

**NORTHERN LEHIGH SCHOOL DISTRICT
Board Minutes**

**Slatington, PA
September 9, 2002**

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Gary S. Fedorcha, at 7:38 p.m. on Monday, September 9, 2002 in the boardroom located in the Slatington Elementary School.

ROLL CALL Members present: Mr. Robert J. Cox, Mr. Bryan C. Dorshimer, Mrs. Jane J. Escott, Mrs. Lauren A. Ganser, Mrs. Lori H. Geronikos, Mr. Mathias J. Green, Jr., Mr. Jason M. Newhard, Mr. Gary S. Fedorcha (8)

Members absent: Mrs. Sheryl A. Giles (1)

Non-Members present: Dr. Nicholas P. Sham, Sr., Mrs. Lynne Fedorcha, Mr. Philip Bertolino, Mr. Christopher Iacobelli, Dr. Linda Marcincin, Mrs. Karen Nicholas, Mr. John Hrizuk, Mr. David Papay, Mr. Robert Mack, Mr. Brian Geiger, Mr. Bernard Rockovich, Atty. Neil Ettinger (Solicitor), Nicholas Sander, Amberly Gable, and Mrs. Doneta Merkle

VISITORS Approximately 33 visitors attended the meeting, in addition to Sharon Minnich, reporter for The Times News.

SPECIAL BOARD REPORTS Carbon-Lehigh Intermediate Unit -- Mr. Bryan C. Dorshimer
Mr. Dorshimer highlighted information printed in the CLIU Board Briefs which was distributed to all board members.

Lehigh Carbon Community College -- Mr. Mathias J. Green, Jr.
Mr. Green reported that as a result of our enrollment being a small percentage of the entire enrollment at LCCC than anticipated, the district will be receiving a refund of approximately \$40,000.00 from the college. He also reported that enrollment for this year has increased dramatically. All students that graduate from Tamaqua High School will be allowed to attend LCCC tuition free for two years as a result of a grant that was received from the Morgan Foundation. He also reported that any student residing in Schuylkill County will be able to attend the community college as a sponsoring district student which would be at a substantially reduced rate.

Committee Reports and/or Meetings All board members received copies of the minutes of the Technology/Buildings and Grounds Committee meeting held on August 7, 2002, the Policy/Education Committee meeting held on August 19, 2002, and the Community Relations/Volunteerism Committee meeting held on August 21, 2002.

Student Representative To The Board Oath Ceremonial Oath Of Office – Amberly Gable
Attorney Ettinger administered the Oath of Office for Ceremonial Purposes to newly appointed Student Representative, Amberly Gable.

I do solemnly swear (or affirm) that I will support, obey and defend the Constitution of the United States and the Constitution of this Commonwealth, and that I will discharge the ceremonial duties of my honorary office with fidelity.

Legislative Report -- Mrs. Lori H. Geronikos
Mrs. Geronikos gave a brief report about tax reform measures.

Superintendent's Report -- Dr. Nicholas P. Sham, Sr.

Dr. Sham distributed the Northern Lehigh School District Final Goal Report for the 2001-2002 School Year.

Executive Session An Executive Session for personnel and legal issues was held prior to the meeting beginning at 7:00 p.m. An Executive Session was also held after the meeting for legal issues.

PERSONNEL A motion was made by Mr. Green, with a second made by Mr. Newhard, that the Board of Education approve the following personnel items:

Appointments
Instructional Julie Fehnel Temporary Professional Employee
Assignment: Grade 4 – Peters Elementary School
Replacing Sue Beil who was administratively transferred to Grade 6 Learning Support at Peters Elementary.
Salary: \$35,200* (Appendix A – Step 1 Bachelors on the 2001-2002 Collective Bargaining Agreement Salary Schedule)
Effective Date: August 26, 2002

*Salary will be adjusted to reflect the terms and conditions of the new collective bargaining agreement when reached.

