to do so and a number of other local school districts around Lehigh County and Northampton County are no longer notifying parents or guardians if their child may be in close contact. So if there's no objections or nobody wants to have any conversation about that, I would like to move forward with the notifications of close contacts. Mr. Green commented just FYI, the conversations I've been having with the solicitor kind of revolve around what some members of the public have indicated and I guess at this point, I'm asking the board would you like to have a motion and a second to allow Mr. Link to do that or are you comfortable that the authorization that we've given him is sufficient to allow him to participate and I'll open that for discussion. Mr. Fedorcha commented that he really thinks that we have the entrust on the person who we have employed to be our representative and I think that the board has given that recognition to Mr. Link. I would like to see that continue. Mr. Keegan asked what happens if you're a mom of a kindergarten kid and all of a sudden they say you're not going to call when my child's been in close contact with someone in school. What's the answer going to be? Mr. Link commented that he would say that what's in our Health and Safety Plan is if your son or daughter shows symptoms, they should stay home. That's going to be the continued message and then they should contact their healthcare provider and also communicate with our school nurse. We're not contact tracing outside of the schools. They're not doing that any longer as well as within our school system, our data, what we're seeing is when we have been notifying families that their son or daughter has been a close contact, it's their choice if they want to quarantine their son or daughter. Very, very, very few are choosing the quarantine. They're only quarantining if they are showing symptoms. Mr. Green commented that based on the discussion, I'm going to assume that the board is comfortable with allowing Mr. Link to make those changes based upon the votes, etc. that we've taken before. Mr. Green allowed a member of the audience to speak. Audience member asked if that would mean all mandatory isolation times for close contact at home and stuff would be changing? Mr. Link commented no, it means we would no longer be notifying parents if their child was thought to be or is a close contact. If somebody tests positive, they must still isolate. If it's an unvaccinated household member, they would still have to follow the quarantine. Or, if it's a vaccinated household member that is showing symptoms, they would still have to follow the quarantine.

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 Mrs. Heckman, that the Board of Education approves the following personnel items:

Resignation/  
Retirement

- B. Overholt With regret, accept the retirement resignation of Beverly Overholt from her position as Elementary Teacher at Peters Elementary, effective the end of the 2021-2022 school year. Mrs. Overholt will be retiring from the Northern Lehigh School District after 16 years of service.
- E. Case With regret, accept the retirement resignation of Elizabeth Case from her position as Learning Support Teacher at the middle school, effective the end of the 2021-2022 school year. Mrs. Case will be retiring from the Northern Lehigh School District after 27 years of service.
- C. Farole With regret, accept the retirement resignation of Catherine Farole from her position as Learning Support Teacher at the middle school, effective the end of the 2021-2022 school year. Mrs. Farole will be retiring from the Northern Lehigh School District after 37.5 years of service.
- S. Gustafson Accept the resignation of Stephanie Gustafson from her position as Permanent Substitute, District-Wide, effective January 21, 2022.
- D. Detweiler Accept the resignation of Diana Detweiler from her position as Office Paraprofessional at the high school, effective February 4, 2022.

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

J. Fisher Accept the resignation of James Fisher from his position as Permanent Substitute, District-Wide, effective February 1, 2022.

C. Keiser Accept the resignation of Cassandra Keiser from her position as Bookkeeper II - Accounts Payable, effective January 28, 2022.

Administrative Transfers Tara Trainer  
 From: Bookkeeper II - Accounts Receivable  
 To: Bookkeeper II - Accounts Payable  
 Salary: No change in salary  
 Effective: January 31, 2022

Appointment Instructional Susan Holland\* Professional Employee  
 Assignment: Special Education Teacher  
 Salary: \$63,375 (Step 5 M+ on the 2021-2022 CBA Salary Schedule)  
 Effective: Upon Release from Current School District  
**\*Pending Verification of Missing Personnel File Items**

Angela Everett  
 Assignment: After School Program Teacher at Peters Elementary  
 Salary: \$30/hour as per the CBA  
 Effective: 2021-2022 School Year

