

**NORTHERN LEHIGH SCHOOL DISTRICT**  
**Regular Meeting**  
**Board Minutes**

**Slatington, PA**  
**June 21, 2006**

**PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mrs. Lauren A. Ganser, at 7:39 p.m. on Wednesday, June 21, 2006 in the boardroom located in the Slatington Elementary School.

Acting the Secretary Mrs. Ganser appointed Mr. Follweiler as acting secretary for tonight's meeting in absents of Mr. Dorshimer. There were no objections to this appointment.

**ROLL CALL** Members present: Mr. Franklin D. Beers, Mr. Donald H. Dengler, Mr. Raymond J. Follweiler, Jr., Mr. Mathias J. Green, Jr., Mr. Peter A. Ruth, Mr. Gregory S. Williams, Mrs. Lauren A. Ganser (7)

Members absent: Mr. Bryan C. Dorshimer, Mrs. Sheryl A. Giles (2)

Non-members present: Dr. Nicholas P. Sham, Mrs. Lynne B. Fedorcha, Mr. Robert Kern, Mrs. Karen Nicholas, Mr. John Hrizuk, Mr. David Papay, Mr. Brian Geiger, Ms. Christine Stafford, Mr. Jeffrey Bachman, Mrs. Andrea Madochick, and Mrs. Sherri A. Molitoris

Mrs. Ganser announced that the board was in an Executive Session prior to the meeting for personnel and negotiations reasons.

**VISITORS** Approximately six visitors attended the meeting, in addition to Joel Kern, reporter for The Times News

**APPROVE MINUTES** Mr. Williams made a motion, which was seconded by Mr. Dengler, that the minutes of the regular school board meeting held on June 5, 2006 be approved and ordered filed.

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**SPECIAL BOARD REPORTS** Legislative Report - Mr. Gregory S. Williams reported that the house passed house bill #39, *Property Tax Reform Bill* but that the house is still working on legislation to clarify that it will not effect the 2006-2007 budget that is already approved. PSBA recommends that school districts continue with their budget process.

The House has passed HB 2255 changing length of first time superintendent employee contracts from 3-5 years to a maximum of only 3 years. It will also put restrictions on other contractual items such as, compensation for unused sick time and limit severance packages. The bill was also amended to allow education majors, who now pass all their non-subject assessment tests, to apply for a conditional teaching certificate, which they can use for two years. After two years, and on recommendation of the school district, PDE will issue an Instructional I certificate to the individual. Time teaching under a conditional certificate does not count towards tenure in a school district.

House Education Committee approved House Bill #2608, which will be referred to the entire house, which would authorize the creation of a school based mentoring grant program. The program would provide grants to certain qualified non-profit organizations, such as big brothers and big sisters, that have written agreements with school districts to provide school based mentoring programs to students in grades K-12 who reside in the school district. The Bill would appropriate \$5,000,000 to PDE for fiscal year 2006-2007 for the program.

Lehigh Carbon Community College - Mr. Mathias J. Green, Jr. reported that Northern Lehigh and Northwestern Lehigh have joined together and will be jointly participating in the dual enrollment program with LCCC.

Mrs. Ganser reported that she received an invitation from Don Snyder, President LCCC, to hold one of our future board meetings on the campus in Schnecksville. This will be discussed at a later time.

#### Committee Reports and/or Meetings

The minutes of the Special Finance Committee Meeting held on May 31, 2006 were distributed.

The minutes of the Policy/Education Committee Meeting held on June 5, 2006 were distributed.

The minutes of the Technology/Buildings and Grounds Committee Meeting held on June 7, 2006 were distributed.

The minutes of the Finance Committee Meeting held on June 14, 2006 were distributed.

Federal and Other Programs - Mrs. Lynne B. Fedorcha reported that the board needed to take two actions on the dual enrollment grant. One is to approve the committee that will be monitoring and evaluating the grant and the second action is to approve the concurrent agreement from August 28, 2006 to June 30, 2007.

Mr. Beers made a motion, which was seconded by Mr. Follweiler, that the Board of Education approve the committee for the dual enrollment grant.

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams,  
Mrs. Ganser (7)

NAY: None (0)

Mr. Beers made a motion, which was seconded by Mr. Follweiler, that the Board of Education approve the concurrent agreement for the dual enrollment grant.

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams,  
Mrs. Ganser (7)

NAY: None (0)

The requested amount of the grant is \$31,700 and it will be used to reimburse our students for tuition and for text books of courses being taken.