Non-
Instructional Lee G. Mack*
Assignment: Custodian – 3:00 p.m. to 11:30 p.m.
Slatington Elementary School, replacing Dennis Foberg, who replaced Todd Green, who was administratively transferred to Peters Elementary School as a result of the retirement of Marvin Mantz.
Salary: \$8.25 Per Hour/8 Hours Per Day/5 Days Per Week
Effective Date: September 11, 2002
*He will serve a 60-Day probationary period.

Donna Meixsell
Assignment: Special Education Aide
Peters Elementary School, replacing Evonne Blocker, who resigned.
Salary: \$8.64 Per Hour/6 ½ Hours Per Day/5 Days Per Week
Effective Date: September 3, 2002
*She will serve a 60-Day probationary period.

Connie Kistler
Assignment: Special Education Emotional Support Aide
Senior High School – New Position – IDEA Funded
Salary: \$8.64 Per Hour/6 ½ Hours Per Day/5 Days Per Week
Effective Date: September 3, 2002
*She will serve a 60-Day probationary period.

Assistant
Athletic
Director James Tkach Approve to appoint James Tkach as an Assistant Athletic Director for the 2002-2003 school year at a stipend of \$6000. He will assist the Athletic Director in all Athletic Director duties and responsibilities and will be responsible for the Refreshment Stand Account and athletic fund-raising activities.

Resignations
Instructional Accept the resignation of Ann Weaver, English teacher in the senior high school, effective when a suitable replacement has been found. She has accepted a position in another school district.

Non-
Instructional Accept the resignation of Dennis Foberg, custodian in the Slatington Elementary School, effective August 20, 2002.

Accept the resignation of Rebecca Schock from her position as special education aide in the senior high school, effective at the end of the 2001-2002 school year.

Co-Curricular Accept the resignation of Lisa Snell Kern from her position as cheerleading coach for the 2002-2003 school year.

PERSONNEL

(Con't.) Co-Curricular Appointments for 2002-2003*

Head Baseball Coach – Frank Carazo
 Assistant Baseball Coach – Erv Prutzman
 Assistant Baseball Coach – Larry Meixsell
 Head Track Coach – Bryan Geist
 Assistant Track coach – Michael Bonner
 Assistant Track Coach – David Oertner
 Assistant Track Coach – Richard Snell
 Assistant Track Coach – James Waite
 Head Softball Coach – Maureen Leaswitch
 Assistant Softball Coach – James Herman
 Assistant Softball Coach – James Yadush
 Senior High Yearbook – Babette Guss
 Senior High Student Council – Robert Kern
 Senior High Band – David Carroll
 Senior High Chorus – Matthew Wehr
 Audio Visual Advisor – Jason Reinhard
 Senior High Musical Director – Matthew Wehr
 Senior Class Advisor – Kris Ahner
 Senior Class Advisor – Sharon Hunsicker
 Junior Class Advisor – Scott DeLong
 Junior Class Advisor – Sandra Michalik
 Sophomore Class Advisor – Christine Leslie
 Sophomore Class Advisor – Robert Kern
 Senior High Spring Intramural – James Tkach – Weightlifting
 Senior High Spring Intramural – Todd Herzog – Weightlifting
 Senior High Spring Intramural – Renee Evans – Tennis
 German Exchange Club – Lana Schmidt
 Senior Class Play – Matthew Wehr
 Majorette/Band Front – Lauren Zielenski
 National Honor Society Advisor – Steven Zong
 Cheerleading Advisor – Kathi Neff (Shared Stipend with Lil Borger)
 Elementary Chorus – Lora Krum
 Elementary Band – Terry Jenkins
 Elementary AV Director – Eric Wassum

**The stipend will be determined when a new Collective Bargaining Agreement is approved.*

Substitutes
 Instructional Approve the following substitute teachers for the 2002-2003 school year at the substitute teacher rates of \$70.00 for 1-10 non-consecutive days; \$80.00 for 11-20 non-consecutive days; and \$90.00 for 21+ non-consecutive days:

Jonathan DeFrain – Social Studies
 Thomas Supp – Biology
 Margaret Conrad – Elementary
 Bernice Hicks – Foreign Language
 Stan Luckenbill – Health & Physical Education

PERSONNEL

(Con't.)

