

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

**Slatington, PA**  
**November 10, 2014**

- PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Edward E. Hartman, at 7:40 p.m. on Monday, November 10, 2014, in the Administration Office Board Room.
- ROLL CALL** Members present: Mr. Robin T. Distler, Mr. Raymond J. Follweiler, Jr., Mr. Mathias J. Green, Mrs. Natalie J. Green, Mrs. Donna M. Kulp, Mr. Gregory S. Williams, and Mr. Edward E. Hartman (7)
- Members absent: Mr. Gary S. Fedorcha, Mr. Robert J. Keegan, Jr. (2)
- Non-members present: Mr. Jeffrey Bachman, Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. John Hrizuk, Mr. Gavin Kemery (Jr. Rep.), Mr. Paul Leonzi, Mr. Michael Michaels, Mrs. Sherri Molitoris, Mrs. Karen Nicholas, Mr. Scott Pyne, Mrs. Tanya Simms, Atty. Keith Strohl (Solicitor's Office).
- VISITORS** Approximately seventeen visitors attended the meeting in addition to Terry Ahner, reporter for The Times News and Channel 13 News.
- APPROVE MINUTES** Mr. Distler made a motion, which was seconded by Mr. Follweiler, that the minutes of the regular school board meeting held on October 13, 2014 be approved and ordered filed.
- YEA: Mr. Distler, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams and Mr. Hartman (7)
- NAY: None (0)
- SPECIAL BOARD REPORTS** Carbon Lehigh Intermediate Unit – Mr. Follweiler reported that one of our students, Julian Gonzalez, spoke at the last meeting about how much he enjoyed attending Northern Lehigh High School.
- Legislative Report – Mr. Williams reported that when the School Performance Profile scores came out statewide, the scores showed that 72% of public school buildings scored 70% or higher. The average score for traditional public schools was 76.9%, brick and mortar charter schools was 65.1% and cyber charters were 48.9%. Mr. Williams stated that this is hard evidence that the charter schools are underperforming and that PSBA will use this data to further push for charter school reform.
- Lehigh Carbon Community College – Mr. Green announced that on October 24, 2014, an investiture was held to swear in Dr. Ann Bieber as the fifth president of the college. The community college is ranked among the lowest in total cost (tuition plus fees), in the state of Pennsylvania. As the college's budget process has begun, Mr. Green asked the board for their input on tuition rates whether they should remain the same or be raised. Board members should let Mr. Green know their thoughts on this matter. The cost to attend one semester and take up to 18 credits at LCCC costs just under \$1,800. Lehigh University charges roughly \$1,900 for one credit. Mr. Green expressed that LCCC is a great place to start and that he is very proud of the college.
- Mr. Green reported that the college was attempting to purchase some buildings; however, another buyer came along with a cash offer and the college lost out on a good opportunity. Mr. Green stated that he will be updating the board on this in future months.
- Student Representatives to the Board Report – Mr. Gavin Kemery distributed the written student representative report and verbally reported on its contents.
- Solicitor's Report – Attorney Strohl reported that the solicitor's office has been approached by the Northampton County solicitor to sign off an assessment appeal for the former Paris Accessories Building in Walnutport. The current assessment is 1.84 million. The new negotiated assessment value is 1.275 million; however, the property was sold in 2013 for \$1.3 million, making the new assessment value \$25,000 below the last selling price. The negotiated assessment value is determined by appraisals received by both parties. If the board wishes, the solicitor's office could get involved in negotiating an acceptable value or they can simply sign off on the appeal. Mrs. Green stated that she is in favor of the district solicitor's office signing off on the appeal. Mr. Green agreed adding that if you get involved negotiating one property, where do you draw the line? Mr. Williams added that

**SPECIAL  
BOARD  
REPORTS  
(cont.)**

Motion to  
Allow Steckel  
& Stopp to  
Sign Stipula-  
tion of Counsel

we should only get involved if something does not seem copasetic. In this case the legal fees would outweigh the small amount of taxes gained.

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

The Northern Lehigh School District Board of Directors authorizes to allow the law offices of Steckel and Stopp to sign the stipulation of counsel.

YEA: Mr. Distler, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams and Mr. Hartman  
(7)

NAY: None (0)

Federal and Other Programs Update – Mrs. Nicholas reported that the Career Pathways Workshop will be held on November 19, 2014 from 6:30 PM – 7:30 PM in the High School Auditorium. This workshop is part of the Chapter 339 Guidance Plan. This workshop will inform our students and parents of the opportunities available here in the Lehigh Valley, and it will assist them in choosing the correct classes for their chosen career.