Mrs. Fedorcha also handed out information on the flex days that were offered the last four days of school. She also distributed the minutes from the June 5 Title I meeting.

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

Dr. Sham reported that this meeting is the final meeting that Mr. Brian Geiger will be at as an administrator of the school district. Dr. Sham thanked Mr. Geiger for his years of service to the school district, as well as, many other organizations in Northern Lehigh.

The board was asked if they wanted a special meeting in July for hiring of an assistant principal in the high school. It was decided that hiring at the first board meeting in August would be adequate.

Expulsion hearing is scheduled for August 16<sup>th</sup> at 6:00 and therefore the Community Relations Committee Meeting scheduled for that night will need to be canceled.

Dr. Sham reported that CAPE contacted him about a school district in New Jersey that would like to distance learn in our intro to psychology class. He had CAPE contact Mr. Anderson at the high school.

Career Linking Academy is being offered this week to 58 of our students. Dr. Sham has attended the academy this week, as well as, Mr. Kern and Mr. Bertolino.

Dr. Sham reported on a newspaper article about Dr. Columba visiting Mrs. Overholt's Kindergarten Class to teach a math lesson on how to construct a triangle using the geo board. This is a result of

full day kindergarten and what is being taught to these students. Mrs. Overholt talked about her experience that day and that Dr. Columbia is planning on returning again next year.

The board was given an organizational chart of the school district. Dr. Sham reviewed this chart with the board. The board was then told that this document is a working document and that they should review it, make any suggestions for change, and, it would be brought back for approval at the first board meeting in August.

**PERSONNEL** Mr. Williams made a motion, which was seconded by Mr. Beers, that the Board of Education approves the following personnel items:

- Administrative Transfer John Fidelibus  
From: High School Assistant Principal  
To: Transition High School/Middle School Assistant Principal, replacing Robert Kern  
Effective: July 1, 2006  
Salary: \$70,000\* **(no change in salary)**  
*\*Last year's rates will apply until a new Administrator Compensation Plan is approved.*
- Appointment Tammy L. Patterson\* \*\*  
Assignment: Special Education Aide – Slatington Elementary  
Replacing Elvin Schlegel, who resigned  
Salary: \$9.59 Per Hour / 6 ½ Hours Per Day / 5 Days Per Week  
Effective Date: September 5, 2006  
*\*60-Day Probationary Period*  
*\*\* Pending Clearances*
- Resignation/Retirement - Kathy Leadbetter  
Accept the resignation of Kathy Leadbetter from her position as Special Education Learning Support Aide in the Senior High School effective the end of the day on June 9, 2006.
- Carol Dorward  
Accept the resignation of Carol Dorward from her position as Business Education/Keyboarding teacher in the Northern Lehigh Middle School, effective the end of the day on June 16, 2006, at which time she will begin her retirement from Northern Lehigh School District after 31 years of service.
- Jessica Claycomb  
Accept the resignation of Jessica Claycomb from her position as Family & Consumer Science teacher in the Senior High School effective the end of the day on June 16, 2006.
- Cindy Petruska  
Accept the resignation of Cindy Petruska as volunteer Dance Team Advisor for the Senior High School and Middle School effective the end of the 2005-2006 school year.
- Co-Curricular Appoints Assistant Girls Basketball Coach Scott Gerould \$4,168.66\*  
*\*Last year's rates will apply until a new Collective Bargaining Agreement is approved.*
- Volunteer Appointment Approve the following list of people as Dance Team Advisors for the Senior High School and Middle School for the 2006-2007 school year:  
Dianna Hoch \* Amanda Heller \* Patrice Arnold \*  
*\*Pending Clearances*
- Consulting Services - Brian Geiger  
Approve to contract with Brian Geiger for consultative services, effective August 4, 2006, at a fee of \$50.00 per hour, not to exceed 25 hours.
- Administrative Merit In- Approve merit increases for school administrators, as recommended by the Superintendent, for the 2005-2006 school year, to concur with the current Act 93 Administrative Compensation