Non-Instructional Approve to employ the following substitute aides/secretaries for the 2002-2003 school year at the substitute rate of \$7.25 per hour:

- Angela Shoemaker – Instructional Aide
- Crystal Benninger – Instructional Aide/Secretary
- Kimberly Wagner – Instructional Aide/Secretary

Approve to employ the following substitute cafeteria workers for the 2002-2003 school year at the substitute rate of \$7.25 per hour:

- Crystal Benninger
- Kimberly Wagner

Approve to employ the following substitute custodians for the 2002-2003 school year at the substitute rate of \$7.25 per hour:

- Lee Mack – Effective September 9, 2002

Volunteer Soccer Coach Approve to appoint Tim Nickisher as an unpaid volunteer soccer coach, pending verification of clearances, for the 2002 fall soccer season.

Electronic Learning Facilitators Approve the following individuals as Electronic Learning Facilitators (E.L.F.’s) for the 2002-2003 school year and on an as-needed basis during summer vacation. Compensation for elementary and secondary E.L.F.’s is \$2685.00 per school year.

- Nevin Ranck/Erv Prutzman – Senior High School – Will Share Stipend

FBLA Advisor Approve to appoint Bobbi Shupp as the Future Business Leaders of America advisor for the 2002-2003 school year. The stipend for this position is \$500.00 and is included in the 2002-2003 budget.

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

- Sandra Becker
- Janet Bashore
- Timothy Weaber
- Kori Dibilio
- Christine Koder
- Susan Strubinger
- JoAnn Wasilkowski

Leave Without Pay Approve the request of Linda Thompson, Peters Elementary guidance counselor, to take a two-day leave of absence, without pay, on September 5 and 6, 2002. She plans to use these days in conjunction with her two personal days. Her request will not be considered a precedent for future requests per correspondence received from the Northern Lehigh Education Association.

Salary Adjustments Acknowledge the following teachers who have completed the requirements per the Collective Bargaining Agreement that would entitle them to a salary increase for the 2002-2003 school year:

Jason Reinhard
From : 5B \$35,900.00*
To: 5B+24 \$37,000.00*

Theresa Kokinda
From: 5B+24 \$37,000.00*
To: 5M \$38,200.00*

*2001-2002 salary to be adjusted when a new Collective Bargaining Agreement is ratified.

Contracted Services 2002-2003 Approve the employment of the following marching band staff for the 2002-2003 school year:

Scott Wolfinger – Percussion Instructor/Arranger -- \$2000.00
James Corle – Drill Design (Marching) -- \$2000.00

Child Rearing/
FMLA Leave-
Michelle
Dotta Approve the request of Michele Dotta, Slatington Elementary special education teacher, to take a Child Rearing Leave of Absence during the 2002-2003 school year. Beginning on or about October 18, 2002, she plans on utilizing her 29 accumulated sick days and on or about December 3, 2002 she requests that she be granted a 12-week Family Medical Leave, which includes district-paid coverage until on or about February 25, 2003. She will be responsible for contributing co-pay contributions for dependent medical benefits during the FMLA leave. Her unpaid leave will begin on or about February 26, 2003. She plans to return to teaching on or about April 11, 2003.

Amend Motion A motion was made by Mr. Dorshimer, with a second made by Mr. Cox, that the Board of Education amend the previous motion and remove the Freshman Class Advisor positions and the Middle School Band/Chorus Director positions from the list of co-curricular appointments and approve those appointments as follows:

1. Approve to appoint Babette Guss and Ellen Yenser as Freshman Class Advisors for the 2002-2003 school year at a stipend of \$566.00.
2. Approve to appoint David Carroll and Matthew Wehr as Middle School Band/Chorus Directors for the 2002-2003 school year. The stipend for this position is listed in Appendix E of the 2001-2002 NLEA Co-Curricular Salary Schedule as the Junior High Band Director at a stipend of \$1236.00. This stipend will be shared equally by both advisors and is included in the 2002-2003 budget

Vote On
Amendment YEA: Mr. Cox, Mr. Dorshimer, Mrs. Escott, Mrs. Ganser, Mrs. Geronikos
Mr. Green, Mr. Newhard, Mr. Fedorcha (8)
NAY: None (0)

Vote On
Main
Motion YEA: Mr. Cox, Mr. Dorshimer, Mrs. Escott, Mrs. Ganser, Mrs. Geronikos
Mr. Green, Mr. Newhard, Mr. Fedorcha (8)
NAY: None (0)

PERSONNEL

(Con't.)