Mrs. Nicholas reported that the School Performance Profile (SPP) has been made public. The Northern Lehigh School District does not have any schools in school improvement and all buildings are making progress. The PA Department of Education set a SPP score of 70 percent as a benchmark target and all of our buildings have scored above the 70 percent. The principals will be reporting on their scores at the December board meeting.

Mr. Michaels added that we have been working diligently to increase our test scores, but we don't have a choice. Mr. Michaels thanked Mrs. Nicholas and the principals for having elementary grade level meetings and he thanked the teachers and students for their hard work. We are trying to turn out well-rounded citizens and prepare them to compete in the global economy.

Mr. Michaels distributed to board members a chart showing the SPP scores of the charter schools and cyber charter schools. The cyber charter schools ratings showed 86% had an "F" and 14% had a grade of "D" and the brick and mortar charter schools showed 65% had a grade of "D" and "F." Mr. Michaels added that unlike the private/charter schools, public schools have to educate every student and do not have the option to pick and choose who attends.

Mrs. Nicholas added that our scores reflect the hard working efforts of our teachers and students. She added that when she and Mr. Michaels walk around the buildings, they are very proud of what the students and teachers are accomplishing.

Mr. Hartman added that our teachers do a phenomenal job in keeping up with the demands the State puts on them. Mrs. Green commended Mr. Vlasaty and Mrs. Simms for showing such an improvement in their SPP score over last year. Mrs. Simms added that the High School teachers did a great job and they are very proud of them.

Business Manager's Report - Mrs. Molitoris reported that the approvals for PlanCon H, J, and K were received last Friday. The necessary paperwork has been completed and we should be receiving a little over \$370,000 early next year. Mr. Michaels thanked Mr. Derr for driving to Hershey with the PlanCon paperwork needing his signature so it would not sit on his desk while he was at the Superintendent's conference.

Mrs. Molitoris reported that on the board agenda this evening is the resolution for electricity purchases. Since 2006, a consortium of school districts have teamed up with Provident Energy to purchase bulk electricity. This resolution will cover Provident Energy to continue in that capacity and remove the need to have it approved every two years. Mr. Green asked if it was fee based. Mrs. Molitoris stated yes but she did not have the amount in front of her but she will provide it after the meeting.

Mrs. Frantz reported that the local auditors will be here on November 24, 2014 to do the single Audit of the Federal programs and an in depth audit of Food Services.

**SPECIAL  
BOARD  
REPORTS  
(cont.)**

**Superintendent's Report** - Mr. Michaels introduced Mr. Jonathan DeFrain, High School Student Council Advisor. Mr. DeFrain thanked the board for allowing them to attend this evening and he introduced Student Council President, Julie Knerr, who gave a brief overview of events they held and that are planned for the rest of the school year.

Mr. Michaels reported that the annual Ecumenical luncheon will be this Thursday, November 13, 2014. Mrs. Kristie Borger will be doing a whiteboard presentation and Mr. Jeff Bachman will speak on safety and security.

Mr. Michaels announced that American Education Week is November 17-21, 2014. Mr. Michaels thanked the parents, the School Board, the teaching staff and the support staff for their dedication to the students of this district.

Mr. Michaels reminded everyone that tomorrow is Veterans Day. Please thank the teachers in our district that are veterans. Mr. Michaels thanked Mr. Edward Hartman for serving in the Marine Corp and noted that today is the Marine Corp birthday.

Mr. Michaels stated that he has some concerns about the federally mandated lunch program. He will be meeting with Mrs. Bahnick and the students at the High School for their opinion on the new lunches. In addition, the federal government is urging districts who qualify to participate in the Summer Food Service Program which would allow up to two meals a day be served in the summer months.

Mr. Michaels announced that the Administration and central office staff is once again involved in the Adopt-A-Family for Christmas program for needy families in our community and he thanked Mrs. Molitoris and Mr. Hrizuk for spearheading the project.

Mr. Michaels informed the board that House Bill 435, which is an amendment to the Child Protective Services Act, will require all employees to get new clearances every three years.

Mr. Michaels added that the new home school evaluation process has been revised to eliminate the requirement for documentation to be submitted to the superintendent of the school district where the student resides.