Creases	plan.
Instructional Appointments	<p>Abby Bloss  Assignment: High School Mathematics Teacher, replacing Bryan Geist who was hired as Athletic Director  Effective: August 23, 2006  Salary: \$38,000* (Step 1 Bachelors on the 2005-2006 CBA Salary Schedule)</p> <p>Joe Tout  Assignment: High School Social Studies Teacher, replacing James Tkach who retired  Effective: August 23, 2006  Salary: \$38,600* (Step 4 Bachelors on the 2005-2006 CBA Salary Schedule)</p>
TVR Instructional Appointment	<p>Mary Theresa Horvat  Assignment: Temporary Vacancy Replacement Teacher, Middle School Mathematics, replacing Theresa Kokinda who was granted an unpaid childrearing leave of absence for the 2006-2007 school year  Effective: August 23, 2006  Termination  Date: End of the 2006-2007 School Year  Salary: \$38,000* (Step 1 Bachelors on the 2005-2006 CBA Salary Schedule)  <i>*Last year's rates will apply until a new Collective Bargaining Agreement is approved.</i></p>
Non-Instructional Appointments	<p>Stephan D. Haas  Assignment: Computer Technician – New Position in the 2006-2007 budget  Effective: July 1, 2006  Salary: \$21,824.00</p>

Temporary Clerical Appointment Authorize the administration to hire a temporary clerical assistant for the business office at an hourly rate not to exceed \$11.13.

**PUBLIC COMMENT** Joel Kern – Times News asked what was on the addendum item H2. Mrs. Ganser reported that it was the hiring of a temporary clerical assistant for the business office at an hourly rate not to exceed \$11.13.

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**CONFERENCE**

Mr. Green made a motion, which was seconded by Mr. Williams, that the Board of Education approves the following conferences:

Kim Wagner – Asperger's Syndrome: What Is It? – Sponsored by CLIU #21 – Schnecksville, PA – Registration: \$125.00 – Funding: IDEA

Amy Zeiser – Asperger's Syndrome: What Is It? – Sponsored by CLIU #21 – Schnecksville, PA – Registration: \$125.00 – Funding: IDEA

Lynn Haab – Asperger's Syndrome: What Is It? – Sponsored by CLIU #21 – Schnecksville, PA – Registration: \$125.00 – Funding: IDEA

Jane Kutney – Helping Struggling Writers – Strategies for Teachers – Sponsored by CLIU #21 – Schnecksville, PA – Registration: \$125.00 – Funding: Curriculum & Instruction Budget

Susan Heil – Helping Struggling Writers – Strategies for Teachers – Sponsored by CLIU

#21 – Schnecksville, PA – Registration: \$125.00 – Funding: Curriculum and Instruction Budget

Amy Zeiser – Wilson Reading System Overview – Sponsored by Reading Nancy Ruhmel – June 26 & 27 – Allentown, PA – Registration: \$275.00 – Funding: IDEA

David Oertner – Nanotechnology in the Secondary Classroom – Sponsored by PA Nanofabrication Technology Partnership and Penn State University – July 31, August 1 & 2 – University Park, PA – Registration: \$0, Travel: \$100, Meals: \$90, Lodging: \$345, Total Cost Approximately: \$535 – Funding: High School Professional Development Funds

Linda Marcincin – Leadership Immersion Institute – Sponsored by National Association of Elementary School Principals – July 10-12 – Philadelphia, PA – Registration: \$750, Travel: \$51.74, Meals: \$90, Lodging: \$439.72, Total Cost: \$1,331.46 – Funding: 2006-2007 Slatington Elementary Principal Staff Development Account

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

### **POLICY**

Mr. Green made a motion, which was seconded by Mr. Beers, that the Board of Education approves the following items listed under Policy:

Board Policy  
Second  
Reading

Approved to adopt new school board policy #246, Pupils, Student Wellness, as amended after second reading.

Board Policy  
First  
Reading

Approve revisions to existing school board policy #323, Administrative Employees, Tobacco Use, as presented after first reading.

Approve revisions to existing school board policy #423, Professional Employees, Tobacco Use, as presented after first reading.

Approve revisions to existing school board policy #523, Non-Professional Employees, Tobacco Use, as presented after first reading.

Approve revisions to existing school board policy #127, Programs, Assessment of Educational Program, as presented after first reading.

Approve revisions to existing school board policy #130, Programs, Homework, as presented after first reading.

Increase  
School Lunch  
Prices

Approve the recommendation of the administration that, effective September 5, 2006, school lunch prices be increased as follows:

Elementary School Lunch – from \$1.60 to \$1.95  
Middle School & High School Lunch – from \$1.65 to \$1.95  
Elementary Breakfast – from \$.70 to \$.75  
Adult Lunch – From \$2.65 to \$3.50

State Audit  
Corrective  
Action Plan  
Response

Approve the Corrective Action Plan Response to the Fiscal Year End State Audit for 2001, 2002, 2003, and 2004. (attachment)

Agreement of  
Sponsorship

Approve the Agreement of Sponsorship To Attend Another Pennsylvania Community College for Sara Anne Freed, in accordance with the guidelines established under Policy #912. Beginning in the Fall of 2006 she will be a fulltime student at Northampton County Community College to pursue her course of study as a Dental Hygienist.