Appointment Non-Instructional Dale Wanamaker\*  
 Assignment: Instructional Paraprofessional  
 Salary: \$15.45/hour  
 Effective: February 7, 2022  
**\*60 Working Day Probationary Period**

Elivonne Mendez\* \*\*  
 Assignment: Confidential Administrative Assistant to the Superintendent  
 Salary: \$51,000.00 (prorated)  
 Effective: March 23, 2022  
**\*60 Working Day Probationary Period**  
**\*\*Pending Verification of Missing Personnel File Items**

Charles Young\*  
 Assignment: Cook's Helper  
 Salary: \$13.50/hour for the 2021-2022 school year  
 Effective: February 14, 2022  
**\*60 Working Day Probationary Period**

Rescind Co-Curricular Assignments Rescind the motion appointing Jason Reinhard as the Assistant Softball Coach that was approved at the August 9, 2021, school board meeting.

Rescind the motion appointing David Oertner as the Assistant Track & Field Coach that was approved at the August 9, 2021, school board meeting.

Rescind the motion appointing Drake Pristash as the Assistant Track & Field Coach that was approved at the August 9, 2021, school board meeting.



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

Co-Curricular Appointments 2021-2022	Tatiana Lopez	Assistant Track & Field Coach	\$3,335
	Elizabeth Hannon	Assistant Track & Field Coach	\$3,335
	Jason Smith	Assistant Softball Coach	\$3,335
	Rajev Gupta	Asst. MS Track & Field Coach-Shared	\$1,508 (Adjusted Amount)
	Elizabeth Case	Asst. MS Track & Field Coach - Shared	\$1,508

Co-Curricular Volunteers 2021-2022	Kay Solderitch	Assistant Softball Coach
	David Oertner	Assistant Track and Field Coach
	Drake Pristash	Assistant Track and Field Coach

Permanent Substitute Approve the following individual as a District-Wide permanent substitute teacher for the 2021-2022 school year. They will be paid a daily per diem rate of \$150.00 and will receive district health benefits according to the Affordable Care Act regulations with co-payment amounts equivalent to that of district personnel.

Christopher Hamm

Termination of Employee Approve the termination of employment of Employee #7410 from their position of Cafeteria Monitor, effective January 5, 2022.

Brandywine Transportation 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:

Gerald Hadinger, Jr. - Bus Driver  
Gayle Solderitz - Bus Driver  
Charles Young - Bus Driver  
Matilde Acosta - Bus Aide

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

Alyssa Snyder\*

\*Pending Verification of Missing Personnel File Items

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

NAY: None (0)

Motion carried.

**POLICY**

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

Board Policy First Reading Approve school board policy #218.1 - Weapons - Pupils, as presented after the first reading.

Approve school board policy #218.2 - Terroristic Threats - Pupils, as presented after the first reading.

Approve school board policy #222 - Tobacco and Vaping Products - Pupils, as presented after the first reading.

Approve school board policy #247 - Hazing - Pupils, as presented after the first reading.

Approve school board policy #249 - Bullying/Cyberbullying - Pupils, as presented after the first reading.

**POLICY****(cont.)**

Board Policy Second Reading	<p>Approve school board policy #137.1 - Extracurricular Participation by HomeEducation Students - Programs, as presented after the second reading.</p> <p>Approve school board policy #146.1 - Trauma-Informed Approach - Programs, as presented after the second reading.</p> <p>Approve school board policy #236.1 - Threat Assessment - Pupils, as presented after the second reading.</p> <p>Approve school board policy #805 - Emergency Preparedness and Response - Operations, as presented after the second reading.</p> <p>Approve school board policy #805.2 - School Security Personnel - Operations, as presented after the second reading.</p>
Board Governance Standards/ Code of Conduct	<p>Approve to reaffirm the school board governance standards and code of conduct referenced in school board policy #011 – Local Board Procedures – Board Governance Standards/Code of Conduct as recommended by the Pennsylvania School Board Association.</p> <p>YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp and Mr. Green (8)</p> <p>NAY: None (0)</p> <p>Motion carried.</p>