Department A motion was made by Mrs. Escott, with a second made by Mr. Newhard, that the Board of Education

Chairs approve the appointment of the following individuals as Special Area Contacts (Elementary Level) and Department Chairpersons (Secondary Level) for the 2002-2003 school year:

<i>Position</i>	<i>Name</i>	<i>Stipend</i>
Special Area Contact Person Language Arts	Kori Dibilio	\$1200.00
Special Area Contact Person Mathematics	Shawn Green	\$1200.00
Mathematics Department Chairperson	Bryan Geist	\$1800.00
English Department Chairperson	Renee Evans	\$1800.00
Social Studies Department Chairperson	Richard Snell	\$1800.00
Business/Computer Science/Technology Department Chairperson	Erv Prutzman	\$1800.00
Library Department Chairperson	Jane Englert	\$1800.00
Related and Applied Arts (Family & consumer Science, Shop Department Chairperson	Steve Drake	\$1800.00
Science Department Chairperson	Larry Meixsell	\$1800.00
Foreign Language Department Chairperson	Sandra Vajda	\$1800.00
Fine Arts Department Chairperson	Mary Ann S.-Mattiola	\$1800.00

ROLL CALL: YEA: Mr. Cox, Mrs. Escott, Mrs. Geronikos, Mr. Green, Mr. Newhard (5)
 NAY: Mr. Dorshimer, Mrs. Ganser (2)
 ABSTAIN: Mr. Fedorcha (1) (Conflict of Interest)

Motion carried.

POLICY

A motion was made by Mr. Dorshimer, with a second made by Mr. Cox, that the Board of Education approve the following items listed under Policy:

New Board
Policy #138
ESOL –
Waive 1st
Reading

Accept the recommendation of the Policy/Education Committee and waive the first reading and approve new board policy #138 – English As a Second Language/Bilingual Program Policy, as presented.

Conferences

Approve the request of Ronald Klevenhagen to attend the annual PEITOAC Association conference in Wilkes-Barre, PA on September 9, 2002. Expenses for the conference include \$120.00 for registration, \$35.00 annual member fee, for a total cost of \$155.00.

Approve the request of Dr. Linda Marcincin to attend a conference co-sponsored by Derry Township Public Schools and Best Practice Resources, Inc. in Hershey, PA from September 27-29, 2002. Expenses for this conference include \$180.00 for registration and will be paid for through Title II funds.

Approve the request of Steven Drake to attend the Technology Education Association of PA annual conference in Camp Hill, PA on November 7 and 8, 2002. Expenses for this conference include \$30.00 for registration, \$60.00 for meals, \$60.00 for travel, \$54.00 for lodging, for a total cost of \$204.00 and will be paid for through Title II-D funds plus the cost of a substitute for two days.

POLICY
(Con't.)

Approve the request of Lynne Fedorcha to attend a “No Child Left Behind” conference sponsored by the PaTTAN (PA Training and Technical Assistance Network) in Harrisburg on September 17, 18,

and 19, 2002. There is no registration fee. Additional expenses for this conference include \$137.80 for lodging, \$36.72 for travel, for a total cost of \$174.52 and will be paid for through Title II-D funds.

Approve the request of Bernard Rockovich to attend a PA Association of School Business Officials conference on September 18, 2002 in Hershey, PA. Expenses for this conference include \$115.00 for registration, \$36.00 for travel for a total cost of \$151.00 and was included in the 2002-2003 budget.

NLMS Student Act. Fund Statement Approve the Northern Lehigh Middle School Student Activities Account Statement for the month of July 2002.