Close Scholarship Account Approve the request of the senior high school to close the Melissa Chilcoat Memorial Scholarship Account in accordance with the Student Activities Account guidelines. The account balance is \$88.74 and it is recommended that the funds be transferred to the Scholarship Account to honor a 2006 graduate with a \$100 scholarship.

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**CURRICULUM AND INSTRUCTION**

Mr. Beers made a motion, which was seconded by Mr. Williams, that the Board of Education approves the following items listed under Curriculum and Instruction:

Purchase of Science Books - 8<sup>th</sup> Grade Approve the purchase of eighth grade science textbooks, *Science Explorer series 2005* by Prentice Hall, to replace *Merril Focus on Life Science*, copyright 1985, by Glencoe, and *Holt Earth Science*, copyright 1997, by Glencoe. This completes last year's Middle School Science textbook order. Texts are aligned with PA Math, RWSL, Science & Technology, and Environment & Ecology Standards and supports Northern Lehigh's middle school science curriculum. Specific strategies for modifying instruction are provided and content is delivered through a variety of formats, including print, audio, and transparencies. Teacher resource materials and ancillary resources are being provided at no charge. The total cost for all textbooks levels is \$8,093.00. This is part of the 2006-07 textbook budget.

Purchase of Math Books - High School Approve the purchase of high school math textbooks by Prentice Hall. The two titles are "*Finney, Demana, Waits, Kennedy, Calculus: Graphical, Numerical, Algebraic*," 3rd Edition, 2007, and "*Larson, Farber, Elementary Statistics: Picturing the World*," 3rd Edition, 2006. These texts will replace "*Calculus, 4<sup>th</sup> Ed.*" by Holt, 1990, and "*Statistics, A First Course*" by McGraw-Hill, 1995. Teacher resource materials and ancillary resources are being provided at no charge. The total cost of these textbooks for two courses is \$15,360. This is part of the 2006-07 textbook budget.

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**OLD BUSINESS**

Mr. Geiger reported that he received notification from the state that they received his grant proposal for \$35,000 that he reported to the board on a few months ago.

Mr. Geiger reported that they opened fuel bids today. There was only one submitted and it was being rejected because it did not meet the requirements of supplying a bid bond. They have no bids for diesel, unleaded gasoline or ultra low sulfur diesel. Made a call to Lehigh County to see if school districts can piggy back off their bids. No response as of the time of this meeting. Mr. Kaston, at the Slatington Borough, made this suggestion to Christine during a discussion they were having. Mr. Geiger did report that all the tanks have been filled at the old price prior to the end of this years contract.

Mr. Green made a motion, which was seconded by Mr. Beers, that the Board of Education grant permission to re-advertise and or piggy back with the borough for fuel purchase.

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**NEW  
BUSINESS**

Mr. Ruth made a motion, which was seconded by Mr. Dengler, for the approval of the Northern Lehigh School District Administration Compensation Plan as presented in executive session on behalf of the negotiating team.

Mrs. Nicholas said that she is on the negotiating team and that she has not seen this document that they wish to vote on this evening.

Mr. Ruth said that because Mr. Fidelibus was on vacation that the document was e-mailed to Mr. Kern.

Mr. Kern said that he was at the Career Linking Academy all week and that he has not been in school to check his e-mail.

Mr. Ruth reported that he told Mr. Fidelibus that nothing had changed.

Mrs. Nicholas said that if the agreement looks the same as presented last week, that as a representative of the administrative negotiating team, that the group is very disheartened by the offering. Mrs. Nicholas said that they have not seen what is being presented this evening.

Mr. Ruth said that he told Mr. Fidelibus that he would be presenting this agreement to the board this evening.

Mrs. Nicholas said Mr. Ruth stated that he would report to the board the ideas that administration shared with him and then get back to them. They also told Mr. Ruth that they would be willing to participate in executive session so they can communicate with all the board members their concerns.

Mr. Ruth said that he did present that to the board and that they were not interested in inviting administration into executive session.

Mrs. Ganser asked if the board wanted to temporarily table this until later on in the evening to allow administration time to view the document that is being presented for approval while the board continues on with the meeting.