**CURRIC-  
ULUM AND  
INSTRUC-  
TION**

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

MS Curriculum Guide	<p>As per the recommendation of the administration and Education Committee, approve the Middle School Curriculum Guide for the 2022-2023 school year, as presented.</p>
HS Program of Study	<p>As per the recommendation of the administration and Education Committee, approve the High School Program of Study for the 2022-2023 school year, as presented.</p> <p>YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp and Mr. Green (8)</p> <p>NAY: None (0)</p> <p>Motion carried.</p>

**(a) (c) NEW  
BUSINESS**

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

L.V. Hot Air Balloon Association	<p>As per the recommendation of the administration and the Technology/Buildings and Grounds Committee, grant permission, according to Board Policy #707, for the Lehigh Valley Hot Air Balloon Association to use the district's parking lot facilities on Sunday, October 15, 2022, for the festival to be held at the Slatington Airport.</p>
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**(a) (c) NEW  
BUSINESS  
(cont.)**

Mishpachah Inc. As per the recommendation of the administration and the Technology/Buildings and Grounds Committee, grant permission, according to Board Policy #707, for the Mishpachah, Inc. to use the Northern Lehigh High School Auditorium on Sunday, June 12, 2022, for a music production.

Conf. Admin. Asst. to Supt. Agreement Approve the new Salary and Benefit Agreement between the Northern Lehigh School District and the Confidential Administrative Assistant to the Superintendent.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp and Mr. Green (8)  
NAY: None (0)  
Motion carried.

**(b) NEW  
BUSINESS**

Mr. Fedorcha nominated Gale Husack as a candidate to be placed on the 2022 Ballot for Carbon Lehigh Intermediate Unit Board of Directors.

Mr. Distler made a motion, which was seconded by Mr. Christman, that the Board of Education closes nominations and approves the following business item:.

CLIU Board of Directors Nomination The Board of Directors nominates Gale Husack as a candidate to be placed on the 2022 Ballot for Carbon Lehigh Intermediate Unit Board of Directors for a three-year term beginning July 1, 2022 through June 30, 2025.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp and Mr. Green (8)  
NAY: None (0)  
Motion carried.

**FINANCIAL**

Mr. Fedorcha made a motion, which was seconded by Mrs. Kulp that the Board of Education approves the following financial items, excluding item K:

Financial Reports Approve the Following Financial Reports:  
1. General Fund Account month of January 2022  
2. Cafeteria Fund Account month of January 2022

List of Bills Approve the Following List of Bills:  
1. General Fund months of January and February, 2022  
2. Cafeteria Fund months of January and February, 2022

LCCC 2022-2023 Budget Approve a resolution regarding the 2022-2023 Lehigh Carbon Community College Sponsor Contribution Budget. Total expenditures equal \$58,665,789 which represents an increase of \$4,394,301 or 8.1% over the 2021-2022 budget. Northern Lehigh's share of the total budget is \$173,380.00, a decrease of \$1,154.00 or (-.7%). A copy of the budget was distributed at the January 10, 2022 Board meeting.

CLIU 2022-2023 Budget Approve a resolution regarding the 2022-2023 Carbon Lehigh Intermediate Unit Operational and Program Services budget. Total expenditures equal \$3,376,570 an increase of \$99,905.00 over the 2021-2022 budget. Northern Lehigh's share is proposed to be \$18,268.00, a decrease of \$286.00 from the 2021-22 budget. A copy of the budget was distributed at the January 10, 2022 Board meeting.