Also, House Bill 1816 has been passed also known as "Pass the Trash." This law requires you to conduct an employment history for all prospective employees and requires you to be truthful when giving references on current employees as it relates to any sexual misconduct investigations.

Mr. Hartman reported that an executive session was held prior to tonight's meeting to discuss personnel and legal issues.

**PERSONNEL**

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

Retirement  
C. Andrews

Accept the retirement resignation of Connie Andrews from her position as cook's helper at Slatington Elementary School effective the end of the work day December 23, 2014. Mrs. Andrews will be retiring from the Northern Lehigh School District after 26 years of service.

Retirement  
D. Curran

Accept the retirement resignation of Dorothea Curran from her position as cook's helper at Slatington Elementary School effective December 31, 2014. Mrs. Curran will be retiring from the Northern Lehigh School District after 11 years of service.

Co-Curricular  
Appointments  
2014-2015

Jason Reinhard	MS Co-Ed Soccer Coach	\$2,703.00
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Co-Curricular  
Volunteers  
2014-2015

James Corle*	Band Advisor
Fred Folland*	Leo Club Advisor
Don Trexler*	Leo Club Advisor

\* Pending Verification of Missing Personnel File Items

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

Unpaid Leave of Absence	Approve a medical leave of absence for employee #3870 effective December 10, 2014. She plans to use thirty-one (31) accumulated sick days. Upon exhaustion of her sick days if she is not released from her physician, she is requesting a twelve week unpaid leave of absence. Employee plans to return to her current position upon release from her attending physician.
Uncompensated Leave of Absence	Approve an uncompensated leave of absence for employee #260 for the remainder of the first semester of the 2014-2015 school year. Employee plans to return to her current position upon release from her attending physician.
Substitute-Instructional	Approve the following substitute teachers for the 2014-2015 school year at the 2014-2015 substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:  Arielle Dentith – English 7-12 Kyle Turner* - Elementary K-6 <b>*Pending Verification of Missing Personnel File Items</b>
Substitute-Non-Instructional Aides/Secretary	Approve the following individuals as substitute secretaries/aides for the 2014-2015 school year at the 2014-2015 substitute rate as approved on the Supplementary Personnel Salary Schedule:  Ann Marie Belo* Jessica Smoyer* Kyle Turner* <b>*Pending Verification of Missing Personnel File Items</b>
Custodians	Approve the following individuals as substitute custodians for the 2014-2015 school year at the 2014-2015 substitute rate as approved on the Supplementary Personnel Salary Schedule:  Ann Marie Belo* Jon Rinker* Kyle Turner* <b>*Pending Verification of Missing Personnel File Items</b>
Cafeteria Workers	Approve the following individuals as substitute cafeteria workers for the 2014-2015 school year at the 2014-2015 substitute rate as approved on the Supplementary Personnel Salary Schedule:  Ann Marie Belo* Dawn Martinez Jessica Smoyer* Kyle Turner* <b>*Pending Verification of Missing Personnel File Items</b>  YEA: Mr. Distler, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams and Mr. Hartman (7) NAY: None (0)
<b><u>POLICY</u></b> Board Policy Second Reading	Mr. Distler made a motion, which was seconded by Mrs. Green, that the Board of Education approves the following policy items:  Approve school board policy #000 – Local Board Procedures – Board Policy/Procedure/Administrative Regulations, as presented after second reading.  Approve school board policy #100 – Programs – Comprehensive Plan, as presented after second reading.  Approve school board policy #113 – Programs – Special Education, as presented after second reading.  Approve school board policy #114 – Programs – Gifted Education, as presented after second reading.

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

Approve school board policy #146 – Programs – Student Services, as presented after second reading.

Approve school board policy #320 – Administrative Employees – Freedom of Speech in Nonschool Settings, as presented after second reading.

Approve school board policy #420 – Professional Employees – Freedom of Speech in Nonschool Settings, as presented after second reading.

Approve school board policy #520 – Nonprofessional Employees – Freedom of Speech in Nonschool Settings, as presented after second reading.

Approve school board policy #331 – Administrative Employees – Job Related Expenses, as presented after second reading.

Approve school board policy #431 – Professional Employees – Job Related Expenses, as presented after second reading.

Approve school board policy #531 – Nonprofessional Employees – Job Related Expenses, as presented after second reading.