Mr. Kern said that he doesn't understand why this needs to be ratified this evening. He suggested that it be delayed until both groups can get together and he really feels that administration needs to meet with the entire board and not just the negotiating team because they are disheartened and upset about what is on the table. He feels that what was being offered is very disrespectful to the administration staff. Mr. Kern said that it was supposed to become a meet and discuss and it did not happen.

Mr. Ruth said it became a conference call because of time restraints, vacation schedules, and that no one could meet. He bent over backwards for everyone to try to get whatever he could.

Mr. Kern said that he is talking about the whole pattern of things, not just one conference call. He asked the board to reconsider voting on this tonight and table the issue.

Mrs. Ganser said that if there were no objections they would currently table this item until right before adjournment. There were no objections.

**FINANCIAL**

Mr. Beers made a motion, which was seconded by Mr. Ruth, that the Board of Education approves the following items listed under Financial:

Treasurer's Report Approve the Treasurer's reports for the month of April & May 2006.

General Fund Approve payment of General Fund bills for the months of April, May and June 2006.

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 Bills

Cafeteria Treasurer's Report	Approve the Cafeteria Reports for the month of April 2006 and payment of bills for the April, May and June 2006.
NLMS Student Activity Acct. Statement	Approve the Northern Lehigh Middle School Student Activities Account Fund Statement for the month of April 2006.
NLHS Student Activity Acct. Statement	Approve the Northern Lehigh High School Student Activities Account Fund Statement for the month of May 2006.
NLHS Student Scholarship Statement	Approve the Northern Lehigh High School Student Scholarship Fund Statement for the month of May 2006.
NL Sports Accounts Financial Report	Approve the Northern Lehigh Sports Accounts Financial Report for month ended May 31, 2006.
NL Refreshment Stand Financial Report	Approve the Northern Lehigh Refreshment Stand Financial Report for month ended May 31, 2006.
2004AAA Bond Construction Bill	Approve payment of construction bills from the 2004AAA bond.
Student Accident/Athletic Insurance Carriers	Appoint Mid-Penn Insurance Associates as the 2006-2007 Student Accident and Athletic Insurance carriers. The renewal rate is \$5,900.00, an increase of \$186.00 over last year, to include all interscholastic sports, band and cheerleading. Voluntary school coverage is \$22.00 for the school time rate and \$88.00 for the 24-hour rate, the same as 2005-2006.
2005-2006 NLSD Salary Schedule	Approve the 2005-2006 Northern Lehigh School District Salary Schedule as presented. (attachment)
Budgetary Transfers	Approve budgetary transfers for the 2005-2006 fiscal year including any budgetary transfers recommended by the end of year audit.
Environmental Consulting Contract	Approve the contract with J. Miller and Sons, Inc. for environmental consulting (AHERA, Right-to-Know, MSDS, and IAQ Testing) to include all buildings in the amount of \$6,725.00. This reflects a \$0.00 increase over last year's fee.
Client Service Agreement	Approve Client Service Agreement with Provident Energy including Rider #2 for energy purchase pending legal review by our solicitor.
Terminate EIT Office at Borough Hall	Approve to accept the agreement between Northern Lehigh School District and Slatington Borough to terminate the use of the EIT office located at 125 S. Walnut Street in Slatington.



Driver Lehigh Education Contract Approve to authorize proper officials to ratify a contractual agreement between the Northern School District and the Carbon Lehigh Intermediate Unit #21 to continue the Driver Education Program in our district at a cost of \$2,100, effective July 1, 2006 through June 30, 2007.

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)  
 NAY: None (0)

### LEGAL

#### CORR-ESPONDENCE

Mrs. Ganser said that she received another anonymous letter and that she can not respond because she does not know who the letter is from.

Mr. Williams said that he likes hearing from the public. He says it is disappointing to read a 5 page letter that he can not respond to and give them his thoughts because he doesn't know who wrote it.