**FINANCIAL****(cont.)**

LCTI 2022-2023	Approve a resolution regarding the Lehigh Career & Technical Institute general fund budget and Academic Center expenditures for the 2022-2023 school year. The general fund budget total is \$29,779,840.00 and increase of \$803,740. Northern Lehigh School District's portion of the 2022-2023 general fund budget is \$1,364,974.58, an increase of \$99,371.74. The expenditures for the Academic Center budget for the period of July 1, 2022 through June 30, 2023 total \$2,164,100.00 an increase of \$85,900. There is no cost to Northern Lehigh School District for the Academic Center budget. A copy of the budget was distributed at the January 10, 2022 Board meeting.
Single Audit Report	Accept the 2020-2021 audit and management report for the single audit ending June 30, 2021. A copy of the audit was distributed at the January 10, 2022 school board meeting.
Student Driver Program	Approve to authorize proper officials to ratify a contractual agreement between the Northern Lehigh School District and the Carbon Lehigh Intermediate Unit #21 to continue the Student Driver Education at no cost to the district, effective July 1, 2022 through June 30, 2023.
GLVCC Fee	Approve to allow administration to continue membership in the Greater Lehigh Valley Chamber of Commerce at a fee of \$424.00 for the 2022-2023 school year, to be paid from the Superintendent's budget.
Vehicle Damages	The Board of Education authorizes the payment of \$500.00 to Employee #6813 for damages incurred to her vehicle while transacting business with local vendors during normal school district operating hours.
PTD Phone Services	As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve a contract with PenTeleData for voice phone services.
Removed	<del>As per the recommendation from the administration, approve the purchase of a chain link fence to enclose the Peters Playground at a cost not exceed \$10,000.00, funding through the PCCD Competitive Grant and Buildings and Grounds Budget.</del>
Boundary Fencing	As per the recommendation from the administration, approve the purchase of athletic boundary fencing from Richardson Athletics at a cost of \$3,857.98, funding through the PCCD Competitive Grant.
Neffs Bank ACH	As per the recommendation of administration and the Finance Committee, the Board of Education grants authorization of the administration to execute an agreement with Neffs National Bank to allow Automated Clearing House (ACH) debits to pay King Spry Herman Freund & Faul law offices with the potential to add additional vendors when needed.
District Credit Cards	As per the recommendation of administration and the Finance Committee and in compliance with Policy #623, the Board of Education authorizes the business office to apply for district credit cards through Neffs National Bank for the following district administrators; Director of Business Affairs, Director of Support Services, and Food Service Director. Additionally, the business office is authorized to close the credit card accounts with Elan upon receipt of the new credit cards.
Second Step	As per the recommendation of the administration and the Education Committee, approve to enter into a contract with Committee for Children, Second Step, at a cost of \$32,296.14, funded through PCCD Competitive Grant.
	YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp and Mr. Green (8)
	NAY: None (0)
	Motion carried.

**INFORMATION**

Minutes of the Lehigh Carbon Community College Board of Trustees meetings held on December 2, 2021.

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on December 21, 2021.

**RECOGNITION OF GUESTS**

Mr. Green recognized the guests.

Mr. Keith Horn - That LCCC thing is great. I graduated from there is '78, straight to AC Auto Body Repair. I have a quote from Marjorie Taylor Greene, "There's not a federal law mandating the mask which he's talked to stress the vaccine. You never voted on it because it does not exist." There is also no rule under OSHA that allows companies to be fined for not mandating. Corporate communism needs to end now. Biden's not a dictator, he's a puppet. We know that, at least most people do. Another quote from PA state rep, Andrew Lewis, "A sad fact every powerful education related union in PA represents adults working the system. None of them represents students or parents. Let's get something clear, we love and need our adults working the educational system, not as a jobs program for adults. Every dollar spent on education should be spent with what is best for our students in mind, not with the primary focus what is best for the adult's career. It's high time we adopt the student-center approach to education in PA. It's high time education dollars are spent on what is best for our students rather than unaccountable systems." It's sad but I've never heard a powerful anti-school choice lobbying group talk about what is best for our students. They only talk about buildings systems and paid pension benefits for adults working the system even at the expense of a quality education for kids. This needs to change. Another thing that I was thinking over and I figure I'm just gonna throw this out there, the last meeting I was at they were talking about bullying and bullies. We the people are free to make our own decisions, free to move about, free to assemble. We are invaded by schools and our government and putting fear into the people in public so you can control us. I'm standing against you, you're not bullying me. I can only hope others have enough of your tyranny. You, school board, are our servants, you work for us because we voted for you. Keep government out of education. Public schools are already funded at extraordinary levels. There's no reason to expect that funneling more taxpayer dollars to the same institutions will improve them. With that said, I work five days a week times 52 weeks equals 255 days a year and make \$50,000 plus I have to pay it to a manual mechanic. The taxes went up 80 bucks in 2019. Taxes did not go up in 2020 but in 2021 they went up 160. So it doubled, you guys got your money anyway. It's the union and the government doing all that. Whatever they were last, that's what you're gonna get this year. I paid my house off last month. I don't have to pay taxes through the mortgage anymore and I'm talking for people who are retired now, like my mom. There's other people in here that have parents that are on social security. Did they get a raise? Yes, a couple dollars but also their insurance went up. The school board keeps jacking up, jacking up. I turned 62 in December, I can retire but I can't because I've got to put more money away for taxes that keep going up. Conformity, Dick Jones was my English teacher and he strongly stressed vocabulary and definitions, is doing what you're told regardless of what's right. Morality is doing what's right regardless of what you're told. My final closing thing is, Governor Wolf, who I don't care for, quietly vetoed a bill that would allow PA parents insight into what their children are learning in school. Nothing frustrates me more than being told how to raise our children by the government, thank you.