Approve school board policy #333 – Administrative Employees – Professional Development, as presented after second reading.

Approve school board policy #433 – Professional Employees – Professional Development, as presented after second reading.

YEA: Mr. Distler, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams and Mr. Hartman (7)

NAY: None (0)

**CURRIC-  
ULUM AND  
INSTRUC-  
TION**

Mrs. Kulp made a motion, which was seconded by Mr. Distler, that the Board of Education approves the following curriculum and instruction item:

Comprehensive Plan  
2015-2018

Approve the Comprehensive Plan beginning July 1, 2015 – June 30, 2018, as presented.

YEA: Mr. Distler, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams and Mr. Hartman (7)

NAY: None (0)

**NEW  
BUSINESS**  
ERIP  
2014-2015

Mr. Williams made a motion, which was seconded by Mrs. Kulp, that the Board of Education approve to adopt an Early Retirement Incentive Plan for all eligible professional employees, on a voluntary basis for the 2014-2015 school year.

YEA: None (0)

NAY: Mr. Distler, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (7)  
Motion defeated.

**FINANCIAL**

Mr. Follweiler made a motion, which was seconded by Mr. Green to approve the following Financial items:

Financial  
Reports

General Fund Account month of September  
NLMS Student Activities Account month of October  
NLHS Student Activities and Scholarship Accounts month of October

List of  
Bills

Approve the Following List of Bills:  
General Fund months of October and November 2014  
Food Service month of October 2014  
Refreshment Stand month of October, 2014

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

Provident Energy Resolution RESOLVED, the Board of Education approves the Resolution designating Provident Energy as third-party independent electricity consultant for the future procurements of electricity extending beyond the current obligation of June 30, 2015.

Resolution NC Tax Claim Bureau Approve the resolution directing Northampton County Tax Claim Bureau not to collect delinquent taxes on behalf of Northern Lehigh School District as presented.

Resolution LC Tax Claim Bureau Approve the resolution directing Lehigh County Tax Claim Bureau not to collect delinquent taxes on behalf of Northern Lehigh School District as presented.

Salary Schedule 2014-2015 Approve the 2014-2015 Northern Lehigh District Salary Schedule as presented.

Verizon Wireless Data Agreement Approve a data service agreement with Verizon Wireless for an iPad for the Director of Special Education to aid in her abilities to perform her duties at meetings outside of the district.

AccuWeather Agreement Approve the agreement with AccuWeather for location based warnings and on demand weather briefings to aid in weather related school cancellations and delays at a yearly cost of \$1,600.00.

Per Capita Abatements/ Exonerations Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented.

Mr. Green questioned the need for the AccuWeather agreement. Mr. Michaels stated that it is our district's turn to pay for the information to share with other districts, and it is needed in order to give us a better handle on making the weather calls to keep our students safe. Mr. Green added that there are many free apps available and he doesn't understand the need to spend \$1,600 when we follow suit with other districts on the closing of school. Mr. Michael strongly disagreed with that noting he and Mr. Derr make the calls for Northern Lehigh. Mr. Green disagreed and asked how do we have school when LCTI is closed? Mr. Michaels added that we have to make it work and we find things for them to do. Mr. Green noted that he doesn't know why we are spending \$1,600 when there are free apps available.

Mr. Green commented that after reviewing the Personnel Salary Schedule, he believes there are people, particularly in the administrative level, whose salary should be increased. Mr. Green added that he believes there should be a discussion about some of these salaries because people off the street are making far more. Mr. Green ended by stating he still doesn't think we need the weather app. Mr. Michaels stated that we have been using this particular app at another district's expense. He added that we don't do this every year. Mr. Green asked how many years? Mr. Michaels replied that it is about every five years.

YEA: Mr. Distler, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams and Mr. Hartman (7)

NAY: None (0)

**INFORMATION**

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on September 24, 2014 were distributed.

Minutes of the Carbon Lehigh Intermediate Unit #21 Board of Directors meeting held on September 15, 2014 were distributed.

**ADJOURN-  
MENT**

Mr. Follweiler made a motion, which was seconded by Mrs. Kulp, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:27 PM.

YEA: Mr. Distler, Mr. Follweiler, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams and Mr. Hartman  
(7)

NAY: None (0)

Respectfully submitted,

Gregory S. Williams  
Secretary

ATTEST: \_\_\_\_\_ President  
Edward E. Hartman