#### INFORMATION

Mrs. Ganser informed the Board of Education about donations received in the 2005-2006 school year as listed:

Ag Fair Donation	\$250.00	From Northern Lehigh Elementary School PTO for reimbursements for the Ag Fair held at Slatington Elementary School in May.																						
Class of 1939 Donation	\$300.00	From the Slatington High School Class of 1939 to purchase High School Library Books in honor of the following classmates:																						
		<table> <tbody> <tr> <td>Margaret Hamm Fenstermacher</td> <td>Lillian Miller Kappes</td> </tr> <tr> <td>Thelma Peters Cressman</td> <td>Fern Roth Jones</td> </tr> <tr> <td>Grace Schaeffer Rosekrans</td> <td>Dorothy Seip DeLucia</td> </tr> <tr> <td>June Spadt Kirchner</td> <td>Irene Stahley Hartman</td> </tr> <tr> <td>Evelyn Williams Miller</td> <td>Louise Kleintop DeCowsky</td> </tr> <tr> <td>Lawrence Lewis</td> <td>Lester Musselman</td> </tr> <tr> <td>Harland Remaly</td> <td>Ernest Roberts</td> </tr> <tr> <td>Roy Moyer</td> <td>Eleanor Dillard Henry</td> </tr> <tr> <td>Anna Leiby Fister</td> <td>Muriel Roberts Hughes</td> </tr> <tr> <td>Vincent Burke</td> <td>Gwendola Kuntz Henry</td> </tr> <tr> <td>Myler Miller</td> <td></td> </tr> </tbody> </table>	Margaret Hamm Fenstermacher	Lillian Miller Kappes	Thelma Peters Cressman	Fern Roth Jones	Grace Schaeffer Rosekrans	Dorothy Seip DeLucia	June Spadt Kirchner	Irene Stahley Hartman	Evelyn Williams Miller	Louise Kleintop DeCowsky	Lawrence Lewis	Lester Musselman	Harland Remaly	Ernest Roberts	Roy Moyer	Eleanor Dillard Henry	Anna Leiby Fister	Muriel Roberts Hughes	Vincent Burke	Gwendola Kuntz Henry	Myler Miller	
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#### RECOGNITION OF GUESTS

#### NEW BUSINESS

Mrs. Ganser said that the Northern Lehigh School District Administration Compensation Plan is back on the table for discussion.

Mrs. Nicholas said that after reviewing the offer that the Act 93 group believes that this compensation plan was not agreed upon in good faith. They would like to ask the board if they would be able to at least make their benefits plan equal to the clerical, custodial and teaching staff. There are many other pieces of this agreement that they would really appreciate being able to discuss with other members of the board. They know that it is so important and all they are looking for is someone that they can speak to about this because they are very concerned about this offer.

Mr. Ruth said that just for the record he has not changed any wording in the agreement expect what was discussed on the phone and what Mr. Fidelibus and him discussed.

Mrs. Ganser said that the board appointed a negotiating group to negotiate with the administrative group. She said that in good faith they have brought back everything that has happened and was discussed during negotiations to executive session. They have been entrusted by the board and she doesn't believe any other group has had individual discussions with board members if they were dissatisfied with the way negotiations were going.

Dr. Sham just added that as the person who has to carry out the mission of the school district that he has to do this through the administrators. He said that you use the term negotiate and he suggested that they continue to negotiate for as long as it will take to come to a mutual agreement. He feels that it can be done but that it may take a longer period of time. He said that there has to continue to be open dialogue between Act 93 and the board.

Mr. Green said that he agrees with Mrs. Ganser that there is a negotiating committee and they were appointed by the board to represent them. He said that he also had not seen this document in its totality prior to this evening and that bothered him. He said that Mr. Ruth assured him that every item had been discussed but that they may not have been in agreement but everyone understood what that agreement was saying. The only compromise based on that, that he would be willing to make would be, he would be willing to table it, however, it would be on his part a firm understanding that anything that is eventually agreed upon is totally retroactive. This includes both the pluses and minuses. If the raise is retroactive, then so is the co-pay.

Mr. Green made a motion, which was seconded by Mr. Williams, that the Board of Education table the Northern Lehigh School District Administration Compensation Plan with the understanding that the contract is totally retroactive both on the pluses and minuses.

Mrs. Nicholas stated that they would look forward to further dialogue.

YEA: Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Williams, Mrs. Ganser,  
Mr. Beers (6)

NAY: Mr. Ruth (1)

**ADJOURN-  
MENT**

Mr. Beers made a motion, which was seconded by Mr. Williams, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 9:10 p.m.

YEA: Mr. Beers, Mr. Dengler, Mr. Follweiler, Mr. Green, Mr. Ruth, Mr. Williams,  
Mrs. Ganser (7)

NAY: None (0)

Respectfully submitted,

Raymond J. Follweiler, Jr.  
Acting Secretary

ATTEST: \_\_\_\_\_ President  
Lauren A. Ganser