Mrs. Natalie Snyder - I would like to say thank you to all of you guys for working towards getting the ball rolling with the Act 91. I think it's a wonderful thing. A lot of college students can really benefit from this. My daughter especially is going to be doing that with you guys as well and hopefully she can recruit some more college students from Bloomsburg to participate in that. I think it's very good for them and I think it's good for the school district. I think it's good for the students because they can not sit in study halls and just, you know, be monitored by anyone. They might actually have some instruction. So, I want to thank you all for that. I also want to say thank you for following through with getting the attachments to the agenda and being able to be more transparent with things and helping us to feel like our voices are being heard, thank you.

**RECOGNITION OF GUESTS (cont.)**

Mr. Green commented to Mr. Horn that we are going to be starting budget discussions shortly so if you want to come to, particularly, the committee meetings, you'll hear a lot of conversation about where all that stuff stands. So, I would invite you to come to that.

Mr. Justin Jachowicz - The ESSER funds, just be careful with those obviously, because if you know something that extends beyond 2024, 2026, that goes to us, the taxpayers, so I would be cautious of doing any type of program that would not be fully funded or covered under the ESSER funds because it falls back on taxpayers. And, as the gentleman said before, they continue to rise every year. Just in terms of, I mentioned the Health and Safety Plan before. Obviously, I would like you guys to have voted on it. I would just leave it, the question is why not just a health and safety plan? Why not let Mr. Link do other things? Just a question out there. Last thing, this kind of goes back to the November meeting, but we had a student who at the podium here and about Homecoming, the dance, and not having it. I thought it was very rude by the President of the school board at that point to interrupt the student and say that the Homecoming Dance wasn't canceled, it was postponed. I mean, it was canceled, the students got their money back. Point of view saying is that for, I mean, if I was a high school student, I would never come to the podium to speak. I thought it was rude how the student was treated and cut off, I would just like an apology to that particular student because I think it sets a bad example to other students, outside the two who speak with the regular news, to want to come to school board meetings and be involved if he's going to get cut off when he's speaking.

Mr. Green commented that in the future, I'm the President, attack me, okay? You and I will agree to disagree and get along where we can and we'll go from there.

Mr. Jachowicz commented absolutely, this was from November.

Mr. Green commented we'll fight whatever we want to do and hopefully we'll get along and we'll all work for the betterment of our students, that's the bottom line, at least in our case.

**ADJOURNMENT**

Mr. Keegan made a motion, which was seconded by Mr. Christman, that the regular meeting of the Northern Lehigh School District Board of School Directors adjourned at 8:07 p.m.

YEA: Mr. Christman, Mr. Distler, Mr. Fedorcha, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp and Mr. Green (8)  
NAY: None (0)  
Motion carried.

Respectfully submitted,

Gale N. Husack  
Secretary

ATTEST: \_\_\_\_\_ President  
Mr. Matthias J. Green, Jr.