Close Football Account Approve the request of the Northern Lehigh High School to close the Football Club account, which is part of the Northern Lehigh High School Student Activities Fund. The money remaining in this account will be turned over to the Northern Lehigh High School Athletic Fundraising Account.

Use of Facilities For NLYAA Grant approval to the Northern Lehigh Youth Athletic Association to use Bulldog Stadium for the 2003 football season on September 7, September 22, September 28, and October 27, 2002. **Rental fee is to be determined by the Board of Education.** Seven and one-half hours of custodian/maintenance fees will be billed for each use. NLYAA must provide proof of security for each event.

Request for Continuation Of German Exchange Program Mrs. Lana Schmidt, high school German teacher, has submitted a request for the continuation of the Student Exchange Program between interested students from the Northern Lehigh School District and the Eduard Spraenger Gymnasium in Landau, Germany. German students will be arriving at Northern Lehigh School District on Wednesday, September 25, 2002 and will depart for Germany on Saturday, October 5, 2002. Expected expenses to the district will be substitute coverage for the hosting teacher as deemed necessary and bus expenses for day trips as budgeted. Northern Lehigh students will travel to Germany at the end of the 2002-2003 school year, at a time that will coincide with the school year in the Rheinland-Platinat, preferably during the summer months. Trip participants will be responsible for all expenses; however, they do request liability insurance coverage for the entire group, as has been granted since their first exchange trip in 1984.

YEA: Mr. Cox, Mr. Dorshimer, Mrs. Escott, Mrs. Ganser, Mrs. Geronikos
Mr. Green, Mr. Newhard, Mr. Fedorcha (8)
NAY: None (0)

**CURRIC-
ULUM
AND INST-
RUCTION**

A motion was made by Mr. Dorshimer, with a second made by Mr. Green, that the Board of Education approve the following items listed under Curriculum and Instruction:

Approve to adopt the following textbook for the 2002-2003 school year.
This textbook was approved as part of the 2002-2003 senior high school budget:

<u>Name of Textbook</u>	<u>Publisher & Copyright</u>	<u>Course</u>
Prentice Hall Literature: Timeless Voices, Timeless Themes	Prentice Hall 2002	12 th Grade English

**CURRIC-
ULUM
AND INST-
RUCTION**

Approve the following teachers as helping teachers in the Northern Lehigh School District Induction Program for the 2002-2003 school year:

<u>Helping Teacher</u>	<u>Inductee</u>	<u>Stipend</u>
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(Con't.)	Linda Brown	Brenda Booz	\$750.00
Induction	Jason Graver	Lynn Haab	\$750.00
Program	Erv Prutzman	Anthony Jordan	\$750.00
2002-2003	David Carroll	Matthew Wehr	\$750.00

After School Tutoring Program
 Approve to authorize the administration to initiate an after school tutoring program for students in grades 7-12 who might need homework support or help to review for a test for one hour a day, Monday through Thursday. It is further recommended that the board of education authorize the administration to advertise to hire tutors for this program at a stipend of \$16.00 per hour. This stipend will be funded through Title V.

YEA: Mr. Cox, Mr. Dorshimer, Mrs. Escott, Mrs. Ganser, Mrs. Geronikos
 Mr. Green, Mr. Newhard, Mr. Fedorcha (8)
 NAY: None (0)

OLD BUSINESS

Mrs. Ganser requested permission to revisit the security system that is being installed in the district's buildings. At our solicitor's suggestion, this issue will be discussed as a legal matter in Executive Session after the meeting. Mr. Dorshimer also requested permission to discuss a contractual issue during this Executive Session.

NEW BUSINESS

A motion was made by Mr. Dorshimer, with a second made by Mrs. Ganser, that the Board of Education approve the following New Business items:

KidsPeace/
 Mental Health-
 Mental Retard-
 ation
 Agreement
 Authorize the superintendent to execute a letter of agreement for the 2002-2003 academic year with KidsPeace National Centers, Inc. and Lehigh County Mental Health-Mental Retardation to cooperate in the ongoing functioning of the Student Assistance Program in our district.

File Claim
 For Middle
 School Contract
 Modifications
 Approve and authorize the district to file a claim under the Claim and Dispute section as required by the contract for the additions and modifications to the middle school contract.

YEA: Mr. Cox, Mr. Dorshimer, Mrs. Escott, Mrs. Ganser, Mrs. Geronikos
 Mr. Green, Mr. Newhard, Mr. Fedorcha (8)
 NAY: None (0)

FINANCIAL

A motion was made by Mr. Newhard, with a second made by Mr. Cox, that the Board of Education approve the following financial items:

PC
 Abatements
 Approve abatement of per capita taxes for the residents that fall within the guidelines as presented.

Construction
 Bills
 Approve payment of bills from the Construction Account, as presented.

Extended
 Construction
 Bills
 Approve payment of bills from the Extended Construction Account, as presented.

Capital Reserve
 #1 Bills
 Approve payment of bills from the Capital Reserve #1 Account, as presented.

FINANCIAL

(Con't.)
 Portfolio
 Summary
 Approve the Arthurs Lestrage Cash Management Portfolio for the month of July 2002.

Refund Of Real Estate ID Taxes Approve a \$16,043.88 real estate tax refund for the 2001-2002 school year to Stanwood Mills, Lcida C/O John A. Shulman, T/A Jas Realty, PO Box 195, Slatington, PA 18080-0195. Tax parcel 18-02-B06SE3B-011-001. Stanwood Mills incorrectly paid real estate tax for the 2001-2002 school year even though they were awarded KOZ status and should not have paid. As a result of the KOZ Program, the assessed value of the property is reduced from \$382,150 to \$-0-.

Additional Construction Bill Approve payment of an additional bill from the Construction Account in the amount of \$33,909.25 to Metro Electrical Installations Company.

YEA: Mr. Cox, Mr. Dorshimer, Mrs. Escott, Mrs. Ganser, Mrs. Geronikos
Mr. Green, Mr. Newhard, Mr. Fedorcha (8)

NAY: None (0)

LEGAL President Fedorcha announced that an Executive Session was held prior to the board meeting for Executive Session Held legal and personnel issues.

CORRESPONDENCE All board members received copies of the following meeting minutes:

Minutes of the Carbon Lehigh Intermediate Unit Board of Directors meeting held on July 15, 2002.

Minutes of the Lehigh Carbon Community College meeting held on July 11, 2002.

Minutes of the Washington Township Board of Supervisors meeting held on July 16, 2002.

INFORMATION The Northern Lehigh School District Athletic Budget Summary for the 2001-2002 school year was distributed to all board members.

RECOGNITION OF GUESTS Charles Uhler – Peters Elementary Teacher – Addressed the board regarding current negotiations issues.

Jonna Mitchell – Walnutport – Addressed a bussing concern she had with the fact that her daughter no longer is a bus student.

Hali Kuntz – Walnutport – Middle School Teacher -- Thanked the board for taking the initiative to change to a middle school concept. She also mentioned that more than ever teachers are putting much of their salaries into their classrooms. Please keep this in mind when thinking of salary increases in the collective bargaining process.

Renee Evans – Slatington -- High School Teacher -- She defended and addressed the issue of department chairs/coordinators. She stated that the reason for department coordinators is that it was a Middle States recommendation.

Donna Marushak – Middle School Teacher – Stated that we should applaud ourselves. We are awesome – the board, the teachers, the students, the parents, and the community members. We are the only thing holding ourselves back to make this the best district around. Lets continue to move forward.

ADJOURNMENT A motion was made by Mr. Cox, with a second made by Mr. Newhard, that the regular meeting of the Northern Lehigh Board of School Directors be adjourned at 8:45 p.m.

YEA: Mr. Cox, Mr. Dorshimer, Mrs. Escott, Mrs. Ganser, Mrs. Geronikos
Mr. Green, Mr. Newhard, Mr. Fedorcha (8)

NAY: None (0)

Respectfully submitted,

Jane J. Escott
Secretary

ATTEST: _____ President
Gary S. Fedorcha